

Official Warrant

FOR THE

SPECIAL TOWN MEETING



**LINCOLN-SUDBURY REGIONAL HIGH SCHOOL
AUDITORIUM**

May 15, 1967 8:00 P.M.

Please bring this notice with you to the meeting.

TOWN WARRANT

THE COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss.



To either of the Constables of the Town of Sudbury

Greetings:

In the name of the Commonwealth of Massachusetts, you are hereby required to notify and warn the inhabitants of the Town of Sudbury, qualified to vote in Town affairs, to meet at the Lincoln-Sudbury Regional High School Auditorium in said Town on Monday, May 15, 1967, at eight o'clock in the evening, then and there to act on the following articles:

ARTICLE 1. Appropriation for salary account adjustments.

To see if the Town will vote to raise, appropriate, or otherwise provide the sum of \$27,857.00, or any other sum, said sum to be allocated and added to the following budget line item accounts:

C-6	Dog Officer Salary	\$ 54.00
C-9	Fire Department Salaries	8,815.00
C-18	Police Department Salaries	7,280.00
D-1	Highway Administration Salaries	1,600.00
D-6	General Highway Maintenance	2,700.00
D-17	Tree and Brush Control	600.00
E-8	Engineering Salaries	1,150.00
E-12	Executive Secretary Salary	630.00
E-45	Town Hall Clerical	2,400.00
E-46	Town Hall Custodial	600.00
G-1	Goodnow Library Salaries	1,500.00
H-1	Animal Inspector Salary	18.00
I-2	Parks and Playgrounds Salaries	480.00
J-1	Veterans' Agent Salary	30.00

and, further, to concur in the action taken by the Personnel

Board, because of exceptional circumstances, pursuant to Town By-law Article XI (Personnel Administration Plan), Section 8, paragraph (6), in temporarily increasing all Annually Rated, Hourly Rated, Single Rate, and Co-op Student Salary Schedules by 8% (rounded off to the nearest dollar or cent, as appropriate) effective from April 1, 1967 until April 1, 1968. Pass any vote or take any action relative thereto.

Submitted by the Personnel Board.

Handwritten notes: wk (10-9) 9:30-9:30, 13,500, \$1.11, \$20, \$10

ARTICLE 2. Appropriation for new Goodnow Library.

To see if the Town will vote to raise, appropriate, or otherwise provide the sum of \$365,600.00, or any other sum, for the purpose of site preparation, constructing and equipping, on land owned by the Town and known as the Neelon property, new Goodnow Library facilities for the Town of Sudbury; and to authorize the Treasurer, with the approval of the Board of Selectmen, to borrow \$275,600.00, or any other sum, by issuing bonds or notes therefor for a period not to exceed 10 years; and to accept a Federal grant in the amount of \$90,000.00; and to authorize that the expenditure of such funds shall be under the jurisdiction of the Permanent Building Committee, provided that no funds shall be expended prior to approval of the grant by the Federal Government. Pass any vote or take any action relative thereto.

Submitted by Petition.

Handwritten notes: 100 signatures of voters, 200

ARTICLE 3. Acceptance of gifts.

To see if the Town will vote to accept the following gifts:

1. A gift by Maude C. Clark of land located on Pratt's Mill Road adjoining other land of the Town and bounded and described as follows:

Beginning at the southeasterly corner at a stone bound at land of the Town of Sudbury and land of John R. McLean; thence N. 66° 28' 56" W 368.64 feet by land of said John R. McLean and land of Joseph D. and Jacqueline A. Bausk to an iron pipe at land of Joseph and Harriet J. Monson; thence N 27° 17' 0" E 77.96 feet to an iron pipe at land of Algonquin Council, Inc., Boy Scouts of America; thence by said land of Algonquin Coun-

cil, Inc., Boy Scouts of America, S 69° 55' 26" E 341.63 feet to a stone bound at land of Town of Sudbury; thence by said land of Town of Sudbury S 10° 37' 30" W 100.85 feet to the point of beginning, containing 0.72 acres, more or less.

2. A gift of an easement by J. Fleet Cowden, Trustee of the Deirdron Trust, for travel by pedestrians to pass and repass along a walkway approximately four (4) feet in width, which four (4) feet width shall be located two (2) feet on either side of the center line of the walkway, as shown on a plan, dated September 17, 1966, by George D. White, Town Engineer, which parcel shall be more particularly bounded and described in an appropriate deed of easement releasing all interests therein, including that held by any mortgagees of record, which deed will be delivered to the Town upon acceptance of the following conditions to which the above easement is subject:

1. The Town shall erect and maintain a six-foot stockade fence of a type and style to be selected by the donor along the northerly sideline of said walkway for approximately 180 feet beginning at a point where the easterly line of the residence on the parcel of land across which said walkway is to run intersects the northerly line of said walkway and running west in a broken line along the northerly sideline of said walkway, all as shown on said plan.

2. The Town will construct the surface of said walkway of an aggregate material matching, as closely as possible, the shade and color of the existing crushed-stone driveway located on said parcel of land and will, at all times, as necessary, maintain said walkway by keeping it free of brush, snow and ice and by effecting all necessary repairs.

Pass any vote or take any action relative thereto.

Submitted by the Board of Selectmen.

ARTICLE 4. Planning money for Curtis Jr. High School.

To see if the Town will vote to raise, appropriate, or otherwise provide the sum of \$8,000.00, or any other sum, and instruct the Permanent Building Committee to prepare preliminary plans for addition to the Curtis Junior High School. Pass any vote or take any action relative thereto.

Submitted by Petition.

ARTICLE 5. Hiring of educational consultant. *Yes*

To see if the Town will vote to raise, appropriate, or otherwise provide the sum of \$8,000.00, or any other sum, for the purpose of hiring an educational consultant to make a study of, and submit a report on, the future development of the Sudbury Public Schools, said study to be under the direction of the Sudbury School Committee. Pass any vote or take any action relative thereto.

Submitted by Petition.

ARTICLE 6. Addition to Fairbank School. *NO*

To see if the Town will appropriate the sum of \$460,000.00 for the purpose of constructing and equipping an addition to the Fairbank School and that this sum shall be raised as follows: \$30,000.00 by taxation, \$30,000.00 by transfer from surplus revenue, and \$400,000.00 by borrowing. Pass any vote or take any action relative thereto.

Submitted by Petition.

ARTICLE 7. Clerical salary budget redistribution. *NO*

To see if the Town will rescind the action taken under Article 9 "Budget", Section E, (General Government) line item 45, (Town Hall Salaries, Clerical) and to delete from the clerical pool the clerical assistants to the Board of Assessors, Tax Collector, Treasurer and Town Clerk and to re-establish such clerical positions as clerical expense items under each respective elective office. Pass any vote or take any action relative thereto.

Submitted by Petition.

ARTICLE 8. Zoning by-law amendment re pools. *Passed*

To see if the Town will vote to amend Article IX of the By-laws of the Town (Zoning By-law) by adding to Section 1, A. (3), as amended by the 1967 Annual Town Meeting (Section III, A. 1 (c) of the Zoning By-law, as recodified by the 1967 Annual Town Meeting), the following:

(c) the words "pools built for public or semi-public use" as used in subparagraph (b) above shall include, in addition to the pool itself, any bath house, locker rooms, showers and rest rooms, administration rooms or buildings, clubhouse, parking lots, drive-

ways, outdoor recreation areas (including tennis courts), and, without limiting the foregoing, all other facilities shown upon said site plan which the Board of Selectmen shall approve as reasonably related or subordinate to the primary swimming activities and purposes of such club or organization.
Pass any vote or take any action relative thereto.

Submitted by Petition.

ARTICLE 9. Sediment disposal study.

To see if the Town will vote to grant, appropriate, or otherwise provide the sum of \$3,000.00 for the purpose of carrying out the recommendations of Section III-B of the Sewage and Drainage Study Committee, "The Town should direct the Board of Health to engage professional engineers experienced in sewage facilities and planning and design to study the alternative systems available for sediment disposal with regard to the cost and desirability of such systems and to make recommendations to the Town thereon at the next Town Meeting and should appropriate the sum of \$3,000.00 therefore." Pass any vote or take any action relative thereto.

Submitted by Petition.

And you are required to serve this warrant by posting attested, printed copies thereof at the Town House, each public meeting house, railroad station and post office in said Town seven days, at least, before the time appointed for said meeting.

Hereof fail not and make due return of this warrant by your doing thereon to the Town Clerk, at or before the time of meeting aforesaid.

Given under our hands this twenty-first day of April, one thousand nine hundred and sixty-seven.

JOHN E. TAFT
WILLARD H. FOSTER
RICHARD C. VENNE
Selectmen of Sudbury

A true copy attest:

Warrant Report
Including Finance Committee Recommendations

SPECIAL TOWN MEETING

May 15, 1967

\$ 119,334.19

The Selectmen respectfully submit the following reports prepared by the boards, committees, or individuals responsible for the articles contained in the warrant for this Special Town Meeting:

ARTICLE 1. Appropriation for salary account adjustments.

PERSONNEL BOARD REPORT: Article 1 proposed by the Personnel Board is an interim corrective measure intended to bring town employees to an equitable salary level with adjoining and comparable towns. This section follows a resolution of the 1967 Town Meeting, requesting the Personnel Board to review the Sudbury schedules and report to a Special Town Meeting, May 15, 1967.

Our study of Sudbury's salary position included an analysis of other towns on the basis of town population, area and family income in order to establish comparable towns for comparison, as well as 1967 town meeting salary data. The study indicated a corrective measure is necessary. The Board decided that no changes in the basic structure of the salary schedule should be proposed at this time since according to the Personnel Bylaw such action can only be taken at an Annual Town Meeting. An across-the-board salary adjustment is more consistent with the emergency nature of this action which is the provision of the Bylaws under which this action is being taken. The Board therefore is recommending an 8% across-the-board salary adjustment. This adjustment will resolve the existing inequities and place our employees in a competitive position with neighboring and comparable towns during 1967. The present starting and maximum rates for both the annually rated and hourly rated salary schedules are shown below along with the rates resulting from the 8% adjustment being proposed. Similar 8% amounts will be added in the Single Rate Schedule.

ANNUALLY RATED SALARY SCHEDULE

	Present Rates		Plus 8%	
EXECUTIVE SECRETARY	Individually Rated			
	Maximum	\$11,000	Maximum	\$11,880
	Starting		Starting	
	<u>Salary</u>	<u>Step 4</u>	<u>Salary</u>	<u>Step 4</u>
Group 8 Fire Chief	\$7900	\$8800	\$8532	\$9504
Highway Superintendent				
Police Chief				
Town Engineer				
Group 7 Fire Lieutenant	\$6400	\$7100	\$6912	\$7668
Foreman-Tree & Cemetery				
Police Sergeant				
Foreman-Highway Dept.				

	<u>Present Rates</u>		<u>Plus 8%</u>	
	<u>Starting Salary</u>	<u>Step 4</u>	<u>Starting Salary</u>	<u>Step 4</u>
Group 6 Patrolman Fire Fighter Building Services Coordinator	\$5800	\$6400	\$6264	\$6912
Group 5 Librarian	\$5200	\$5800	\$5616	\$6264
Group 4 Secretary	\$4700	\$5250	\$5076	\$5670
Group 3 Chief Clerk	\$4250	\$4750	\$4590	\$5130
Group 2 Librarian's Assistant Senior Clerk	\$3800	\$4300	\$4104	\$4644
Group 1 Junior Clerk	\$3400	\$3900	\$3672	\$4212

HOURLY RATED SALARY SCHEDULE

(F) Heavy Equipment Operator Senior Engineer Aid	\$2.30	\$2.70	\$2.48	\$2.92
(E) Truck and/or Light Equip- ment Operator	\$2.10	\$2.45	\$2.27	\$2.65
(D) Laborer (Heavy) Senior Part Time Clerk Librarian's Ass't.-Part Time	\$1.90	\$2.20	\$2.05	\$2.38
(C) Playground Supervisor	\$1.70	\$1.95	\$1.84	\$2.11
(B) Junior Part Time Clerk Junior Engineer Aid Laborer (Light) Janitor Playground Leader Wading Pool Leader	\$1.50	\$1.75	\$1.62	\$1.89
(A) Junior Librarian's Ass't.	\$1.30	\$1.55	\$1.40	\$1.67

FINANCE COMMITTEE REPORT: This emergency article is included in the warrant to bring Sudbury's municipal salaries in line with those offered by comparable communities. The Finance Committee has reviewed the data presented by the Personnel Board and has surveyed the increases granted in surrounding Towns; it appears that this change is reasonable and should place Sudbury in a competitive position.

ARTICLE 2. Appropriation for new Goodnow Library.

BOARD OF TRUSTEES, GOODNOW LIBRARY, REPORT: Sudbury needs a new library, the present one is totally inadequate to serve the needs of Sudbury's present population.

The Trustees and petitioners have filed this article for the following reasons:

1. Federal money in an outright grant of \$90,000 is still available to Sudbury until May 15, 1967.
2. The following points need further clarification:
 - a. Site - land is suitable and available for building.
 - b. A joint policy statement has been accepted by Lincoln-Sudbury Regional Committee and Board of Trustees.
 - c. Library hours and uses for present building.

PLANNING BOARD REPORT: The majority of the Planning Board still favors the construction of the new library.

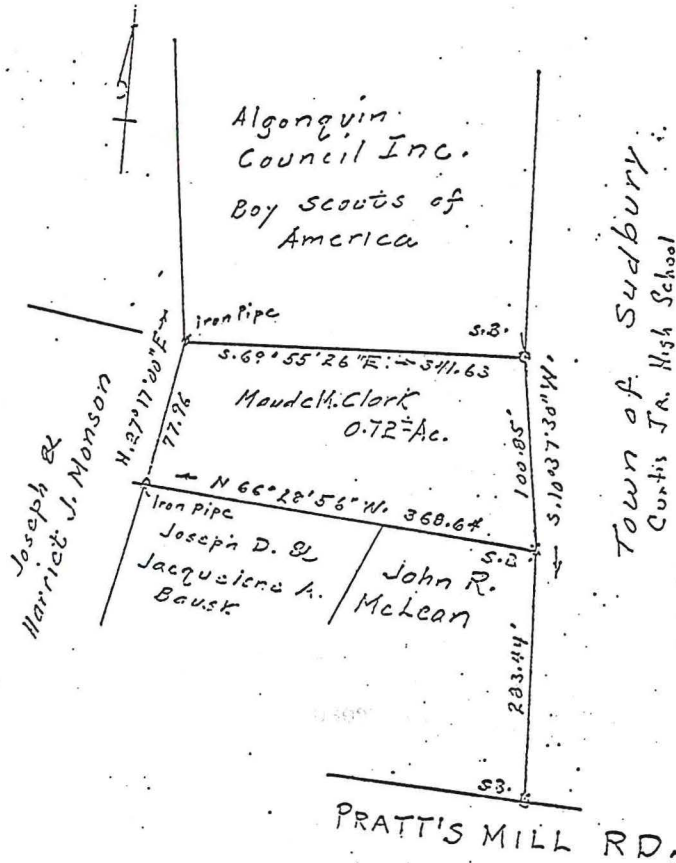
FINANCE COMMITTEE REPORT: The Finance Committee again recommends against the construction of a new library because of:

- a. the present large debt of the town
- b. the large increases in library costs to the town for both services and construction within the school system
- c. the desirability of all libraries forming a cooperative operation to serve the present needs of the town and
- d. the non-existence of a plan for the operation and needs of the library over the next few years.

MOVE: Indefinite Postponement

ARTICLE 3. Acceptance of gifts.

BOARD OF SELECTMEN REPORT: The Board of Selectmen submitted Paragraph 1 of Article 3 for the purpose of accepting a gift of land from Mrs. Maude C. Clark. The location of this property is shown in the diagram below.



Paragraph 2 of Article 3 was submitted by the Selectmen at the request of Town Counsel. The Selectmen refer this portion of Article 3 to the Highway Commission.

PLANNING BOARD REPORT: The Planning Board unanimously favors the acceptance of the gift of land by Maude C. Clark, but unanimously opposes the gift of easement by J. Fleet Cowden because it feels the excessive restrictions would make it undesirable and unworkable.

FINANCE COMMITTEE REPORT: The committee recommends in favor of the gift of land by Maude C. Clark, and recommends against the gift of an easement by J. Fleet Cowden due to the conditions of the gift and the financial implications thereof.

MOVE: That the town accept the following gift:

A gift by Maude C. Clark of land located on Pratt's Mill Road adjoining other land of the town and bounded and described as follows:

Beginning at the southeasterly corner at a stone bound at land of the Town of Sudbury and land of John R. McLean; thence N 66° 28' 56" W 368.64 feet by land of said John R. McLean and land of Joseph D. and Jacqueline A. Bausk to an iron pipe at land of Joseph and Harriet J. Monson; thence N 27° 17' 0" E 77.96 feet to an iron pipe at land of Algonquin Council, Inc., Boy Scouts of America; thence by said land of Algonquin Council, Inc., Boy Scouts of America, S 69° 55' 26" E 341.63 feet to a stone bound at land of Town of Sudbury; thence by said land of Town of Sudbury S 10° 37' 30" W 100.85 feet to the point of beginning, containing 0.72 acres, more or less.

ARTICLE 4. Planning money for Curtis Jr. High School.

SCHOOL COMMITTEE REPORT: The Committee seeks funds to prepare plans and specifications for an addition to the Curtis Junior High School. The 1967 Annual Town Meeting passed Article 60 in an amended form substituting the Curtis for the Noyes School. The \$2,000 planning money requested in the original article was not revised to reflect the considerably greater cost of designing a substantial junior high addition. The amount that will be asked for here is more in proportion to the likely cost of the project and is the amount suggested by the Permanent Building Committee.

FINANCE COMMITTEE REPORT: The \$2,000.00 voted at the Annual Town Meeting is sufficient to prepare preliminary plans for increasing the capacity of the Junior High from 750 to 850 by the addition of 4 additional classrooms. The School Committee is requesting an additional \$2,000.00 to increase the school capacity to 950 students by the addition of nine (9) classrooms and a gymnasium. The Finance Committee believes this increase is unwarranted by the present population forecast. Article 5 asks the town to appropriate funds for a consultant to review the program and facilities of the Sudbury School system. To presuppose the results of such a study is premature and further action should be deferred until after the results of such a study.

MOVE: Indefinite Postponement.

ARTICLE 5. Hiring of educational consultant.

SCHOOL COMMITTEE REPORT: The Committee seeks funds to engage an educational consultant who will review the present program and facilities and propose a comprehensive plan aimed at meeting the school needs of the future. While the Committee has continued to develop long and short range plans of its own, it believes the present circumstances are particularly complex from both space and program viewpoints and warrant study by an experienced, professional organization.

Among the factors to be considered are:

- 1) The educational program and objectives of the Sudbury system.
- 2) The operating efficiency and utilization of staff and facilities.
- 3) The existing buildings and sites.
- 4) Future home building population and growth.

5) The town's ability to pay.

Priorities are to be established and the factors weighed to arrive at a practical balance for Sudbury's program.

FINANCE COMMITTEE REPORT: The need for a long range comprehensive plan concerning school programs and facilities has existed for many years. This study by an outside educational consultant will provide the town with an objective appraisal of the school system's curriculum and operating efficiency. Hopefully, this will result in producing the optimum return for the town's large financial commitment for education.

MOVE: That the town appropriate the sum of \$8,000.00 for the purpose of hiring an educational consultant to make a study of the future development of the Sudbury Public Schools and to submit a report thereon to the 1968 Annual Town Meeting, said study to be under the direction of the Sudbury School Committee.

ARTICLE 6. Addition to Fairbank School.

SCHOOL COMMITTEE REPORT: The Committee seeks funds to build an addition on the Fairbank School. A similar article received the support of a majority of those present at the 1967 Annual Town Meeting but failed to gain the necessary two-thirds margin. The Committee is more convinced than ever that additional space is vitally needed and welcomes this opportunity to present the town with an up-to-date picture of the urgent situation it is facing.

PLANNING BOARD REPORT: The majority of the Planning Board favors passage of this article.

FINANCE COMMITTEE REPORT: The Finance Committee again recommends against the construction of elementary school facilities since sufficient space already exists which, if properly utilized, will handle the projected student population. The town's present debt and the financial impact of the future Junior High addition also preclude additional elementary space at this time. In addition, action under this article presupposes the results of the consultant's study.

MOVE: Indefinite Postponement.

ARTICLE 7. Clerical salary budget redistribution.

FINANCE COMMITTEE REPORT: The action proposed within this article is involved with the administrative functioning of the clerical staffs of the various elected town officials and should be resolved by the various officials.

ARTICLE 8. Zoning by-law amendment re pools.

REPORT PREPARED BY MR. LAURENCE M. JOHNSON: The article is intended to clarify an ambiguity with respect to the swimming pool zoning by-law amendment passed at this year's annual town meeting, consistent with the expressed intent of the Planning Board. It was thought that the requirement of site plan approval for "pools built for public or semi-public use" would sufficiently define the scope of the by-law amendment as including all facilities shown on the site plan submitted to the selectmen and thus,

the entire operation of such public or semi-public pools. Since uncertainty in this regard has arisen, this article makes it explicit that all facilities reasonably necessary or relating to the operation of a public or semi-public pool are included in the site plan approval and the Board of Appeals permit procedure provided by the new zoning by-law.

PLANNING BOARD REPORT: Report will be made at Town Meeting.

FINANCE COMMITTEE REPORT: No recommendation.

ARTICLE 9. Sediment disposal study.

BOARD OF HEALTH REPORT: The Board of Health has expressed to the Board of Selectmen and the Finance Committee the critical and dangerous condition the Town of Sudbury is experiencing relative to the problem of the disposal of sewage. This problem was reemphasized when the Town of Marlboro notified us that no further disposal of Sudbury sewage would be allowed in the Marlboro system. We have been officially notified by MDC that we cannot dispose of sewage in the Framingham area.

Sewage pumped from septic tanks and cesspools is presently trucked to Waltham. This outlet could be terminated at any time. If this happened, the State could force by law, that a sanitary land fill be established within the bounds of Sudbury.

This is a condensed version as to why \$3,000 is required for engineering services to accumulate technical and cost data in order to determine the most economical method of sewage disposal for Sudbury.

The Board of Health unanimously supports the article by the Sudbury Sewage and Drainage Study Committee. Because of its importance, we would be pleased to accept the responsibility in monitoring this fund to insure optimum benefit to the Town of Sudbury.

PLANNING BOARD REPORT: Report will be made at Town Meeting.

FINANCE COMMITTEE REPORT: This study is to determine the costs and methods of disposing of septic tank sediment. While the need is not of an emergency nature at the present time, the problem is expected to be more acute in the future. This study will include a determination of the costs of joining the MDC, including any assessments for which the town could become obligated.

MOVE: In the words of the article.

