

2023

Swampscott Annual Report





A SPECIAL THANKS TO BOBBY ZEE FOR THE PHOTOS OF SWAMPSCOTT SCENES

**REPORT
of the
OFFICERS AND COMMITTEES
of the
TOWN OF SWAMPSCOTT
FOR THE FISCAL YEAR 2023**



SWAMPSCOTT, MASSACHUSETTS



TOWN INFORMATION

First Settled	1629
Town Incorporated	1852
Town Area	3.05 square miles
Population	15,111
Registered Voters	11,405
Type of Government	Representative Town Meeting
FY 23 Annual Town Meeting	May 16, 2022
FY 23 Annual Election of Officers	April 26, 2022
FY 23 Tax Rate	Residential \$11.74 Commercial \$21.40
Number of Parcels Assessed	5,878
Residential Valuation	4,013,446,301
Commercial Valuation	211,258,862
Industrial Valuation	22,414,700
Personal Property	64,728,320
Real and Personal Property Total Value	4,311,848,183
Governor	Maura Healey
US Senators	Edward Markey and Elizabeth Warren
US Congress	Seth Moulton
State Senator	Brendan P. Crighton
Representative in General Court	Jennifer Armini

MUNICIPAL OFFICES

Town Hall Hours

Monday, Tuesday, Thursday 8:00 am to 5:00 pm
Wednesday 8:00 am to 7:00 pm

Town Hall Address

22 Monument Avenue
Swampscott, MA 01907

Department	Address	Phone
<u>Accounting</u>	22 Monument Avenue	(781) 596-8877
<u>Animal Control</u>	531 Humphrey Street	(781) 595-1111 Police
<u>Building</u>	22 Monument Avenue	(781) 596-8857
<u>Community and Economic Development</u>	22 Monument Avenue	(781) 596-8829
<u>Fire</u>	76 Burrill Street	(781) 595-4050
<u>Harbormaster</u>	531 Humphrey Street	(781) 595-1111
<u>Health</u>	22 Monument Avenue	(781) 596-8864
<u>Human Resources</u>	22 Monument Avenue	(781) 596-8810
<u>Library</u>	61 Burrill Street	(781) 596-8867
<u>Police</u>	531 Humphrey Street	(781) 595-1111
<u>Public Works</u>	22 Monument Avenue	(781) 596-8860
<u>Purchasing</u>	22 Monument Avenue	(781) 596-8850
<u>Recreation</u>	22 Monument Avenue	(781) 596-8854
<u>Resident Customer Service</u>	22 Monument Avenue	(781) 596-8850
<u>Senior Center</u>	200R Essex Street, Rear	(781) 596-8866
<u>Town Administrator</u>	22 Monument Avenue	(781) 596-8850
<u>Town Clerk / Elections</u>	22 Monument Avenue	(781) 596-4167
<u>Veterans Services</u>	200 R Essex Street	(781) 586-6911

CONTENTS

Town Information.....	3
Municipal Offices.....	4
Town Administration.....	8
Select Board Town Administrator.....	9
Town Clerk.....	14
Elections.....	17
Town Meeting.....	31
Accounting Department.....	43
Assessing Department.....	45
Building Department.....	46
Community and Economic Development.....	48
Health Department.....	50
Facilities Department.....	57
Fire Department.....	59
Human Resources.....	61
Swampscott Public Library.....	63
Police Department.....	67
Public Works.....	81
Recreation Department.....	86
Treasurer/Collector.....	89
Swampscott Contributory Retirement System.....	90
Senior Center – Council on Aging and Swampscott for All Ages.....	93
Veterans’ Services.....	97
School Reports.....	100
Clarke School.....	102
Stanley School.....	105
Swampscott Middle School.....	108
Swampscott High School.....	117
Committee Reports.....	138
Capital Improvement Committee.....	139
Climate Action Plan Committee.....	140
Conservation Commission.....	142
Earth Removal Advisory Committee.....	144

Emergency management.....	146
Finance Committee.....	147
Historic District Commission.....	149
Swampscott Historical Commission	151
Open Space and Recreation Plan Committee.....	154
Planning Board.....	156
Renewable Energy Committee	158
Tree Committee.....	160
War Memorial Scholarship Fund	162
Zoning Board of Appeals.....	163

TOWN ADMINISTRATION



SELECT BOARD TOWN ADMINISTRATOR

ANNUAL REPORT FOR FISCAL YEAR 23

EMPLOYEES

- Sean Fitzgerald, Town Administrator
- Dianne Marchese, Executive Assistant to the Town Administrator & Select Board
- Jody Watts, Assistant to the Town Administrator



MISSION STATEMENT

The Town Administrator is responsible for overall management of the affairs of Swampscott's Town Government. The Town Administrator is the Chief Administrative and Financial Officer and is the primary official responsible for the implementation of Select Board policy and Town By-Laws. The Town Administrator, under the policy direction of the Board of Selectmen, sets the overall strategy for the Town, which drives each Town Department's mission and objectives. The Town Administrator oversees the efficient and effective administration of town government to achieve those goals, and is responsible for ensuring the continued economic, social, and financial success of the Town all while delivering high quality services to Swampscott's residents and taxpayers.

YEAR IN REVIEW

I am honored to present to you the Fiscal Year 2023 Annual Town Report for the Town of Swampscott. This report includes forward movement of the community vision for the future including key priorities identified in the Master Plan, such as the acquisition of open space, our commitment to expanding diversity equity and inclusion, advancing efforts to address climate change and growth.

This report outlines the hard work of various Boards and Commissions of the Town as we seek to balance priorities and strike a careful balance with how we address municipal priorities while keeping a keen focus on the bottom line. Here are a few of the key accomplishments over the last year:

KINGS BEACH: As in years past, this year, Swampscott has worked hard to advance a regional approach to addressing the contamination of Kings Beach. I am grateful to Lynn Mayor Jarod Nicholson and former Mayor Tom McGee for their leadership and advocacy on this issue. I am also grateful for all the stakeholders who have helped to draft a plan to clean up King's Beach & Stacey's Brook. After discussions with state stakeholders and Department of Environmental Protection (DEP), DEP prefers extending the outflow pipe but we are still evaluating an Ultraviolet

option (UV) that can eliminate bacteria. MA DEP has promised to expedite permitting so these efforts can be expedited sooner rather than later.

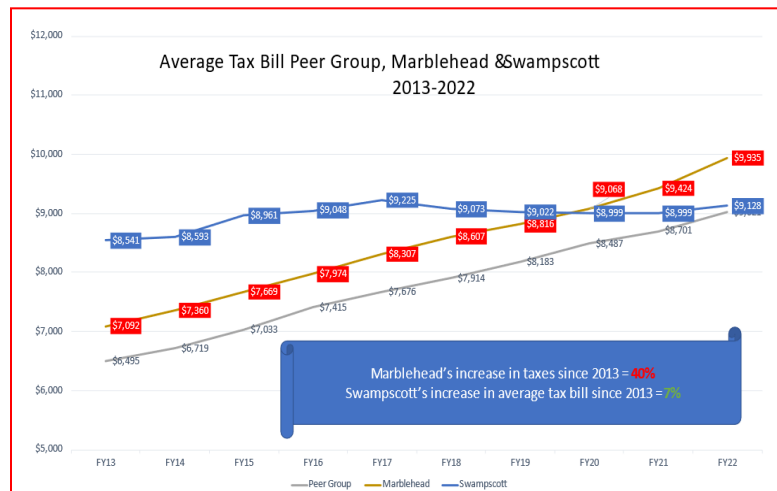
Unfortunately, the Town has miles of pipes that need to be evaluated and brought back into a status of good repair. This is a problem that has existed for over 100 years and we are not going to solve this issue in a few years. It will take decades of careful planning and focus. We have completed an Asset Management Study for the Water, Sewer, and Drainage system that will help the Town build a comprehensive capital plan and budget for this ongoing effort.

BOARDS & COMMITTEES: The Select Board appointed/reappointed over 100 members to the Town's 30+ Boards & Committees. These Boards and Committees are the lifeblood of Swampscott's Democracy, and we have some of the most extraordinary citizens in the Commonwealth!

Many of these volunteers have help ensure that our Democracy is strong and we have been able to work on MILLIONS of dollars in grants and investments for Swampscott. We have also been focusing on no cost/low-cost events that make Swampscott as extraordinary as possible.

SELECT BOARD: The Select Board (SB) is in the process of re-approving their handbook as well as the Code of Conduct and Board/Committee handbooks that were approved in 2022.

In addition to the May Annual Town Meeting, we also held one Special Town Meeting in December. The warrant included a request to offset the annual tax levy to help ensure we keep a focus on keeping Swampscott affordable.



Fortunately, the Town has long enjoyed a cooperative approach to problem solving among its many boards and committees, departments, unions, and citizens. This cooperation has led to solid fund balances.

During the 2023 budget cycle, departments continued to work together to create a budget that did not rely heavily on long-term reserves. The Town further addressed revenue needs with increased fees wherever practical. Department heads, committees, and boards understand that all in all, revenues are not going to dramatically increase anytime soon. Knowing this, everyone involved in the budget process is committed to providing services more efficiently and at a lower cost.

With all of this, the Board has worked hard over the last few years to keep Swampscott affordable. Even with several key investments in capital projects, make no mistake—it is the financial disciplines of the Select Board, Finance Committee and Capital Improvements Committee that have helped keep Swampscott moving forward!

NEW ELEMENTARY SCHOOL: The construction of the new school on the site of the former Stanley School is advancing rapidly! With the help of the Swampscott Police Department, the temporary traffic patterns created for the Hadley and Blaney Schools in 2022 will continue keeping pedestrians & drivers safe during construction. The Police are now working on a new, permanent traffic pattern to be used when the school opens in 2024.

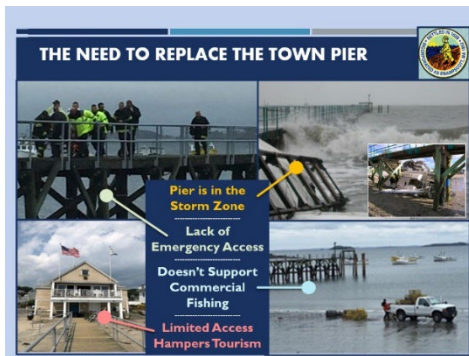
The RFP for the Hadley School re-use was issued in September. This RFP called for the original school building to be retrofitted as a boutique hotel. RFP's were due in December. There is much work to be done but we foresee a beautiful, revenue-producing boutique hotel, reminiscent of Swampscott's past as a tourist destination.



Swampscott's Veteran's Agent Mike Sweeney with Sheriff Coppinger at Monthly Veterans Meeting

VETERANS: The Select Board has worked hard to help advance support for Swampscott's Veteran's Organizations including purchasing the property adjacent to Veterans Crossing (8 Pine Street) with the intent of constructing 30-40 affordable apartments with preference for veterans. Included in the design will be a VFW and offices to provide services that veterans may need. I am grateful to the teamwork of Swampscott's Veteran's Agent Mike Sweeney, VFW Commander Patrick Burke, and DAV Commander Jeff Blonder for their dedication to Veterans Crossing clientele. All three groups have been working together to find the best services for our Veterans.

SWAMPSCOTT HARBOR AND WATERFRONT COMMITTEE: The Harbor & Waterfront Advisory Board is still hard at work looking into options to repair Fisherman's Pier and the Fish House. Both of these extraordinary structures are a big part of Swampscott's past and should be preserved for future generations and I am eager to see a more resilient investment for Swampscott's historic shoreline.



This year, we have received a grant of \$212,000 from the Massachusetts Seaport Council to further the work to replace the Swampscott Pier.

HISTORIC PRESERVATION: The Historic Commission looked into moving the historic Pitman House from its home at 35 Pitman Road to a new location on 7 Hillside Ave. asking the Affordable Housing Trust Fund to pay up to \$300,000 for the move as well as creation of two affordable

housing units. These funds would be returned to the Trust upon completion and sale to the Habitat for Humanity.

General John Glover House, 299 Salem Street, was also looked at by the Historical Commission for possible saving. The Commission met with the developer and architects numerous times to figure out a game plan: leave in place, salvage some of it or save some pieces and create a memorial for General John Glover. In September, I joined Nancy Schulze, Historic Commission Chair, Fire Chief Graham Archer, and representatives from Structures North were able to go inside and tour the building. Unfortunately, decades of neglect have made the building unusable, but we are committed to preserving this extraordinary legacy.

OPEN SPACE: The Hawthorne Restaurant remained open for 2023 while the Town comes together to decide on its future uses.

LIBRARY: The library continues to advance some extraordinary new initiatives to help ensure that there are fun programs and initiatives. Swampscott Public Library now has expanded Friday and Saturday hours, members can check out items such as Rokus, and a whole list of “Library of Things” items that can help Swampscott citizens enjoy these no cost services. Last year’s “escape room” was so popular that users asked for there to be another in 2023!



A View of the Town Owned Hawthorn Restaurant and Boston Skyline

FUTURE: As we look towards the future, Swampscott is poised to really take advantage of its strong financial position to build a future that really reflects the goals in our Master Plan. This means addressing how we enhance our neglected commercial base, improve the efficiency and delivery of our governmental and educational services, maintain, and improve our beaches and environmental resources, all while keeping Swampscott affordable.

I continue to be inspired by the work of Swampscott’s Department Heads and employees as they continue their efforts to think anew about the ways we can all improve the delivery of our services.

Today, as ever, I remain as excited about creating a future for Swampscott that we can all be proud to work toward. I am proud to also work with so many inspired and dedicated colleagues and elected board and committee members who bring their energy to serving the Town in different capacities. I am proud that Swampscott will continue to benefit from the dynamic leadership, strong financial position, sustainable infrastructure, and can-do leadership demonstrated by Town Staff and Local Officials. I would like to thank all the employees who have remained so dedicated to Swampscott through all the good and challenging times over these last few years.

I want to express my thanks and appreciation to Swampscott’s Financial Team, including Director of Admin. & Finance, Amy Sarro and Town Treasurer Patrick Luddy for all their passionate and

inspiring teamwork as we build a stronger and more sustainable future for Swampscott. I would also like to especially thank Gino Cresta, Asst. Town Administrator/DPW Director, Pete Kane, Asst. Town Administrator/HR Director. Superintendent Pamela Angelakis, and School Finance Director Cheryl Herrick-Stella, as well as our entire dedicated team for the continued support and assistance in meeting our shared Town goals.

I would like to thank the residents of this incredible Town—your support for the Town and your neighbors is inspiring. Your support for tough decisions over the last five years has allowed the Town to begin to address the aging infrastructure and critical investments in open space. A very special thank you to Town Clerk Jared LaLiberte, and Administrative Assistants Dianne Marchese and Jody Watts in the Select Board and Town Administrator’s Office for all the support and assistance with this report and all the busy projects in Town!

I also want to thank every committee volunteer, resident, Town Meeting member, our Town’s legislative delegation Sen. Crighton and our new State Representative Jenny Armini as they advocate for Swampscott at the state level. We have been fortunate to have their inspired service to Swampscott and our Commonwealth.

I am grateful to Swampscott’s Select Board for their support of Town staff and leadership and guidance on town priorities. It is clear we have much work to do but we are all eager to continue the work ahead to inspire the best in such a remarkable community! I would like to thank the residents of this great community. Your continued support of Town employees and elected officials has made it a pleasure to serve you.

During 2024, there will again be several important decisions that will need to be made which will impact the community for years to come. Your input will be greatly appreciated. If you have any questions, concerns or thoughts on how the Town can improve the services provided to the community, please feel free to stop by the Town Offices, call me at (781)-596-8850 or e-mail me at sfitzgerald@SwampscottMA.GOV.

Respectfully submitted,

A handwritten signature in blue ink that reads "Sean R. Fitzgerald". The signature is written in a cursive style and is contained within a rectangular box.

Sean R. Fitzgerald

Town Administrator

TOWN CLERK

ANNUAL REPORT FOR FISCAL YEAR 23

EMPLOYEES

- Jared H. LaLiberte, Town Clerk
- Michael Brison, Assistant Town Clerk
- Brittney Jones, Administrative Assistant

MISSION STATEMENT

The Town Clerk is the primary agent responsible for serving the public through the provision of public records, vital statistics (births, deaths, marriages) and general information. The Town Clerk also runs all elections, federal, state and local, for the Town. The Town Clerk is the keeper of the public records and is responsible to document and certify the actions of all Annual and Special Town Meetings. The Clerk's Office is the official filing agent for the Town and as such accepts, processes, records and maintains all municipal records including, but not limited to, notices and minutes of all public meetings, appointments and resignations of public officials, bankruptcy filings, Planning Board and Zoning Board of Appeals applications and decisions and Certificates of Business. The Town Clerk ensures that all public records are safely preserved and readily accessible for inspection and retrieval. Additionally, the Clerk's Office implements the town's annual dog licensing program.



YEAR IN REVIEW

With the new norm over the past few years, 2023 was another busy year for the Town Clerk's Office. This year saw several personnel changes in the office. The Town Clerk's Office said goodbye to Brittney Jones, as Administrative Assistant as she moved to the Facilities Department. We wish her the best of luck in this new job. In June 2023, we welcomed onboard our new Assistant Town Clerk, Michael Brison. Michael is a welcome addition to the office; he previously worked as a Senior Tax Work off volunteer, as well as for the State of California and has a great passion for the job and the people of Swampscott.

Finally, the office would like to thank all the volunteers, Senior Tax Work-Off personnel, and election workers that help the office run as smoothly as it does. We would like to take the opportunity to thank Neal DeChillo and Michael Devlin who stepped up to help with the increase in voter registrations with the new automatic voter registration law going into effect. They also tackled several projects which greatly helped the office. We are incredibly fortunate to have such dedicated workers and volunteers to ensure a good election for the people of Swampscott.

Throughout this past year, the Town Clerk's Office continued to be a gateway to local government in Swampscott. The Town Clerk's Office prides itself on its commitment to providing excellent

service to the Town and its citizens. We have long and respected traditions to uphold; and we strive to continue to help serve the people of Swampscott to the best of our abilities.

Vital Records: The Town Clerk’s Office is the keeper of vital records for the Town of Swampscott, registering and maintaining all birth, marriage, and death records dating back to the founding of the Town in 1852.

We work closely with the Health Department, hospitals, families, and others to ensure the accuracy of the records that we keep. The Town Clerk’s Office is responsible for creating, amending, and maintaining these records both physically and in the Commonwealth’s Registry of Vital Records Database.

The Town Clerk’s Office holds all birth and death records for residents of Swampscott as well as those births and deaths that occurred in Swampscott. However, marriage records are handled differently than all other vital records as couples can choose to file their marriage intentions (and receive their marriage license) in any city or town in Massachusetts.

In the Fiscal Year the Town processed 136 Births, 113 Deaths, and 55 Marriage Certificates.

Town Meeting: In New England, the Town Meeting is the legislative body of the Town who passes new Bylaws, amends the charter, and accepts optional provisions of Massachusetts General Law. The Town Clerk plays several important roles in Town Meeting including posting of the warrant, taking minutes, recording, and certifying of the official actions taken by Town Meeting, as well as submitting the changes to the Attorney General’s Office for approval. They work closely with the moderator and other Town Staff to ensure the smooth running of the Meeting.



Swampscott held several Town Meetings in Fiscal Year 23 bringing many changes to the bylaws and the Town. The first of the year occurred in December 2022, the Town commonly holds a Town Meeting in December to deal with issues with the budget and additional appropriations; Town Meeting approved Capital Projects and appropriated more money for the construction of the

New School. In addition, the Town Meeting also updated the Revolving Fund for the Recreation Department and accepted a parcel of land.

In the May 2023 Annual Town Meeting the Town had a very full meeting, that lasted three days. The Town voted on the normal budget and capital articles, in addition there were ten articles that made changes to the Zoning and General Bylaws for the Town including rezoning for Vinnin

Square, banning gas powered leaf blowers, and adding a Hadley School Overlay District. Town Meeting approved the acquisition of land on Pine Street and voted for a resolution supporting the State Seal and Flag.

More details about the Town Meetings as well as the specific recording of the official votes are in the Town Meeting Section of this report.

Elections: The Town had three elections in Fiscal Year 23. The first was the September 2022 State Primary and the second was the State Election in November 2022. Then, in April of 2023 the Town had its Annual Town Elections where the town had a contested Select Board race and voted for the officials for various boards and town meeting.



The Town Clerk's Office would again like to thank all the poll workers who always work so hard to make sure that everyone has a quick and easy time trying to vote in Swampscott. Without them it would not be possible to run the elections as smoothly as we have been able to.

More details about this all of the elections including the results are located in the Election Section.

Records Access: The Town Clerk also serves as the Records Access Officer and, as such, bears responsibility for ensuring that timelines and statutory obligations are met when Public Record Requests are received for the Town Office Building and Public Safety Departments.

The Town Clerk's Office receives hundreds of requests a year for information relating to every department in the Town; some of the highlights include voter information from various elections, information regarding wastewater discharge on King's Beach, information on bylaws passed at Town Meeting, as well as, building permit/inspection information. The Town processed over 120 requests for information over the course of the year for departments in Town Hall not including Police and Fire.

ELECTIONS

In accordance with the Warrant for the Massachusetts State Primary, the polls were declared open at 7:00 am by Town Clerk, Jared H. LaLiberte on September 6, 2022. The polls were closed at 8:00 pm by Town Clerk, Jared H. LaLiberte. The results of the election were as follows:

SEPTEMBER 6TH, 2022 STATE PRIMARY ELECTION RESULTS
SEPTEMBER 6TH, 2022 DEMOCRATIC STATE PRIMARY

33.15% Voter turnout

Total Registered Voters	1967	1894	1932	2069	2045	1962	11,869
	Prec.1	Prec.2	Prec.3	Prec.4	Prec.5	Prec.6	Totals
GOVERNOR							
Blanks	16	17	17	29	32	23	134
SONIA ROSA CHANG-DIAZ	45	48	60	68	67	55	343
MAURA HEALEY	399	368	521	566	467	512	2833
Write-Ins/All Others	3	2	3	6	3	2	19
Total	463	435	601	669	569	592	3329
LIEUTENANT GOVERNOR							
Blanks	24	16	26	33	33	30	162
KIMBERLEY DRISCOLL	337	324	467	497	429	445	2499
TAMI GOUVEIA	44	36	39	56	47	38	260
ERIC P. LESSER	58	59	68	83	59	77	404
Write-Ins/All Others	0	0	1	0	1	2	4
Total	463	435	601	669	569	592	3329
ATTORNEY GENERAL							
Blanks	62	32	52	74	66	73	359
ANDREA JOY CAMPBELL	198	203	304	300	246	243	1494
SHANNON ERIKA LISS-RIORDAN	142	149	189	219	161	177	1037
QUENTIN PALFREY	61	51	56	75	95	98	436
Write-Ins/All Others	0	0	0	1	1	1	3
Total	463	435	601	669	569	592	3329
SECRETARY OF STATE							

Blanks	35	15	23	38	32	38	181
WILLIAM FRANCIS GALVIN	307	313	400	442	381	434	2277
TANISHA M. SULLIVAN	121	106	178	189	155	120	869
Write-Ins/All Others	0	1	0	0	1	0	2
Total	463	435	601	669	569	592	3329
TREASURER							
Blanks	98	66	127	143	128	123	685
DEBORAH B. GOLDBERG	362	366	473	523	438	468	2630
Write-Ins/All Others	3	3	1	3	3	1	14
Total	463	435	601	669	569	592	3329
AUDITOR							
Blanks	62	49	99	119	90	115	534
CHRISTOPHER S. DEMPSEY	162	180	197	216	217	224	1196
DIANA DIZOGLIO	239	206	305	334	261	251	1596
Write-Ins/All Others	0	0	0	0	1	2	3
Total	463	435	601	669	569	592	3329
REPRESENTATIVE IN CONGRESS							
Blanks	59	52	89	101	93	92	486
SETH MOULTON	402	380	509	561	473	496	2821
Write-Ins/All Others	2	3	3	7	3	4	22
Total	463	435	601	669	569	592	3329
COUNCILLOR							
Blanks	107	99	148	185	167	180	886
TERRENCE W. KENNEDY	355	336	451	482	402	411	2437
Write-Ins/All Others	1	0	2	2	0	1	6
Total	463	435	601	669	569	592	3329
SENATOR IN GENERAL COURT							
Blanks	90	79	133	157	140	160	759
BRENDAN P. CRIGHTON	372	355	467	512	428	431	2565
Write-Ins/All Others	1	1	1	0	1	1	5
Total	463	435	601	669	569	592	3329
REPRESENTATIVE IN GENERAL COURT							
Blanks	12	20	10	14	10	18	84

JENNIFER WB ARMINI	28	44	99	96	76	88	431
DIANN MARY SLAVIT BAYLIS	12	17	19	8	32	21	109
TRISTAN SMITH	140	156	238	275	209	212	1230
THERESA M. TAURO	32	26	24	28	19	23	152
DOUGLAS THOMPSON	90	79	135	133	152	131	720
POLLY TITCOMB	148	93	76	115	71	99	602
Write-Ins/All Others	1	0	0	0	0	0	1
Total	463	435	601	669	569	592	3329
DISTRICT ATTORNEY							
Blanks	44	40	73	70	69	88	384
JAMES P. O'SHEA	162	141	202	220	181	166	1072
PAUL F. TUCKER	257	254	324	379	319	338	1871
Write-Ins/All Others	0	0	2	0	0	0	2
Total	463	435	601	669	569	592	3329
SHERIFF							
Blanks	34	32	41	58	53	69	287
KEVIN F. COPPINGER	225	236	241	297	259	322	1580
VIRGINIA LEIGH	203	167	318	313	256	201	1458
Write-Ins/All Others	1	0	1	1	1	0	4
Total	463	435	601	669	569	592	3329

SEPTEMBER 6TH, 2022 REPUBLICAN STATE PRIMARY

33.15% Voter turnout

Total Registered Voters	1967	1894	1932	2069	2045	1962	11,869
	Prec.1	Prec.2	Prec.3	Prec.4	Prec.5	Prec.6	Totals
GOVERNOR							
Blanks	4	2	1	0	1	1	9
GEOFF DIEHL	61	50	45	52	59	48	315
CHRIS DOUGHTY	46	36	35	54	59	51	281
Write-Ins/All Others	2	1	0	0	0	1	4
Total	113	89	81	106	119	101	609
LIEUTENANT GOVERNOR							
Blanks	9	9	7	5	7	8	45

LEAH V. ALLEN	79	52	49	64	67	58	369
KATE CAMPANALE	24	28	25	37	45	34	193
Write-Ins/All Others	1	0	0	0	0	1	2
Total	113	89	81	106	119	101	609
ATTORNEY GENERAL							
Blanks	21	20	23	29	22	25	140
JAMES R. MCMAHON, III	89	69	58	75	97	75	463
Write-Ins/All Others	3	0	0	2	0	1	6
Total	113	89	81	106	119	101	609
SECRETARY OF STATE							
Blanks	26	19	22	29	22	33	151
RAYLA CAMPBELL	85	70	58	75	95	66	449
Write-Ins/All Others	2	0	1	2	2	2	9
Total	113	89	81	106	119	101	609
TREASURER							
Blanks	107	81	71	99	110	94	562
Write-Ins/All Others	6	8	10	7	9	7	47
Total	113	89	81	106	119	101	609
AUDITOR							
Blanks	21	22	23	25	26	27	144
ANTHONY AMORE	91	67	58	79	93	74	462
Write-Ins/All Others	1	0	0	2	0	0	3
Total	113	89	81	106	119	101	609
REPRESENTATIVE IN CONGRESS							
Blanks	22	23	25	31	27	30	158
BOB MAY	88	66	56	73	92	70	445
Write-Ins/All Others	3	0	0	2	0	1	6
Total	113	89	81	106	119	101	609
COUNCILLOR							
Blanks	105	82	71	99	113	97	567
Write-Ins/All Others	8	7	10	7	6	4	42
Total	113	89	81	106	119	101	609
SENATOR IN GENERAL COURT							
Blanks	105	83	77	101	114	98	578
Write-Ins/All Others	8	6	4	5	5	3	31
Total	113	89	81	106	119	101	609

REPRESENTATIVE IN GENERAL COURT							
Blanks	103	85	76	100	114	97	575
Write-Ins/All Others	10	4	5	6	5	4	34
Total	113	89	81	106	119	101	609
DISTRICT ATTORNEY							
Blanks	104	84	74	100	113	97	572
Write-Ins/All Others	9	5	7	6	6	4	37
Total	113	89	81	106	119	101	609
SHERIFF							
Blanks	105	81	71	101	110	96	564
Write-Ins/All Others	8	8	10	5	9	5	45
Total	113	89	81	106	119	101	609

In accordance with the Warrant for the Massachusetts State Election, the polls were declared open at 7:00 am by Town Clerk, Jared H. LaLiberte on September 6, 2022. The polls were closed at 8:00 pm by Town Clerk, Jared H. LaLiberte. The results of the election were as follows:

**NOVEMBER 8TH, 2022 STATE ELECTION
ELECTION RESULTS**

59.47% Voter turnout

Total Registered Voters	1978	1896	1932	2099	2055	1966	11,926
	Prec.1	Prec.2	Prec.3	Prec.4	Prec.5	Prec.6	Totals
GOVERNOR AND LIEUTENANT GOVERNOR							0
Blanks	6	13	9	11	14	14	67
DIEHL AND ALLEN	320	364	233	309	360	316	1902
HEALEY AND DRISCOLL	725	703	913	954	854	858	5007
REED AND EVERETT	15	19	13	14	18	15	94
Write-Ins/All Others	0	1	7	6	2	7	23
Total	1066	1100	1175	1294	1248	1210	7093
ATTORNEY GENERAL							0
Blanks	22	40	31	41	46	45	225
ANDREA JOY CAMPBELL	702	664	890	897	806	820	4779
JAMES R. McMAHON, III	342	396	252	353	396	344	2083
Write-Ins/All Others	0	0	2	3	0	1	6
Total	1066	1100	1175	1294	1248	1210	7093
SECRETARY OF STATE							0
Blanks	15	33	23	29	33	35	168
WILLIAM FRANCIS GALVIN	737	740	928	957	872	902	5136
RAYLA CAMPBELL	283	310	198	278	305	245	1619
JUAN SANCHEZ	31	17	24	29	37	28	166
Write-Ins/All Others	0	0	2	1	1	0	4
Total	1066	1100	1175	1294	1248	1210	7093
TREASURER							0
Blanks	101	142	100	136	137	124	740
DEBORAH B. GOLDBERG	758	743	929	964	902	906	5202
CRISTINA CRAWFORD	203	208	145	184	206	173	1119

Write-Ins/All Others	4	7	1	10	3	7	32
Total	1066	1100	1175	1294	1248	1210	7093
AUDITOR							0
Blanks	47	75	62	78	95	90	447
ANTHONY AMORE	367	411	291	394	445	405	2313
DIANA DIZOGLIO	589	564	761	763	640	670	3987
GLORIA A. CABALLERO-ROCA	27	17	24	21	37	19	145
DOMINIC GIANNONE, III	21	17	16	19	14	12	99
DANIEL RIEK	15	16	20	18	17	14	100
Write-Ins/All Others	0	0	1	1	0	0	2
Total	1066	1100	1175	1294	1248	1210	7093
REPRESENTATIVE IN CONGRESS							0
Blanks	36	45	31	42	43	54	251
SETH MOULTON	726	702	911	940	866	842	4987
BOB MAY	289	337	215	287	322	288	1738
MARK T. TASHJIAN	14	15	17	24	16	25	111
Write-Ins/All Others	1	1	1	1	1	1	6
Total	1066	1100	1175	1294	1248	1210	7093
COUNCILLOR							0
Blanks	270	320	278	323	386	330	1907
TERRENCE W. KENNEDY	777	765	881	948	848	856	5075
Write-Ins/All Others	19	15	16	23	14	24	111
Total	1066	1100	1175	1294	1248	1210	7093
SENATOR IN GENERAL COURT							0
Blanks	94	138	106	137	152	138	765
BRENDAN P. CRIGHTON	708	640	821	855	754	789	4567
ANNALISA SALUSTRI	262	317	245	297	339	278	1738
Write-Ins/All Others	2	5	3	5	3	5	23
Total	1066	1100	1175	1294	1248	1210	7093
REPRESENTATIVE IN GENERAL COURT							0
Blanks	264	319	252	305	373	316	1829
JENNIFER WB ARMINI	781	765	909	961	858	871	5145
TRISTIAN SMITH (WRITE-IN)	0	0	1	5	2	1	9
Write-Ins/All Others	21	16	13	23	15	22	110
Total	1066	1100	1175	1294	1248	1210	7093

DISTRICT ATTORNEY							0
Blanks	259	306	259	305	371	314	1814
PAUL F. TUCKER	789	779	902	964	862	874	5170
Write-Ins/All Others	18	15	14	25	15	22	109
Total	1066	1100	1175	1294	1248	1210	7093
SHERIFF							0
Blanks	254	302	279	311	365	308	1819
KEVIN F. COPPINGER	794	781	874	959	869	880	5157
VIRGINA LEAH (WRITE-IN)	3	1	6	1	1	5	17
Write-Ins/All Others	15	16	16	23	13	17	100
Total	1066	1100	1175	1294	1248	1210	7093
QUESTION 1							0
Blanks	15	27	14	37	19	26	138
YES	607	571	738	686	556	554	3712
NO	444	502	423	571	673	630	3243
Total	1066	1100	1175	1294	1248	1210	7093
QUESTION 2							0
Blanks	21	28	24	41	25	29	168
YES	785	791	930	978	910	901	5295
NO	260	281	221	275	313	280	1630
Total	1066	1100	1175	1294	1248	1210	7093
QUESTION 3							0
Blanks	37	36	35	50	39	43	240
YES	509	493	645	635	636	595	3513
NO	520	571	495	609	573	572	3340
Total	1066	1100	1175	1294	1248	1210	7093
QUESTION 4							0
Blanks	24	26	13	30	27	30	150
YES	600	565	780	792	710	692	4139
NO	442	509	382	472	511	488	2804
Total	1066	1100	1175	1294	1248	1210	7093
QUESTION 5							0
Blanks	135	191	161	170	213	216	1086
YES	770	750	912	971	881	866	5150
NO	161	159	102	153	154	128	857
Total	1066	1100	1175	1294	1248	1210	7093

In accordance with the Warrant for the Annual Town Election, the polls were declared open at 7:00 am by Town Clerk, Jared H. LaLiberte on September 6, 2022. The polls were closed at 8:00 pm by Town Clerk, Jared H. LaLiberte. The results of the election were as follows:

April 25, 2023 Official Town Election Results

13.8% Voter turnout

Total Registered Voters	1975	1897	1927	2078	2058	1949	11,884
	Prec.1	Prec.2	Prec.3	Prec.4	Prec.5	Prec.6	Totals
MODERATOR							
Blanks	64	45	95	97	98	93	492
MICHAEL D. McCLUNG	152	94	253	240	182	195	1116
Write-Ins/All Others	5	0	4	17	9	3	38
Total	221	139	352	354	289	291	1646
BOARD OF SELECTMEN							
Blanks	73	52	85	111	110	103	534
DAVID M. GRISHMAN	135	73	234	189	115	142	888
DOUGLAS THOMPSON	114	83	240	229	178	178	1022
STEFANIE NEUMANN	118	68	142	175	172	155	830
Write-Ins/All Others	2	2	3	4	3	4	18
Total	442	278	704	708	578	582	3292
BOARD OF ASSESSORS							
Blanks	59	45	116	113	93	100	526
TASIA J. VASILIOU	159	94	235	237	191	189	1105
Write-Ins/All Others	3	0	1	4	5	2	15
Total	221	139	352	354	289	291	1646
SCHOOL COMMITTEE							
Blanks	146	96	258	253	216	204	1173
JOHN N. GIANTIS	153	95	216	241	189	193	1087
SUZANNE SPELLIOS WRIGHT	141	87	226	210	164	183	1011
Write-Ins/All Others	2	0	4	4	9	2	21
Total	442	278	704	708	578	582	3292
HOUSING AUTHORITY							
Blanks	71	44	129	135	110	106	595
PAUL F. GREEN	146	94	221	217	177	184	1039
Write-Ins/All Others	4	1	2	2	2	1	12
Total	221	139	352	354	289	291	1646

TRUSTEE OF PUBLIC LIBRARY							
Blanks	58	38	103	96	87	79	461
DEBBIE L. FRIEDLANDER	160	101	247	253	201	211	1173
Write-Ins/All Others	3	0	2	5	1	1	12
Total	221	139	352	354	289	291	1646
BOARD OF HEALTH							
Blanks	196	121	289	292	254	254	1406
Alicia M. Reddin	2	5	19	22	12	8	68
Write-Ins/All Others	23	13	44	40	23	29	172
Total	221	139	352	354	289	291	1646
PLANNING BOARD							
Blanks	67	46	121	116	103	100	553
JOSEPH SHERIDAN	153	92	228	235	182	189	1079
Write-Ins/All Others	1	1	3	3	4	2	14
Total	221	139	352	354	289	291	1646

Town Meeting Members	
PRECINCT 1	
Blanks	2897
MICHELLE SERINO	147
JULIA SERINO	147
COLIN LOGGINS	123
WILLIAM R. HANCOX	122
MICHAEL ALONSO CONTRERAS	122
DAVID EDWARD PITCHER	121
JORGE A. BRIONES, JR.	120
REGGIE VALENTINA PAGAN	117
CYNTHIA HELLMANN-FLATT	7
RONALD BURGESS	5
DUNCAN PAGE	4
RALPH EDWARDS	3
ALICIA M. REDDIN	2
BRAD BOMBARDIER	2
JOSEPH CALLAHAN	2
RUTH HENDRICKSON	2
CLAIRE CALLAHAN	2

LISA LEDBURY	2
All Others	31
TOTAL	3978

Town Meeting Members	
PRECINCT 2	
Blanks	3874
JAMES CASSETTA	2
CHRISTIAN URBANO	2
JENNIFER GALACAR	2
SUSAN BUONOPANE	1
HALEY FARRAR-MUR	1
JAQUELINE MILLETTE	1
FRANCES WEINER	1
SUSAN GAMBALE	1
All Others	7
TOTAL	3892
Town Meeting Members	
PRECINCT 3	
Blanks	4058
CATHERINE L. PHELAN	191
SUSAN C. DIEHL	167
SYDNEY A. PIERCE	160
KRAIG JONATHAN HITCHCOCK	155
GAIL R. ROSENBERG	155
REBECCA TRUFANT WHITE	153
MARSHA J. DALTON	153
SHEILA ANN YANG	150
WAYNE E. SPRITZ	149
JODI L. HENDRY	148
CONSTANCE K. CARMAN	147
EDWARD M. MULVEY	145
JOSEPH RAYMOND YOUNG	141
LORING B. LINCOLN, JR.	138
MARTHA CURRY	33
RACEAEL TARADASH	13
CHARLOTTE DAHER	5
CAITLIN BOVA	4
All Others	71
TOTAL	6336

Town Meeting Members	
PRECINCT 4	
Blanks	4429
JOHN N. GIANTIS	192
WILLIAM QUINN	178
MAURA PILOTTE	175
LEONARD P. RUSSO	169
JOSEPH JOHN DOMOLOWICZ, JR.	164
GARY J. CALLAHAN	163
MICHAEL BRANDON BRISON	161
TANIA E. LILLAK	157
JUSTIN E. EPPLEY	155
BRENDAN T. GORDINAS	153
TOREY BROOKS CUMMINGS	151
TRISTAN SMITH	15
GEORGE ALLEN	12
LISA CORANGELA	7
WAYNE GODFREY	6
MERLE HYMAN	6
ROBERT SCHEIR	5
MIA FACELLA	4
All Others	70
TOTAL	6372
Town Meeting Members	
PRECINCT 5	
Blanks	3787
STEFANIE NEUMANN	197
DOUGLAS THOMPSON	187
MARTHA D. CESARZ	163
JAMES E. SMITH	140
ALFRED O. ROSE	128
JILL M. SUSARREY	127
ADRIAN RODRIGUEZ	127
AMY L. KYLE	126
ALLISON DONNE DEESE	126
ANDREW WHITMAN	9
DEBORAH CANIFF	8
KAREN WHITMAN	7
DIANA CAPLIN	6
SHELLEY SACKETT	2
GREG RACKI	2
LYNETTE SIMONS	2
JOSEPH SIMONS	2
THOMAS O'NEIL	2
All Others	54
TOTAL	5202

Town Meeting Members	
PRECINCT 6	
Blanks	3860
BONNIE WERNIK LEVINE	173
DEBBIE L. FRIEDLANDER	160
TREVOR HENRY	158
JILL N. SIMMONS-WETMORE	154
IRENE S. LEAMON	154
BARRIE ATKIN	153
DAVID MATTHEW ZUCKER	152
JEFFREY W. WILSON	151
ETHAN RUNSTADLER	16
KELSEY HENRY	13
DAMON DEMADY	12
DONALD GIARD	12
ROBERT LEVINE	11
ALISON STEWART	10
LISA HICKEY	9
JOEL SAPP	5
MATTHEW O'CONNELL	5
SARAH PLYMATE	4
All Others	26
TOTAL	5238

TOWN MEETING

DECEMBER 2022 SPECIAL TOWN MEETING

Pursuant to a Warrant duly served, the Meeting was called to order in the Swampscott High School Auditorium by the Moderator, Mr. Michael McClung, at 7:15 pm. The Return of Service for the Warrant was read by the Town Clerk Jared H. Laliberte, and a quorum being present, the following business was transacted. The Moderator opened the meeting with a review of the general procedure to be followed, then proceeded with the business of the evening.

ARTICLE 1 Proposed by the Finance Committee

Voted: Motion carries unanimously

Voted to amend the FY2023 Departmental budget as shown in the printed Warrant, and further, to raise and appropriate the sum of \$31,603.00 for such purposes.

ARTICLE 2 Proposed by the Finance Committee

Voted: Motion carries unanimously

Voted to transfer \$1,250,000 from Free Cash, \$1,000,000 from General Stabilization, and \$320,000 from Capital Stabilization to the account of Current Revenue to be used and applied by the Board of Assessors in the reduction of the tax levy for Fiscal Year 2023.

ARTICLE 3 Proposed by the Finance Committee

Voted: Motion carries

Voted to transfer \$59,965 from Free Cash to fund the cost items contained in the first year of a Collective Bargaining Agreement between the Town of Swampscott and the International Association of Fire Fighters, Local 1459.

ARTICLE 4 Proposed by the Finance Committee

Voted: Motion carries

Voted to accept the provisions of G.L. c.40, §13D to establish a compensated absences reserve fund for the future payment of accrued liabilities for compensated absences due any employee or full-time officer of the Town upon termination of employment and to designate the Town Administrator as the Town official authorized to make payments from said fund; and further, to transfer the sum of \$150,000 from Free Cash to the Compensated Absences Reserve Fund established hereunder.

ARTICLE 5 Proposed by the Finance Committee

Voted: Motion carries unanimously

Voted to amend General Bylaws Article XXI, Section 2 to establish the annual spending limit for the Recreation Department Revolving Fund in accordance with G.L. Chapter 44, §53E ½, with such updated expenditure limit, to be applicable for each fiscal year until such time as Town Meeting votes, prior to July 1 in any year, to increase the same for the ensuing fiscal year; provided, however, that at the request of the entity authorized to expend such funds, the Select Board, with the approval of the Finance Committee, may increase such limit, for that fiscal year only, all as set forth in the printed Warrant.

ARTICLE 6 Proposed by the Finance Committee

Voted: Motion carries unanimously

Voted to borrow the sum of \$208,885 for Project #1 pursuant to the provisions of M.G.L. Chapter 44, Sections 7, 8, 8C and/or any other enabling authority, for the purpose of designing, improving, renovating and equipping Abbott Playground, located on Paradise Road, Assessors', including, without limitation, all costs incidental or related thereto; provided, however, that no funds shall be expended until the Town has received a grant commitment or allocation for a portion of such costs under the PARC Grant Program (301 CMR 5.00) and/or under any federal and/or other state program to undertake the foregoing project, and further, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with G.L. c.44, §20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount ; (b) transfer the care, custody and control of Abbott Playground to the Select Board for, and to dedicate said Park to, park and active recreation purposes under the provisions of G.L. c.45, §3; and (c) authorize the Select Board and/or its designee to apply for and accept on behalf of the Town funds granted under the PARC Grant Program and/or any other funds, gifts, grants, under any federal and/or other state program in any way connected with the scope of this Article, and enter into all agreements and execute any and all instruments as may be necessary or convenient to effectuate the project on behalf of the Town;

And further, with respect to Project #2-3, to appropriate \$264,000 for the purposes and in the amounts identified in Article 6 of the printed Warrant as shown under the column heading "Finance Committee Recommended" in said Article 6; and to meet this appropriation, the Treasurer with the approval of the Select Board is authorized to borrow \$264,000 under Chapter 44 of the General Laws or pursuant to any other enabling authority and issue bonds or notes of the Town therefor.

Said appropriation, which totals \$472,885, will be offset by grant funding in the anticipated amount of \$100,000 for Project #1 and in the anticipated amount of \$164,000 for Project #3.

ARTICLE 7 Proposed by the Finance Committee

Voted: Motion carries unanimously

Voted to borrow the sum of \$2,909,983 to be expended under the direction of the School Building Committee for the design, construction and equipping of a new elementary school and costs incidental or related thereto, commonly referred to as the New Elementary School, located at 10 Whitman Road, Swampscott, Massachusetts, including the acquisition of easements therefor (the "Project"), which school facility shall have an anticipated useful life as an educational facility for the instruction of school children of at least 50 years, and for which the Town may be eligible for a school construction grant from the Massachusetts School Building Authority ("MSBA"). The MSBA's grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any project costs the Town incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the Town. Any grant that the Town may receive from the MSBA for the Project shall not exceed the lesser of (1) forty-eight and nine-tenths percent (48.9%) of eligible, approved project costs, as determined by the MSBA, or (2) the total maximum grant amount determined by the MSBA; and, to meet said appropriation, to authorize the Treasurer, with the approval of the Select Board, to borrow said sum under the provisions of G.L. c. 44, §7 and/or any other enabling authority, and to issue bonds or notes of the Town therefor.

ARTICLE 8: Proposed by the Finance Committee

Voted: Motion carries unanimously

Voted to accept as a public way Supreme Court, as heretofore laid out by the Select Board, and shown on a plan of land entitled "Subdivision Plan of Land in Swampscott 14207-1", dated February 3, 1987 prepared by Carter & Towers Engineering Corp., Surveyors, and on file with the Town Clerk; and to authorize the Select Board to acquire, by gift, purchase, and/or eminent domain, the fee to and/or easements in said public way for all purposes for which public ways are used in the Town of Swampscott and any drainage, utility and/or other easements related thereto, or take any action relative thereto.

ARTICLE 9: Proposed by the Finance Committee

Voted: Motion carries unanimously

Voted to authorize the Select Board to acquire, by purchase, gift or eminent domain, a fee simple interest in property located at 32 Park Square, Swampscott, being Assessor's Tax Map 10-40-0, containing 0.303 acres, more or less, and shown as Lots 13, 14 and 15 on a plan recorded with the Essex South District Registry of Deeds in Book 1421, Page 600, said plan on file with the Town Clerk, together with any improvements thereto, for general municipal purposes, including, but not limited to, open space, conservation and active recreational purposes; and, further, to authorize the Select Board to enter into all agreements and execute any and all instruments on behalf of the Town as may be necessary or appropriate to effectuate said acquisition, or take any action relative thereto.

ARTICLE 10: Proposed by the Finance Committee

Voted: Motion carries unanimously

Voted to authorize the Select Board to acquire, by purchase, gift or eminent domain, a fee simple interest in property located at Cushing Avenue, Swampscott, being Assessor's Tax Map 7, Lot 2, being a portion of that land described in a deed recorded with the Essex South District Registry of Deeds in Book 30764, Page 493, shown on a plan entitled "Plan of Land Town of Swampscott Archer Street Map 7, Lots 2, 213-248 and Lots 250-255," said plan on file with the Town Clerk; and, further, to authorize the Select Board to enter into all agreements and execute any and all instruments on behalf of the Town as may be necessary or appropriate to effectuate said acquisition, or take any action relative thereto.

Following which, the December 5, 2022 Town Meeting was dissolved at approximately 9:02 pm.

Respectfully submitted,

Jared H. LaLiberte
Town Clerk

MAY 15TH, 2023 ANNUAL TOWN MEETING MINUTES

Pursuant to a Warrant duly served, the Meeting was called to order in the Swampscott High School Auditorium by the Moderator, Mr. Michael McClung, at 7:05 pm on May 15, 2023 adjourned that night at 10:50 pm until May 16, 2023 at 7:00 pm, the meeting reconvened on May 16, 2023 at 7:10 pm and adjourned at 10:30 pm until May 17, 2023 when it was reconvened at 7:15 pm. The Return of Service for the Warrant was read, and a quorum being present, the following business was transacted. The Moderator opened the meeting with a review of the general procedure to be followed, then proceeded with the business of the evening.

ARTICLE 2 Proposed by the Select Board

Voted: Motion carries unanimously

Voted to authorize the Select Board to adopt a Climate Action & Resilience Plan substantially in the form included in Appendix B.

ARTICLE 3 Proposed by the Finance Committee

Voted: Motion carries unanimously

Voted to authorize payment of bills of prior fiscal years totaling \$4,974.72, as detailed in the printed Warrant, and as funding therefor, to transfer said amount from Free Cash.

ARTICLE 4 Proposed by the Select Board

Voted: Motion carries unanimously

Voted to adopt each separate numbered Line Item as printed in the column entitled "Finance Committee Recommended FY'24" as found in the printed Warrant, as amended.

Further that the sum of \$79,343,099 be raised and appropriated as follows:

1. Raise and Appropriate from taxes and other local receipts and state aid: \$69,598,035
(not including State Assessments & Offsets of \$1,916,900 that do not require appropriation)
2. Sewer Rates: \$ 3,023,685
3. Water Rates: \$ 4,430,592
4. Public, Educational & Governmental Cable TV Access Funds: \$184,997
5. Solid Waste Funds: \$188,890

Amendment to increase the budget line #17 Human Resources Expenses (0115202) by \$80,000 to \$134,875, and reduce as follows

Line #16 Human Resources Personnel (0115201) by \$6,000 to \$180,155

Line #18 Salary Reserve (0115203) by \$20,000 to \$132,429

Line #41 Police Personnel (0121001) by \$10,000 to \$3,950,973

Line #46 Fire Personnel (0122001) by \$15,000 to \$3,715,614

Line #59 Employee Group Health (0191402) by \$29,000 to \$14,181,225.

ARTICLE 5 Proposed by the Finance Committee

Voted: Motion carries unanimously

Voted to accept the provisions of G.L. c.40, §13E, authorizing the School Department to establish a reserve fund to be utilized in upcoming fiscal years to pay without further appropriation, for unanticipated or unbudgeted costs of special education out of district tuition or transportation, such funds to be distributed only after a majority vote of the School Committee and the Select Board; and further, to transfer \$310,000 from Free Cash to said reserve fund.

ARTICLE 6 Proposed by the Finance Committee

Voted: Motion carries unanimously

Voted, pursuant to the provisions of G.L. c.40, §5B, to create a new special purpose stabilization fund, to be known as the Opioid Settlement Stabilization Fund, which may be expended for all of the purposes allowed by law, including those outlined in applicable opioid-litigation settlement documents, a document prepared by the Substance Abuse Bureau of the Commonwealth's Office of Health and Human Services Department, found at <https://www.mass.gov/doc/massachusetts-abatement-terms/download> entitled "Abatement Strategies", and consistent with any state guidelines or regulations further clarifying allowable uses of opioid litigation settlement funds; and further, to adopt the last paragraph of said §5B and dedicate to such fund, without further appropriation, 100% of the opioid litigation settlement funds received by the Town.

ARTICLE 7 Proposed by the Finance Committee

Voted: Motion carries unanimously

Voted to transfer from the Retained Earnings of the Water Enterprise Fund to the account of Current Revenue the sum of \$28,000 to be used and applied by the Select Board to mitigate increases in the water rate.

ARTICLE 8: Proposed by the Finance Committee

Voted: Motion carries unanimously

Voted to transfer from the Retained Earnings of the Sewer Enterprise Fund to the account of Current Revenue the sum of \$43,000 to be used and applied by the Select Board to mitigate increases in the sewer rate, or take any action relative thereto.

ARTICLE 9: Proposed by the Finance Committee

Voted: Motion carries unanimously

Voted to appropriate the sum of \$6,722.00 received in the Transportation Infrastructure Fund, a receipt reserved for appropriation account, for expenses associated with the impact of transportation network services on municipal roads, bridges, and other transportation infrastructure, including any incidental or related costs.

ARTICLE 10: Proposed by the Finance Committee

Voted: Motion carries unanimously

Voted to authorize the Select Board to acquire, by purchase, gift or eminent domain, a fee simple interest in property located at 12-24 Pine Street, Swampscott, being Assessor's Tax Map 3-4-0, containing 0.360 acres, more or less, and described in a deed recorded with the Essex South District Registry of Deeds in Book 40542, Page 4, together with any improvements thereto, for general municipal purposes and for purposes of conveyance; and, further, to raise and appropriate, transfer and/or borrow a sum of money to fund said acquisition; and, further, to authorize the Select Board to enter into all agreements and execute any and all instruments on behalf of the Town as may be necessary or appropriate to effectuate said acquisition.

ARTICLE 11: Proposed by the Finance Committee

Voted: Motion carries unanimously

Voted to authorize the Select Board to convey certain property, as follows: (a) a parcel of land containing 0.360 acres, more or less, and all improvements thereon, located at 12-24 Pine Street, identified as Assessor's Tax Map 3-4-0, and described in a deed recorded with the Essex South District Registry of Deeds in Book 40542, Page 4, and (b) a parcel of land, and all improvements thereon, being a portion of that property located at 10 New Ocean Street, identified as Assessor's Tax Map 3-3-0, and described in a deed recorded with the Essex South District Registry of Deeds in Book 1555, Page 45, said parcel shown on a sketch plan as set forth in Appendix C, on file with the Town Clerk, for affordable housing with a preference for veterans and inclusion of a new VFW Post 1240 and such other purposes as the Select Board shall determine, and on such terms and conditions as the Select Board shall deem appropriate; and to authorize the Select Board to enter into all agreements and take any and all actions as may be necessary or convenient to accomplish the foregoing purposes.

ARTICLE 12: Proposed by the Finance Committee

Voted: Motion Carries

Voted to convey a parcel of land containing 1.386 acres, more or less, and all improvements thereon, located at 20 Redington Street, identified as Assessor's Tax Map 2-27-0, and described in a deed recorded with the Essex South District Registry of Deeds in Book 2084, Page 334, for hotel and associated accessory uses and public parking, and on such terms and conditions as the Select Board shall deem appropriate; and to authorize the Select Board to enter into all agreements and take any actions as necessary or convenient to accomplish the foregoing purposes.

ARTICLE 13: Proposed by the Finance Committee

Voted: Motion carries unanimously

Voted to extend the right of the Select Board, as previously granted by the vote under Article 1 of the June 14, 2022 Special Town Meeting, to extend the use until December 31, 2025 of all or a portion of the Town-owned property located at 149-169 Humphrey Street, identified as Assessor's Tax Map 2-185-0 and 2-189-0, and described in a deed recorded with the Essex South District Registry of Deeds in Book 41343, page 220 through 231, for such purposes as the Select Board shall determine, and on such terms and conditions as the Select Board shall deem appropriate; and to authorize the Select Board to enter into all agreements and take any and all actions as may be necessary or convenient to accomplish the foregoing purposes.

ARTICLE 14: Proposed by the Finance Committee

Voted: Motion carries unanimously

Voted to amend the Town of Swampscott General Bylaws Article XXI, Section 2 to establish the annual spending limit for the Council on Aging Revolving Fund in accordance with G.L. Chapter 44, §53E 1/2, with such updated expenditure limit, to be applicable for each fiscal year until such time as Town Meeting votes, prior to July 1 in any year, to increase the same for the ensuing fiscal year; provided, however, that at the request of the entity authorized to expend such funds, the Select Board, with the approval of the Finance Committee, may increase such limit, for that fiscal year only, all set forth in the below table as printed in the warrant.

ARTICLE 15: Proposed by the Finance Committee

Voted: Motion carries unanimously

Voted to accept and appropriate the sum of \$300,000 or such other amount as is made available, to repair, construct or reconstruct streets, together with all necessary work incidental thereto, including engineering, in conjunction with the Commonwealth of Massachusetts, under General

Laws Chapter 90 or otherwise; and to transfer for this purpose any unexpended balance of appropriations voted for this purpose at prior Town Meetings.

ARTICLE 16 Proposed by the Finance Committee

Voted: Motion carries unanimously

Voted to appropriate \$5,540,500 for the purposes identified in Article 16 of the printed Warrant as shown under the column heading “Finance Committee Recommended” in said Article 16, with the following exceptions:

- \$1,200,000 be appropriated for Pedestrian Safety Traffic Improvements, Project #5
- The word “Hybrid” be struck from the title of project #11

To meet this appropriation, the Treasurer with the approval of the Select Board is authorized to borrow \$4,785,500 under Chapter 44 of the General Laws or pursuant to any other enabling authority.

Said appropriation will be supplemented by transfers in of funds from completed or abandoned capital projects totaling \$295,000 for projects #10, #11, #23, #27, and #28 as outlined in the pink handout. Furthermore, said appropriation will be supplemented by grant funding in the amount of \$100,000 for Project #9, \$70,000 for project #17, \$40,000 for project #29, \$200,000 for project #31, and Cemetery Perpetual Care funds in the amount of \$50,000 for project #3,

ARTICLE 17: Proposed by the Planning Board

Voted: Yay: 199

Nay: 10

Voted to amend the Swampscott Zoning By-Law Section “5.11.0.0. Accessory Apartments” by inserting the language shown in red and deleting the language shown in strikethrough as set forth in Appendix D: Revised.

ARTICLE 18: Proposed by the Planning Board

Voted: Motion Carries Unanimously

Voted to amend the Swampscott Zoning By-Law Sections 5.2.2.1. and 5.4.3.0. pertaining to site plan special permit granting authority by inserting the language shown in red and deleting the language shown in red strikethrough as set forth in Appendix E.

ARTICLE 19: Proposed by the Finance Committee

Voted: Motion Carries by 2/3 majority

Voted to amend the Swampscott Zoning By-Law and Zoning Map to add and establish a new Overlay District, being the Hadley School Overlay District, to allow a hotel with associated accessory uses and public parking as set forth in Appendices F and G and to re-number the Table of Contents and Zoning By-law accordingly.

ARTICLE 20: Proposed by the Planning Board

Voted: Yay: 152

Nay: 13

Voted to amend the Swampscott Zoning By-law and Zoning Map to (i) amend the Swampscott Zoning By-law relative to multi-family Buildings containing more than 8 units in the Business B-4 Zoning District by inserting the language shown in red and deleting the language shown in strikethrough as set forth in Appendix H, and (ii) rezone the following parcels of land that are currently zoned in the Business B-3 District to be zoned in the Business B-4 District, as established by the Zoning By-law Section 2.1.0.0.: parcels 17-9E, 17-9F, 17-10A, and 17-10B, as set forth in Appendix I.

ARTICLE 21 Proposed by the Planning Board

Voted: Motion carried unanimously

Voted to amend the Swampscott Zoning By-law and Zoning Map to rezone the following parcels of land that are currently zoned in the Residence A-2 District to be zoned in the Residence A-4 District, as established by the Zoning By-Law Section 2.1.0.0.: parcels 6-1, 6-1B, 6-1C, 6-1D, 6-1E, 6-2, 6-3, 6-4, 6-4A, 6-5, 6-6, 6-7, and 6-8 all as shown in Appendix J.

ARTICLE 22 Proposed by the Select Board

Voted: Motion carries unanimously

Voted to amend the Town of Swampscott General Bylaws Article I by inserting a new Section 7 authorizing the Town Clerk to make ministerial clerical corrections to the Bylaws, as follows:

Section 7. Town Clerk Ministerial Changes.

The Town Clerk shall be authorized to assign to Bylaws adopted or amended by Town Meeting appropriate numbers or letters to Bylaw sections, subsections, paragraphs and subparagraphs where none are specifically approved by Town Meeting; and if such numbering or lettering is approved by Town Meeting, to make non-substantive editorial revisions to the same to ensure consistent and appropriate sequencing and numbering; and to make non-substantive editorial revisions to references regarding such numbering or lettering as contained within the Bylaws to ensure accuracy and conformity, where all such editorial revisions shall be identified with a footnote which describes the revision and the reason therefor.

ARTICLE 23 Proposed by the Select Board

Voted: Motion carried unanimously

Voted to amend the Town of Swampscott General Bylaws Article XIII, Earth Removal, by inserting the language shown in red and deleting the language shown in red strikethrough as set forth in Appendix K.

ARTICLE 24 Proposed by the Select Board

Voted: Motion carried unanimously

Voted to amend the Town of Swampscott General Bylaws by adding a new Article XXVIII, Feeding of Wildlife, as set forth in Appendix L.

ARTICLE 25 Proposed by the Select Board

Voted: Motion carried unanimously

Voted to amend the Town of Swampscott General Bylaws by adding a new Article XXIX. Gas-Powered Leaf Blowers, as shown in the printed Warrant.

ARTICLE 26 Proposed by the Select Board

Voted: Indefinitely Postponed

Voted to indefinitely postpone the article.

ARTICLE 27 Proposed by the Select Board

Voted: Motion carries unanimously

Voted to authorize the Select Board to grant to Massachusetts Electric Company, also known as National Grid, on such terms and conditions as the Select Board deems appropriate, a permanent utility easement on a portion or portions of the Town owned property located at the easterly side of Whitman Road and the southwesterly side of Orchard Road and described in an Order of Taking recorded with the Essex South District Registry of Deeds in Book 2792, Page 419, which portion or portions are approximately shown on the sketch entitled “ National Grid – 10 Whitman Rd Easement, dated September 16, 2022, on file with the Town Clerk.

ARTICLE 28 Proposed by the Select Board

Voted: Motion carries

Voted to accept the provisions of G.L. c.41, §110A, which provides that any public office in Town may remain closed on any or all Saturdays as may be determined from time to time, and as a

result, the provisions of G.L. c.4, §9 apply in the case of such closing of any such office on any Saturday to the same extent as if such Saturday were a legal holiday.

Following which, the 2023 Annual Town Meeting was dissolved at approximately 7:30 pm.

Respectfully submitted,

Jared H. LaLiberte
Town Clerk

ACCOUNTING DEPARTMENT

ANNUAL REPORT FOR FISCAL YEAR 23

EMPLOYEES

- Amy L. Sarro, Director of Finance & Administration
- Trang Vu, Assistant Town Accountant

MISSION STATEMENT

The Town Accountant provides the controllership and audit functions for the Town and its departments and agencies. The Accounting Department protects the fiduciary interests of the Town by ensuring that the financial records are accurately maintained and preserved; supervising and monitoring the expenditure of Town funds; utilizing sound accounting practices; and performing all other auditing and accounting functions pursuant to the Town Charter, Town By-Laws, and laws of the Commonwealth of Massachusetts. The Town Accountant's office consists of two full-time employees, the Town Accountant, and the Assistant Town Accountant. The Accounting Department handles the processing of all vendor payments for the Town and School, has control over the chart of accounts, and determines appropriate and sufficient funding sources for expenses.

The Accounting office is responsible for and maintains, supports, and analyzes a general ledger that consists of more than 8,200 accounts. The role of the Accounting office is to ensure timely certification of "Free Cash" as well as a timely completion of the Town Audit. The Town Accountant plays a vital role to the Town Administrator providing analysis and reporting to strategically look at the Town Finances and make expenditures consistent with Massachusetts General Law.

FISCAL YEAR 23

The Accountant's office has successfully completed the FISCAL YEAR 22 Audit with no management comments cited from Powers & Sullivan, LLC.

For the second year in a row the office received the Government Finance Officers Association's Certificate of Achievement for Excellence in Financial Reporting. The Certificate of Achievement is the highest form of recognition in the area of governmental accounting and financial reporting, and its attainment represents a significant accomplishment by a government and its management.

For the first time since 2016, this office received the Government Finance Officers Association's Distinguished Budget Presentation Award. This award represents a significant achievement by the entity. It reflects the commitment of the governing body and staff to meeting the highest principles of governmental budgeting. In order to receive the budget award, the entity had to satisfy nationally recognized guidelines for effective budget presentation.



The Accountant's office continues to manage the funds related to COVID-19 including the finalized submissions of all FEMA related COVID requests and the continued management of the \$4.5 million in American Rescue Plan Act (ARPA) award.

I would like to thank the many members of the various boards, committees and departments for their support and assistance during the year. Also, my sincere appreciation to my assistant Trang Vu for all her efforts and commitment. Together we look forward to serving the Town of Swampscott in the upcoming year.

Respectfully Submitted,

Amy L. Sarro

Director of Finance & Administration

ASSESSING DEPARTMENT

MEMBERS

- Tasia Vasiliou, Chairperson
- Neil G. Sheehan
- Lara Goodman

EMPLOYEES

- Cheryl Moschella, Director of Assessment
- Lisa Taylor, Administrative Assistant.

MISSION STATEMENT

The Assessing Department provides the Town with fiscal stability by ensuring the Town's personal and real property is promptly, fairly, and equitably valued and classified. The Assessing Department determines the fair market value of all property for the purposes of taxation. Additionally, the Department administers motor vehicle and boat excise taxes and abatements in a fair and efficient manner. The Department also administers the statutory exemption program for eligible taxpayers. In conjunction with the Town Accountant, the Assessors prepare the annual recap for the purpose of setting the annual tax rate.

FISCAL YEAR 23

In Fiscal Year 23, the town went through its required annual valuation. The Department of Revenue (DOR) requires that all cities and towns value all properties within its jurisdiction at full market value as of the January 1st prior to the beginning of the fiscal year and submit the results for a review and approval by the DOR. The DOR requires that each town physically measure and inspect all real estate within the community every ten years; this includes all new construction and modifications to all buildings within the town (new growth). The department works with our contractor, Patriot Properties, to ensure that the accuracy of the data is maintained and that assessments reflect present market values as of January 1st of any given year. In March, Cheryl Moschella joined the office as the new Director of Assessment. At the town-wide election in April, Tasia Vasiliou was re-elected to the Board of Assessors for a three-year term and elected as the chairperson. The Board of Assessors is charged with the administration of real estate exemptions for individuals that qualify for relief. To that end the Board granted 84 requests for relief: eight blind, 13 senior, and 63 veteran's exemptions. The Board also granted 37 Real Estate Tax Senior Work-off Abatements. The approved tax rate for Fiscal Year 23 was \$11.74 per thousand for residential properties and \$21.04 for commercial, industrial, and personal property.

The Board of Assessors wishes to express its appreciation to Cheryl Moschella, Director of Assessment and to Lisa Taylor for her continued service to the town as Administrative Assistant.

Submitted respectfully,

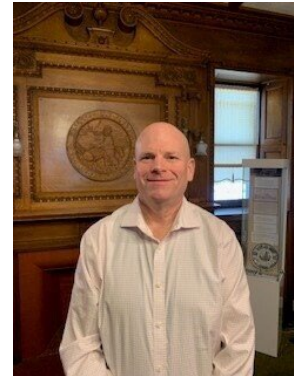
Cheryl Moschella, Director of Assessment

BUILDING DEPARTMENT

ANNUAL REPORT FISCAL YEAR

EMPLOYEES

- Stephen Cummings, Building Commissioner
- Diane Folan, Administrative Assistant
- Robert Ives, Inspector
- Michael Hull, Electrical Inspector
- Anthony Luciano, Plumbing Inspector



MISSION STATEMENT

The Building Department interprets and enforces the Massachusetts State Building Code, Architectural Access Code, Plumbing and Gas Code, Massachusetts Electrical Code and the Town of Swampscott Zoning By-Laws in order to maintain public safety. The department also reviews applications and issues permits, conducts field inspections, and responds to the request for information and compliance, maintains property records, assists residents, contractors and others, and works with the town departments to help assure consistency, accuracy and access to information.

YEAR IN REVIEW

The building Department has acquired a new Plumbing Inspector, Anthony Luciano, after the departure of its long-time inspector, Peter McCarriston. The Department will also be left with a vacancy for a part-time Building Inspector after the departure of Robert Ives, a five-year veteran with the Building Department. The Building Department is currently digitizing all of its paper permits and files. This will streamline the process for the general public to view these records, and will allow them to view records through an online portal.

The Building Department issued the following permits in the past year:



- 637 Residential Permits
- 58 Commercial Building Permits
- 215 Gass Fitter Permits
- 353 Plumbing Permits
- 442 Electrical Permits
- 9 Sign Permits
- 39 Mechanical Permits

This represents 907,310.00 in permit fees collected for the Town.

The Building Department is actively involved in the oversight of many large-scale construction projects in the Town of Swampscott, including a new

elementary school facility, and two large scale apartment projects with affordable housing options, while also still regularly performing inspections of smaller projects. The department works closely with the Community and Economic Development, Fire Prevention, Facilities, and the Health to provide a functional process.



COMMUNITY AND ECONOMIC DEVELOPMENT

ANNUAL REPORT FOR FISCAL YEAR 23

MEMBERS/EMPLOYEES

- Marzie Galazka, Director
- Marissa Meaney, Land Use Coordinator

MISSION STATEMENT

The Office of Community and Economic Development shapes the future of Swampscott by: developing a vision for the community through planning documents; fostering key development design and land use through bylaws and regulations; improving our built and natural surroundings through environmental protection and leadership; preserving our unique heritage and culture; encouraging a broad range of housing and business opportunism and connecting our neighborhoods and points of interest with efficient and various transportation options. Community Development staff provides technical and administrative support for residential, commercial, and industrial development, subdivision control, and Wetlands Protection Act Review. Support is also provided to develop new and or revise existing bylaws and rules and regulations to remain complaint and appropriate with the evolving community.



YEAR IN REVIEW

The Office has remained active throughout the year, we worked with the various Land Use Boards to amend the Zoning and General Bylaws. This year saw a lot of changes including creating a



new overlay district, drafting and implementing an Accessory Dwelling Unit bylaw which should have housing in Town as well as allow Seniors to age at home. There were also changes made to the Earth Removal Bylaw as well as new bylaw regarding Gas Powered Leaf Blowers.

The Department also secured a number of grants from various sources to help with a number of projects in the Town, this past year it was over \$500,000 in funding that was secured by the Department.

Accomplishments

Amended the following Zoning Bylaws:

- Accessory Dwelling Units
- Site Plan Special Permit
- Hadley School Overlay District
- Vinnin Square Rezoning
- Amended Zoning map to rezone certain parcels from A2- A-4

Amended the following General Bylaws:

- Earth Removal
- Prohibit Feeding of Wildlife
- Gas Powered Leaf Blowers
- Amended the Plastic Straw and Stirrer Prohibition Bylaw to include Plastic Takeout Containers.

Secured \$592,800 in grant funding for the following projects:

- \$200,000 for infrastructure improvements- funded the extension of sidewalks on Humphrey Street that support outdoor dining.
- \$100,000 for rehabilitation of Abbott Playground – project has been completed.
- \$212,800 to advance the design of the Town Pier Project - project on going.
- \$30,000 to assist with updates to the Master Plan – work will commence in 2024.
- \$50,000 to develop a Climate Action Plan - Plan completed and adopted by Town Meeting.



Abbott Playground Before



Abbott Playground After Rehabilitation

HEALTH DEPARTMENT

MEMBERS

- Marianne Hartmann, RN, MPH, Member, Board of Health
- Emily Cilley, RN, Member, Board of Health
- Peter Sheckman, MD, Member, Board of Health

EMPLOYEES

- Jeffrey Vaughan, BS, RS, CHO, Director of Public Health, and Manager of Solid Waste
- Neia Illingworth, RN, MSN, MPH, Public Health Nurse, PH Emergency Prep Coordinator



MISSION STATEMENT

Both the Swampscott Board of Health and the Health Department are dedicated to promoting the health and well-being of all residents of Swampscott and they value the importance of educating residents in many areas of public health and safety. The Swampscott Health Department works to detect, prevent, and respond to infectious and communicable diseases, most notably the COVID-19 pandemic, and the Swampscott Health Department also works with many other departments and communities to ensure a healthy community.

FISCAL YEAR 23

COVID-19 PANDEMIC

It cannot be overemphasized how much the COVID-19 pandemic, which began in March 2020, and continued through 2023, changed life as we knew it. Since March 2020, the COVID-19 pandemic became and continued to be the focus of both the Swampscott Board of Health and Health Department's time and efforts until both the federal and state Public Health Emergencies ended on May 11th, 2023. This report is just a brief summary of what occurred during this timeframe and cannot truly capture the entire breadth and scope of everything that the Swampscott Board of Health and Health Department dealt with during this time. Both the Swampscott Board of Health and Health Department worked tirelessly throughout the pandemic, while also having to constantly adjust to, and then communicate, the ever-changing federal and state COVID-19 pandemic guidance regarding isolation and quarantine, masking, and vaccines. The Swampscott Health Department continued to participate in the Massachusetts Department of Public Health's (MDPH's) Massachusetts Virtual Epidemiologic Network (MAVEN) webinars as well as the MDPH's calls with Local Boards of Health in order to obtain the most up-to-date guidance and information from the state. Since COVID-19 knows no borders, the Swampscott Health Department also continued to work closely with epidemiologists from the Massachusetts

Department of Public Health as well as the Health Directors and Public Health Nurses in our region and across the state.

Since the beginning of the pandemic, the Swampscott Board of Health moved to virtual meetings for their monthly Board of Health meetings. The Health Director and Public Health Nurse continued to present COVID-19 information and updates to the Swampscott Board of Health at each monthly Board of Health meeting. As the COVID-19 pandemic progressed, the Public Health Nurse also continued to provide updates about COVID-19 case numbers, federal and state guidance, and vaccinations. to the town's Emergency Management team regularly until the federal and state Public Health Emergencies ended in May 2023.

The Health Department continued to use the town's website in order to provide residents with information about the state's updated isolation and quarantine guidance. In addition, the Public Health Nurse updated the town's website with COVID-19 case numbers, vaccination percentages, and then updated the other COVID-19 pages (ex. testing information), as necessary.

The Swampscott Health Department continued to meet regularly with the Boards of Health and Health Departments of Beverly, Danvers, Lynn, Marblehead, Nahant, Peabody, and Salem in order to discuss the COVID-19 pandemic, mitigation, and response efforts. In May 2023, the Swampscott Public Health Nurse and the Peabody Public Health Nurse worked together in order to develop and then implement a second-annual regional Local Public Health Resiliency and Retention Training/Conference for the Health Directors and Public Health Nurses in our region and this training/conference was regarded as positive, impactful, as well as much-needed and appreciated by the attendees.

During 2022 and 2023, the Swampscott Health Department also participated in regional COVID-19 vaccination and booster dose clinics with the Boards of Health and Health Departments from Beverly, Danvers, Salem, Marblehead, and Peabody. These regional COVID-19 vaccination clinics were planned, organized, set up and run solely by the local Boards of Health and Health Departments in our region without the use of any commercial entities and/or private vendors. These regional COVID-19 vaccination clinics were truly a collaborative effort among the local Boards of Health and Health Departments in our region, all of whom have combined decades of experience in not only public health emergency preparedness, but also planning for and then implementing mass vaccination clinics through our annual flu vaccination clinics. Along with the support of the Medical Reserve Corps (MRC) volunteers, many individuals in our region came to our well-run and well-organized COVID-19 vaccination clinics and received their COVID-19 vaccine. In addition, on May 23rd, 2023, the Boards of Health and Health Departments in our region held a volunteer appreciation luncheon for the MRC volunteers and other volunteers that assisted us with our vaccination clinics during the pandemic.

COMMUNICABLE DISEASES

The Public Health Nurse tracked all reportable communicable diseases in the town, watching closely for any clusters or outbreaks. The Public Health Nurse continues to use the statewide database, MAVEN, to track all reportable communicable diseases. The Public Health Nurse continued to work closely with the MDPH, school nurses, and doctor's offices. Due to the COVID-

19 pandemic, the Public Health Nurse continues to work with other programs, employers, as well as the Assisted Living Facilities in the town.

Since the COVID-19 pandemic began in March 2020, COVID-19 cases dominated the number of reportable communicable diseases that the Public Health Nurse followed-up on. From 7/1/22-6/30/23, there were 715 lab-confirmed COVID-19 cases in Swampscott, and this figure does not include any probable cases in MAVEN and/or any positive rapid antigen (at-home) test results since the rapid antigen (at-home) tests are not conducted under medical supervision and are not reported to the state. The Public Health Nurse reviewed every confirmed and probable COVID-19 case in MAVEN in order to determine if the cases were linked to clusters, outbreaks, and vulnerable populations. The Swampscott Health Department continued to use the town's website in order to provide residents with information about the state's updated isolation and quarantine guidance, which allowed the Public Health Nurse to continue to focus on clusters, and outbreaks.

The Public Health Nurse also followed up on other reportable communicable diseases, including, but not limited to Salmonella, Campylobacter, and Giardia. There were additional suspect, probable, and revoked cases in MAVEN, which the Public Health Nurse was notified of, and investigated, if necessary.

INFLUENZA 'FLU' CLINICS

In addition to the regional COVID-19 vaccination and booster dose clinics that the Swampscott Health Department participated in along with the Boards of Health and Health Departments from Beverly, Danvers, Salem, Marblehead, and Peabody during 2022 and 2023, the Swampscott Health Department also held flu clinics for residents and town employees. These flu clinics were successful due to the support/assistance of the other Public Health Nurses in our region as well as volunteers from the MRC. In addition, the Swampscott Health Department and Public Health Nurse also vaccinated town employees at Town Hall via appointment. In the spirit of collaboration, the Swampscott Public Health Nurse also assisted the Public Health Nurses from Beverly, Danvers, Salem, Marblehead, and Peabody at their flu vaccination clinics.

The Swampscott Health Department continued to use the state's online registration system, COLOR, in order to schedule appointments, and document vaccination. The COLOR platform also allows for an individual's vaccination records to be updated directly to the state's immunization database, and also bills their health plans for the administration costs.

The Swampscott Health Department would like to express our gratitude to all of the Public Health Nurses in our region as well as all of the MRC volunteers for their ongoing time, help, support, and commitment to vaccinating our residents.

EMERGENCY PREPAREDNESS

The Swampscott Health Department continues to participate in the North Shore – Cape Ann Emergency Preparedness Coalition, a 15 community coalition that meets monthly to plan resources and responses to public health threats and emergencies. Such emergencies include bioterrorism and outbreaks of infectious diseases.

The Swampscott Board of Health and Health Department encourages all residents with medical and non-medical backgrounds to volunteer to help in emergencies by signing up to become a MRC volunteer at: <https://maresponds.org/>.

NARCAN/NALOXONE DISTRIBUTION PROGRAM

Narcan/ Naloxone is a life-saving medication that can reverse an overdose from opioids, including heroin, fentanyl, and prescription opioid medications (ex. oxycodone). The Swampscott Health Department began the process to become one of the state's Community Naloxone Purchasing (CNP) Affiliate Program members in the fall of 2022. In order for the Swampscott Health Department to obtain free Narcan/Naloxone from the state and then distribute the free Narcan/Naloxone to residents and community members, the Swampscott Health Department had to complete the following:

Step 1: Obtain Massachusetts Controlled Substances Registration (MCSR) for Naloxone

- The MCSR is required for each municipality and non-municipal public agency so that certain public employees are allowed/authorized to administer naloxone in accordance with 105 CMR 700.000
- The Swampscott Health Department's Medical Director (who is the physician that signs all of the standing orders) agreed to sign our MCSR application, which is one of the requirements in order for us to obtain the MCSR.

Step 2: Apply to be a CNP Affiliate Program (<https://www.mass.gov/service-details/community-naloxone-purchasing-program-cnpp> and <https://www.mass.gov/forms/apply-for-cnpp>)

- The goal of the CNP is to prevent death from opioid overdose by increasing distribution of free naloxone to community bystanders across Massachusetts. Organizations that qualify for CNP can order naloxone at a partial or full subsidy directly from the State Office of Pharmacy Services (SOPS), depending on preference. All affiliate programs are expected to provide counseling on overdose prevention and training on overdose response to all persons who receive CNP-obtained naloxone. CNP-obtained naloxone is not to be billed to a patient's insurance.
- Program Requirements and Eligibility
 - Application to the CNP is open to numerous entities, including:
 - Local health departments
- Some of the highlights of the CNP Affiliate program requirements include:
 - Affiliate programs must comply with all Massachusetts General Laws and regulations of the MDPH in accordance with 105 CMR 700.00
 - Affiliate programs must establish written protocols and procedures to ensure that individuals receiving naloxone kits are properly trained. Training must meet minimum standards outlined at 105 CMR 700.00
 - Naloxone purchased through this mechanism must:
 - Be provided to all recipients at no cost; AND

- Not be submitted to any recipient's insurance for reimbursement; AND
- Not be administered to an individual by affiliate program staff in the event of an overdose response, if the affiliate program is a hospital, hospital-affiliated clinic/department, or Emergency Medical Services agency.

Step 3: For those that are approved and receiving full subsidy directly from the SOPS, the CNP Coordinator (for the Swampscott Health Department this is the Public Health Nurse) must participate in an orientation with the state's Bureau of Substance Addiction Services (BSAS).

Once these steps were completed, the Public Health Nurse then participated in the required orientation with BSAS and attended the online 'Training of Trainers on Opioid Overdose Rescue and Prevention' led by Health Resources in Action (HRiA) in February 2023. Once the Swampscott Health Department completed all of the steps to become a CNP affiliate program, the Public Health Nurse ordered Narcan/Naloxone from the state and also ordered other free items/supplies for the kits primarily from the state's Health Promotion Clearinghouse. The Public Health Nurse then created/assembled kits that included the free Narcan/Naloxone. The Public Health Nurse also created an educational training that is used for the Narcan trainings. The Public Health Nurse also created a website page for this program on the town's website under the Health Department's page:

<https://www.swampscottma.gov/health/pages/narcan-distribution-program>.

The Swampscott Health Department then began promoting the Narcan distribution program to residents, and others.

As noted above, in order for the Swampscott Health Department to distribute Narcan/Naloxone for free to residents, individuals must attend a training in order for the Swampscott Health Department and this program be in compliance with Massachusetts General Law. The Public Health Nurse held two Narcan trainings for residents at the Senior Center in June 2023 that were well-received by participants. The Swampscott Health Department will continue to offer/hold both group and individual Narcan trainings for residents, employees, and other stakeholders; however, it must be noted that schools, police, and fire have their own rules and guidance that they must follow about using and/or dispensing Narcan/Naloxone.

The Swampscott Health Department has been providing updates about the Narcan Distribution program to the Swampscott Board of Health at the monthly BOH meetings. It is the Swampscott Health Department's hope that once the statewide Opioid Settlement funds become available to expend/use, then some of these funds can be used to purchase supplies for this program and be used for other opioid prevention initiatives.

TRASH & RECYCLING

Trash and recycling continued to be a big part of the Health Director's day-to-day operations. The Health Director deals with multiple phone calls, questions, requests, and complaints, many of

which need to be investigated before they can be resolved. Our office would like to thank Town Hall Customer Service for their assistance with these calls and inquiries.

The Board of Health / Health Department sponsored three household hazardous waste day collection events in conjunction with the Marblehead Board of Health.

Our Public Health Emergency Preparedness Coordinator's hard work paid off and the town Senior Center and their resident group are now composting food waste. Thank you to Sabrina Compton of the Senior Center for her assistance with this initiative.

This was a great collaboration, and we will be working together again on the topic of Emergency Preparedness for seniors.

New or improved initiatives for the department included our mattress recycling program, drop-off pumpkin event for composting, old tire collection, and boat shrink wrap recycling.

Expanding Food waste composting within the town is a goal for the Health Department and will be for years to come.

RESTAURANT INSPECTIONS

The Health Department follows up on complaints at food establishments, conducts inspections in order to ensure that the establishment is compliant with the State Health and Sanitary codes. In addition, the Health Department sends out permits to all food establishments yearly.

BEACH TESTING

Beach testing is performed by the Health Director weekly between mid-June and Labor Day. We have six beaches that are required to be tested throughout the summer. Signs would be posted at the main entrance of the effected beach stating "No Swimming" until follow-up tests revealed acceptable results. The Board of Health recommends no swimming at town beaches within 24 hours of heavy rainstorms.



CAMP INSPECTIONS

From June through August 2022 the Swampscott Health Department inspected one summer camp for the purpose of meeting the regulations developed by the Massachusetts Department of Public Health and local rules. This inspection included a thorough investigation of the camp policies, protocols, staff and camper records and an inspection of the actual camp site/location to ensure that the environment was safe for the attending children.

CONFERENCES/TRAININGS ATTENDED

The Health Department attended virtual and in-person conferences/trainings and/or were educated about the following: Vaccine reimbursement webinar, Immunization Update webinars, Swimming Pools, Revised Housing Code, Combined Sewer Overflows, 24 hour Hazwoper training, Opioid prevention, including HRIA's Training of Trainers on Opioid Overdose Rescue

and Prevention, and the 2023 Local Public Health Resiliency and Retention Training/Conference for Health Directors and Public Health Nurses.

GRANT(S)

During this timeframe, the Swampscott Health Department was part of regional grants that helped to increase regional public health capacity and pandemic response efforts.

BOARD OF HEALTH

Some topics the Board of Health heard or acted upon include but are not limited to coyotes, combined sewer overflows, monkeypox, textile recycling, and regional body art regulations.



FACILITIES DEPARTMENT

EMPLOYEES

- Max Kasper, Facilities Director
- Garrett Baker, Operations and Maintenance Supervisor
- Thomas Prentiss, Maintenance and Operations Coordinator
- Brittney Jones, Administrative Assistant
- Thomas Bartholemew, Maintenance Technician
- Steven Vousboukis, Custodian

MISSION STATEMENT

The Facilities Department is a joint department of the Town and School District. The Department is charged with maintaining the Town's buildings along with planning and implementing Capital Projects. The Facilities Department prioritizes the safety and comfort of occupants throughout our facilities.

FISCAL YEAR 23

The Facilities Department continued to grow and evolve as the only fully joint department in the Town. We are happy to report that there is now a full-time Administrative Assistant role in the Facilities Department that has been transformational to the Department's development. With this position, Facilities has been able to take a more active role in the management of financial matters related to Facilities including issuance of purchase orders, processing of invoices, budget development, as well as procurement and contract administration.

Through FISCAL YEAR 23, our largest project has been the ongoing Elementary School construction. This building will house the entire K-4 population of Swampscott students starting in September 2024. This building will replace three old elementary school buildings with a state-of-the-art elementary school when we close Clarke, Hadley, and Blaney/Stanley at the end of the 2023/2024 school year. This exciting project prioritized educational and equity goals while at the same time being a highly efficient, fully electric building with zero fossil fuel usage.



Other Facilities projects that were either completed, ongoing, or developing during FISCAL YEAR 23 included:

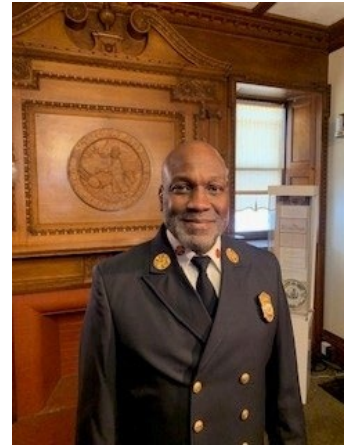
- Middle School Fire Alarm Replacement
- Middle School Roof Replacement
- Blaney School Swing Space Renovation
- Clarke School Univent Controls
- Middle School Gymnasium Flooring
- Town Hall Garage Restoration
- Middle School Media Center Renovation
- High School Phone System
- Town Hall Exterior Restoration Design
- Fish House Railing System Replacement



FIRE DEPARTMENT

EMPLOYEES

- Graham F Archer, Fire Chief
- James Potts, Deputy Fire Chief / Fire Prevention & Training
- Margaret Wile, Administrative Assistant
- 4 Captains
- 4 Lieutenants
- 1 Acting Lieutenant
- 20 Firefighters
- 3 Vacancies



MISSION STATEMENT

It is the mission of the Swampscott Fire Department to provide for the safety and welfare of the public through preservation of life, health, property and the environment. Our objective is always to prevent loss of life and property through a proactive approach of public education and fire prevention.

YEAR IN REVIEW

There was a lot that happened this past year in the Swampscott Fire Department, Fiscal Year 23 saw the retirements of Captain Richard Blake after 25 years of service to the Town and Firefighter Patrick Keating after 18 years as a Swampscott Firefighter. The fire department would like to thank them for their service to the department and to the residents of Swampscott.

The department also took delivery of our new Car 23 transport vehicle, A 2022 Ford Transit 12-passenger van. This car has already started to fill a needed role in the department and the new Car 23 has already been useful in transporting groups of firefighters to and from fire scenes that extend through a shift change, bringing groups of firefighters to trainings, commemorations, and other events.





This past year, the fire department also responded to 2473 incidents including 12 building fires and two motor vehicle fires. The department also received 1,497 calls for medical assistance and 80 motor vehicle accidents as well as provided mutual aid to neighboring communities, such as Lynn, 48 times.

However, calls for assistance is not the only thing that keeps the fire department busy. Members of the department also performed routine inspections on businesses and residential

buildings with three or more units and carried out annual inspections of each of the five school buildings as well as 24 liquor license establishments. In 2022, Fire Prevention performed 194 smoke detector compliance inspections, over 173 other inspections, and issued over 200 permits including permits for blasting, tank removals, open burning, and beach cooking permits.



For the first time the department offered a virtual format of the SAFE program - instructors brought the message of Fire Safety to our school population. Standardized and improved our training through an integrated on-line/hands-on training platform. The department has continued with the updating of policies and procedures as well as standard operating guidelines at the same time we improved record keeping of training and equipment maintenance. Finally, we also began the process of training and certifying all of our personnel based on NFPA Standard 1002 - Standard for Fire Apparatus Driver/Operator Professional Qualifications.

For the upcoming year the department has developed an comprehensive plan and goals for better service delivery and training for the Swampscott Fire Department. First off, the department will continue to recruit highly qualified candidates who represent a diversity of experiences, ideas, and perspectives to help us engage ever more deeply with the community. Along with hiring we will increase our pace of training to prepare a new generation of firefighters as we continue to bring onboard the new faces. We will also continue to examine the facility and adapt as necessary to accommodate a changing workforce.



Finally, the department also hopes to broaden our community outreach to improve our visibility and let the public know who we are and the vital role that we play in the Town of Swampscott

HUMAN RESOURCES

EMPLOYEES

- S. Peter Kane – Assistant Town Administrator, Administration / Human Resources Director
- Bonnie Lavoie – Benefits Coordinator / HR Generalist



MISSION STATEMENT

The Human Resources Department establishes and maintains an equitable personnel system that promotes the efficiency and economy of government and the morale and well-being of all Town employees. The Department creates and monitors personnel policies and procedures, ensures fair and consistent hiring practices, oversees the coordination of collective bargaining, manages employee benefits, acts as a liaison to managers, mediates employee relation issues, and provides staff training and development opportunities. The Department is responsible for recruiting, selecting, and developing employees on the basis of their abilities, knowledge, and skills. This also includes ensuring the work environment and the procedural guidelines of the Department are free from any instances of discrimination of any kind.

YEAR IN REVIEW

There were no significant changes in the staffing of Human Resources in FISCAL YEAR 23. We did make some location changes with the Benefits Coordinator/HR Generalist moving to an office space on the third floor of Town Hall to have better access to personnel records.

FISCAL YEAR 23 saw significant hiring within the Town government. This included 13 full-time and seven part-time staff members:

- Assessor's Office – a part-time Interim Assessing Director followed by a part-time permanent Assessing Director
- Building Department – two part-time Inspectors (Wiring and Plumbing/Gas)
- Customer Service – a full-time Customer Service Representative
- Fire Department – a full-time Firefighter
- Police Department – two full-time Police Officers
- Public Library – a full-time Library Director, a full-time Librarian, and two part-time Library Aides
- Public Works – six full-time Mechanical Equipment Operators
- Retirement – a part-time Administrative Assistant
- Town Clerk's Office – a full-time Assistant Town Clerk

The Department reviewed and developed a more thorough onboarding process for new Town employees. This went into place in July 2022.

Staff hosted tables at job fairs at two events in Salem over the course of the year. While attendance was low at the events, the table did receive a lot of inquiries, likely due to the range of job opportunities the Town had available.

SWAMPSCOTT PUBLIC LIBRARY

MEMBERS/EMPLOYEES

LIBRARY STAFF

- Jonathan Nichols, Library Director
- Susan Conner, Assistant Director
- Sarah Giardina, Head of Reference & Young Adult Services
- Caroline Margolis, Head of Circulation
- Bernadette Benman, Reference Librarian and Adult Programmer
- Jennifer Runyan, AV Librarian
- Lisa Julien-Hayes, Head of Children's Services



PART TIME

- Izraella Adams, Children's Librarian
- Ann Nechtem, Library Assistant
- Jeannie Patch, Librarian
- Penny Longhurst, Library Assistant
- Suzanne O'Brien, Library Aide
- Marie Epstein, Administrative Assistant
- Denise Runyan, Library Aide
- Iryna Smirynoa, World Language Librarian
- Julie Butters, Library Aide
- Donna Bagarella, Library Aide
- Susan Buchannan, Library Aide

BOARD OF LIBRARY TRUSTEES

- Neal DeChillo, Chair
- Ellen Winkler, Vice Chair
- Tript Sembhi, Secretary

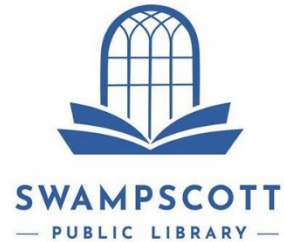
OFFICERS OF THE FRIENDS OF THE SWAMPSCOTT LIBRARY

- Gail Brock, President
- Sharon Scofield, Treasurer
- Julie Butters, Clerk

MISSION STATEMENT

The Swampscott Public Library is an inclusive place where everyone is empowered to fulfill their informational, recreational, and cultural needs. We are committed to advancing literacy and life-long learning and are an active part of the community – helping to create an informed, engaged, and connected Town through relevant materials, innovative programming, and supportive staff.

Our mission is to be a free and equitable place for everyone to discover, create, and share ideas and information. We endeavor to preserve and promote universal access to knowledge, experiences, information, and ideas in a welcoming and supportive environment.



FISCAL YEAR 23

Fiscal Year 23 saw the library hit its stride once again. Our doors welcomed over 42,000 patrons inside the building to explore the collections, interact with staff, and attend our various programs and events. More than 175,000 items, both physical and digital, were borrowed during this fiscal year, which is a 20% increase from our last report. Patrons were happy to get the opportunity to select their books and other items and have a chance to visit with library staff.



After a lengthy interviewing process, the Town of Swampscott selected Jonathan Nichols as the new Library Director. Jonathan has over 15 years of library experience working in various sized libraries and communities. He started in July and comes to the Library as the previous Assistant Director for the Haverhill Public Library. He hit the ground running with various programming initiatives - September Savings, Escape Rooms, Author Talks and other fun and informative events, technology upgrades, and cosmetic facelifts to both public and staff spaces.

Library programming is a vital component of our work, and between children's, young adult, and adult programming, over 680 programs were held at the library, and these programs had attendance of over 16,000 – a 122% increase in participation. This increase highlights our patrons' continued enthusiasm for all of our in-person programming, and the dedication of our staff with creating engaging and innovative offerings that our patrons resonate with. Additionally, the Library saw a substantial increase in Summer Reading participation across all age groups – over 65% increase with an additional increase of 300% to our 1000 Books Before Kindergarten program. During the summer, and with funding from our local Cultural Council, we hosted a summer series focusing on land recognition which saw over 400 participants.

In an effort to address the needs of our ever-growing community, the Library embarked on an ambitious plan to modernize and update the physical space within its walls – with a primary focus on streamlining the Adult collections and creating a dedicated Teen/Young Adult space. Having only a small corner of the library, the Teens have been a long-overlooked segment of the Town. After carefully evaluating the Adult collection, we were able to consolidate all of the adult materials on the main floor of the library, which left the downstairs available to create the desired, and much needed, Teen Room. While this space is still under construction, we look forward to its grand opening next fiscal year.



As part of the creation of this new Teen Space, the library also applied for, and received, a \$30,000 Library Services and Technology Act grant from the Massachusetts Board of Library Commissioners to create an additional space attached to this new area and will be the Library’s new Maker’s Space. These types of rooms host the latest and greatest in technology and tactile opportunities for patrons to learn, create, and gain skills. The construction of this space is slated for October with an opening date in FISCAL YEAR 2024.

Along with creating and updating our spaces, the Library also added and expanded several collections. One of the most popular additions has been our Wonderbook collection. These items have built-in technology that allows them to read out loud – think an audio book without CDs or additional devices. We are looking to continue to expand this collection in the coming years due to its popularity. We also greatly expanded our Library of Things offerings to include more items from musical instruments to games to tools. Included in the expansion was the addition of Roku devices. These streaming devices are all preloaded with subscriptions to some of the most popular services (Netflix, HBO, etc.) for patrons to use free of charge.

The Library continued its dedication to the citizens of Swampscott by continuing home and nursing home deliveries, which have now grown to weekly drop offs and pick-ups at multiple locations across Swampscott. Additionally, the library staff have made concerted efforts to connect with community organizations and events to get the library message outside of the building. Part of this commitment was a substantial increase in our school partnership – which saw growth of over 4,600%. This growth stems from multiple schools visiting the library around 10-11 times per month (from September to June) for projects, education, and tours.

The Friends of the Swampscott Public Library continued their support of the library by funding programs, purchasing supplies, and backing the library Museum Passes, which are a valuable resource for our patrons. With their continued support we also added additional passes to the

Museum of Fine Arts and to the North Shore Children's Museum. The Friends continued to pay for the Library newsletter, and supported the need to provide it monthly via a mailer.

The library is appreciative of the continued support from the Town of Swampscott, the Board of Library Trustees, the Friends of the Swampscott Public Library, our volunteers, and especially the town residents who continue to use the library.

POLICE DEPARTMENT

EMPLOYEES

- Dr. Ruben Quesada, Chief
- Joe Kable, Captain
- Scott Considine, Animal Control Officer
- Angelica Noble, Administrative Assistant
- Claire Avery, Business Assistant
- Four Lieutenants
- Six Sergeants
- Fourteen Patrol Officers (six vacancies)



MISSION STATEMENT



The Swampscott Police Department is a community-oriented police department, committed to providing professional service to all with fairness, compassion and respect, regardless of religion, age, race, color, creed, nationality, or lifestyle. Working in concert with the Community, we endeavor to prevent crime, protect life and property, and preserve the peace, order, and safety in Swampscott. We nurture public trust by holding ourselves to the highest standards of performance and ethics.

Year in Review

Staffing

This year, the Swampscott Police Department had two long-term employees who retired. While we are indebted to their public service to our community, we are excited to announce a renewed effort to increase our ranks. With the help of a professional police hiring organization, we will increase our outreach to help us find the most highly desirable and qualified candidates who wish to serve our community with a heart of service. Additionally, one of our officers hired last year successfully completed the Field Training Program in April. Two new members recently hired will also attend the next Massachusetts Police Training Recruit Officer Course in the later part of 2023.

Furthermore, we also conducted an extensive promotional process for the position of Police Sergeant. After successful completion of all examinations and requirements,



Sgt. Candace Doyle and Sgt. Jon Loyte were selected to represent our Police Department with honor, privilege, and integrity.

While there has been some change and turnover, we continue to remain grounded thanks to our “Special” (or retired) officers who continue to assist us with staffing, details, and other items as needed on a monthly basis.

Community Engagement



Working with the community by building trust, showing respect, and preserving human rights is at the core of the mission of the Swampscott Police Department. This year, the Police Department successfully continued to quantify positive police-community contacts and outreach efforts. Our officers attended a number of town events including Farmer’s Market, Black History Month and Proclamation, Pride events, Juneteenth Festival, Christmas parades, All-Faith’s Meetings, and forum’s denouncing hate in the region. We are proud to work with our religious, business, academic, and civic partners to lessen any harmful impacts to our community. Community engagement and humanity is at the heart of everything we do.

Officer Recognition

This year Sgt. Candace Doyle was recognized by the Massachusetts Latino Police Officers Association for her mentorship and dedication to serving her fellow female officers in the law enforcement profession. Sgt. Doyle is the department’s third female in the history of the Swampscott Police Department and has served as a role model to our community and our department.



Massachusetts Police Accreditation Committee (MPAC)

Accreditation Unit: The Swampscott Police Department law enforcement accreditation team establishes a uniform set of “Best Practices” for the department to meet and maintain that have been established for the law enforcement profession. The Police Department is certified by a statewide independent body as to compliance of established written directives to include anything from the sanctity of life, health, safety, and high liability exposures. Certification is granted for a three-year period whereas an on-site assessment and review is conducted by the Commission prior to re-certification. Every standard is intended to ensure our department is meeting or exceeding standards of excellence as leaders in public

safety. The Swampscott Police Department is currently under re-certification and will be one of 257 agencies in the Commonwealth to be accredited by the Massachusetts Police Accreditation Commission.



Public Safety Funds Earmark

A \$30,000 Earmark was awarded to the Police Department for the purchase of a Gator-style UTV (Utility Vehicle) for the Police Department. Sgt. Locke worked closely with Senator Brendan Creighton to secure this grant which was funded by the Executive Office of Public Safety and Security. The UTV was acquired in December of 2022 and a departmentwide policy went into effect in January of 2023.

This vehicle will allow officers a new level of community engagement. Acquiring this UTV allows for easier access for officers when patrolling the beaches, parks and any community event that may draw a large crowd. This UTV is valuable year-round as it is weather resistant and can be safely used during rain and snowstorms.

Officers will be able to navigate areas with ease in terrain that is usually difficult to patrol on foot, as well as maintain equipment they may need from their patrol vehicle. The UTV is equipped with a utility compartment that can hold important supplies, such as medical devices and other life-saving equipment.

Municipal Road Safety (MRS) Program

In fiscal 2023, the Police Department was awarded the MRS Program grant in the amount of \$29,250.00. This grant is funded by the National Highway Traffic Safety Administration through the Office of Grants and Research Highway Safety Division. This grant opportunity was made possible due to the efforts of Lt. Hennessy.

Included below is the enforcement and training from this MRS grant:

Winter Impaired Driving: December 1 – 31, 2022

Distracted Driving: April 1 – 30, 2023

Click it or Ticket: May 1 – 31, 2023

June Speed - June 1– 30, 2023

July Speed - July 1-30, 2023

Summer Impaired Driving: Aug 12 – Sept 15, 2023

As part of the MRS grant, seven officers were able to participate in Advanced Roadside Impaired Driving Enforcement (ARIDE) training. ARIDE, sponsored by the National Highway Traffic Safety Administration (NHTSA), is a 2-day course offered to law enforcement personnel and criminal justice professionals. This course focuses on drug/alcohol impairment in the context of traffic safety. This course is crucial to our community as it will tremendously increase our public safety efforts.

The Swampscott Police applied for the MRS Program grant in the fiscal year 2024.

Traffic Division



Traffic safety remains paramount to keep our children and our community safe. This year the Police Department and several town departments have engaged towards the development of “self-enforcing roadways.” Education, enforcement, and infrastructure remain our key components to support roadway and pedestrian safety.

With the support from the town, DPW, Facilities, Community Development, and the Fire Department we will continue to work to implement and utilize speed calming devices throughout the town. We will continue to identify emerging trends and identify neighborhood concerns through the aggregation of speed data, traffic citations, and enforcement measures through public outreach and engagement.

Traffic community safety remains one of the top priorities for our department and we will continue our efforts toward OUI enforcement, crosswalk enforcement, school zone safety, and high visibility monitoring as a priority to be conducted by all officers.

School Resource Officer (SRO)

The Swampscott Police Department in collaboration with the Swampscott School Community is committed to ensuring that all students receive an education in a safe environment free from harassment or threat of crime. Funding for this position was subsidized by the School Department in recognition that the safety and security of the school environment in our community is paramount.

Officer “Wilson was assigned as the full-time SRO, and recently added was his K9 therapy partner Sora. Sora is a fully certified comfort dog and in her short tenure has made a lasting impact on the students in every grade level. Our SRO works to promote a positive relationship with the school



community and interaction between police and students. His presence further acts as a deterrent to crime and provides a degree of security and safety for students, faculty, and visitors. Our SRO along with Sora has assisted students experiencing mental health crises with the care and compassion needed.

This year our SRO also attended a two-week Summer Public Safety Kids Camp (formerly known as DARE) sponsored by the Essex County District Attorney's Office. Attendance of this program allows 40 Swampscott students to attend the camp free of charge. This program provides over 300 students from the North Shore communities the opportunity to attend educational workforce and team-building activities with youth, police, and peer leaders. The SRO along with the assistance of other officers ran a Youth Academy for students from 13-18 years of age. This one-



week academy showed these students some of the things that police officers do on a daily basis. They were introduced to traffic and radar training, Harbor patrol, the court system with a visit to Lynn District Court, criminal and juvenile law, and were also all taught and certified in CPR.

SRO Wilson is assigned to Northeastern Massachusetts Law Enforcement Council (NEMLEC) STARS outside of his daily assigned schools along with K9 Sora. This unit serves over 70 communities and responds when there is a crisis or tragedy in one of these communities. SRO Wilson attends monthly trainings with this assignment, one of which was for the 'I love you guys' program. With the assistance of the SRO, the Swampscott Schools have adopted this program to replace the former used Alert, Lockdown, Inform, Counter, Evacuate (ALICE) standard. This program covers natural disasters, lockdown and

evacuations drills, and a reunification piece in the event of an emergency.

The SRO investigated criminal activity that occurred in and around all school properties as well as followed up on cases that occurred outside of school boundaries as well. Many of these incidents involve online bullying, drug and vaping issues, and serious issues involving threats that were handled in a safe, timely, and effective manner. These cases are handled not only by the SRO, but in collaboration with partner agencies to ensure students have every available resource at their disposal.

The SRO works closely with the City of Lynn juvenile probation courts to assist students who have been placed on probation or have been assigned to the school due to a Child Requiring Assistance (CRA) affidavit. Educational monitoring and student success is paramount to the SRO's duties.

The SRO has conducted courses and seminars to teach students the dangers of vaping, cyber-bullying, and assisted with instructing forensics classes in how a crime scene is

processed. During health month, the SRO taught several classes on the dangers of vaping, and how it leads to further addictive behaviors.

Youth Police Academy (YPA)

This past summer, Sgt. B. Reen, the SRO, and various members of the Police Department coordinated a free one-week YPA. This program gives students the opportunity to experience law enforcement operations, lead team-building exercises, build on leadership abilities, and provide one-on-one mentorship. The YPA covered many topics such as CPR/first aid, health and wellness, drug and alcohol awareness, motor vehicle law and driver safety, internet safety and crime scene investigation. We are proud of the success of this program and will continue it in the coming years.



Overdose Response Task Force

The Overdose Response Team consists of a group of first responders, mental health outreach professionals and advocates from the community. Sgt. B. Reen is the lead representative to coordinate a response to address the opioid crisis in the Town and prevent overdoses by providing education, support, and resources within the community. Since 2016, the Swampscott Police Department has been a part of the Police Addicted Assistance Recovery Initiative (PAARI). The PAARI network now includes more than 600 police departments in 34 states. PAARI originated to help law enforcement agencies create non-arrest programs that prevent and reduce overdose deaths and expand access to treatment and recovery. The focus of our outreach efforts is to implement non-arrest addiction referral programs across Essex County. The PAARI network allows for agencies to communicate and share resources within Essex County to coordinate outreach efforts more efficiently.

When an overdose event occurs, Swampscott Police officers implement a follow-up with the person who suffered the overdose. A referral is made to the Department's dedicated Recovery Coach within PAARI. Along with Swampscott Police Department, the Recovery Coach will coordinate a follow-up session to offer resources that include the availability of detoxification beds nearby, harm reduction strategies, resources to wellness treatment, and naloxone.

In FISCAL YEAR 23, there were eight overdoses reported to the Swampscott Police Department. Of those reported overdoses, one resulted in a fatality and seven were non-fatal due to the use of Narcan (Naloxone). Seven of the overdoses were males and one was a female. The age range of those overdoses were between 20 to 59 years of age. This team continues to work diligently to provide a continuum of care to ensure we address this epidemic together and the aftercare that is so vital to these individuals experiencing these events.

Criminal Investigations Division / Detective Division

Currently, this division is comprised of one Detective Sergeant and temporary personnel. Detectives are responsible for initiating, investigating, and following up on various crimes that occur in Swampscott. Crimes investigated range from credit fraud, telephone scams, property crimes, to violent crime. The Criminal Investigation's Division is also tasked to ensure that all members of the Police Department receive the most up-to-date information regarding crimes both at the local and national level including any case law precedents.



The Detective Sergeant is the prosecutor for the Police Department and regularly attends hearings at the Lynn District Court.

Mental Health Task Force

The Swampscott Police Department Criminal Justice Mental Health Task Force utilizes an integrated public safety collaboration and continuum of care to respond to individuals impacted by behavioral health. This team also helps to support officer wellness, develop policy and procedure, and improve communication across behavioral health and criminal justice partners.

The training and behavioral response models are developed by a multidisciplinary team informed by collaborations between law enforcement, mental health professionals, stakeholders, families, and individuals impacted by behavioral health issues. Together, the team focuses on the behavioral response to direct and facilitate the connection of services with a goal to increase the quality of life and diversion from the criminal justice system. Through training, guidance, implementation, and adaptation of the police records management systems, the aim is to increase the utilization of behavioral health resources, increase data collection, and establish best practice's interventions.

Family Services Officer (FSO)

The FSO monitors and conducts follow-up to investigations involving domestic violence, restraining orders, and harassment orders. The FSO tracks the progress of events and is a conduit to victim services and the Essex County DA Office (Domestic Violence Unit). The FSO handles most investigations that include sexual assaults and communicates to the Division of Children and Families (DCF) when there is an allegation of abuse.

The FSO reviews all disputes of domestic violence. The FSO also monitored restraining orders and harassment orders. Their duty is to maintain communicative relationships with the victims of domestic violence and assist them as they traverse the court procedures. The FSO also acts as a conduit to the Lynn Court Domestic Violence Unit and Helping Abuse Working for Change (a local victim advocacy group).

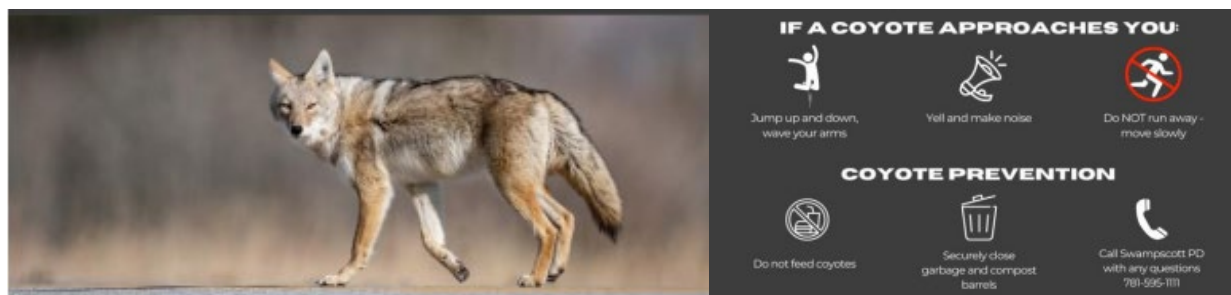
Civil Rights Officer (CRO)

The CRO is tasked with the investigation of all hate and bias crimes. These crimes often undermine the social fabric of the community. One of the main goals of the CRO is to collaborate with the many faith-based tiers within the community. In this position, the CRO has held regular scheduled meetings with leaders of all faiths and stakeholders.

The Swampscott Police Department tracks all vandalism incidents that may involve bias. A subsection of these crimes is to track hate incidents as well. There have been at least six concerning incidents this past year. In response to these concerning incidents, the Swampscott Police Department and the CRO have held community forums, information sessions, and public service announcements to denounce hatred, bias and vitriol occurring within the community. We remain committed to partnering with our community, our All-Faith's Forum, the Anti-Defamation League (ADL), and the Swampscott Public Schools to ensure that all individuals are free from hate and bias.

Animal Control Officer (ACO)

The Swampscott Police Department's ACO has worked diligently to investigate alleged animal abuse, violations of ordinances related to animal care or behavior, and reports of injured, stray, sick or dangerous animals within our community. The ACO worked collaboratively with community partners to create a Coyote Management and Response Plan to prevent and solve conflicts among coyotes, people, and companion animals in an effective and humane approach.



In collaboration with our community partners, the ACO has conducted education, training, public service announcements, and fliers to create community awareness regarding wildlife safety.

Park and Walk Patrol Shifts

Officers were encouraged to conduct park and walk patrols during shifts. Police Officers often use park and walk patrol opportunities not only to increase their presence in particular areas that may endure crime but to increase the opportunity for community interactions. This increases the visibility of police officers and allow residents and local business owners an opportunity to meet and speak to officers about concerns. These engagements play a large part in the community policing efforts throughout the Town.

Bike Patrol

The Swampscott Police Department has maintained a Mountain Bike Patrol Unit for many years. The unit is led by Ofc. K. Reen. The Swampscott Police Department has a total of seven officers who are available for bike patrol at any given moment. The bike officers undergo extensive training via the Cops of Bicycles with Education for Bicyclists (COBWEB) certification program. Their mission is to patrol areas within the Town that are not easily accessible by police cruisers. This unit often focuses their patrols in the beach areas as well as the downtown Humphrey Street businesses.

Additionally, the bike officers are used to patrol many events in the Town such as the July 4th fireworks celebration, parades, outdoor concerts, and any other large event that occurs within the

Town. Mountain bike officers have proven to be more approachable and enjoy the opportunities to positively interact with the public. The Mountain Bike Unit continues to flourish and is a great asset to the Police Department.

Motorcycle Unit

The Police Department's Motorcycle unit consists of three officers: Caruso, Wilson and Cassidy, Jr. Each officer has completed a rigorous 40-hour training program prior to being assigned to the Motorcycle Unit. The unit assists with special events and remains an integral function of road safety within the Town.

In May of 2023, Ofc. John Cassidy, Jr. successfully passed an extensive motorcycle training program and was selected to join the NEMLEC Motorcycle Unit. As a member of the motorcycle unit, Ofc. Cassidy, Jr. participates in callouts for various emergency situations. His participation allows our department to fulfill a minimum mandatory membership obligation as required by all departments. NEMLEC is a regional agency comprised of members of various Police and Sheriff's Departments in the northeastern region. It is a collaboration of policies agencies that share knowledge and resources for the benefit of public safety. NEMLEC members share resources to provide quick and efficient assistance in cases of emergencies or unplanned occurrences.

Liquor License – Compliance Checks

The liquor license process is coordinated and managed by the Chief's Executive Assistant. The process for liquor license annual renewals begins in October and licenses are provided to all establishments the last week of December (for the upcoming calendar year). In Fiscal Year 23, there were 23 annual liquor license renewals and six liquor license amendments including: one new license application, one alteration of premises, one change of manager and two transfers of licenses processed and approved. There was one establishment that did not renew. Each 'listed manager' was fingerprinted at the Police Department as part of the annual renewal process. Establishments are also required to schedule an inspection with the Building Department.

There were 17 one-day liquor license permits issued in the Fiscal Year 23.

The Criminal Investigations Division performed an administrative compliance check to ensure each establishment was equipped with the proper signage and regulations. All establishments in town are in compliance.

Firearms/Less Lethal Training Requirements

In early September of 2022, three Police Department firearm instructors attended the Massachusetts Police Training Committee (MPTC) Shotgun Instructors course at the Worcester County Sheriff's Department in West Boylston, MA. This intensive 2-day training reviewed instructional techniques and focused on increasing officer proficiency and handling of the shotgun platform. This course is a pre-requisite to attending the less lethal shotgun training mandated by the MPTC.

In December 2022 two police department firearms instructors attended an outdoor Pistol Instructors course through the MPTC at the Worcester County Sheriff's Department in West

Boylston, MA. This 5-day intensive course provided the foundation for instructional techniques, teaching methods, shooter troubleshooting and safe firearms handling. Also, in December 2022 one Police Department firearms instructor attended an outdoor Pistol Mounted Optics course through the MPTC at the Worcester County Sheriff's Department in West Boylston, MA. This 2-day course taught fundamental shooting utilizing the newest pistol optics technology.

In late March 2023, instructors conducted low light pistol training for the entire Police Department at the Lynn Police Department indoor range. By doing so, they were able to simulate low to no light conditions and trained officers through a cadre of drills to enhance proficiency in these conditions.

In April 2023, instructors conducted the mandated Spring firearm qualifications at the Hamilton/Wenham Rod and Gun Club in Hamilton, MA. This intensive training included firearms and less lethal use of force review. In addition, an extensive review of the Swampscott Police Department use of force policy was conducted to include current nationwide review of events pertaining to the use of force. All officers qualified under the MPTC regulations for handgun and rifle standards with a strong emphasis on de-escalation and verbal communication.

In June 2023 one Police Department firearms instructor attended the Rifle Instructor course through the MPTC in Bedford, MA. The 3-day course helped establish fundamental techniques in the proper deployment, handling techniques, instructional pathways, and firearms safety handling.

With new MPTC direction regarding the certification of Firearms and Taser Instructors, the Swampscott Police Department firearms instructors attended mandatory training to maintain their certification. SPD firearms instructors attended the following:

- 3-day Tactical Training (formerly PTAC) course, an instructor's level course with a focus on instructional best practices and student development.
- Two Instructors attended a 2-day simunitions class, certifying them in the MPTC standards for use of the Multiple Interactive Learning Objectives (MILO) scenario-based training system, which provides interactive simulation training, curriculum, range design and equipment.
- Three instructors attended the MPTC Taser Instructor training. Massachusetts requires Taser instructors to certify through an 8-hour training, (in addition to Axon's requirement), to be certified in the use of the Taser Conducted Energy Weapon (CEW). Furthermore, Axon requires a minimum of 16 hours of training in the use of the Taser CEW platform.
- One Taser instructor was certified through Axon this year while other instructors retain their certifications through 2023.

- With the recent implementation of 2 new firearms instructors, these officers attended the mandatory MPTC training course that includes a 5-day handgun course, a 3-day rifle course, and a 2-day shotgun course.
- 2 firearms instructors respectively attended a 4-hour Active Shooter Emergency Response (ASHER) training and a 4-hour firearms instructor training to maintain their certification through the MPTC.

Active Shooter Training

In September of 2022, the Swampscott Police Department participated in active shooter training. This training was conducted in coordination with the Swampscott Public Schools at the Swampscott High School (during a long weekend break). This important and vital training was conducted under the supervision and oversight of the Massachusetts State Police Special Tactical Operations (STOP) Team.

During the mandatory Fall firearms qualification, all officers qualified in handgun, rifle and the use of the less lethal shotgun. As noted above, a strong emphasis is placed on the safe handling of weapons, de-escalation techniques, and review of current policies and national events.

In October 2022, the Police Department transitioned from the Taser X26P CEW to the newer Taser 7 platform. Firearms instructors trained the entire department through a mandatory day-long transition course that included a practical qualification mandated by Axon and the MPTC. During this training, officers provided a course in advanced handcuffing techniques and skills.

Body Worn Cameras (BWC)

In October 2022 the Police Department implemented Body Worn Cameras (BWC). The cameras were purchased from AXON. The goal of the cameras is to enhance public safety, ensure transparency, protect individual's rights, and improve public safety. In addition, BWC's have provided critical evidence in investigations that have proceeded to trial or would have otherwise been unattainable if not for this technology. The Swampscott Police Department is proud to be in the top 10% of all law enforcement agencies in the Commonwealth who currently utilize this technology.

Tasers

As part of the BWC purchase, the Town approved the Swampscott Police Department to purchase and implement outdated Tasers. The Police Department transitioned from the Taser X26P CEW to the newer Taser 7 platform. This important purchase affords officers the most sophisticated less lethal de-escalation technology when faced with a dangerous situation. The Taser and BWC's have integrated software, allowing the BWC to activate if a Taser is deployed.

Use of Force / Response to Resistance

Swampscott Police Department policy requires anytime an officer uses any amount of physical force greater than the simple application of handcuffs (to safely bring a suspect into custody), the officer must complete a standardized "Response to Resistance Report" as well as attach any

related police investigative reports. Additionally, all secondary officers must also complete a supplemental report during a use of force application. If at any point throughout the review process, if it is believed that a policy violation has occurred, the report is forwarded to the Chief of Police and an Internal Affairs investigation would commence.

In Fiscal Year 23, the Swampscott Police Department received approximately 18,220 calls for service. Of those calls, Swampscott Officers responded eight times to resistance shown by offenders. In all, Swampscott Police Officers used physical force less than .0004% of the time when responding to all calls for service.

In-Service Training

In accordance with Massachusetts General Law, each member of the Department is required to complete 24 hours of annual in-service training. The in-service is now mandatory in person training and takes place in Lynnfield at the MPTC facility.

Emergency Medical Training / Medical Officer

As a part of the mandatory in-service training, each officer is required to complete medical training which includes CPR, automated external defibrillator (AED) and first responder training. All full time Officer's completed their annual Adult, Child, and Infant CPR/AED certification as part of their annual in-service. MPTC requires officers to remain proficient in their training and complete these requirements each year.

In January of 2023, Ofc. Hogan assumed the role of Medical Officer for the Department due to the retirement of Sgt. Bowden. The Medical Officer serves as the State Mandated Designated Infection Control Officer (DICO). In May, Ofc. Hogan attended a conference with Chief Hovey (Topsfield Police) regarding updates for the CPR/First Responder training program. There are no major changes to report on at this time.

Ofc. Hogan obtained the DICO Officer certification through the MPTC. As a NREMT/Mass Basic EMT, Ofc. Hogan maintained the annual in-service requirements to keep the certification active. The Medical Officer is committed to maintaining contact with representatives from Cataldo/Atlantic Ambulance and reporting on a positive relationship between agencies.

Critical Incident Stress Management (CISM)

CISM is a team made up of law enforcement officers who provide support and crisis intervention to assist those working in the public safety field. The Swampscott Police Department participates in CISM in conjunction with NEMLEC. One Detective Sergeant is in the process of becoming CISM certified.

Sex Offender (SOR)

The SOR is managed by Captain Kable. All level 2 sex offenders are those offenders considered by the SOR to be at a moderate risk of re-offending and pose a moderate risk to the public. There are six level 2 sex offenders who live in Swampscott. There is also one level 2 sex offender that works in Swampscott.

A level 3 classification represents those deemed at high risk of re offending and pose a high degree of danger to the public. There are no registered level 3 sex offenders either living or working in Swampscott.

Internal Affairs

Captain Joseph Kable is assigned as the Department's Internal Affairs Officer. The primary responsibility of the Internal Affairs functions is to respond to allegations of misconduct against the Police Department and its employees. Captain Kable is responsible for recording, registering, and controlling the investigation of complaints. Additionally, the department continually inspects and reviews officer conduct. In Fiscal Year 23, there were two internal affairs investigations that were sustained.

A relationship of trust and confidence between employees of this Police Department and the citizens of the community is essential to the successful accomplishment of the public safety goals of the department. We are committed to investigate all complaints against the department or a member of the department regardless of the source of such complaints, through a regulated, fair, and impartial Internal Affairs Program.

Citizens are encouraged to file a standard complaint form, which is used to record all complaints of misconduct, mistreatment, or unethical practices by the Police Department. However, a verbal complaint may be lodged as well. All complaints will be investigated fairly, promptly, and judiciously.

In some cases, a complaint may be resolved to the complainant's satisfaction at the time by the shift supervisor or Officer in Charge. Immediate resolution can often be accomplished if the incident is clearly not of a serious nature or arises from a misunderstanding or lack of knowledge about the law and/or limitation of police officer authority.

Every person who has filed a complaint shall be notified of the results of the investigation.

HARBORMASTER

The Harbormaster Unit is staffed with five sworn police officers. Lt. Waters serves as the Harbormaster. The Harbormaster Office is located at the foot of the pier in the Swampscott Fish House. The Harbormaster has worked to restore the office to provide a professional and inviting appearance to those wishing to visit for any requests or engagement.

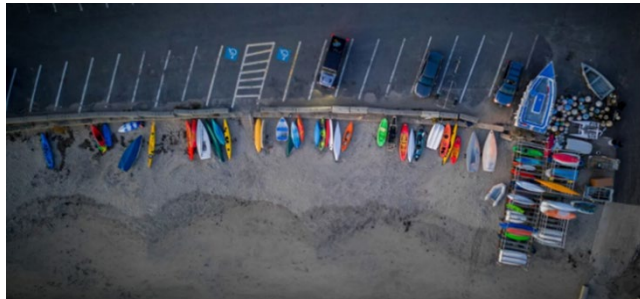
The Harbormaster is the primary law enforcement agency for the Town of Swampscott's territorial waters. The mission of the unit is to provide safety and protection to those visiting the territorial waters within the Town of Swampscott; including recreational boaters, commercial fisherman, and for all residents who enjoy our beaches and harbor. The Harbormaster also works closely with the United States Coast Guard and the Massachusetts Environmental Police.



The Harbormaster maintains a 23-foot North Coast boat powered by a 250 HP Honda V-tec outboard engine. The vessel is equipped with a radar unit, GPS, VHF marine radio, a mounted

Motorola Police radio, and a fire suppression unit. The boat is equipped with police emergency lights and a siren. The vessel can reach speeds up to 50 mph for faster response in emergency situations.

The unit is responsible for the placement and management of all moorings. The Harbormaster manages approximately 160 moorings in any given season. Moorings are placed primarily by boat type, size, and draft. Priority placement is given by seniority with an emphasis placed on safety.



The unit's primary function is to provide a safe and reassuring presence around the harbor and Town's beaches.

In 2023, the Harbormaster partnered with Dockwa Harbor Management. This electronic system allows customers to register boats entirely online – allowing for a more efficient and streamlined process. This also allows the Harbormaster to track vessels in the harbor to ensure they are properly registered and permitted. We added four transient moorings to allow for overnight rentals. This season we had a total of 48 nights that occupied one of those moorings. Lastly, in Fiscal Year 23, the Harbormaster secured a new laptop computer which is used to monitor the Dockwa system.

The unit deploys dedicated patrols from Memorial Day through Labor Day. Boating safety checks are conducted intermittently to assure that boaters are complying with the minimum safety equipment as required. An emphasis is placed on boater safety to ensure all rules and regulations pertaining to Massachusetts General Laws Ch. 90B are observed.

Respectfully,
Ruben Quesada
Chief of Police

PUBLIC WORKS

EMPLOYEES

- Gino A. Cresta Jr., Director of Public Works
- Natalie Swanstrom, Business Manager
- Aleena Alsaraby, Assistant Engineer



MISSION STATEMENT

The Department of Public Works (DPW) provides professional quality maintenance, repair and construction services while maintaining 50 miles of streets, six parks and playgrounds and the Swampscott Cemetery. The DPW is also responsible for the ongoing maintenance of three municipal buildings, 48 miles of water mains, 47 miles of sewer mains, seven sewer lift stations, the sewer pumping station and more than 40 vehicles and pieces of equipment.

Additionally, the DPW is responsible for rapid response to all snow, ice and other inclement weather emergencies and conditions. The DPW enforces water, sewer and snow by-laws, grants petitions of location for utilities, and maintains engineering records and Town maps.

Lastly, the DPW plays a significant role in the daily operation of other Town departments in responding to requests for service. The Department budget is divided into four divisions: Public Works (General), Cemetery, Water and Sewer.

YEAR IN REVIEW

During the fiscal year, there were several significant personnel changes within the department:

- Scott Willis retired as a Mechanical Equipment Operator after 19 years
- Mark Gambale retired as Cemetery Forman after 34 years
- Mike Chakoutis resigned as head of Parks Maintenance after seven years of service.
- Steve Alex resigned from his position as Water Forman after five years
- Gene Gardiner retired as Tree Forman after an incredible 38.5 years

All deserve recognition for the devoted service provided to the Town of Swampscott throughout the years.

To fill the gaps, five new hires were made, and the labor force was brought back to 16 members. Ryan Squires, Brian Martin, Kevin MacDonald, Jamie Kuleszka, and Richard Sarro were hired during the fiscal year. To supplement the limited workforce, the Department contracts out landscaping services for Town owned parks and other public areas, Leahy Landscaping has continued to adeptly maintain the Town's landscaping needs for the 21st consecutive year. The Department, with the much appreciative support of the Finance Committee, also hired five seasonal workers for ten weeks who were dedicated to ground maintenance at the cemetery, Monument area, and town parks.



In Fiscal Year 23, the Town of Swampscott saw a mild New England winter, with only 14 inches of snow, a significant 28 inches below the annual average. Notably, 29 out of the 31 days in January 2023 had above-average daily temperatures, marking the first time in history that there were no days with temperatures below freezing in January. There were 12 sanding/salting operations, which resulted in the Town purchasing approximately 1200 tons of road salt and 1,800 gallons of calcium chloride. The Public Works

team, consisting of 16 dedicated members, worked tirelessly to ensure the safety of the town's streets.

The Cemetery Division was responsible for 33 full body interments and 29 cremations, as well as the overall maintenance of over 30 acres of landscape. Additionally, the Cemetery Division planted 1700 geraniums as part of the Swampscott Cemetery's perpetual care.

Forestry Division

With the overwhelming support of the Tree Committee, as well as a \$40K capital article and a \$10K operating budget appropriation, the Department was able to plant 94 trees at various locations throughout the Town. The forestry division is committed to planting more trees in the coming years, as well as maintaining the 2900+ existing shade trees. Sadly, the department had to remove 69 trees due to factors such as disease, death, or damage caused by storms. The Department also conducted two Tree Hearings during the fiscal year.

The hearings provide residents the opportunity to speak for, or against, the removal of potentially hazardous trees throughout the Town. The Department continues to utilize its 55-foot aerial bucket truck, which allows for the Department to promptly remove and prune trees that may be presenting a risk to the community. The truck allows the Department to perform tree work in-house, resulting in significant cost savings to the taxpayers of the Town of Swampscott. The bucket truck has also been instrumental in aiding the School and Police Departments.



Water and Sewer

The Water Division was quite busy over the course of the year, repairing eight water main breaks and 17 service leaks. Many of the breaks were repaired using in-house labor, with two main breaks requiring the assistance of an outside contractor. N. Granese & Sons, and McGrath

Enterprises were instrumental in assisting the Town with these repairs. A select few members of the work force replaced and repaired six damaged hydrants. Additionally, a comprehensive leak detection survey of the entire water system was conducted by Liston Utility Services. During the survey seven leaks were located. The seven leaks were responsible for a loss of 204,480 gallons of water per day prior to the repairs being made.

The Water Division also continues to be responsible for bi-monthly bacteriological water samples that ensure that the water quality is safe for consumption for the residents of the Town of Swampscott. Testing for both lead and copper in the Town's potable water supply is conducted on an annual basis. This past year, as in previous years, tests have consistently shown no indications of any health hazards associated with the Town's potable water supply.



Additionally, 78 backflow prevention devices within the water distribution system, as mandated by the Department of Environmental Protection, are tested twice annually. The Water Division was responsible for the winterization of the 100+ hydrants in Town, as well as the removal and reinstallation of 250 seasonal irrigation meters.

The Sewer/Drain Division re-built four catch basins and three manholes, cleaned approximately 50 catch basins, and repaired two sewer main breaks. The Sewer Division, in collaboration with external contractors, undertook the

task of resolving numerous sewer blockages throughout the year. These blockages frequently occurred beyond regular working hours, leading to a significant increase in overtime for the already taxed team. The Department also issued 86 street opening permits to private contractors resulting in \$8,600.00 of additional revenue to the Town. The Department continues to function successfully under an enterprise fund system for both sewer and water. The water and sewer rates increased moderately resulting in an overall increase in the combined rate of 2.45% in FISCAL YEAR 23. The future goal of the Department remains to be able to fund capital projects through surplus enterprise funds, while keeping the rates at an equitable figure.

With the use of Chapter 90 aid from the Massachusetts Department of Transportation, plus an additional \$465,000 provided by the Town through its Capital Improvement Committee, the Department of Public Works was able to award a contract to D&R General Contracting to pave 29 roadways.

This successful project was supervised by the Engineering Department. Additionally, with funds secured from a grant acquired by the Community Development Office, the Town was able to make improvements to the Windsor Ave Playground and the



Abbott Park Basketball Court. Aqualine Construction completed the much-anticipated Route 1A Intersection and Signal Improvements Project resulting in improved safety and traffic control.

Highway Division

The Highway Division continues to maintain our parks and beaches, and is responsible for street line painting, street sweeping, beach raking and litter control. The street sweeper was busy keeping the Town roads clean, being out for three weeks in the fall and two weeks in the spring collected several tons of roadway debris. The Highway Division placed over 45 tons of asphalt in the hundreds of potholes that developed over the winter months. In-house paving has become a staple of the Highway Division with over 840 tons of asphalt sidewalks being cut out and replaced by members of the DPW staff. In-house labor was also used to replace over 3,500 square feet of concrete sidewalks. The Parks Division devoted over 400 man-hours to marking and maintaining athletic fields for school sanctioned events.



The Highway Division, under the direction of Town resident John McLaughlin, planted over 750 flowers on the Swampscott Monument and other town properties. John, as well as the Public Works staff, continue to take pride in beautifying the Town and should be applauded for their efforts.

Engineering

The Engineering Department was instrumental in overseeing several capital improvements projects. Watermark Environmental rewired pumps at the Windsor South Lift Station and adjusted the Variable Frequency Drives for the two pumps at the Windsor North Lift Station, while continuing bi-monthly inspections as part of their 3-year Operations/Maintenance contract with the town. National Grid installed a new gas main on Elmwood Road and is preparing for gas main installations on Tupelo Road, Juniper Ave, Little's Point Road and Middlesex Ave. National Water Main Cleaning Company completed warranty work of sewer mains and services that were lined as part of the Stacy's Brook Sewer System Rehabilitation1C Project on Paradise Road, Norfolk Ave, Farragut Road, Berkshire Street, Hampden Street, Middlesex Ave, Ellis Road, and Andrew Road.



This ongoing sewer work in the Stacy's Brook catchment area is being done to keep the Town in compliance with the EPA consent decree to remove illicit discharge onto Kings Beach. Phase III of the Kings Beach Seawall Repairs were completed by Xtreme Shotcrete. A final phase will be necessary to complete the restoration of the Kings Beach Seawall. Engineering worked with the Community Development Department on parking improvements at Phillips Beach. Speed bumps/humps were installed on Pine Street, Stetson Ave and Franklin Ave.

"Noteworthy was the Department of Public Works ability to deliver uninterrupted services to the town, in the face of the wettest July through September ever recorded. Not surprisingly, this period presented numerous challenges for the department that may have gone unnoticed.

In conclusion, it is essential to express gratitude to the Public Works Business Manager, Natalie Swanstrom, for her unwavering commitment to the residents of the Town of Swampscott. I would also like to extend my appreciation to Aleena Alsaraby, the Town's Assistant Engineer.

Respectfully submitted,

Gino A. Cresta Jr.

Director of Public Works

RECREATION DEPARTMENT

MEMBERS/EMPLOYEES

- Danielle Strauss, Director
- Jacqueline Camerlengo, Program Coordinator



MISSION STATEMENT

The mission of the Recreation Department is to provide all members of our community with leisure time activities, enrichment courses and opportunities for socializing. We implement and promote programs and events throughout the year so that all Swampscott residents can participate in them. We also administer the Farmers Market, staff lifeguards on the towns' beaches, and organize beach and railroad parking stickers. We seek to accomplish this in a friendly, professional, cost-effective manner.

YEAR IN REVIEW

Summertime is always a busy time for our department. This year's **4th of July Fireworks** was our 1st time joint event with the town's veterans. Along with the Fireworks we had bands and food trucks. We charged a \$5.00 admission to the beer garden area with proceeds going to the Vets.



Our **Farmers Market** continued throughout the summer and fall with a few special events added. We had 'Minis with a Mission' (a group of mini ponies grazed as people learned about the group and petted the ponies). 'Touch a Truck' brought the Police and Fire Departments as well as the D.P.W. out and allowed kids to sit in the driver's seat, take photos and ask questions.

We celebrated **Indigenous Peoples Day** with Annawon Weeden who taught participants to build a traditional lean-to and make corn husk dolls. At our last outdoor market at the end of October we celebrated with a Costume Parade for Families.

We had great weather for **Outdoor Movie Night** and all four movies played as scheduled.

The Summer Concert Series was an enormous success due to our fundraising efforts and the generosity of local banks and businesses. We held six concerts.



For kids, '**Park & Rec**' continued throughout the school vacation as did the **Outdoor Sports Clinics. Preschool Arts and Crafts** was added to our roster of classes. Also new this summer was our own **Paddle Board Course**. After our paddle board vender pulled out at the last minute, we did a pivot and bought paddle boards, hired a local instructor, and ran five weekly courses with 20 participants per session. It was great to offer this popular sport.

Our **Swamptoberfest** was an immense success with beer and food trucks, live music from several local bands and a kids play area.

The **Castleberry Craft Fair** in September was again on the schedule.

In October, the **Annual Classics by the Sea Car Show** was well received with cars on both Town Hall Green and Linscott Park. The Fire Department had one of their trucks on display at the Monument roundabout.



In November we had a **Turkey Hunt**, a town wide scavenger hunt for families and the **Indoor Farmers Market**.

New Fall Courses included a Babysitter's course for middle schoolers and Bollywood Dance and Zumba classes for adults. Our **Winter Ski Program** for middle schoolers had over 100 students participating in their weekly trip to Bradford Mountain.

Winter activities for families began with the **Holiday Festival and Tree Lighting** celebrated along with the **Annual Holiday Parade**. There was a Track-less train ride on Town Hall Lawn. All were well attended as was the **Flashlight Candy Cane Hunt** in Linscott Park. The **Outdoor Holiday Market** had shopping, civic groups selling hot chocolate, photos with Mrs. Claus and reindeer.

The **Gingerbread House Contest** was on view in Town Hall. There was a **Holiday Wine Tasting**. We also celebrated with a family **Santa Brunch** at the Senior Center.

Our **Holiday Wreath Raffle** was a remarkable success with community members and businesses donating more than 20 wreathes. Funds from the raffle were put to beneficial use in our revolving fund for future programs and events.

First Night Family Festivities brought in the New Year with Family Craft-making, three Entertainers and a Balloon Drop.

In the New Year additional programs for elementary kids: **Indoor Tennis, Golf and Soccer** were added to the roster. We also continued the popular **Virtual Snowman Contest** which runs from January through March.

In March we had a **St Patrick's Day Fireworks Fund Raiser** with lunch, and live music and guest singers at Anthony's Hawthorne by the Sea Restaurant.

Both our Recreation Director, Danielle Strauss, and Program Co-Ordinator Jacqueline Camerlengo were able to attend a 3-day conference in Norwood for the Massachusetts Park and Recreation Departments. They attended networking activities, education sessions and learned about initiatives, opportunities and resources that are available.



We offered a **'Spring Fling' Wine Tasting** at

the Swampscott Yacht Club (for adults). We also offered a **Spring Break 'Slime Making'** (for kids).



The annual **Easter Egg Hunt** on Town Hall lawn was a great success on a beautiful day.

Exciting additions to our Spring events were the **Family Tea Party** at the Swampscott Senior Center and **Kids Comedy Outing** to Improv Boston.

For **Juneteenth**, this year we celebrated on the Town Hall Green with music, speakers and food by local minority owned businesses.

We also created a partnership with Premier Martial Arts.

New Spring Classes for kids were **Art through Literature** and **Comic Book Making** and for interested adults we started **Pickleball!**

For Earth Day in April, we organized the **Town Wide Yard Sale**, which was a successful event, with over 40 families selling and giving away items at their homes and 20 tables on Town Hall lawn available.

HarborFest this year was celebrated with the Swampscott Yacht Club and the name was officially changed to the **Marine and Harbor Festival** to focus on our maritime heritage and continuing relationship with the seacoast.

To celebrate **Pride** we had speakers, music, food, and giveaways on Town Hall Green. This was the first year we also sponsored a **5K Run**.



Strawberry Fest had the high school seniors offering their delicious strawberry short cake along with live music, food trucks and of course our parade.

We are happy with the events and programs we were able to offer. We also introduced many new events and classes which were successful. Once again, we would like to thank all the members of our community who participated in our events.

We would also like to thank the Swampscott Recreation Commission and the DPW, especially Gino Cresta for his constant help and support. We are grateful for their assistance. We look forward to the upcoming year with hope and anticipation that it will be a year of events and programs that you will participate in. We are always willing to listen to input, suggestions for innovative programs, and ways of involving all members of our community. We continue to strive to meet our residents' needs for activities, enrichment, and just old-fashioned socializing.

TREASURER/COLLECTOR

EMPLOYEES

- Patrick Luddy, Treasurer/Collector
- Cheryl Doucette, Assistant Treasurer
- Christine Raposo, Customer Service Supervisor
- Stephen Arsenault, Customer Service Representative
- Elena Berube, Customer Service Representative

MISSION STATEMENT

The Treasurer's office is responsible for overseeing the receipt and disbursement of all town funds, as well as depositing and investing Town funds in compliance with Massachusetts General Laws, Local Laws and policies, and best practice. Additionally, the Treasurer's Office facilitates the issuance and payment of municipal debts.

The Collector's Office is responsible for the billing and collection of all taxes, fees and charges committed and due the town. To meet this responsibility, the Collector's Office issues bills for charges committed, and pursues their collection in accordance with Massachusetts General Laws.

FISCAL YEAR 2023

The Treasurer/Collector's office hired and trained a new customer service representative, Stephen Arsenault. Cheryl, Crissy, Stephen, and Elena worked diligently during the fiscal year to process 86,601 unique receipts. Receipts were comprised of property taxes, excise taxes, water/sewer charges, state aid, grant funds, note proceeds, and more. Additionally, the office addressed approximately 5,000 incoming calls during the fiscal year. The office also assisted countless residents and property and business owners in-person this year with a high standard of professionalism.

This office produced payrolls for all 905 municipal and school personnel in the town's employ during Fiscal Year 2023. Total gross payroll was approximately \$43.1 million. At year-end the treasury had an aggregate balance of approximately \$69.7 million. The Treasury department maintains three banking relationships, as well as two investment banking relationships.

There was approximately \$13.3 million in bond anticipation notes issued in fiscal year 2023, approximately \$8.9 million of which financed the acquisition of land on Archer St. and Humphrey St. In June of 2023, \$1.0 million of self-supporting interest-free bonds were issued to the Massachusetts Water Resource Authorities. The proceeds of the bonds will be used to finance the town's water-main replacement program that is overseen by the Department of Public Works.

Respectfully Submitted,

Patrick Luddy



SWAMPSCOTT CONTRIBUTORY RETIREMENT SYSTEM

MEMBERS/EMPLOYEES

- Thomas H. Driscoll, Esq., Chairman, Appointed
- John F. Behen Jr., Vice Chairman, Elected
- Robert Powell, III, CFP(r), Appointed
- Kevin F. Breen, Elected
- Amy Sarro, Ex-Officio
- Nancy A. Lord, Retirement Administrator
- Tracy Spear, Retirement Administrative Assistant



MISSION STATEMENT

The Swampscott Contributory Retirement System is responsible for providing Town employees and retirees with information regarding retirement benefits and regulations. To provide accurate, timely, and consistent guidance and benefits to members and their beneficiaries in a courteous and professional manner. To ensure that the investment portfolio is adequately diversified at an acceptable risk level to provide sufficient assets to fund the benefits when due. We strive to be a leader in member counseling and benefits delivery by embracing technology, supporting staff development, and focusing on member needs.

YEAR IN REVIEW

The Swampscott Contributory Retirement System is administered by a five-member Retirement Board, one full-time staff employee and one part-time staff employee, and was established in 1937. The Board is governed by Chapter 32 of the Massachusetts General Laws and by the Public Employee Retirement Administration Commission, a state agency that provides guidance and oversight for 104 Massachusetts Retirement Boards. Membership in the plan is mandatory immediately upon commencement of employment for all permanent employees working 20 hours or more per week. The plan is a defined benefit plan covering all Town employees deemed eligible by the Retirement Board, except for schoolteachers who contribute to the Massachusetts Teachers' Retirement System.

The System provides for retirement allowance benefits up to a maximum of 80% of a member's highest three-year average annual rate of regular compensation. Benefit payments are based upon a member's age, length of creditable service, salary, and group classification. Members become vested after ten years of service. For certain hazardous duty and public safety positions, maximum retirement is at age 65. A retirement allowance consists of an annuity, which represents members accumulated total deductions including interest and a pension portion, which is funded by the Town. The average retirement benefit is 80-85% pension 15-20% annuity. Active members contribute either 5,7,8 or 9% of their gross regular compensation to the Retirement System. Any member hired after January 1, 1979, contributes an additional 2% on wages over \$30,000.00. Member contribution rates are determined by the date upon which the employee's membership in the Retirement System begins.

FISCAL YEAR 23

The Retirement Board has a fiduciary responsibility to the members and retirees of the System to properly invest the fund's assets. As of 6/30/23, the market value of the fund was approximately \$78.6M. To assist the Board in managing the System's investments, the Retirement Board retains the services of DAHAB Consultants. DAHAB meets with the Board on a quarterly basis to review current investments as well as provide guidance on potential future investments. The Board meets yearly with all its fund managers as well. Currently the Board has investments in the following funds: PRIT, Intercontinental, LMCG, Aristotle and TA Realty.

Every other year, the Retirement Board has an independent, actuarial valuation and review performed on the System. The most recent valuation was completed in January 2023 by Segal Consulting. With this valuation, the Retirement System had a funding ratio of 70.08%, with an unfunded liability of \$35.5M. In addition, the investment return assumption rate was lowered from 7.125% to 7.00% for the 2023 valuation. To provide a synopsis of years past, the 2021 valuation showed the Retirement System had a funding ratio of 62.45% with an unfunded liability of \$42.4M. The 2019 valuation showed the Retirement System had a funding ratio of 59.62% with an unfunded liability of \$40.4M. The 2017 valuation showed the Retirement System had a funding ratio of 53.5% with an unfunded liability of \$44.4M. It is anticipated that the System will be fully funded by the year 2031.

On December 22, 2022, the Public Employee Retirement Administration Commission published its Audit Report of the Swampscott Contributory Retirement system covering a period of January 1, 2015, to December 31, 2019. The specific objectives of the review were to determine: 1) that the Board is exercising appropriate fiduciary oversight, 2) that cash and investment balances are accurately stated, 3) that procurements of investment related contracts complied with the provisions of Section 23B of Chapter 32 and that management fees paid were in accordance with the executed contracts, 4) that travel expenses were properly documented and accounted for, 5) that retirement contributions are accurately deducted, 6) that retirement allowances were correctly calculated, 7) that required member documentation is maintained, 8) that appropriations certified by PERAC have been paid to the retirement system, and 9) that refunds issued by the system were correctly calculated. For those areas tested, the financial records were maintained, and the management functions were performed in conformity with the standards established by PERAC with the exception of five recommendations as noted in the report. The Retirement Board has responded and acted on these recommendations.

In Fiscal Year 23, the Swampscott Contributory Retirement Board unanimously voted to approve a 3% Cost of Living Adjustment (COLA) increase for its retirees and survivors. The Retirement Board also voted by majority to approve a one-time additional 2% COLA increase in accordance with Massachusetts General Law Chapter 269 of the Acts of 2022; however, this increase did not receive the required votes by the Swampscott Select Board and therefore did not move forward. In March 2021, the Retirement Board voted unanimously to increase the COLA base from \$13,000 to \$14,000 effective 7/1/2021 and to submit an article to Town Meeting for approval. In May 2021, the \$14,000 COLA base increase was approved by Town Meeting. The last time the COLA base amount was increased was in 2011. The COLA base amount can only be increased

by \$1,000.00 dollar increments. All increases must be voted on by the Retirement Board and approved at Town Meeting. The COLA base maximum for any Massachusetts Retirement System is currently \$18,000.

For Fiscal Year 23, the median annual retirement allowance of Swampscott retirees was approximately \$22,699. Of the 256 retirees, 128 had an annual allowance of less than the median income and 76 had a yearly income of less than the \$14,000 COLA base rate.

During the period July 1, 2022, through June 30, 2023, a total of 52 new members enrolled in the Retirement System. A total of 12 members retired. In addition, the Retirement System mourned the passing of 11 of its retirees.

Respectfully submitted,

Thomas H. Driscoll Jr., Esq., Chairman

DECEASED RETIREES/MEMBERS/SURVIVORS 7/1/2022-6/30/2023

Daniel Cahill – Retired TWN Electrician
Ruth Cassidy – Retired SPD Crossing Guard
John Corcoran – Retired SPD Police Officer
Christine Corley – Retired SPS Administrative Assistant
Francis Delano, Jr. – Retired SFD Firefighter
Sally Hyde – Spouse of Retired SFD Captain William Hyde
Donna McDonald – Retired SHA Director
Richard McQuade – Retired SPS Maintenance
Mark Ryan - Retired SFD Captain
Frances Snow – Retired SPS Executive Secretary to Superintendent
Diane Sponholtz – Retired SPS Administrative Assistant

RETIREMENTS 7/1/2022-6/30/2023

Vladimir Akim – SPS Network Manager
Richard Blake – SFD Captain
Michael Bowden – SPD Sergeant
Janell Cameron – SPS Administrative Assistant
Maureen Caron – SPS Exec. Asst. to Supt/School Committee
Cheryl Collier – SPS ESP
Mark Gambale – DPW Cemetery Forman
Gene Gardiner – DPW Foreman
Patrick Keating– SFD Firefighter
Peter McCarriston – TWN Plumbing Inspector
Robert Pickett – SFD Firefighter
Scot Willis – DPW Heavy Equipment Specialist

SENIOR CENTER – COUNCIL ON AGING AND SWAMPSCOTT FOR ALL AGES

MEMBERS/EMPLOYEES

- Heidi Whear, Director of Aging Services
- Sabrina Clopton, Outreach Social Worker
- Sonja Nathan, Volunteer and Program Manager
- Kerry O’Shaughnessy, Administrative Assistant
- Diane Reynolds, Administrative Assistant
- Marie Beaupre, Administrative Assistant
- Richard Emery, Van Driver
- Mark Steadman, Van Driver
- Mohamed Islam, Van Driver



COUNCIL ON AGING BOARD

- Marilyn Cassidy, Chair
- Maureen Callahan
- Barbara DiPietro
- Debora Newman
- Robert Powell
- Molly Rowe
- Marie Yannoco-Grant
- Kathy Kieser



SWAMPSCOTT FOR ALL AGES COMMITTEE

- Robert Powell Co-Chair
- Alyce Deveau, Co-Chair;
- Michele Audet
- Kevin Breen
- Patricia Hines
- Joan McCormack
- Jennifer Nisbet
- William Quinn
- Claire Regan
- Margaret Somer
- Susan Sussmanl
- Marzie Galazka
- Heidi Whear

Friends of the Senior Center Potluck



COUNCIL ON AGING MISSION STATEMENT

The Swampscott Council on Aging are committed to serving all with dignity and positive regard. We aim to identify and respond to the needs of all as we age and to advocate accordingly. Additionally, we strive to promote awareness in the community of issues regarding older adults.

SWAMPSCOTT FOR ALL AGES MISSION STATEMENT

The Swampscott for All Ages Committee is dedicated to making Swampscott a more livable community for all residents to grow up and grow older together.

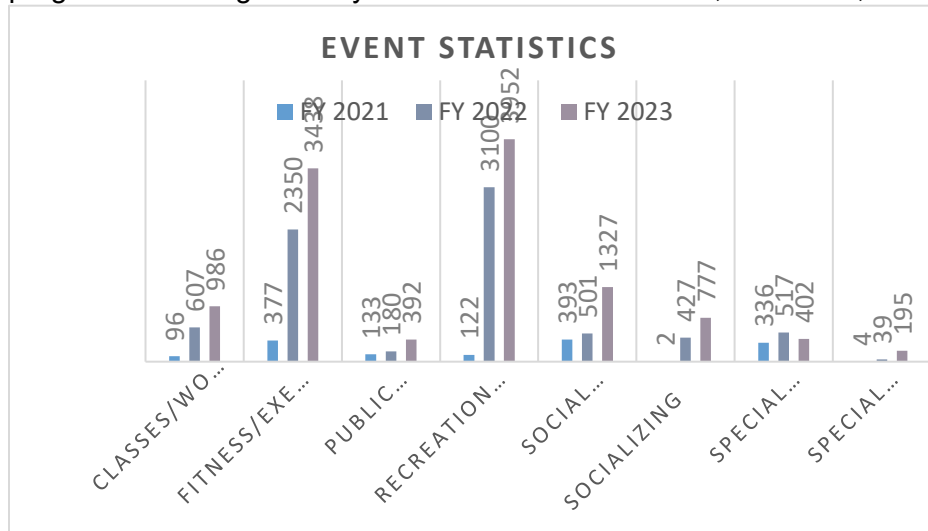
FISCAL YEAR 23

Staffing at the Senior Center remained stable throughout the year. We also had two very dedicated Salem State Interns Joelle L'Heureux and Olivia Lynch. Other vital help comes from Theo Carangelo and Penny Ross who work in the kitchen. We did experience steady growth in the number of volunteers, who make our center an extremely welcoming place. The Volunteer welcome seniors as they enter the building, offer tours, help people sign in and also facilitate a wide variety of services and meals. Ten tax work off volunteers have provided 898 hours of services during FISCAL YEAR 23.

SfAA met monthly at the Senior Center. The committee was reestablished and sworn in by the Select Board in the fall of 2022. The committee identified goals for FISCAL YEAR 23 and set to work addressing issues identified in the 2019 Needs Assessment. While much of the work is in collaboration with the Senior Center, efforts toward creating a more age-friendly Swampscott frequently extend beyond the Senior Center walls.

Swampscott Senior Center is thrilled to share the rapid expansion of services throughout FISCAL YEAR 23. Popular classes and programs ranging from Bingo to Zumba continued to expand. Our membership grew from 740 in 2022 to 2508 in 2023.

New regularly occurring programs that began this year are Mindful Movement, Pickleball, floor Yoga class, Strong Bones/Strong Bodies, Book Club, monthly quilting program, belly dancing class, and Lunch with Local Leadership to name a few.



Special excursions are in high demand. Some of the destinations include Salem Willows, River Cruise, theater in North Andover, Gardens of Glen Estate, Addison Gallery, Essex Tech's Bistro, Rockport, State House tour, Fenway tour, Pickety Place luncheon, Marketstreet Lynnfield, Topsfield Fair, concert series and farmer's market.

Some of the special events included Summer Tech Camp for Seniors, free tax preparation through AARP, cake decorating, AARP Safe Driving class, HipHop Dance class, holiday parties, Sheriff's Department overview, Academy Awards Celebration and ice cream socials with the Friends.

Outreach efforts grew with the launch of our new website – www.ActiveAgingSwampscott.com.

Huge multigenerational efforts increased our contact with numerous school groups, teams and classes from elementary school through high school. Intergenerational programming delights of our members as well as youth. We receive help weekly from the Discovery Program as the students come to help prepare the center to open some mornings, Snow Angels, special gift preparation and card making for home bound residents, InterAct intergenerational discussions, Black History Month Quilt Making, and sports team gatherings.



One-on-one social worker consultations increased from 201 to 361 this year. Additionally, regular office hours with Veteran's Agent Mike Sweeney began. Health Department nurse Neia Illingworth has been working with our members promoting Climate Action for our Community. The Climate Action Group initiated a new Composting program with Black Earth.

We opened our doors to the **By the Sea Social Day Program** in April 2023. The Social Day program offers participants four hours of special programming designed for people living with dementia. Staff and volunteers offer various programs, outings, and activities to engage members

while their caregivers have four hours of much needed respite. Field trips to the Lynn Museum and the Library offer a change of scenery and stimulation. Bocce courts are always a destination and place for outdoor fun. A special lunch is also scheduled on Fridays. Due to physical limitations



at the Senior Center, this program is currently limited to four members with a waiting list.

Gracious thanks to the Swampscott Town Meeting for voting to upgrade our kitchen. Today we are limited to cooking for a maximum of 25 people because our oven and stove

are not vented. Town Meeting has twice approved additional funds to increase our ability by installing proper venting and a new range. We anticipate this installation in the fall of 2023. To date, special meals for educational, outreach and holiday gatherings are all catered.

Swampscott for All Ages Committee meets monthly to address specific short- and long-term programs that were identified as essential to ensuring that Swampscott become Age and Dementia Friendly. This committee worked extremely hard on the Caregiver Conference was a huge success. Our first Caregiver Conference made possible with a grant from Mass. Councils on Aging began by helping residents identify as caregivers. An educational trifold was mailed to 7,185 homes in Swampscott promoting “Caring for the Caregiver”. This educational community event invited residents from Swampscott and surrounding communities to a day-long conference. The Caregiver’s conference was held on May 6, 2023 at the Swampscott High School. We gathered 14 experts in the field of caregiving who spoke to an audience of over 100. We were also able to provide respite care for seven loved ones so that caregivers were able to attend the conference.



SfAA committee members also assisted in the promotion of revising regulation regarding Accessory Dwelling Units and promoting dementia friendly training for town staff. Efforts to expand transportation options for seniors that don’t drive include strong support for Seaglass Village, a non-profit that grew out of the Age Friendly Needs Assessment. Other transportation efforts include reaching out to regional legislators to initiate conversation for funding and researching and writing grants for alternate programs. Seaglass Village has also played a significant role in expanding social participation. Efforts in transportation and social participation promote collaborations with neighboring communities. Finally, working with Swampscott’s Select Board members, and Departments of Community Development and Recreation are underway to lay the groundwork for a new community life center thanks to hard work of the SfAA committee.

VETERANS' SERVICES

EMPLOYEES

- Michael Sweeney, Director of Veterans Services
- John Stinson, Assistant Veteran's Agent
- Dave Gustavsen, Graves Officer
- Mark Gambale, Assistant Graves Officer

MISSION STATEMENT

The Veterans Services Department provides federal, state and local financial and medical assistance to veterans and their dependents residing in the Town (those eligible under MGL C115 and CMR 108). Under prescribed regulations, the Department assists all veterans in obtaining benefits for which they are entitled, including partial payment of burial expenses for indigent veterans.

The Lynn-Swampscott Department of Veterans' Services is dedicated to caring for those who have worn the uniform, those currently serving in our Armed Forces and their families. Today less than 0.5% of our Nation's population serves in the military. These Servicemembers continue to stand on the frontlines for our freedoms and our department stands ready to assist them and their families in accessing the benefits they have earned.

We also proudly serve our Gold Star Families, whose sacrifice can never be repaid.



SWAMPSCOTT VETERANS' SERVICES

CARING FOR OUR VETERANS & THEIR FAMILIES



YEAR IN REVIEW

Our Department: The Lynn-Swampscott Veterans' Services team consists of 3 full-time staff who provide a high-level of service to Swampscott veterans. Under Massachusetts General Law, Chapter 115, our office is the only entity tasked with advocating specifically for every veteran and veteran family member in Swampscott. We proudly advise clients as to the availability of benefits, services, and provide financial assistance to those veterans/dependents who are in need. The department assists veterans and their families in processing applications for federal Veteran Affairs claims for pensions, disability and death benefits, burial plots, grave markers, home loans, educational benefits, medical services, life insurance benefits, employment and workforce development. Our mission is to provide this assistance with the professionalism and dignity veterans have earned through their service to this Nation.

Access to Services: Our department is open Monday, Wednesday, and Thursday 8:30AM-4PM; Tuesday 8:30AM-8PM; and Friday 8:30-12PM. We have also partnered with the Swampscott Senior Center to host weekly office hours every Thursday 11AM-1PM. Our department has significantly increased our outreach because a "one size fits all" strategy simply does not work. That is why we have worked to integrate technology and social media to improve our outreach and to improve efficiency. We are committed to improving what we do to and to meeting Veterans where they need us to be. Veterans' Director Mike Sweeney continues to make home visits for Veterans and dependents that need this level of support.

Community Engagement Events: We strive to raise awareness of those who served and the benefits available through community events. The purpose is to honor and empower our veterans and foster understanding of their unique contributions to our community. It also serves as a way to connect Veterans with the benefits and services they have earned. Our office is proud to have increased the number of events hosted/co-hosted in the community to include:

- Veterans Day Ceremony on Monument Avenue recognizing those who have served;
- Memorial Day at Swampscott Cemetery's Veterans to honor the Fallen;
- Memorial Day "Salute to the Fallen" Hero Markers on Town Hall lawn honoring Massachusetts Servicemembers lost post-9/11;
- Decorating Veterans' Graves on Memorial Day;
- Veterans Day Ceremony on Monument Avenue recognizing those who have served;
- Wreaths Across America at Swampscott Cemetery honoring our Veterans;
- Swampscott Veterans Coffees for Peer-to-Peer support; and
- Thanksgiving Hero Meals for Veteran Families;

Highlights

- It is clear that our greatest challenge is preparing to meet the expected spike in Veterans applying for VA Disability benefits and VA Health Care benefits. This year, Congress passed the largest expansion of the veteran benefits and health care in a generation. The PACT Act expanded benefits for Vietnam Veterans exposed to Agent Orange, Camp Lejeune veterans exposed to dangerous drinking water and Iraq and Afghanistan

Veterans exposed to toxic chemicals. Congress even expanded health care access for many who were previously ineligible. This translates to millions more veterans around the country who will be eligible for benefits and our Swampscott Veterans are no exception. It is critical to have a fully staffed Department standing by to meet these needs.

- Swampscott Department of Veterans' Services will be rolling out a partnership with a state-wide veteran and military organization to address food insecurity, nutrition, & wellness among veterans/military families.
- The Veteran's Office is excited about the Town purchasing the property adjacent to Veterans Crossing (8 Pine Street) with the intent of constructing 30-40 affordable apartments with preference for veterans.

Thank you to our Partners: We work with our partners in federal, state, local government and non-profit partners to best meet the needs of veterans and their families. We wish to extend our appreciation to: Department of Veterans Affairs; Commonwealth of Massachusetts Executive Office of Veterans' Services; Town of Swampscott; Swampscott Select Board; Swampscott Police Department; Swampscott Fire Department; Swampscott Senior Center; Swampscott Department of Public Works; Swampscott Housing Authority; Swampscott Community Development; Swampscott Town Retirement Board, Swampscott Town Clerk; Swampscott Town Assessor's Department; Veterans Crossing and local Swampscott Veterans support organizations; Swampscott Boy Scouts and Cub Scouts; Swampscott Girl Scouts, Brownies & Daisy's of Ocean Bay; and Military Friends Foundation. These collaborations are intended to leverage resources to better serve the veterans in this community. Our Department is proud to serve on the Swampscott Police Mental Health Taskforce.



Lynn-Swampscott Veterans' Services works to bring all resources to the table and ensure veterans and their families are served with as little red tape as possible. Put simply, we are force multiplier and a tremendous investment for the Town.

In closing, we look forward to continuing to assist veterans and their families and further develop a sense of community, camaraderie and fellowship among our Veteran population, those currently serving and those who want to assist.

Respectfully submitted,

Mike Sweeney

Director of Veterans' Services

Afghanistan Veteran

SCHOOL REPORTS



SWAMPSCOTT PUBLIC SCHOOLS
Annual Report July 1, 2022 – June 30, 2023
Pamela R.H. Angelakis, M.A., M.Ed., Superintendent of Schools

SCHOOL COMMITTEE

Glenn Paster, Chair
 John Giantis, Vice Chair
 Amy OConnor
 Carin Marshall
 Suzanne Wright

SCHOOL PRINCIPALS

High School	Dennis Kohut	781-596-8830
Middle School	Jason Calichman	781-596-8820
Clarke School	Illana Bebachick	781-596-8812
Hadley School	Lori Sanborn/Christopher Norkun	781-596-8847
Stanley School	Kathleen Huntley	781-596-8837

<u>RETIREMENTS</u>			
<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>SCHOOL</u>	<u>TITLE</u>
Akim	Vladimir	District	Network Manager
Cameron	Janell	Hadley	Administrative Assistant
Caron	Maureen	District	Executive Assistant
Collier	Cheryl	Hadley	ESP
Gahm-Diaz	Jessica	HS	Teacher - Foreign Language
Leger	Heidi	Clarke	Teacher - Grade 3
Reid	Thomas	HS	Teacher - TV
Rostoff	Lisa	HS	Teacher - Special Education

MISSION STATEMENT

- Promote academic excellence for ALL students by supporting teaching and learning.
- Prepare ALL graduates for achieving success in college, career, and citizenship.
- Build respectful, caring relationships among all members of our community.
- Develop and nurture a culture of reflection, creativity, and commitment to continuous improvement.

CLARKE SCHOOL

The school year began on August 31, 2022, with 205 students enrolled in 10 homeroom classes. Kindergarten students started school on September 7, 2022. The total enrollment at the end of the school year was 207 students on June 20, 2023.

Professional Learning

Teachers met regularly with literacy specialists and math coaches during their weekly collaboration blocks. Session topics included discussion of best teaching practices and review of assessment data to plan differentiated instruction and targeted interventions. Ten Clarke staff members participated in CORE foundational training (Community, Opportunity, Respect, Equity) during early release days in the spring; on these days, the literacy specialists participated in a Professional Learning Community (PLC) on progress monitoring for reading. During the school year, all teachers engaged in a series of workshops on culturally responsive and sustaining practice.



School Programs/Events

All-school assemblies were held each trimester and included performances by the fourth grade Chorus and SHS Chorus. Fourth grade students made the morning announcements from January-June. Spirit days were held throughout the year and included Big Blue Day, Pajama Day, Dress as a Teacher Day, and Boston Celtics Day during the playoffs. Special events included the Halloween Parade, Winter Holiday Fair, Winter and Spring Chorus and Band concerts, Field Day, and the fourth grade Moving On Ceremony. Kindergarten, third and fourth grade classes went on field trips in May and June to the Post Office (Kindergarten), Library, Humphrey House, Salem Trolley Tour and House of Seven Gables (Grade 3), and La Vida Adventure Pursuits at Gordon College (all Grade 4 students district wide).

Safety Practices

The school conducted a fire drill and bus evacuation drill in the fall. The School Resource Officer, Brian Wilson, continued the monthly *Cruise for Kindness* program which celebrated students' kind behaviors with a ride to school. Officer Wilson visited Clarke School regularly with Sora!

Community Service

Families donated to the Toys for Local Children (TLC) drive in December. Food/supplies were donated to the Anchor Food Pantry in November and April. Throughout the year, families sent in bread tags to support Bread Tags for Wheelchairs.

Fourth Grade Student Leaders

To celebrate school spirit, Fourth Grade Leaders planned spirit days, assisted with weekly recycling, made the morning announcements and helped with the community service projects.

PTO Events

The Clarke PTO organized many engaging school and community events which included the Scholastic Book Fair, Trunk or Treat Halloween celebration, Holiday Fair, Someone Special Dance, Parents Night Out, and a highly successful Booster Dance Fit fundraiser. The PTO sponsored Enrichment programs for every grade. Clarke staff members were also honored with special treats and a luncheon during Teacher Appreciation Week courtesy of the PTO this year.

PTO Sponsored Enrichment Programs:

Spring 2023:

Kindergarten: The Good Witch of Salem

- Grade 1: Tom Burke, author of *Daring Duck*
- Grade 2: Acton Discovery Museum - Physical Changes of Matter
- Grade 3: Curious Creatures
- Grade 4: Acton Discovery Museum - Electromagnetism

Extracurricular Activities:

The PTO brought back the Afterschool Program (stopped during Covid) during the third term of the school year which consisted of Lego Club, art, and kickball classes.

School Communications

The Clarke School newsletter is emailed to families biweekly. It includes information about school events and programs, health updates from the school nurse, important dates, and PTO information. The newsletter includes a slideshow with photographs and videos of students engaging in a range of learning activities and school events. The Clarke Twitter account provides real time updates like snow day announcements, current lunch menus, and pictures. Other email reminders, paper fliers, and robo-calls are sent to families throughout the school year.

HADLEY SCHOOL 2022-2023

Hadley Elementary School opened on August 31, 2022 with 350 students enrolled in 18 homerooms. The total enrollment at the end of the school year on June 22, 2023 was 357 students.

Professional Learning:

Hadley School teachers, like the Clarke School teachers, received the same professional learning. However, twenty-six Hadley teachers participated in the district's CORE PD during the spring semester.

Safety Practices:

One fire and one bus evacuation drill were held in the fall. The crisis team reconvened their bi-weekly meetings in April to review and practice various crisis scenarios so all stakeholders knew their roles and responsibilities.

School Programs/Events:

Monthly spirit days included Pajama Day, Crazy Hair Day, dressing up as a favorite storybook character, dress as a teacher/dress as a student, 100th day of school celebrations with integrated

math component, and wearing Red Sox, Celtics, and Big Blue gear. Special events included the all-school Halloween Parade, class parties for Halloween, the winter holidays celebrations, Valentine's Day celebrations, February's door decorating and research projects for Black history and identities, the Spring Music and Band Concert, Carnival Field Day, and the fourth grade Moving On Ceremony. The fourth grade participated in co-ed intramural basketball and wiffle ball leagues during recess. This year all fourth grade classes in the district had a June field trip to *La Vida Ropes Course* at Gordon College. All grades, K-4 took field trips to the beach in June. Other field trips included visits to the Public Library (Grade 1), Museum of Science (grade 4), Fire Station (Grade 2), Humphrey House (Grade 3) and Salem Trolley Tours (Grades 3 and 4).

Extracurricular Programs:

The PTO After-School Program ran after-school classes from 2:30-3:30 Mondays, Tuesdays, Thursdays, and Fridays. Classes ranged from performance and visual arts to board games and changed on the trimester schedule. ESL teachers also held three community nights at the Swampscott Library for all families to gather for refreshments, games and community building.

PTO Events:

The PTO ran multiple events during the school year, examples were the Popsicles in the Park for new families, Halloween Trunk or Treat, Turkey Trot, Hadley Holiday Fair, Scholastic Book Fair (fall and spring), Hadley Fun Run, and Hadley-by-the-Sea.

Community Service:

Throughout the year, families sent in bread tags to support Bread Tags for Wheelchairs. Families donated toys for the Toys for Local Children (TLC) drive in December. Each homeroom also rotated through a schedule to pick-up trash from Hadley and Linscott Park.

Fourth Grade Student Leaders:

We began the Fourth Grade Leaders in January. Fourth Grade Leaders ran the morning announcements, the recycling program, planned and advertised spirit days, had reading buddies in kindergarten and helped with first grade lunches.

PTO Enrichment Programs

The PTO planned and coordinated the following enrichment activities during the school day:

- Birds of Prey (K & 1)
- Meteorologist (K, 1, 2)
- Physical Changes in Matter (grade 2)
- Senior Center and High School Student Black Heritage Quilt Tour (all grades)
- High School Concert Band Performance (all grades)
- High School Chorus Performance (grades 1-4)
- Force and Magnetism (grade 3)
- Cultural Journey with a Mohawk Descendant via story, song, and dance (grade 3 & 4)
- Coyotes in Swampscott and Nahant (grade 4)
- Sound Waves (grade 4)

STANLEY SCHOOL

The 2022-2023 School year for Stanley School began in a new location. The doors of the original Stanley School closed at the conclusion of the 2021-2022 school year and we relocated to 50 Blaney Street, a former parochial school building owned by St. John's Parish. We are still considered Stanley Elementary School, but we have nicknamed our school as "Stanley on Blaney." Due to space constraints, our two kindergarten classrooms are now housed at and a part of Hadley School, which is just a short walk from us. Our school year began on Wednesday, August 31, 2022, with 156 students in eight general education classrooms and one special education substantially separate classroom. There were no Stanley School students enrolled in the METCO program. Our total enrollment at the close of school on Tuesday, June 20, 2023, was 162 students.

School Culture and Special Events

Prior to the start of the school year, teachers and staff worked tirelessly for many hours setting up their classrooms and spaces to make things welcoming and familiar for students. Before the start of school, we had an open house for students to attend with their parents so they could see the building and their classroom. Parents and students were very pleased with our new space. We kicked off our first day at "Stanley on Blaney" with the front of the school decorated with balloon arches and our new rolling student drop off. Some parents drove up and dropped off their children while others parked and walked them over. The arrival was filled with excitement for our new school building! Students then entered our new playground space to gather with their classmates and were greeted by their teachers. This became our new morning arrival procedure and continued daily throughout the school year.

Each month we held community meetings for the entire school to attend. The meetings had a theme and were either run by teachers or Principal Huntley. At these meetings, students were nominated for splash awards by their teachers. One student was nominated for the "Cruising for Kindness" splash award. This student got to take our big plush splash whale home and be picked up at their home and driven into school by Police Officer Brian Wilson in his cruiser. Upon arrival, their classmates waited in front of the school cheering. On Halloween, we continued with our Halloween Parade tradition, parading through the streets of our new neighborhood. Parents and families lined the streets to see students, teachers and staff parading in their array of costumes. The PTO and parent volunteers graciously volunteered their time in the evening to set up a Boxed Book Fair in our cafeteria/gym space. Due to the logistics of our new building, we were unable to have our Rolling Cart Book Fair but we didn't let that stop us. Scholastic Books worked with us providing an alternative that was just as spectacular. Children were able to visit the Book Fair with their classmates and purchase books. The PTO and parent volunteers again volunteered their time in the evening to set up a Magical Holiday Fair. Each class visited the fair and participated in a variety of activities. Our teacher's room was transformed into a holiday store where students shopped for gifts for their family. These gifts were made possible by generous donations.

There was a groundbreaking ceremony for the new elementary school at 10 Whitman Road. A fourth grader from each of the three elementary schools was selected to attend and represent

their school. We took advantage of our new location being so close to the Swampscott Public Library. Third and fourth grade students walked to the public library with their teachers and learned how to use the library to do research. There were three different sessions of the After School Drama Club. They practiced weekly and performed their plays for a large audience of classmates and families at the Swampscott High School Auditorium and the Swampscott Middle School Little Theater. Third and fourth grade students participated in the annual Scripps Spelling Bee. Each grade was able to participate in a field trip. First and second graders went to North Shore Music Theater to see a Curious George play. Third graders took a bus tour around Swampscott to visit historical sites. Fourth graders attended the Nahant Science Center. All fourth-grade students in the district attended a Project Adventure trip together at Gordon College. Students in third and fourth grade had two band and chorus concerts and students in first and second grade had a concert. These events were at the Swampscott Middle School Little Theater and Swampscott High School Auditorium in the evening. All students participated in a full day field day event in early June at Linscott Park. The moving on ceremony for the first “Stanley on Blaney” fourth grade class was at Linscott Park on June 14, 2023.

Stanley School PTO

The Stanley PTO hosted monthly Zoom meetings to discuss upcoming plans and events. They generously provided staff with a back-to-school lunch, a holiday luncheon and a teacher appreciation lunch. The PTO sponsored enrichment programs and school events and activities for students and organized room parents for each classroom. Prior to the start of school, the PTO's from all three schools organized a Popsicles in the Park event at Linscott Park. The outcome was tremendous. All three PTO's also organized a combined Trunk or Treat, trick or treating event in the parking lot of Swampscott High School. The PTO sponsored a number of wonderful enrichment events. Ryan Haack, author of the children's book "Different is Awesome," presented to Stanley students his program *Different Is Awesome! Acknowledging, Accepting and Celebrating What Makes Us Unique!* Mr. Haack spoke about being born missing his left arm below the elbow and how he's no stranger to feeling different. His goal is to help elementary students realize that we're *all* different and not only is that ok – it's awesome! Young Audiences of Massachusetts (YAMA) presented Native American Tales and Traditions. Robin Pease, a Mohawk descendant, visited Stanley in traditional regalia and took students on a journey through Native American culture. The program featured audience participation in the form of stories, songs, dance, and games. Students learned some Mohawk language and explored character education qualities and practices of the Native American people. The Stanley PTO, in collaboration with SPUR, delivered a workshop for students entitled, "*How to Become a Zero Waste Kid*". The hands-on workshop with guest speakers focused on why plastic is so damaging to our environment and how students can help transform plastic into new, useful items. Sheryl Faye visited Stanley to portray Helen Keller. She reenacted her full life from her discovery of language when she was seven years old and showed children how she spoke and read Braille. She also showed them her graduation from college and about writing of 12 books. The performance helped children understand and accept the different ways people do the same things. Mark Rothstein, a rope jumping world record holder, performed with an electrifying rope jumping exhibition that was coupled with positive, interactive character-building skits. The PTO worked with the Boosters organization to fundraise \$8,957 that will be used for future PTO events.

A Booster representative spent over a week at Stanley doing activities with students and promoting the fundraiser. The final event was a Dance Fit party for students to participate in. The PTO organized three sessions of after school program (ASP) classes that were instructed by Stanley staff and parents. A wide variety of programs were offered to students such as art classes, game clubs, sports and running clubs, drama clubs, Lego clubs, science classes and a juggling club. Many students signed up for these programs after school.

4th Grade Leaders

Stanley fourth grade leaders had bi-monthly meetings before school with Principal Huntley. They voted on spirit days and created posters for each day. We had two spirit weeks, one in January and one in March. The themes were as follows: student/staff swap day, animal day, anything but the back pack day, Big Blue day, fancy fashion Friday, camouflage, red, white and blue or military day, wacky hair day, inside out and backwards day, favorite sports jersey day, and capture the flag team day. Participation was great. Students and staff really enjoyed this. Fourth grade leaders organized a "Souper Bowl" themed food drive that continued after the first and second graders had a hundredth day of school food drive. The two drives yielded a tremendous amount of donations for the Anchor Food Pantry.

School Communications

The Stanley School Newsletter, called Stanley News and Curriculum Updates was sent home to families via email monthly and posted on the district website. This newsletter contains pertinent information from Principal Huntley and Stanley teachers. It includes building and staffing updates, health and wellness information, PTO news, important dates and reminders, grade level updates and pictures worth a thousand words. Email reminders, paper flyers, and scheduled robo-calls were sent to families as needed throughout the year.

Safety Updates

Stanley School held a fire drill as well as bus evacuation drill in the Fall. The purpose of fire drills is to expose students to the sound of the fire alarm and help them understand how to evacuate the building in a safe, orderly manner. The purpose of bus evacuation drills is to expose students to proper bus evacuation protocols in the event of an emergency.

The School Resource Police Officer, Brian Wilson, visited Stanley and spent time with students. His conversations with students and mere presence fostered positive relationships and a sense of security within the building.

Being in a new location, in advance, prior to the start of school, we planned for a rolling drop off and dismissal. We issued each family rear view mirror tags with a number printed on them. Each family was assigned a specific number. The students quickly learned their number and listened for it to be called at dismissal. Each day, a staff member went out a few minutes before dismissal and made note of the order of the numbers. The students were dismissed to the cafeteria/gym space and listened for their car number to be called. We also offered morning supervision on the playground, up to twenty minutes before the start of the school day to allow for a more staggered drop off and to alleviate traffic. Arrival and dismissal operations went smoothly. We were able to have most children dismissed safely and into their cars each day in less than fifteen minutes.

SWAMPSCOTT MIDDLE SCHOOL

English Language Arts:

During the middle school years, our English teachers encourage students to become independent and critical thinkers who can articulate their ideas both orally and in writing. It is our goal to give students numerous opportunities to become analytical individuals who can support their beliefs not only in conversation, but also in coherent, grammatically correct, detailed filled, research-based written pieces. By exposing students to the stories and poetry of



many classic, modern, and diverse writers, we hope to inspire adolescents to not only find pleasure in reading literature, but also recognize different points and views and varied experiences. In writing, the goal is to support students as they develop their own voice in their personal writing.

ELA – Grade 5:

Fifth grade English Language Arts and Reading are courses emphasizing reading and literature, written composition, grammar and usage, spelling, vocabulary, speaking and listening skills. The curriculum focuses on the essential question: “How do one’s character and values influence decision making in life?” With a focus on reading comprehension, students study selections from a variety of literary types: fiction, non-fiction, and poetry. Students write expository, descriptive, narrative, and persuasive writing pieces. In grammar, emphasis is placed on the eight parts of speech, sentence structure, correct usage and mechanics.

ELA – Grade 6:

Grade Six English encompasses the study of multicultural literature (short stories, novels, free verse poetry) to better understand commonalities among people of different cultures to strengthen personal values. The essential question that guides the course of study is: “How can we communicate effectively using oral and written language?” The emphasis of the course is on literary terminology, close reading analysis, persuasive composition, first-person narratives, an analytical essay, and several dialectical journals. The goal of the course is to encourage students to read between the lines of a text and then eventually beyond the lines to make meaningful connections. The rules for mechanics and grammar are explored, reviewed, and put into practice to help the students compose clear, concise, and complete pieces of writing.

ELA – Grade 7:

Seventh grade course emphasizes the study of literature, written composition, grammar and usage, vocabulary and diction, and communication skills. The essential question that guides the course of study is: "How does one's perspective influence their understanding of themselves and the world?" With a focus on reading comprehension, students read a variety of complex texts from different genres: fiction, non-fiction, memoir, and poetry. The study of literary devices and elements is central to this study of literature. Additionally, students write expository, descriptive, narrative, and persuasive compositions, and emphasis is placed on organization and thoughtful articulation of ideas. In grammar, students study the eight parts of speech, sentence structure, correct usage, and mechanics.

ELA – Grade 8:

The eighth grade English course enhances the students' communication skills, especially through writing, with emphasis on developing techniques in reading, analyzing, writing, speaking, and listening. Students integrate collaborative skills in discussion with peers about literature and exercise choice when selecting reading materials. The students' reading, comprehension, reasoning, and grammar skills are further developed by utilizing a variety of high-quality literary and informational texts which focus on the essential question: "What are the consequences of intolerance within a society?" The rules for mechanics and grammar are built on from previous years, reviewed, and put into practice with the intention of elevating skills in preparedness for higher-level learning in high school.

Thanks to a seasoned staff at the Middle School and solid preparation from our Elementary School teachers, our students continue to score well on state-mandated ELA assessment. Middle School children are given several opportunities to share their ELA skills in the community with poetry contest entries graciously arranged by Town of Swampscott organizations. Additionally, the department hopes to continue to foster a life-long love of reading by providing carefully chosen books by teachers and student-selected independent reading choices that present diverse perspectives to create more socially conscious global citizens.

World Language:

The World Languages Department applies the Massachusetts and National "5 C's" of Communication, Culture, Connections, Comparisons and Communities to present an introduction to French or Spanish at the middle school. It is an engaging approach that broadens student understanding of the world we live in by experiencing languages and cultures different from our own.

Students elect to take Spanish or French at the end of 6th grade after an exploratory introduction to each. All efforts are made to ensure that students can study their language of choice. It is not possible to switch languages between grades 7 and 8, though it may be possible to switch languages upon entering high school. Students successfully completing 7th and 8th grade Spanish or French at the middle school will be able to enter high school Spanish or French at the CP2 or Honors 2 level, depending on performance and teacher recommendation.

Grade 7 – French or Spanish: Full Year

The first year of a world language is an introduction to the fundamentals of the target language. Students will learn basic grammatical structures for forming the present tense and will practice basic vocabulary for classroom objects, family members, numbers, time, seasons and months, nationalities, sports, etc. Students also learn to ask and answer questions and express basic needs, wants and opinions. With the adoption of new world language frameworks in 2021, an increased focus has been placed on proficiency in the four areas of reading, listening, writing and speaking in the target language. During 7th grade, we focus on the first half of Descubre 1 in Spanish and Bien Dit in French. The second half of the textbook is completed in the 8th grade. While textbooks are used to guide content, there is an increasing emphasis on proficiency tasks in the language that take us outside the textbooks.

Grade 8 – French or Spanish: Full Year

8th Grade Spanish and French courses are a continuation of the 7th-grade program. While the primary goal of our units is to assist students in moving their skills in the 4 areas (listening, reading, writing and speaking) up the proficiency ladder (according to ACTFL language proficiency ratings), we use the topics in the second half of the Descubre 1 and Bien Dit textbooks to guide topics and vocabulary. In grade 8, students review their introductory work before learning new vocabulary and grammatical structures. Because it is important to understand the introductory concepts deeply before moving on to more complex tenses, an in-depth review is included which expands upon the information acquired in the 7th-grade year and allows students to extend this knowledge through projects and activities. In 8th grade there is an increased emphasis on oral proficiency and communication. Students build on their vocabulary and will be able to use vocabulary to talk about hobbies and pastimes, shopping, food, clothing, travel, and leisure activities. Upon completion of Spanish I or French I at the Middle School, 8th grade students will continue to Spanish II or French II as Freshmen at the High School.

Grade 6 – French and Spanish Exploratory Class 1 Rotation/24 days:

Through an exploratory introduction, 6th graders are given the opportunity to learn about the languages offered at SMS for the first time. This introduction to French and Spanish explores common expressions in each language, as well as important cultural elements of some countries where these languages are spoken. Students will be exposed to key strategies and skills to help facilitate language acquisition in their future world language classes. The opportunity to experience the two languages in 6th grade gives students a concrete understanding of the many similarities and differences between French and Spanish, and a solid foundation to confidently choose which language they would like to enroll in for 7th grade.

Mathematics:

The Math Department at SMS encourages students to become mathematical thinkers. It is our goal that students can compute and apply mathematics to a variety of situations. The teachers provide students with the mathematical knowledge they need to use in their everyday life and beyond. All grade levels adhere to the 2017 Massachusetts Curriculum Framework. To help students develop a full understanding of mathematical concepts, middle school teachers provide opportunities for students to apply their learning through various assessments. Besides the traditional methods of teaching mathematics through our main math program HMH's Into Math, project-based learning is incorporated throughout the grades. This allows our students to

demonstrate the critical thinking skills demanded by Common Core. In all grade levels, the Standards for Mathematical Practice complement the grade-level content standards.

Mathematics – Grade 5:

Grade 5 instruction focuses on four critical areas: (1) developing fluency with addition and subtraction of fractions and developing an understanding of multiplication and division of fractions; (2) develop fluency with multi-digit multiplication and division, operations with decimals, and extend division; (3) developing an understanding of volume and measurement systems; and (4) developing an understanding of the coordinate plane.

Mathematics – Grade 6:

Grade 6 instruction focuses on five critical areas: (1) solving problems using ratio and rate, (2) fluency in all 4 operations using integers and rational numbers, (3) using expressions and equations, (4) establish statistical thinking and understanding, and (5) in-depth reasoning about 2D and 3D geometric shapes. Students have applied their knowledge through some engaging projects including “A *Typical Saturday*” project where students used fraction, conversion, and data analysis skills.

Mathematics – Grade 7:

Grade 7 instruction focuses on four critical areas: (1) develop an understanding of proportional relationships, (2) linear equations and expressions involving rational numbers, (3) use scale to solve problems including two- and three-dimensional shapes, and (4) make inferences about populations based on samples.

Mathematics – Grade 8:

Grade 8 instruction focuses on three critical areas: (1) analyze linear equations and systems of linear equations, as well as create models of bivariate data, (2) understand functions, and (3) understand and apply the Pythagorean Theorem as well as analyzing two and three-dimensional figures. Students will be taking Algebra in Grade 9 at the high school.

Mathematics – Algebra:

Algebra instruction focuses on four critical areas: (1) deepen understanding of linear and exponential relationships, (2) solve and analyze quadratic functions, (3) extend the laws of exponents, and (4) apply linear models to data where appropriate. Students taking Algebra 1 this year have also been mastering the eighth-grade curriculum. Many of these students will be moving to Geometry Honors in High School. Some students have been recommended to repeat the Algebra course to gain a deeper understanding and a stronger foundation.

Enrichment/Special Education:

Most students in Grade 5 and 6 received Math Enrichment for 9 weeks while some students in grades 7 through 8 take Math Enrichment all-year to set a good foundation and encourage fluency in computation and reasoning skills. While a better foundation is set, they may also work on current grade-level concepts. Math Enrichment will also be seen in the math-based science enrichment classes. Each grade level has Inclusion math classrooms with one special education and one regular education teacher.

Clubs:

The Math Team is looking forward to gaining new students from all grade levels and continuing to another great year!

Professional Development:

Teachers in the math department have focused on technology integration and online tools receiving some new subscriptions to online services. Teachers continue their work of CSRP to create more opportunities for all students to show what they have learned in a way that is best for each student. The Department recently transitioned to a new Math program and new interactive classroom boards.

Social Studies:

Social Studies: Grade 5 - United States History to the Civil War and the Modern Civil Rights Movement:

Students in the 5th grade will travel back in time to focus on the early history of the United States. Building on their knowledge of North American geography and peoples, students learn about the history of the early colonies, the reasons for revolution, the Revolutionary War, and the formation, principles, and growth of the early Republic. Students will learn about the expansion of the United States, the growing sectional conflicts of the 19th century, slavery, the legacy of the Civil War, and the Civil Rights Movement of the mid-20th century.

Social Studies: Grade 6 - World Geography and Ancient Civilizations 1:

Grades 6 and 7 form a two-year sequence in which students study regions of the world by examining physical geography, nations in the region today, and selected ancient and classical societies. Students will begin their studies of complex societies of the past with human origins in the Neolithic and Paleolithic Eras. From there, students will focus on the Middle East and North Africa including the people of Mesopotamia, Ancient Israel, and the Egyptians. Students will then focus on the Sub-Saharan Empires of Ghana, Mali, Songhai, and Axum before heading east and covering civilizations in Central America, the Caribbean, and South America. Students will study the origins of three major world religions (Judaism, Christianity, Islam) and their connections from the ancient world to the present.

Social Studies: Grade 7 - World Geography and Ancient Civilizations 2:

Grade 7 continues the sequence from grade 6, studying the development of ancient and classical civilizations and the physical geography of Asia, Oceania, and Europe. Students will study significant ancient societies, empires, religions, and cultures in Central and South Asia Indus Valley civilization, the Gandhara Kingdom, Kushan Empire, Mauryan Empire, Gupta Empire, the empire of Alexander the Great, the Persian Empire, contacts with the Roman Empire and Chinese Empire, as well as cultures along the Silk Road. Students will cover the origins of the Ancient Greek and Roman Societies in Europe. Students will learn about dynasties in East Asia including ancient China, Japan, Korea, and the Mongolian Empire, the Ancient Khmer culture before moving on to study Oceania and the cultures of the Aborigine and Maori. Students will build upon their knowledge of world religions by studying Hinduism, Buddhism, Zoroastrianism, Confucianism, Taoism, and Shintoism.

Social Studies: Grade 8 - United States and Massachusetts Government and Civic Life -

Students study the roots and foundations of U.S. democracy, how and why it has developed over time and the role of individuals in maintaining a healthy democracy. Students will focus on the philosophical foundations of the US political system and the development and institutions of the US government. Students will learn the rights and responsibilities of citizens of the United States by studying the Constitution, Amendments, and selected decisions handed down by the Supreme Court to enhance their understanding of freedom of press and media literacy. Students will end the year with a focus on the structure of state and local governments within Massachusetts. This will be done by conducting a student-led civics project that asks students to apply civic knowledge, skills, and dispositions to engage with the process of creating social and political change in the community.

Science:

In the fifth grade, students learn how to make good observations, collect data and use data to support arguments. Students compare and contrast celestial bodies and make observations about the apparent change of the sun and moon's position over days, months and a year. Students learn about the water resources on Earth, discuss human impact on available water, and create models of the water cycle. Students observe properties of matter and that in phase changes matter is conserved. Finally, students create model ecosystems to observe the connections between resources and organisms in an environment, including the cycling of nutrients and energy.

In the sixth grade, students relate structure and function on micro and macro scales. Students learn about the complexity of the universe and model the Earth-sun-moon system to describe lunar phases and eclipses. Students analyze data to provide evidence that the Earth's plates have moved great distances over long periods of time and use the fossil record to show extinctions and changes in organisms over time. Students compare properties of mixtures and compounds, conduct experiments with density and observe endothermic and exothermic chemical reactions. They develop models of waves and make observations about the differences between light rays and mechanical waves. Students compare the life processes that takes place in the human body to those that take place within a cell.

In the seventh grade, students investigate systems and cycles with a focus on the interconnectedness of systems. Students research slow and rapid changes on the surface of the Earth and predict where future events will occur and how the earth's surface will change. They conduct tests with electricity and magnets to determine the effect of distance and magnitude of charges on the strength of the forces and apply this to build an electromagnetic crane. Students experiment to determine the rate of heat transfer with a variety of materials and apply their knowledge to create a structure to limit the transfer of thermal energy. Students expand their investigations to include energy transfer focusing on transfers between kinetic and potential energy. Students create models of energy and nutrient cycles within ecosystems and infer the consequence of changes in the number of resources. Finally, students identify ways that humans harm the environment and ways we can protect ecosystems and maintain biodiversity.

In the eighth grade, students explain the causes of complex phenomena in systems. Students model the Earth-sun-moon system to explain the cyclical pattern of seasons, orbital motion, and

tides. Students model the effect of convection on the movement of the Earth's plates as well as weather patterns. Students compare weather patterns in coastal areas to examine the effect of the ocean on the weather and climate of a region. Students observe matter interacting to categorize evidence of physical and chemical reactions and properties of compounds and mixtures. They use their knowledge of chemical reactions to explain how human activity has affected Earth due to the use of fossil fuels. Students compare and contrast the advantages and disadvantages of asexual and sexual reproduction. Students investigate the changes in a population over time due to factors like genetics, the environment, and natural selection.

STEM:

Students in the Technology and Engineering classes built catapults, mousetrap cars, rockets and worked on the underwater SeaPerch rovers. Students also learned about the engineering and design process and the costs and benefits of mass production in manufacturing.

In the Introduction to Robotics and Design class students learned basic principles of construction/programming of robots, fundamentals of Python programming applied to computer graphics, used CAD to create design and model objects and environments, and created interactive stories, games, and science models using Scratch.

In computers, students programmed animations using Scratch, learned about components of digital citizenship, created digital designs in Photoshop and explored Google applications.

Fine Arts:

Grade 5 - Students are formally introduced to the Elements of Art: line, shape, form, value, color, space, and texture. They will work to identify, define, and implement these seven elements into several final individual projects with many short classroom exercises given to practice these concepts using their own sketchbooks.

Grade 6 - Students build upon their knowledge of the seven Art Elements. Larger concepts of Color Theory and Color Value are emphasized in the final projects. Sketchbook exercises are still a daily occurrence, but the projects get longer and bigger in size. Several techniques for Optical Illusions are introduced as well as a three-dimensional paper sculpture.

Grade 7 - Once again, the sketchbooks are handed out and their notes are reviewed from the previous two years. and the projects get more technical. The One-Point Perspective drawing technique was introduced this year. Students will have a choice to design a final project that includes letters & numbers or an architectural scene.

Grade 8 - Two-Point Perspective is introduced and used to design a "Board Games" themed technical drawing. After reviewing prior knowledge of all seven elements, this final drawing is given extra time to prepare in class. Students will design with accuracy and incorporate all that has been learned in our art curriculum. The ability to identify "good composition" is highly enforced for all final projects at this level, which makes way for more long-term projects. Another 3-D sculpture from different mixed media that is in surplus will finish off the middle school art curriculum as a whole. This could be any form related to the Pop Art genre studied in class.

Each grade level is introduced to different artists and their individual art movements. The projects chosen display a variety of mediums depending on each individual artist, such as: cut paper, oil

pastel, acrylic paint, watercolor, plaster wrap, cardboard, and good old pen and ink. The chosen artists are Grant Wood, Roy Lichtenstein, Andy Warhol, MC Escher, Van Gogh, and Wayne Thiebaud.

Music: There were a lot of positive things going on in general music classes this year. Fifth graders reviewed the basic components of music. They composed, sang, improvised and played instruments. They used Incredibox and Chrome Music Lab to compose and arrange music. In sixth grade, students studied the instruments of the orchestra and examined some popular music in the United States. Seventh graders studied music from different regions of the world and studied West African drumming. There were some wonderful individual projects turned in by our 6th/7th grade general music students. Eighth graders studied storytelling through music and showed their learning by their performance of a class opera.

Chorus: The choruses this year were very excited to perform concerts without any Covid restrictions. We had quite a few students who had never sung before try chorus for the first time. We performed some challenging music in 1-4 voice parts. Four of our middle school chorus members participated in the Massachusetts Music Educators Northeastern Junior District Festival. Three middle school chorus members (and quite a few elementary singers) performed in the Northeast District Treble Choir. This was a great year of music making and we're looking forward to next year.

Wellness - Physical Education/Health: The goal of the Swampscott Middle School Physical Education Program was to teach students how to live a healthy lifestyle by developing and encouraging fitness activities that can be incorporated into the students' physical, social and cognitive development. This program fosters respectful relationships, teamwork, and sportsmanship.

Students were introduced to a variety of activities including cooperative games, volleyball, badminton, speedball, flag football, tennis, basketball, pickleball, ultimate frisbee, golf, and a fitness assessment including the Pacer run. The Pacer allows the students to compare their own previous performances to new performances and set goals going forward for personal growth and improvement.

Positive Social and Emotional skills are nurtured by working together towards a common goal. We encourage students to focus on responsibility, self-control, honesty, sportsmanship, cooperative learning, and safe play (how to keep yourself safe as well as others around you). Our goal is to create a safe and supportive learning environment for students to have opportunities to practice positive social interactions.

We expect to develop more consistency in the basic skills and rules being taught to provide each student with the opportunity to participate at their own level. We also encourage strategies and team play.

During Physical Education, students worked independently through one health assignment a week to gain an overview of social, physical and emotional health. Fifth graders focus on social health, working through topics such as friendships, empathy, bullying, and kindness. Fifth graders also touched on physical health, including hygiene and puberty. Puberty is the one lesson we do in person with our fifth grade. In sixth grade students continued to learn about social relationships,

focusing on analyzing the influences on their lives and how these influences might positively or negatively impact their health.

Seventh grade students practiced decision-making skills, gathering tools to make decisions based on their own values and beliefs, and not because of the pressures from their peers and friends. In 8th grade, students explore mental illness, explore mental illnesses, misconceptions about mental illness and how we can all do our part to break down stigma. Finally, eighth-grade students learned about healthy relationships, including the topic of consent as well as how to treat others with respect and kindness and without bias or hate.

Community Service:

Swampscott Middle School was able to provide candy donations this fall to the Swampscott Senior Center and to the Melrose Senior Center. A donation was made to Home Base in honor and support of our Veterans and to the Greater Boston Food Bank on behalf of the students at SMS. Our NJHS created a team for the Walk for My Brother's Table to help raise awareness and support My Brother's Table. In December we spearheaded a fundraising calendar raffle to benefit Toys for Local Children. SMS participated in a food drive this Spring that was sponsored by the US Postal Service to help Stamp out Hunger. In December and February, a clothing donation was made to the North Suburban Child and Family Rescue Network. We were also able to have a spring clothing drive to benefit Cradles to Crayons and made a large clothing donation to Goodwill to close out the year.

SWAMPSCOTT HIGH SCHOOL



SHS School Counseling Department

Overall student support: The counselors worked every day to provide overall student support for students on our caseloads (split by alphabet among the three school counselors). Counselors met with students in each grade level in small group seminars, one to two times in large group assemblies, for individual course selection meetings with every student, for individual post-secondary planning meetings, and anytime as needed. School Counselors also attended all IEP and 504 meetings for any students receiving those services. The student's School Counselor serves as a main support for the student and as a liaison to families; the School Counselor is the point person for any issue, challenge, or obstacle the student is facing. School Counselors are always available to students and families for additional support beyond planned meetings.

Staffing: This year the SHS Counseling Department had staffing changes for the first time in eight years. Emily Zotto moved to the middle school to serve as assistant principal, and we welcomed Julie O'Neil as a school counselor to our team. We could not be happier with Julie O'Neil joining our team. She brings experience, positive energy, and a willingness to learn the ins and outs of SHS. She immediately forged relationships with students and families and was an effective school counselor all year.

Rachel Sturma took on the department chair role and enjoyed learning all that goes into that position. Rachel is finishing her eighth year at SHS. Julie Mazzola, who is finishing her ninth year at SHS, continues to be a strong, valued, experienced voice on our team.

We look forward to having our new team set in place and are planning for an even stronger 23-24 school year.

School Counseling Seminars, Parent/Guardian Info Nights, Updated Website and Communication:

Counselors returned to a pre-Covid schedule of seeing all grades for in-person small group seminars and meetings this year. These seminars have grade-level curriculum specific to the needs of the student each year. The counselors worked closely with Dr. Bacon to align our seminars with the CCLR curriculum being delivered in monthly Learning Community blocks.

For **Grade 9** seminars, counselors met in small groups with 9th graders on November 14-15, 2022, to talk about their role as school counselors, share information about graduation requirements and credits, and help students begin to plan out their four-year path at SHS. They stressed to the students that the transcript they are building from grade 9-12 is what they will use when applying to colleges and talked with them about the importance of taking their academics seriously. Students joined their class's Counseling Google Classroom where counselors post updates/resources and joined Naviance, our online college/career planning tool. In Naviance, students began their resume, and took the Career Interest Profiler which matches them with careers that might suit their strengths and interests. Students also have access to the college planning section of Naviance even at the 9th grade level. While this is not a focus of the seminar, counselors are happy to work with students individually who want to get a head start on post-secondary planning.

The counselors hosted and recorded a 9th grade parent/guardian welcome on September 13, 2022, to welcome parents and share information about SHS and the counseling department.

In **Grade 10** seminars on February 13-14, 2023, counselors continued to focus on moving through the four-year academic plan, reviewing academic requirements, using Naviance for college and career planning activities, and beginning to focus on specific pieces to the college application process such as standardized testing. In Naviance, students completed the Strengths Explorer Assessment, which surveys students about their strengths and matches careers and college majors that align with them. SHS sponsored the Wednesday PSAT test administration on October 12, 2022, for all 10th and 11th graders so all students had equal access to this college planning tool. Students were given context ahead of time about the benefits of the PSAT during our Monday Learning Community "LC" time with their LC faculty advisor. After the PSAT score reports were available, students and families received resources about how to read their score reports and what should come next. On November 1, 2022, SHS offered a standardized testing information night with a trusted industry partner to all grades 9-12.

Grade 11 seminars took place December 19-22, 2022, and 11th Grade Parent/Guardian Information Night was a recorded Zoom on December 7, 2022. The link to the recording was sent to families the following day. In these events, counselors focus heavily on the post-secondary planning and college application process.

The motto of the counseling department is “embrace your path”, meaning that the counselors will support each student with whatever they want to do after SHS: four-year or two-year school, trade school/licensure program, employment, military, or a gap year. Because of the vast amount of information that needs to be shared, the bulk of the seminar focuses on college awareness and planning, however the counselors stress that they will meet with every student to develop an individualized post-secondary plan. The seminar starts with a big picture look at holistic admissions and what goes into an admissions decision, so students begin to understand all the factors that are considered. Important



admissions deadlines and dates are discussed so students can begin thinking about and planning their application timelines (i.e., early action/decision vs regular decision vs rolling admissions). Counselors walk students through how to use the Naviance college planning features, including researching schools based on personalized criteria, building a balanced list of schools based on GPA/test scores in comparison to SHS specific historical admissions data, and creating/updating their resume. Counselors cover the standardized testing process, timeline, and how to decide what test to take and when to take it. Counselors also met with junior students in a larger group setting in June 2023 to review important timelines, what to focus on during the summer, and to answer student questions and concerns.

Grade 12 Student/Parent/Guardian Information Night was a recorded Zoom held on September 12, 2022, and counselors followed up with individual student meetings with every senior. The slides and recordings were sent to students and families the following day for those who could not join the live seminar and for use as a planning tool. The presentation is very specific to the requirements of the college application process. The counselors break down the pieces of the process including all the websites and accounts needed, as well as the roles and responsibilities of the student, the parent, and the counselor, so it is clear who is responsible for what parts of the application. Embedded in the presentation are many tutorials and screencastify examples of how to accomplish certain tasks. Additional topics of focus are writing effective college essays, financial aid, and scholarships, and how to continue research. Students are required to set up a “senior meeting” appointment with their School Counselor to share their senior year goals and plans for post-graduation. Counselors provide input and feedback on college lists, make recommendations to maintain a balanced, appropriate, and achievable list of schools that include reach, target, and likely school choices. Many students have multiple meetings with their counselor as they go through the process, as some students require more assistance than others. Counselors are available to all students as much as needed for students to complete their applications. Counselors are also responsible for writing a “counselor evaluation”, otherwise known as a recommendation letter for every student on their caseloads.

Parent/Guardian Info Nights - In partnership with the work we do with students during the school day, counselors offer an evening opportunity for parents of each grade level to hear the same information being presented to their students. Every Zoom presentation we present is recorded and sent out to all parents/guardians following the event so people have access to the information

even if they missed the live presentation. All these presentations are also posted to our counseling website for easy accessibility.

Presentations to parents/guardians:

[Grade 9: September](#)

[Grade 10: February](#)

[Grade 11: December](#)

[Grade 12: September](#)

Counseling website - The counselors spent this year updating the [SHS Counseling website](#) to serve as a go-to resource for students and their families. In this website, families can find every presentation given to students/families this year including the slides as well as the recorded presentation, as well as a host of links and resources about testing, post-secondary planning, college applications, vocational training, and much more. We will continue to focus on the development and improvement of the website in 23-24.

Further communication - In addition to updating the website, the counseling department sent many **email blasts** with pertinent information to students and their families. Topics shared include information on careers, college exploration and programming, college fairs, scholarships, mental health services, Armed Services events, free resources, exam study tips, financial aid, scholarships, standardized testing preparation, and counselor presentation follow up (just some examples!). These emails are always translated into multiple languages before being sent out. We look forward to the new program coming this year to streamline communication to families.

Student Successes, Scholarships, Testing:

For detailed information about student successes and testing scores, please see the [June 2023 School Committee report](#).

Based on the Class of 2023 student survey, 93% of students are continuing their education after high school. This includes 86% going onto four-year schools, 3% going onto two-year schools (community colleges), and 4% pursuing vocational training/schooling. Our four-year college averages are trending back to what they were pre-Covid, which was in the mid-80s for percentages. Our vocational training numbers are increasing in part due to our partnership with ENSATS and the Innovation Pathways programs at SHS.

Lisa Brown, serving as the scholarship coordinator, facilitated the awarding of **69 scholarships** specifically designated to SHS seniors. The process is now totally online for both donors and student applications. The total amount awarded from these scholarships was \$196,950. These scholarships were announced at graduation.



Thanks to funding from the district, we offered the **PSAT** to all 10th and 11th graders in October 2022 during the school day. This provides equitable access for all students to practice for the SAT exam, which can be an important part of their college application. We are currently planning to administer the PSAT again in October 2023. For further details about **SAT, ACT, and AP tests and scores**, please see the [school committee report](#). While the school committee

reported details info from 21-22, please note that in 22-23, Lisa Brown coordinated, and we administered 445 AP exams to 191 students (an increase from 411 AP exams to 182 students in 21-22).

CCLR Curriculum: In partnership with the Counseling Department, the SHS Learning Community teachers delivered a CCLR (College, Career, and Life Readiness) curriculum during Learning Community times about once a month throughout the year. These lessons were developed by Dr. Bacon and a small committee of teachers and counselors last June 2022. The purpose of these lessons is to enhance and further develop the work the school counselors are doing with the students regarding career exploration, interest inventories, resume development, and post-secondary planning including the college application process, vocational programs, military information, and entering the workforce. Dr. Bacon formed another committee in June 2023 and the curriculum is being further developed and strengthened for a rollout in 23-24.

ENSATS and Innovation Pathways:

ENSATS - This year marked the graduation of our first cohort of students from the ENSATS Partnership. Two graduating students in the Class 2023 participated in the two-year partnership, one studying to be an electrician and one studying to be an automotive technician. Our Class of 2024 cohort of five students just completed their first year and are studying health assisting, advanced manufacturing, and auto collision repair. Our Class 2025 cohort of three students will be beginning their partnership in 23-24. They will be studying health assisting and construction/craft labor.

Innovation Pathways - Our Innovation Pathways program is thriving and growing. Our **Advanced Manufacturing Innovation Pathway** just finished its second year with two cohorts of students engaged in the program and the courses. As we enter 23-24, the third year of the AM pathway, our first cohort of students will be taking our most advanced AM courses as well as going out on an internship, and we will welcome a third cohort to begin the program. Our new career counselor Danielle Barry came on board in spring 2023 and she is helping to develop partnerships with businesses for internship placements. All five sections of Advanced Manufacturing I courses in 23-24 are fully enrolled (cap of 16 in each section for safety reasons) with a waitlist.

This year we also focused on developing the **Business and Finance Innovation Pathway** to prepare for its launch in 23-24. The B&F IP team wrote the grants necessary to secure the funding to get this pathway off the ground. The Intro to Business course is a newly developed course specifically due to the pathway and that course is fully enrolled with three sections of 26 students.

The **Information Technology Innovation Pathway**, slated to rollout in 24-25, is starting to take shape. A group of staff came together this year to form the IT IP team and monthly meetings were held to develop courses, course sequence, and curriculum. In this coming year 23-24 the grant writing will take place as well as further program development.

SBIRT/Mental Health screening: The school counselors and adjustment counselor administered the SBIRT screening to all 9th graders to talk with them about substance use. This was done over two days, January 9-10, 2023, and then the data was submitted to the state.

All school counselors, adjustment counselors, and school psychologists administered a mental health screening to grades 10 and 11 in March 2023. Each grade level was screened in one day with counselors following up with students that day and the next to provide further support and resources. Craig Harris presented data from the screening.

English

SHS English teachers revised curriculum materials using the newly created Culturally Responsive Teaching Rubric and after collaborative reflection, introduced several new, diverse, and inclusive authors. ELA Curriculum maps were completed for 9-12 classes, and aligned with MA Frameworks, and Common Core College and Career Readiness in reading, writing, speaking and listening. All 9-12 students practiced writing for audience and purpose in a variety of forms: expository; persuasive; analytical, and narrative. Students demonstrated their understanding through writing, art, speaking, creative projects, and media. Multiple classrooms were supported by a co-teaching model of both an English teacher and a Support Services/Special Education teacher. At its highest enrollment, there were 19 multilingual learner students at SHS this year. Four seniors graduated and a fifth will be continuing his English language education at North Shore Community College this summer. SHS' multilingual learners participated in 2 after school sports, 2 clubs and 2 were LC representatives for their homerooms. Multilingual learners progressed in English language acquisition, in addition to their native languages of Urdu, Spanish, Portuguese, Arabic, Dari, French, Ukrainian and Russian. Three junior AP Language and Composition courses and two AP Literature classes were offered. Additional ELA Enrichment blocks were offered to support reading and writing skills across content. In addition to media literacy electives, the department offered Journalism, Public Speaking; Mindfulness; Graphic Novel, and Creative Writing.

The end of the year awards ceremony celebrated students for a variety of achievements connected to the Vision of the Graduate core competencies, including academic excellence, growth mindset, creative writing and more. The department celebrated one another's life experiences: new co-teachers; babies, and retirement. We wish Tom Reid, veteran media literacy teacher, a happy and healthy retirement and thank him for his years and dedication to the SHS community. At the same time, we welcome back veteran teacher Lisa Green as a full-time English teacher for the upcoming school year 23-24.

To end the year, the department invited Copper Dog Books to encourage summer reading: Copper Dog Books, an inclusive, independent woman-owned bookstore in Beverly, MA brought fiction, non-fiction, and graphic novels for a Book Fair in the LIT Center. Students were excited and purchased \$1800 in texts. The high school gave 35 free book vouchers to students, to ensure equity and access to reading! The SHS English Department encourages students to explore their independence as readers and to build interest and fluency by reading choice texts over the summer. (AP courses communicate summer reading expectations according to curriculum, but no other English courses require summer reading assessments)

Mathematics

Our students continue to push themselves in mathematics. This year, sixty-six students doubled up in math. Forty-four students enrolled in Algebra II and Geometry; nineteen enrolled in AP Statistics and Calculus and three enrolled in Precalculus and AP Statistics.

We ran two new electives this year - Introduction to Computer Science (total of 24 students) and Data Science (total of 26 students). Next year we will be running AP Computer Science A for the first time.

AP Exams - Thirty-eight students took the AP Calculus AB exam, and nineteen students took the AP Statistics exam.

We once again administered the American Mathematics Competition Exam (AMC). Twenty-eight of our top math students took the rigorous exam. 15 took the AMC 12 exam, and 13 took the AMC 10 exam. One student qualified for round two and took the AIME exam in February. There was a total of seven co-taught courses in math, with 2 co-taught sections in Algebra I, 1 in Data Analysis and Modeling, 2 in Algebra II, 2 in Geometry. We offered 30 sections of Math Enrichment under Allison Blass as part of a grant. Seventy-seven students struggling with their current math classes received additional one-on-one support in a smaller setting.

Curriculum: We continued mapping curriculum for Intro to Calculus, Introduction to Computer Science (updated elective), and started the mapping for Data Analysis and Modeling (new elective)

Technology: All teachers used Google Classroom to post lessons, assignments and communicate with students. Some teachers used screencastify to record videos, EdPuzzle to assign video lessons, Jamboards, Padlet and other virtual whiteboards, CODAP, Desmos and Geogebra. Several teachers also used Khan Academy to provide students with online practice resources.

Math teachers completed the following professional development and graduate courses:

- Culturally Responsive Teaching Practices
- Complex Analysis
- Special Education Law
- Methods of Teaching Mathematics
- Sheltered English Immersion Teaching Techniques
- Dismantling Racism in Mathematics Instruction: Designing a Culturally Sustaining Classroom Space
- CORE Training Fall 22
- Motivating and Engaging Middle and High School Students
- Strategies and Tools for Supporting English Language Learners
- Applications of Algebra 1
- Innovative Perspectives in Teaching Mathematics

The Math Team competed under the leadership of Mr. Trask. After a slow start to the season, the SHS Math Team finished in second place in the division, taking first place in the last two meets of the season. Rafael Pashkov was the leading scorer in all five meets SHS competed in and was the #50 scorer in the state despite missing an entire meet. The team looks poised to come back even stronger under captains Rafa Pashkov and Aileen Cornwall-Brady.

Celebrations:

We welcomed Mr. Trask to our Department. In addition to his teaching load, he also took on the roles of Math Team coach and Chess Team coach. SHS's eSports Team, under the coaching of Ms. Monteiro, won the MSAA Smash Bros Ultimate Fall '22 and Spring '23 Championships in consecutive undefeated seasons.

Science

- We welcomed a new Biology teacher, Ben Ford to the department. Ben very quickly settled into his role and became a valuable member of our science team.
- We offered our Anatomy and Physiology classes as full-year electives at both the Honors and ACP levels. Student interest was such that we had 4 sections total (two of each level)
- Our full Science Fair resumed after a COVID hiatus. Nearly 50 projects were presented from the Honors Chemistry and Honors Physics classes. First Place in this year's fair was claimed by Cece O'Connor and Brian Sheckhel with their project *How Does Pickling Fruits Affect their Nitrate Concentration?*
- We offered a new Astronomy & Space Exploration Technology course - filling two sections. In addition to the "typical" astronomy topics, students learned about space mission design and rocket design. All students designed, built, and flew model rockets - most successfully too.
- The SHS Currents First Robotics Team had another strongly competitive season, placing first in the Northeast district event and with a strong showing in the Greater Boston regional event. The team also had a record high number of girls participating (7/22 members)
- The Girls in STEM club's enrollment grew and we are excited to continue this new program.

Wellness

Following some isolating and emotionally trying Covid times, we truly feel that now, more than ever, our students **need** Wellness Education. We truly believe that our courses are essential in providing information and experiences that can help our students navigate not only their teenage years, but also their adult lives.

WELLNESS MONTH:

In March, our department also helped lead Swampscott High School's first Wellness Month. Each week we highlighted a different topic starting with nutrition, followed by mental health, vape and smoking prevention, and physical health. Some of the highlights for our students included our faculty kick off performance, visits from our therapy animals including Sora and Friends & a donkey and horse from "Minis with a Mission", our school wide physical activity session, a weekly Kahoot challenge and the free healthy snacks provided by our cafeteria staff. After receiving lots of positive feedback, we hope to make Wellness Month a yearly tradition.

PHYSICAL EDUCATION:

In physical education, students learned about the importance of maintaining a healthy level of health-related physical fitness throughout their lifetime. Our curriculum focused on helping students experience the power of movement, understanding its role in stress release, brain stimulation, confidence building, enhancing fitness, mood elevation, social skill building, and enhancing quality of life. Throughout the term, students were taught how to design personal

workouts that included all components of health fitness. Additionally, they were taught training principles that help students enhance their fitness levels, prevent injuries, and account for individual abilities and interests.



By the time they leave SHS, we are confident that they will have the knowledge and skills to serve as their own personal trainers through all stages of life. In our semester 1, end of term survey, 71% of our students said they would be more likely to take part in a weight training program and 35% more likely to play pickleball because of their exposure in our Foundations

of Fitness Physical Education Course. Our curriculum also placed extra emphasis on developing social skills and encouraging positive social interactions. We were happy to learn that by the end of one semester of physical education, 96% of our 9th grade students reported that they had made either a new friend or strengthened their relationships with their peers, because of our course. Furthermore, 54% of students reported the benefit of stress release and 62% reported enhanced brain function because of having physical education during the school day. Additionally, this past spring, all Foundation of Fitness II students were taught the basic skills and techniques for performing CPR, choking care and AED use. Eight-three students chose to participate in further training and earned an American Heart Association CPR/AED certification. Lastly, we wanted to mention the success of two electives in physical education this year: Strength and Conditioning & Physical Education Leadership Program. Strength and Conditioning was a huge hit among our students and allowed them to take their personal training skills to the next level. We are looking forward to offering it multiple quarters next year. In the leadership program, we had one of our best groups of student role models this year, where they truly understood the importance of being a leader in our school.

HEALTH EDUCATION:

This year in health education, students strengthened their skills to safely navigate their teenage years. Freshman level classes learned about many aspects that can directly impact their daily lives, including the traits of unhealthy and healthy relationships, the multidimensions of total wellness, substance abuse/use prevention, and breaking the stigmas that surround mental health. Junior level classes had a more complex approach to the aforementioned topics and explored the impacts of human disease and the various components to consent. Both class levels had the opportunity to take part in two great conversations with outside resources. The YWCA North Shore Rape Crisis came in to talk about healthy vs un-healthy relationships and consent. We also had a visit from The NAN Project, a local organization with a mission to raise mental health awareness and suicide prevention. The NAN Project uses a peer-to-peer model, where young

adults with personal experiences with mental health challenges share their stories, concluding with information about the resources that were able to provide them with the support they needed. For this school year, we had an addition to outside resources, Renfrew located in Boston came in to present on healthy eating and eating disorders. This was a great addition and provides students with an outside local resource. As students completed Contemporary Adolescence I and II, they were asked to fill out a feedback survey. Within that survey, 90% of students surveyed identified that they now know how to help a friend who may be showing signs of struggle, 95% of students surveyed identified they are better able to identify possible risks or consequences that may come with certain decisions, 100% of students surveyed felt they were given valid outside resources to enhance their overall health, and 100% of students surveyed felt they were better able to identify the influence of family, peers, culture, media, technology, and other factors on health behaviors. Overall, our courses provided our students with knowledge, skills, and experiences that can help them lead more successful and happy lives.

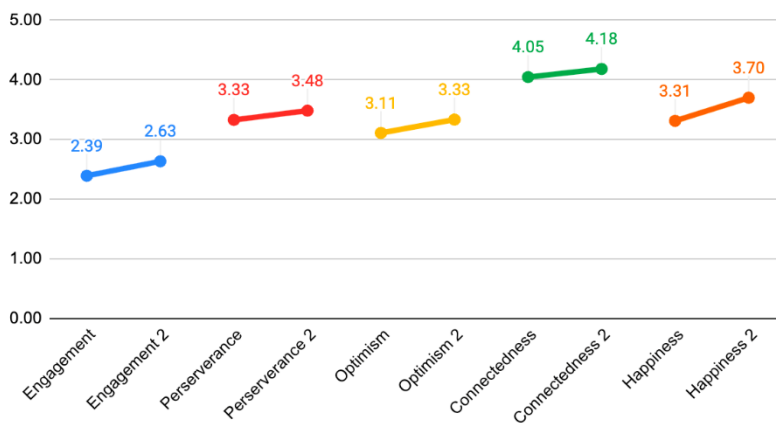


Mindfulness Education:

This year our Mindfulness Education program really took off after a Covid hiatus. We ran a Mindfulness class each term. Forty-two students were enrolled in Mindfulness this year, spanning all four years (freshman, sophomore, junior, and senior) of high school. The success of this program is evident, as more than 60 students have registered for the class in the coming 2023-2024 school year. We will still run two sections: one in the fall semester, and one in the spring semester.

The class continues to build on the curricular foundations of Mindful Schools, the Mindfulness in Schools Project .b program, and the Yale University “Happiness and the Good Life” curriculum.. The focus is also on both the western and eastern approaches to Mindfulness, so there is a good blend of pedagogy and Mindfulness philosophy. Our Mindfulness Education class also features a modest amount of scientific research, and brain science.

EPOCH Class Average



Each term, students take a pre- and post-course EPOCH survey. The survey is optional, and anonymous, and measures five key areas of Social Emotional Health: Engagement, Perseverance, Optimism, Connectedness, and Happiness. Below is a quick snapshot of 2nd Semester, and the improvement in all key

measures.

Comments from students this year have been excellent. A sampling of student comments:

- “Mindfulness has greatly impacted my life because it has given a new perspective on life, a new way to calm my emotions and translate them into something else.”
- “Practicing gratitude on a regular basis made me look for all the wonderful things in my life and a little light even when everything seemed dark.”
- “I also have improved my stress management tremendously because of Mindfulness.”
- “I knew that as soon as I stepped into this room, everything outside of it was gone and no longer important. “
- “During mindfulness I have learned to be in the present rather than worrying about anything else other than where I am in that moment. There is nothing worrying can do about the past or the future as it is out of my control.”
- “Mindfulness has positively impacted my life by making me realize the importance of focusing on the now: where I am, who I am with, what I am doing, etc. This process has helped me help myself”.
- “This class has actually had an impact on the way I think. I was not expecting it to affect me like it has. For me, the biggest lesson I learned from this experience is to show more gratitude for the little things”
- “The process of keeping a gratitude journal has positively impacted my life because I have been able to keep a balance with the things that I may be struggling with. For example, if I got a lower grade on a test that I was confident about, being grateful for so many other smaller things could help me remain balanced in my emotions.”

We are looking forward to continued success and growth of our Mindfulness Education program, as it is now becoming a key element of our school-wide culture.

Social Studies

The Social Studies Department continues to engage with students helping them develop critical thinking, historical reasoning and analytical skills, as well as improving their writing skills. As always, we emphasize the importance of making connections between the past and current events, and this has been especially important in helping students to better understand and navigate the challenges of life.

AP Course were heavily attended this year, and all will be offered in 2023-24:

- AP US History
- AP European History
- AP Psychology
- AP Art History

We will also be offering the following electives at both the Advanced College Prep and Honors levels:

- Introduction to U.S. Government
- International Relations

We are fortunate to be welcoming Brian Kirkland back to SHS after a year at Swampscott Middle School. In addition, we are bringing on a new teacher, Leah Schwartz, with whom we are looking forward to working and collaborating with.

Fine and Practical Arts

Business - Ms. Comparato & Mr. Parachojuk

The class of 2024 had the opportunity to participate in the Credit for Life Fair sponsored by the Institution for Savings. Ninety-four students chose to attend the fair. The Credit for Life Fair is an event held at Masconomet Regional High School with a total of about 1000 juniors from 13 area high schools. At the event, students simulate the life of a college graduate by visiting booths to make financial decisions for housing, transportation, utilities, clothing, food, health insurance and other reality-based decisions, staying within their budget.



This school year brought a high level of success and achievement for DECA students. We had 110 students compete at the District Conference event with 26 of those students competing in the State competition. We had impressive results at the State Conference with 7 students receiving a top 10 finish and three students qualifying to compete at the International Conference. One of those students was able to place in the top 20 internationally in his category at the International Conference in Florida which is a very difficult achievement (with over 200 winning students as competition in his category).

Visual Arts - Mrs. Impeartrice & Mr. Townsend

Visual Arts ran a full range of courses this year including Studio Art, 3D Studio Art, Advanced 3D Art & Design, Ceramics I, Ceramics II, Photography I, Digital Art, Printmaking, Mixed Media, and AP Design. We officially launched our new Digital Arts course this year with multiple sections filled. In December, at the end of the fall semester we held our Winter 2022 art show. Our Spring 2023 art show was held in May; Both shows were a success with dozens of students, parents, and community members showing up for each of the showcases.

In February, photographs from six students were selected and submitted to a community-based Photography exhibition, "Through the Student's Lens". The show was organized by Larry Dunn, a professional local photographer, and hosted/sponsored by the Marblehead Arts Association. Work was on display from March 4 - April 16th. Those students were: *Gillian Jacobs; Avery Swartz; Sophia Potter; Sofiya Kozlova; Emma Dahlberg; Sydney Carroll. Additionally, two of these

students sold work and had their photographs purchased from viewers in the gallery; Those students were Gillian Jacobs and Sofiya Kozlova.

Ceramics II and Advanced 3D Art & Design students created bowls during the spring semester that will be donated to the local charity organization My Brother's Table in Lynn for an "Empty Bowls" charity event. Students crafted a total of 20 bowls for donation and will be bringing their work over to the site, ahead of their fundraising event in July.

Media Arts - Mr. Douillette

Swampscott TV - Community Media Production and Distribution

As part of our effort to improve recycling efforts in the school and town, the class further developed a relationship with the Solid Waste Advisory Committee and with REPUBLIC sanitation. Representatives from REPUBLIC visited the class, and we followed up with a field trip to the recycling plant in Peabody on Route 1. Those PSAs are still in production and will be posted by the end of the school year.

In addition, the class developed several projects for the school and town including:

- Series of Talk Shows with SHS English Language Learners
- [Further developed Club webpage](#)
- [Electives Website](#)
- Pilot of Digital Sign in Cafeteria
- [Recycling TikTok Channel](#)
- Medical Emergency Video for Swampscott High School
- Coyote Hazing PSA for Swampscott Police Department

Big Blue News - TV Studio Production

[Big Blue News](#) shifted to all LIVE and produced 11 episodes in one year. This is the most we have ever done. I revised my curriculum which allowed the 2nd semester to produce 7 of the 11 episodes. Each episode included a remote live segment which challenged the students to introduce communication and timing that we had yet to bring into the show. Also, with the upgrade to the studio with a new production switcher and new HD cameras, we experimented with virtual sets, allowing us to free up crew for other production elements.

Digital Film Production

The 27 DFP 1 students demonstrated excellent understanding of the concepts of cinematography and presentation. 23 films were produced in the two sections. We held a successful screening in the TV Studio during semester 1, with a full house of families and friends. The Semester 2 screening is scheduled for June 13th.

16 DFP 2 and 3 students participated this year, many of them indicating an interest in continuing with Media Arts Lab in the Fall.

Media Arts Lab

Our 12 honors level students produced and mentored in all of the Media Arts Classes. Some highlights include:

- Andrew Lagerquist - Produced a talk show celebrating the career of Tom Reid
- Dawson DiBarri - continued his work as announcer for the Big Blue athletics while producing a research video on David Ortiz
- Aidan Fitzpatrick produced 3 episodes of his Behind the Blue podcast.
- Ivy Buonanduci - her film Suffocation Generation was accepted into the Do It Your Damn Self!! Youth Film Fest
- Joshua Ceballos producing a Medical Emergency PSA for the high school administration

Advisory / Learning Community / X-Mic

My advisory has become the group that produces X-Mic, which grew out of the community building theme of the 2022 School Year. X-mic is still in its growing stage, and my advisees worked tirelessly with the administration this year to try and align with all of the administrative needs, while giving students the opportunity to perform for each other and celebrate each others' talents and offerings. During the 2023 School year we produced **9 X-mics**. My advisory managed all of the bookings, and other students who are not in my advisory helped with the technical aspects of the show. Although x-mic is not a required or even contractual duty of mine, I see it becoming an important part of the high school community. It gives the advisees the chance to practice communication, negotiation, responsibility, and time management. And it gives the entire school something to look forward to during the day that is a break from the intensity of their academics. It also allows us to train the students on how to be positive audience members.

Big Blue TV Crew

The Big Blue TV Crew continued to cover the school arts and athletics events, and the various town meetings and events. The students become town employees and are paid minimum wage through the PEG funds. Ethan Runstadler, SHS'19, has continued to thrive as the Sports Production Manager. He became the full-time job as the Assistant Cable TV Coordinator for the Town of Swampscott beginning July 1, 2022.

STUDENT STATS

- Crew Members 28
- Shifts Worked 372
- Wages Earned \$12,315

YouTube Channel Statistics (7/1/22 - 6/4/23)

Channel	Prior Year Views	Current Year Views	New Subscribers	Total
Swampscott Public Schools	15,343	16,000	85	493
Swampscott High School	5,567	6,200	29	351
Big Blue Athletics	37,339	33,300	194	701
TOTALS		55,500	308	1,545

Music/Theater - Mr. Pearse and Mr. Rovi

Performing Arts courses offered for the 2022-2023 school year were Concert/Marching Band, Mixed Chorus, Piano Lab, AP Music Theory, Design for the Stage, Introduction to Drumming, History of Rock, Guitar, and Music Technology. Extracurricular offerings included North Shore Voices, Drama Club, Jazz Band, Percussion Ensemble, and Woodwind Ensemble.

The Swampscott High School Band and Jazz Band performed in four concerts throughout the year, including the SMS/SHS Band Concert on May 31st, 2023. This concert concluded with a performance of Bandroom Rock by 102 students playing at the same time! The Percussion Ensemble and Woodwind Ensemble also performed in two of the four concerts. During each concert, different senior class members were featured as soloists with the entire band. The concert and jazz bands performed four mini concerts for the middle school as well as the Hadley elementary school and the Johnson school in Nahant during the month of December. The students loved spreading some holiday cheer to the younger students.

The marching band performed at each home football game this year as well as marched in the annual Memorial Day Parade in Nahant.

The Swampscott High School Chorus and North Shore Voices gave major performances in December and May, in conjunction with Band and other SHS instrumental ensembles. In March they also performed with Salem and Marblehead Choral groups in the twenty-first ***Together in Harmony*** concert, hosted by Superintendent Pamela Angelakis. In addition, Chorus performed for the Senior Center Men’s luncheon and the Black History Month Celebration at First Church in Swampscott. Concerts in the district included a performance for the eighth-grade class at Swampscott Middle School, and



performances at all three Elementary schools. The chorus capped off the year with an a capella performance of *When the Light of Morning Breaks* for the graduating class of 2023.

Chorus members Sydney McCoy and Joshua Shilo auditioned for, and were accepted into, the Northeast Senior District Music Festival. Both singers also received All State recommendations. Band and Chorus students took a trip to New York City, participating in workshops, seeing the sites, and attending performances of *Hamilton* and *Little Shop of Horrors*. Drama Club presented an evening of one act plays by Christopher Durang in late October. Two of the plays were taken to the Massachusetts Educational Theater Festival, with SHS Drama advancing through three competition rounds to the state finals. A cast and crew of thirty-one presented this year's spring musical, **CABARET** on May 4th, 5th, and 6th.

Swampscott Summer Theater, a musical theater program for students entering grades three through nine, celebrates its 21st anniversary this year with a production of *Matilda Jr.*, August 3rd at 11:30 a.m. in the SHS auditorium.

SHS Library and Innovation Center

During the 2022-2023 school year, the Innovation Help Desk had 18 student workers (aka Tech Ninjas) and 1 Discovery Point Intern. All students and interns are trained on how to repair chromebooks and iPads for the district 1:1 program, set up computers, troubleshoot IT issues as well as how to run all the technology in the new Innovation Lab. From September 1, 2022 - May 5, 2023, the student help desk has resolved 335 "tickets" for broken devices or issues with the 1:1 machines in the district.

The Innovation Lab (I Lab) opened this year. The following items are available to student and teacher use: Podcasting station, 3D printer, sewing machine with embroidery, laminating machines, 3D pen, interactive panel, green screen with lights, Cricut Machine, various quick build materials, light board, poster board, markers, modeling clay.

The Podcasting Station has been very successful this year. Students are trained on the equipment and editing software. We have a student "channel", The Wulfy Pack with 15 episodes, a new Financial Literacy channel with 10 episodes to date and many students exploring the use of the equipment.

Partnership with the Advanced Manufacturing program - we have trained 2 of our Help Desk Ninjas to service and repair 3D printers from the AM program. We regularly service machines and send them back to AM.

Library update:

- Over 100 new titles were added to the collection this year. 120 books checked out by students.

The use of the library has increased this year. Here is some data from this year (as of May 2023):

- 120 classroom visits with teachers facilitating their class in the various spaces in the library
- 58 direct lessons taught by Library Media Specialist
- average of 40 students per day use the library during their direct study

Other users that book the library for meetings:

- METCO SOCA meetings are regularly scheduled on Wednesdays during X Block
- Student Outdoor Adventure and Environmental Club are regularly schedule on Tuesdays during X Block
- Student Council meetings are scheduled monthly during X Block
- Student run Python Boot Camp training Thursdays during X Block
- Girls in STEM Career Talk with a researcher from U Texas via Zoom
- 2 Career talks with Alumni guest speakers: being a Pilot and working for an Environmental Non-Profit
- SHS Building Leadership Team meets bimonthly in the library after school
- District Mentor Meetings are held in the library after school monthly
- District CORE meetings
- District School Building Committee meets monthly, utilizing the Zoom Room technology
- Driver's Ed classes and parent informational meetings
- IT Teacher Training: onboarding new staff, technology training
- MCAS, PSATand AP testing
- ADL training
- District Building Team meetings, furniture viewing
- IEP meetings

Advanced Manufacturing and Design

The Innovation Pathways Advanced Manufacturing had continued success during the 2022-2023 school year. Three technical courses were offered this year including Advanced Manufacturing and Design 1, 2, and 3. A total of 39 students have enrolled in the Innovation Pathway and another 17 upcoming freshmen have expressed interest. We secured another implementation grant which allowed for more consumable material purchases, field trip opportunities, and curriculum development.

Innovation Pathways students participated in field trips to GE Aviation and Lynn Manufacturing. Students also had the opportunity to meet with the owner of the product design firm Motiv, Paul Metaxatos. These field trips and guest speaker events offered students insight into careers and opportunities in the manufacturing field.

Students participated in several hands-on, project-based learning lessons and activities that enhanced students' skills in the areas of manufacturing, design, engineering, and construction. Signs for the school store, theater props, exercise equipment, and learning aids were just some of the projects that students designed and built for the school community. A group of students also collaborated with the Senior Center to design puzzles and games specifically for seniors with disabilities. Among the different projects students also work on independent projects such as fishing lures, mailboxes, shelves, cutting boards, 3d printed toys, drink coasters, cutting boards, and more.

Students in Advanced Manufacturing and Design 3 completed an OSHA 10 General Safety course.

The manufacturing shop continued to improve in both machinery and safety. The ShopBot CNC was installed and operating allowing for students to design projects using industry standard equipment. The overhead dust collection was repaired and reputed, allowing for every machine to be hooked up to the proper ventilation. The spray/finish room is operating and in working condition. Shelves and storage systems were built and installed by students to create a more efficient manufacturing shop layout. All machines were installed and maintained with appropriate safety guards: CNC machine, Laser Cutter/Engraver, 3d Printers, drill press, band saw, scroll saw, belt/disc sander, router table, chop saw, and several hand tools.

Links: [Advanced Manufacturing Website](#)

World Language

CURRICULUM

- MAPPING - Throughout the 2022-2023 year, the World Language department has improved our current maps, rewording our learning goals and linking assessments and lessons to each unit. We have also solidified the maps for our 3 newer courses: Advanced Spanish and Cultures, 100 Years of French Film and Spanish for Heritage Speakers
- RESEARCH - In anticipation of selecting a new curriculum for the 2024-25 school year, the World Language Department (7-12) piloted the proficiency based curriculum VOCES. We also investigated 2 different curriculums for our Spanish for Heritage Speakers and Extempore Language Lab software. Wayside publishers offer a curriculum that we plan to pilot for a semester of the 2023-24 school year. Three different curriculums were analyzed for our new course: Spanish for Heritage Speakers.

PROFESSIONAL DEVELOPMENT:

- Through the DESE grant, both the World Language and ELL departments district wide completed a Virtual training led by **Joshua Cabral** to strengthen teaching practices that encourage stronger communication in the target language and lead to students moving up the proficiency level. The three major topics of the training were: Teaching Grammar as a Concept in Context, Language and Culture: The Path to Global Citizenship and Authentic Learning with the ACTFL Core Practices. We have included ELL Teachers in this PD and the Grant PD which has been a rich exchange of ideas and experience
- Through the DESE grant, the World Language Teachers (district-wide) have pursued their **AVANT ADVANCE certification** in assessing students' written proficiency levels in accordance with the ACTFL proficiency scale.
- **Curated Resources** related to best practices for proficiency-based teaching, philosophy & strategies, Somos Curriculum are constantly being updated on our department Google Classroom as a department-wide resource for WL and ELL faculty..

NEW HIRE: We are pleased to have hired **Léa Di Miceli** as a French and Spanish teacher for the 2023-2024 school year. She is a native speaker from France, with experience teaching Spanish in Brookline.

DESE GRANT: With guidance & assistance from Jean Bacon, Content Leads Jessica Gahm-Diaz and Jessica Massanari-Sapp applied and received a competitive DESE Language Proficiency grant for the second year in a row. This grant funds the assessment of student proficiency and professional development of language educators. The department procured \$7,050 for proficiency testing.

Proficiency Testing - 338 students enrolled in French & Spanish, levels 1,3 & 5, were tested district -wide and 39 heritage Language Speakers were assessed in Urdu, Swahili, Ukrainian, Russian, Spanish, French, Portuguese Brazilian, Korean, Albanian, Bosnian & Dari. We are pleased to report that the assessment results indicate that our students are performing in line with our course proficiency benchmarks.

MA STATE SEAL OF BILITERACY PROGRAM:

SHS is pleased to announce the district's fourth year participating in the Massachusetts State Seal of Biliteracy Initiative. To qualify for this award, students must demonstrate proficiency in both English and another world language. They are assessed on their reading, writing, speaking and oral comprehension in English and another world language. This academic honor recognizes the importance of world language acquisition and celebrates the multiple cultures and languages that make up the fabric of our community.

- 12 Seniors earned the Massachusetts State Seal of Biliteracy, 2 with distinction.: (4 language learners & 8 heritage language students)

Andrew Freger (Russian), Sher Butt (Urdu), Abdullah Butt (Urdu), August Kushkova (Russian), Dina Solopov (Russian), Kateryna Kiniakina (Russian and Ukrainian), Joshua Shilo (French), Jad Oubala (French), May Raymond (Spanish), Laine Foutes (Spanish), Marharyta Pikulska (Seal with Distinction -Ukrainian), Mateo Demiraj (Seal with Distinction -Albanian)

- 4 Juniors and 1 sophomore earned the seal: (all heritage learners) Sofia Comfort (Spanish with distinction), Max Zeissig (German) (regular due to MCAS), Alessandra Zavala (Spanish with distinction), Emma Mrndzic (Bosnian with distinction)

INTERNATIONAL TRIPS/EXCHANGES:

- Québec, Canada: In March 2023, 23 students traveled to Quebec with Mme Gahm Diaz and Mme Barrett. Students were able to practice their French language skills in Quebec through interactions with our bilingual tour guides and in the local restaurants, shops and sites that we visited. Students were also exposed to Quebec culture and traditions through a walking tour of Old Quebec City, the world famous Ice Hotel and a Cabane au Sucre for Maple Sugaring.
- French Exchange: In May 2023, 15 students from Lyon, France visited Swampscott High School. These students were hosted by local Swampscott families and attended classes with their Swampscott host students. Swampscott students have been communicating

with these students since January thereby developing their communication skills in real life situations. Mme Barrett introduced this exchange to SHS to enrich the world language program at SHS by providing students with real life connections. It is our hope that our students will return to Lyon, France in 2024 to experience life in a real French high school.

AWARDS:

French Honor Society (La Société Honoraire de Français)

Mme Barrett established a French Honor Society Charter at SHS. We are now Chapter 6062 of the National French Honor Society created through the AATF - American Association of Teachers of French. Students applied for membership in April and 12 students were inducted into the Honor Society. SHF officers were elected in May. They are working in collaboration with the French Club on Francophone activities and fundraisers.

Club Richelieu of Salem

Jad Oubala represented SHS at the Club Richelieu's French Presentational Speaking Competition in Salem. Jad took first prize in the local competition and then advanced to the national final, where he won first prize too. He was awarded \$900 in prize money.

SPECIAL EVENTS IN OUR CLASSROOMS:

- Dance Class: Spanish 2 Students learned how to dance Salsa, Merengue and Bachata under the direction of Sharon German, a professional dance teacher.
- Manie Musicale: French students participated in the international Manie Musicale competition. Students were exposed to Francophone music in class and throughout the month of March (March Madness) they voted for their favorite songs along with over 80,000 other French students throughout the world.
- Seniors in the Advanced Spanish Language and Cultures class prepared authentic Spanish meals in the school cafeteria.
- Seniors in Advanced Spanish Language and Cultures class regularly mentored underclassmen in novice level Spanish classes

OUTREACH:

- The French Club visited the Middle School to give a presentation and promote the French Program.
- La Pulsera Project: During the month of March, students in Alejandra Baralt's and Angela Perez's Spanish classes sold handwoven bracelets as part of a fundraiser to support Central American artists from Guatemala and Nicaragua.
- Heritage Festival: The World Language Department faculty participated in the 2nd Annual Heritage Festival held at SHS to celebrate the diversity and richness of our school community.

FRENCH CLUB:

French Club organized a variety of activities throughout the 2022-23 school year where students:

- Organized a pumpkin decorating contest - decorating pumpkins in the traditional French flag colors of red, white and blue.
- Celebrated National French week by participating in the National Francophone Kahoot competition.
- Held a Buche de Noel competition where students baked and decorated a Yule Log. Prizes were awarded for the best decorated and best tasting yule log.
- Hosted a cheese tasting where students sampled different Francophone cheeses and voted for their favorite one.
- Ran a Chocogram fundraiser to raise money for our French club activities. Students sold Lindt truffles and hearts with messages in French to be delivered to their classmates on Valentine' Day
- Hosted a chocolate tasting - students got to sample and vote for their favorite Francophone chocolate.
- Planned activities for the French exchange students in May including a scavenger hunt in order for them to get to know the school.
- Hosted an end of year picnic in June.



COMMITTEE REPORTS



CAPITAL IMPROVEMENT COMMITTEE

MEMBERS/EMPLOYEES

- Ryan Hale, Chair
- Kelley Begin
- David Brodsky
- Richard Raymond
- Jeremiah Sullivan

MISSION STATEMENT

The Capital Improvement Committee is charged with evaluating proposals for capital projects involving the town's major tangible assets. Projects that (i) are purchased or undertaken at intervals of not less than three years; (ii) have a useful life of at least three years; and (iii) cost over \$20,000 are subjected to the review of the committee.

The committee seeks to work collaboratively with town staff, boards, committees, and citizens to thoroughly evaluate the merits of proposals brought before it. The committee refers its findings to the finance committee for consideration at Town Meeting.

FISCAL YEAR 23

The committee met seven times over the course of Fiscal Year 23. The committee prepared a report, which was included in the May 2023 town meeting warrant, detailing its recommendations on 56 projects proposed to be undertaken over the course of the next five fiscal years. These projects address needs identified across various functions of our town's government.

In addition to recommendations for annual town meeting, the committee made recommendations to the finance committee on four project proposals that were considered at a special town meeting held in December of 2022. These projects addressed needs in the town's recreation, facilities, and drinking water functions.

The committee looks forward to improving upon its processes and the plan in the years to come.

Respectfully submitted,

Capital Improvement Committee

CLIMATE ACTION PLAN COMMITTEE

MEMBERS

- Neal Duffy, former Select Board liaison, member of the community
- Diana Eddows, Renewable Energy Committee
- Gerri Falco, Open Space and Recreation Committee
- Suzanne Hale, Conservancy
- Sierra Munoz, Open Space and Recreation
- Martha Schmitt, Chair
- Yaroslava (Petey) Shiryayeva, Swampscott High School
- Sam Snitkovsky, Swampscott High School
- Doug Thompson, Co-Chair, Liaison to Select Board
- Lilly Worthley, member of the community

MISSION STATEMENT

The Climate Action Plan Committee maintains the Climate Action Plan for the Town of Swampscott. “Resilient Swampscott” our Climate Action Plan was unanimously approved at the May 15, 2023 Annual Town Meeting. The Committee advocates for projects that reduce emissions and mitigate impacts of climate change in our community. The Committee provides support to municipal government boards and works with other committees to deliver information and guidance to residents, property owners, and businesses in Swampscott.

FISCAL YEAR 23

The Climate Action Plan Committee was originally established as a Climate Action and Resilience Coalition that started to meet in January 2022, with a goal to create a Climate Action and Resilience Plan for our town. The Select Board voted to form a 10-member Climate Action Plan Committee in December of 2022. Our committee members include participants from Renewable Energy, Open Space, Conservancy, members of the public and two high school students. During the last fiscal year, we worked with the town to secure a \$50,000 planning grant from the Massachusetts Executive Office of Energy & Environmental Affairs (EEA) to support the creation of a Climate Action and Resilience Plan. The funding was used to hire a consultant, Kim Lundgren Associates (KLA), who had extensive experience creating climate action plans for many other municipalities. KLA reviewed our Greenhouse Gas Inventory and created a roadmap leading to Net-Zero emissions reduction by 2050. KLA also led engagement with many town stakeholders to ensure the plan had broad visibility and input. Our committee was heavily involved in reviewing drafts of the plan as it evolved to ensure that the plan and recommended actions were aligned with the priorities of our community. “Resilient Swampscott” our Climate Action Plan was unanimously approved at the



May 15, 2023 Annual Town Meeting. Our committee is now supporting implementation of the Climate Action and Resilience Plan.

There are two main ways to address climate change in Swampscott:

- Reduce our greenhouse gas (GHG) emissions. the primary pollutants disrupting our climate
- Adapt to the impacts of climate change that we are already seeing and feeling and will continue to experience in the future.

Resilient Swampscott, our Climate Action Plan, provides the framework to make our community stronger, healthier, and more resilient while also reducing our contribution to climate change.

Goals, Strategies and Action in our plan are organized into five key focus areas:



Swampscott is home to a beautiful coastline, flourishing parks, and woodlands, and vibrant and connected neighborhoods. While climate change presents unique challenges for our community, our plan defines bold and strategic steps to ensure our town remains a great place to live, play, work and visit.

CONSERVATION COMMISSION

MEMBERS

- Chair, Tonia Bandrowicz, Chair
- Colleen Hitchcock, Vice-Chair
- Richard D. Simmons
- Scott M. Saunders
- Colleen Hitchcock
- A. Randall Hughes
- Jonathan H. Grabowski
- Molly O'Connell, non-voting

MISSION STATEMENT

The Commission's functions include:

(1) planning for natural resource protection, including advising other municipal officials and committees and boards on conservation issues (such as the Town's Earth Removal Advisory Committee, which the Commission has one seat, and the Open Space and Recreation Committee);

(2) managing existing conservation properties, and;

(3) reviewing projects proposed in or near resource areas, such as beaches and wetlands, to ensure that those resources are protected as required by the Massachusetts Wetland Protection Act (M.G.L. 131, Section 40), and the Town's Flood Plain/ Wetland Protection Overlay District. Under the State Statute and regulations, the Commission has jurisdiction over all the wetlands in Swampscott and land within 100-foot buffer zone adjacent to waterways and wetlands.



Regarding this last item, the Commissioners work to ensure that all construction and development projects (residential, municipal, and commercial) that may alter any wetlands, floodplains, streams, and/or ponds are in compliance with the state and local wetland regulations.

To do so, the Commission reviews a number of different application types through its process including: (1) "Requests for Determination" to decide if a project falls within the Wetlands Protection Act jurisdiction, (2) "Notices of Intent" for projects that are within its jurisdiction to

determine if a permit (termed and “Order of Conditions” protective of the resource should be issued; and (3) Requests for Certificate of Compliance once a Commission-approved project is completed in order to determine if the project complied with the Order of Conditions that were stipulated.

YEAR IN REVIEW

During the 2023 fiscal year, the Commission held seven public hearings or meetings, at which 1 Notice of Intent was filed, with a subsequent Orders of Conditions issued. Additionally, seven Requests for Determination of Applicability, one Amendment to an Order of Conditions, and eight Certificates of Compliance were filed.

The Commission anticipates that a Notice of Intent will be filed in the coming months for repair of the seawall at 141 Humphrey Street, site of the Mission on the Bay Restaurant. The seawall suffered a partial collapse on May 4, 2023. The Commission issued two Emergency Certificates to allow for temporary repairs to the seawall that included the spraying of concrete into the wall and the stockpiling of large rocks in front of the collapsed section. These temporary orders were issued with the condition that the property owner consult environmental engineers to properly assess the damage and devise a permanent solution, which will ultimately seek approval before the Commission.



The Commission thanks the Department of Public Works, the Building Inspector, and all of the officials both public and private that have worked with us throughout the year, with a special mention of the Girl Scouts who built a bird blind in Harold King Forest and cleaned up Muskrat Pond, both conservation land under the Commission’s jurisdiction.

EARTH REMOVAL ADVISORY COMMITTEE

MEMBERS

- Joseph Markarian Jr., Chair
- Toni Bandrowicz, Conservation
- Gary Barden
- Edward "Ted" Dooley, Planning Board
- John Picariello, Health Department
- James Potts, Fire Department
- David Grishman, Select Board Liaison

MISSION STATEMENT

The Earth Removal Advisory Committee (ERAC) provides advise and recommendations to the Select Board involving the permit terms for projects subject to, and pursuant to, the Town's Earth Removal Bylaw. According to the Bylaw, the removal from a parcel or displacement within a parcel of land of more than 400 cubic yards of soil, sand, stone, rock, etc., subject to certain exemptions, requires a permit from the Town's Select Board.

The purpose of the Earth Removal Bylaw is to protect the health, safety, and welfare of the public by regulating the removal of earth so as not to create dust, washouts, noise, movement of rodents due to construction, traffic plans and truck routes, hours of operations and other hazardous conditions, as well as, to protect surface and ground water and other natural resources.

FISCAL YEAR 23

From July 2022 to June 2023, ERAC posted 13 meetings to review, discuss and make recommendations to the Select Board regarding Earth Removal Permits. Most meetings focused on the annual permit application submitted by Aggregate Industries. ERAC members also continued to serve as a resource and advise the Select Board relative to ongoing litigation brought by Aggregate Industries against the Town. Representatives of ERAC have participated in a series of settlement talks between the Select Board and Aggregate.



Given the uncertain outcome of the litigation, the Select Board extended Aggregate Industries' 2021-2022 permit to June 30, 2023 and then further to September 2023. In particular, no changes were made to blast limits imposed on Aggregate. Also remaining in place is Aggregate's obligation to submit annual noise and dust management plans with reports from consultants, provide various updated site plans and offer pre-blast surveys to residents. One addition was the refinement of the so-called buffer zone situated between the Quarry rim and neighboring properties. The area and protection of the area in its present state are more clearly defined. Overall, the terms of the permit reflect the commitment of the Select Board and ERAC to protect the quality of life for residents of Swampscott, and particularly those in proximity to the Quarry.

Through the course of the year, ERAC members continued to monitor compliance with blasting, earth removal and site work imposed by the permit approved for the Town's new elementary school on Whittier Road.



In addition, on recommendation of ERAC, Town Meeting in May 2023 approved changes to the Earth Removal Bylaw. Most notably, a permit is required if earth removal, as defined in the Bylaw, involves 400 cubic yards or more - a decrease from 600 cubic yards. Also, earth removal includes the displacement of soil even if entirely within the construction site.

EMERGENCY MANAGEMENT

MISSION STATEMENT

The Emergency Management Agency and the Director (position held by Fire Chief Archer) is responsible for obtaining, coordinating, and managing resources in the event the Town has an incident – natural or man-made – that exceeds the resources and/or capabilities of the Town in order to minimize property loss and preserve life. The Director reports directly to Region 1 of the Massachusetts Emergency Management Agency at the State level and the Town Administrator and Select Board at the local level.

The Agency is mandated by Federal Law and the Town is required to maintain a current and up-to-date Comprehensive Emergency Management Plan that addresses “all hazards” and includes annexes for hazardous materials and terrorism. The Director is the “White Team” representative for the Statewide Anti-terrorism Unified Response Network (SATURN). The Agency is also active in the Local Emergency Planning Committee (LEPC) and the Community Emergency Response Team (CERT).

The Agency represents the Town in applying for grants or directing a grant to an appropriate department in the area of weapons of mass destruction (WMD) – many of which the Town receives nothing for – but still must participate in order to maintain eligibility for further grant considerations. The Agency is responsible for mitigation and financial recovery from natural disasters as well as hazardous accidents that may occur.

FISCAL YEAR 23

- Updated the town’s Comprehensive Emergency Management Plan.
- Continued to work to strengthen the communications systems and enhance interoperability
- Emergency Management obtained a Matrice M30 T drone. This highly advanced drone will enhance our abilities in the areas of search and rescue, fireground awareness, pre-storm survey, mapping and many other essential roles
- Continue to address the impact of COVID-19 on the community and adapt to the ever-changing protocols on the state level.
- Improve and enhance coordination between all Town departments in preparation for any emergency.
- Designate individuals and teams for predetermined roles to react to various scenarios.
- Recruit, train and equip a CERT of volunteers with various skills and experiences to be community leaders in the event of an emergency.



FINANCE COMMITTEE

ANNUAL REPORT FOR FISCAL YEAR 23

MEMBERS/EMPLOYEES

- Eric Hartmann
- Matthew Kirschner
- Erik Schneider
- Cinder McNerney
- Suraj Krishnamurthi
- Naomi Dreeben
- Adrian Rodriguez
- Joan Hilario
- Sunit Shah

MISSION STATEMENT

Matters referred to this Committee shall include all questions pertaining to the appropriation or expenditure of money, the creation of debt, the disposition of town property and all other questions affecting the town, for the purpose of making recommendations, but this shall not prohibit the appointment of special committees to investigate matters pertaining to the town or to execute work authorized by it. The Finance Committee may consult with all departments, officers, employees, agents or committees of the town and all such departments, officers, employees, agents and committees shall furnish such information as they possess that may be required by the Finance Committee. The Finance Committee may also examine all books, vouchers, papers and other instruments in the custody or possession of any officer, employee, agent or committee of the town.

YEAR IN REVIEW

The Finance Committee helped to develop and approve the budget and the Capital Plan for the Town of Swampscott. For the last several years, the town has been operating under fiscally prudent operating policies: these policies include limiting the growth in the tax levy to 2.0% plus a projection for new growth of \$425,000. In accordance with this policy the Finance Committee recommended a FY2024 budget that is increasing by \$2,082,897 or 3.06% over FISCAL YEAR 23's budget. This policy has helped limit the growth in the town's tax rate and allowed the town to build reserve funds that give us the flexibility to address some of the town's current and future capital needs while at the same time it has built up an unused levy capacity of \$8.8M. Recent decisions to address some of our aging infrastructure by building a new, state of the art town-wide elementary school, and purchase of the Hawthorne and Archer Street properties to preserve some of the dwindling open space within the town, are not likely to have been affordable had the town not taken steps to bolster its financial resources in previous years.

The capital budget proposed by the Finance Committee is the result of multiple deliberations on prioritizing the multitude of proposed improvements while balancing our spend levels and working to live within our financial guidelines. This year's plan contains items that maintain our

infrastructure including continued water main replacement with zero interest Massachusetts Water Resource Authority loans, town and state funded dollars for street paving, enhancements to the DPW yard, and town-wide traffic improvements to enhance pedestrian safety. The importance of a long-term capital plan cannot be understated. While our ability to be forward looking has improved in recent years, we still have room to improve. Looking ahead past FY2024 we will be considering the need for a new ladder truck, ongoing water main replacements, renovations and enhancements at the Clarke School, and major Middle School renovations. We must continue to keep these needs in the forefront as we manage the cost of multiple projects and enhancements that the town currently has underway.

HISTORIC DISTRICT COMMISSION

MEMBERS/EMPLOYEES

- Benjamin Franklin, Chair
- Richard Smith, Vice Chair
- Jer Jurma
- Andrew Steingiser
- Ingrid Strong
- Sylvia Belkin, Alternate

MISSION STATEMENT

The Historic District Commission was created to oversee the Local Historic District areas of Swampscott. The Commission is made up of five members (three-year terms) and one alternate (three-year term) all appointed by the Board of Selectmen. The Commission is

granted the power to administer and regulate the construction and alteration of any structures or buildings within the district. The Commission shall pay due regard to the distinctive characteristics of each building, structure, and district area.

The District consists of “district areas” which include:

- Frederick Law Olmsted Local Historic District
- Swampscott Fish House Local Historic District
- Swampscott Railroad Depot Local Historic District
- Swampscott Cemetery and Andrews Chapel Local Historic District



YEAR IN REVIEW



During FISCAL YEAR 23, the Historic District Commission held 12 public hearings and reviewed 25 applications for Certificates of Appropriateness. An additional 19 applications were filed for Certificates of Non-Applicability, and were approved administratively through the Office of Community & Economic Development

Applications dealt with a wide range of items including replacement of windows; restorations to front porches; and installation of solar panels that required review of location of conduits by the Commission. The Commission further collaborated with the Historical

Commission to have interpretive signage installed at the Town's Lilac Garden.

The Commission worked to update its application form that provides homeowners and other applicants with additional guidance as to what documents the Commission requires for submission. The new application was adopted by a unanimous vote in October 2022.

The Commission maintained a consistent mission to maintain the integrity of the district while also taking into consideration the wide range of building styles and ages throughout the district. It worked closely with each applicant so that both the community and the property owner were pleased with the final work product at each property.



Ben Franklin, Chair
Historic District Commission

SWAMPSCOTT HISTORICAL COMMISSION

MEMBERS

- Nancy Lusignan Schultz, PH.D, Chair
- Jonathan Leamon, Vice Chair
- Brad Graham, Secretary
- Ryan Judkins, Treasurer
- Richard Smith
- Franceska O'Reilly
- Brendan Bradley, Alternate
- Justina Oliver
- Kim Barry, Alternate

MISSION STATEMENT

In accordance with Massachusetts State Law Chapter 40, Section 8D, the Swampscott Historical Commission identifies, protects and preserves the historical heritage and resources of the Town of Swampscott. To accomplish this mission, the Commission shall perform, but is not limited to, the following:

- Identify, compile, and maintain an inventory of the town's historic assets according to the Massachusetts Historical Commission's guidelines;
- Identify resources for nomination to the National Register of Historic Places;
- Encourage community awareness of and promote interest in Swampscott's historical heritage; educate community about preservation issues and how preservation can positively impact the town's economic development and property values;
- Advocate thoughtful, preservation-minded planning and development in keeping with the character and history of the town and be an active participant in the town planning process;
- Advise and work with Town boards, committees, departments, and administration in all matters relating to historic preservation, including any proposed alteration, destruction, or relocation of historical assets in accordance with Swampscott General Bylaw, Article IX, Section 4, the Preservation of Historically Significant Buildings.

FISCAL YEAR 23

The Swampscott Historical Commission ("Commission") is charged with identifying, protecting and preserving the historical heritage and resources of the Town of Swampscott. This includes town history, the era of the great estates and hotels, but also the fishing industry, the history of indigenous tribes, and the history of the laborers who worked in the hotels and grand estates. We have displayed other items from our archives that include documents dating back over 100 years, glass negatives and other photographs, town documents and rare books in our collection. We have collaborated with various town departments in celebration and recognition of Black History Month. In addition to our preservation awards, we offer a house plaque program.



With the help of grant funding, the Commission was able to hire an archivist to do a full inventory of its collection. As the archivist advised, the Commission developed a collections policy in 2022. The archives are now fully organized with shelving, archival folders and boxes, archival polyester photo sleeves and a detailed inventory of how the materials are stored. The Commission has won additional grants from the Essex National Heritage group (\$2,000), a Massachusetts Cultural Council (MCC) Festivals grant (\$1500), and an MCC Cultural Sector Recovery grant (\$6,100). We have designed and installed six interpretive signs at historical landmarks around town, and Nancy Schultz is writing a monthly history column for a local publication “Swampscott Neighbors” on “This Month in Swampscott History.” The Commission actively worked to preserve an historic house (the Samuel Cloon Pitman house) and move it to a new location to become affordable housing, but unfortunately the house was demolished on October 6. It imposed a 9-month demolition delay on the General Glover house at 299 Salem Street, Vinnin Square, Swampscott, and is working with several partners to persuade the developer to preserve the building in place and also is looking into options for moving the house to a new location.

The Commission presented four exhibits in Town Hall, following extensive research and compilation of historical materials. Those exhibits included:

1. “The 170th Anniversary of Swampscott, 1852-2022” (June 2022 to November 2022). This exhibit was accompanied by a history festival that featured demonstrations by practitioners of past crafts, such as blacksmithing and shoe making.



2. “Towards Recognizing the Cultural Diversity of Indigenous Peoples” (October 2022 to November 2022). This exhibit included a map of tribes published in 1989 by Cherokee Publications, Cherokee, N C, and displayed a range of artifacts. Our aim was to help dispel the false conventional belief that Native Americans share a monoculture and to deepen understanding of the

indigenous histories of Swampscott and beyond. The exhibit was accompanied by two lectures on the Native American populations of Essex County by Mary Ellen Lepionka (co-sponsored with Swampscott Historical Society, October 2022) and Emerson “Tad” Baker (November 2022).

3. “The Era of Swampscott Hotels” (December 2022 to July 2023). This exhibit focused on the 20 hotels once located in Swampscott at various points in time, with podcast interviews of former employees, available through QR Code and a video presentation. Today, not a single hotel exists in Swampscott. Through our research and preservation of historic buildings, we are helping to keep this history alive.



4. "Fishing and Boating: Past and Present" (July 2023 to present). This exhibit highlights Swampscott's maritime history, including an audiovisual presentation and displays on the Swampscott dory.



OPEN SPACE AND RECREATION PLAN COMMITTEE

MEMBERS/EMPLOYEES

- Tania Lillak, Chair
- Toni Bandrowicz, Vice Chair
- Sierra Munoz, Member
- Steve Banks, Member
- Brian Longin, Member
- Lauryn Hart, Member
- Shauna Vera, Member
- Danielle Strauss, Recreation Director
- Marzie Galazka, Director of Community and Economic Development

MISSION STATEMENT

The Open Space and Recreation Plan Committee (OSRPC) exists to carry out the Open Space and Recreation Plan (update 2020). It represents Swampscott's desire to provide, maintain, enhance and protect its open spaces and recreational facilities.

Main Goals:

1. Maintain Open Spaces & Recreation Facilities
2. Preserve the Scenic Character of the Town
3. Expand & Improve Open Spaces & Recreation Facilities to Meet Needs
4. Strengthen Environmental Protection
5. Improve Public Access & Awareness
6. Establish a Green Corridor Network

FISCAL YEAR 23

The OSRPC has 78 goals that we are working towards at all times. The goals that have been higher priority for FISCAL YEAR 23 are as follows:

1. Participation in the plans for the Hawthorne, Archer, and Hadley properties to preserve and increase open space.
2. Establishment of a rail trail along abandoned railroad line.
3. Development of a memorial/monument policy.
4. Establishment of a conservation restriction for Jackson Park.
5. Establishment of a "green corridor" for walkability and wildlife.





6. Working to adopt the Community Preservation Act as a funding option.
7. Conducting assessments and developing a control plan for invasive plants.
8. Incorporation of open space & recreation goals into land use planning and zoning.
9. Continued oversight of use and appreciation of Town Hall as town gathering spot.
10. Continued oversight of sewer and outflow work at Kings Beach.
11. Opening of public ways/access points and improvement of walkability.
12. Installation of unified signage.

PLANNING BOARD

MEMBERS

- Angela Ippolito, Chair
- Dave Zucker, Vice Chair
- Ted Dooley
- Michael Proscia
- William Quinn

FISCAL YEAR 23

Public Meetings:

During the 2023 fiscal year, the Planning Board held 14 public meetings. During those meetings, the Board performed three site plan reviews, for which they provided feedback to the Board of Zoning Appeals. The Board additionally acted as the Site Plan Special Permit Granting Authority for the Site Plan Review regarding the redevelopment of the General Glover Site. The Board was presented with 1 application for the endorsement of a Plan Believed Not to Require Approval (ANR), which the Board unanimously endorsed.

Special Town Meeting, December 2022: The Board presented updates on Affordable Housing; 3A Zoning Legislation; and a proposed by-law for Accessory Dwelling Units (ADUs). The Board recommended favorable action on the acceptance of Supreme Court as a public way. Approved.

Annual Town Meeting, May '23: The Board presented five amendments to the Zoning Bylaw. These amendments included the redistricting of certain parcels of land to make them conforming multifamily properties; the establishment of the Planning Board as the sole Site Plan Special Permit Granting Authority; the adoption of Accessory Dwelling

Units as a use not requiring a special permit; the establishment of the Hadley School Overlay District that would allow for the use of the site of the Hadley School as a hotel and any relevant accessory uses; and the establishment of a new section that established regulations for multifamily buildings in the B4 zoning district that would pave the way for modern redevelopment of the Swampscott Mall commercial property. All amendments to the Zoning Bylaw were approved.

August-September '22: Preliminary plans were presented for the redevelopment of the Glover Site, and the Board conducted an initial review of the materials.

The Office of Community & Economic Development
and the Swampscott Senior Center

Accessory Dwelling Units

Envisioning ADUs in Swampscott

Talk Openly, Share Opinions & Ask Questions

More information:
781-596-8829 x1271
mmeaney@swampscottma.gov

**MONDAY
JANUARY 30**
Swampscott High School
200 Essex St. Room B129
or via Zoom
7:00pm - 9:00pm

GUEST SPEAKERS:
Antron Watson - Age Friendly Director, AARP
Chris Lee - Head of Design & Development, Backyard ADUs
Jesse Kanson-Benanav - Executive Director, Abundant Housing MA

October '22: Public Hearing was opened for SPR22-03, which proposed the redevelopment of the former General Glover Site, a shared property among the communities of Swampscott, Marblehead, and Salem. Hearing was continued in each subsequent meeting to the beginning of 2023.

November '22: The Board met with the newly-formed Climate Action and Resilience Coalition with the goal of potentially amending the Zoning By-law to create language that supports and strengthens the goals of climate resiliency.

January '23: The Board unanimously approved the Site Plan for the General Glover Site

February – April '23: The Board worked to review its proposed amendments to the Zoning Bylaw. The Board also voted to adopt the Climate Action Plan as presented by the Swampscott Climate Action Plan Committee.

May '23: The Board held a series of public hearings to vote to recommend that favorable action be taken at Town Meeting on the proposed amendments to the Zoning Bylaw.

Fiscal Year 24 Goals:

Master Plan – The Board will continue to work with various boards and departments in the community in order to advance and complete the action items identified within the 2015 Master Plan. The Board will also work with the Office of Community & Economic Development to begin work on a 2025 Master Plan.

The Board will work with Town staff departments, residents, and other stakeholders to adopt local regulations and zoning bylaws pertaining to the MBTA Communities Legislation, in compliance with Section 3A of MGL c. 40A. The Board will focus its efforts on potential growth/redevelopments opportunities within the Vinnin Square/Swampscott Mall area, and future potential zoning and land use issues at the Hadley School site and the Hawthorne Restaurant site.

The Board will vote on the update to the Town of Swampscott's Housing Production Plan.

RENEWABLE ENERGY COMMITTEE

MEMBERS/EMPLOYEES

- Martha Schmidt, Chair
- Diana Eddows
- Jonathan Davids
- Ryan Hale
- Joe Roman
- Doug Thompson, Liaison to the Select Board
- David Zalanowski
- (1 Open Seat)

MISSION STATEMENT



The Swampscott Renewable Energy Committee (REC) evaluates and makes recommendations to the Board of Selectmen regarding energy conservation, energy efficiency, and/or conversion to greener energy sources. The REC is dedicated to providing information and guidance to the municipal government as well as residents, property owners, and businesses in Swampscott.

FISCAL YEAR 23

The Renewable Energy Committee supported a proposal to participate in the Mass Save® Community First Partnership program, to accelerate participation in energy efficiency improvements for residents of Swampscott and Lynn. A grant of \$60,000 per year was awarded in March 2023 and Swampscott is acting as the lead for this two-year program. The program covers residents as well as small businesses. This grant covers funding for part-time Energy Advocates from Swampscott and Lynn to help promote the program and offer support to residents and business owners. We have a goal to complete 600 weatherization or HVAC projects per year across Swampscott and Lynn. Revise was selected as our preferred home performance contractor, and we are seeing significant participation from the community. We are currently ahead of the goal set for Swampscott, as 230 residents have completed a home energy audit, 80 completed weatherization projects and 36 have done HVAC upgrades so far.

REC continues to promote the town's participation in Community Power, an electricity program for Swampscott's residents and businesses. Through the program, participants automatically receive 100% renewable electricity as well as long-term, stable pricing. Standard Green is the default program offering, priced at 11.406 ¢/kWh, currently less costly than the price offered by National Grid. Standard Green provides electricity that is 100% from renewable sources, primarily wind projects outside of New England, now with an additional 15% from premium renewable energy sources in the New England region, in addition to the minimum required by the state.

The Renewable Energy Committee actively supported the development of Resilient Swampscott, our Climate Action and Resilience Plan. Resilient Swampscott reflects the goals of REC that reduce emissions from buildings, vehicles and energy sources which are the most significant pathways leading to net-zero emissions in our town.

The infographic consists of three vertical panels, each with a colored header and a corresponding icon. The first panel is blue and titled 'BUILDINGS' with a building icon. The second panel is yellow and titled 'RENEWABLE ENERGY' with a lightning bolt icon. The third panel is orange and titled 'TRANSPORTATION' with a car icon. Each panel contains text describing goals and strategies for reducing GHG emissions by 2050.

Category	Key Information
BUILDINGS	Pursuing retrofits and electrification of existing buildings will provide meaningful GHG reductions. If Swampscott electrifies 100% of buildings by 2050, it will lead to a 45% reduction in GHG emissions.
RENEWABLE ENERGY	Reaching 100% renewable energy supply will require increasing participation in Swampscott Community Power and maximizing local solar generation and installing 3,400 new systems by 2050. These strategies will reduce overall GHG emissions by 14%.
TRANSPORTATION	Transportation strategies will lead to a 34% reduction in GHG emissions by 2050. Vehicle electrification will need to be accompanied by expanding EV charging infrastructure and increasing transit use and alternative modes of transportation.

REC sponsored a Career Symposium at Swampscott High School on April 24, 2023 that featured jobs in Renewable Energy. High School juniors and seniors joined a panel of experts in renewable energy discussing the many emerging career opportunities in this exciting field.

REC informs and advises community members on renewable energy and environmental implications as we face “once in a lifetime” decisions about which car, home, or major appliance to purchase. REC advocates for sustainable development practices for upcoming new development projects, including major projects being proposed for the Glover, Vinnin Square and Hawthorne properties. We help to evaluate local vendors who offer products and services to Swampscott residents, so that our community members can feel confident in selecting renewable energy technologies when the opportunities arise.

TREE COMMITTEE

MEMBERS/EMPLOYEES

The Tree Committee is made up of eight volunteers plus the tree warden. The Selectboard liaison is Katie Phelan. The members are:

- Jim Olivetti (Chair since July 2023)
- Jennifer Honig (Vice-Chair since July 2023)
- Verena Karsten (former Chair)
- Brian Drummond
- Richard Frenkel
- Tara Gallagher
- Ana Nenshati
- Robert Levy
- Gino Cresta (Tree Warden).



MISSION STATEMENT

1. Protect and promote the health of the Town's public trees.
2. Plan planting of trees to improve diversity and expand the Town's tree canopy.

CALENDAR YEAR 2023

Tree Canopy Study: Results from the Salem State University tree canopy study showing canopy loss of over 110 acres in a 6-year period were presented by the University's students to the Select Board in March. The results of the study have been publicized in the Town Newsletter and the interactive map has been made available on the Town website

(<https://www.swampscottma.gov/tree-committee/pages/tree-canopy-study>)

Municipal Reforestation Bill: The Tree Committee wrote a letter to Senator Creighton, urging him to co-sponsor the Municipal Reforestation Bill currently before the MA Legislature. Senator Creighton responded and added his name to the Senate version of the bill.

Tree Protection:

- Tree-by law: The Tree Committee is working on a draft tree by-law to protect trees in the set-back areas of private properties.
- Vehicular Traffic: The Tree Committee wrote a letter to the Recreation Commission asking to minimize damage to trees in parks due to soil compaction by avoiding driving under trees during public events.

Tree Planting:

- Spring/fall planting: Members of the Tree Committee assisted DPW in the spring planting and is starting the fall planting efforts with site identification/evaluation and tree selection.

- Commemorative Tree planting program: DPW planted a memorial tulip tree for Paul Levenson donated by the Swampscott Conservancy on Town Hall property.
- Tree Give Away: Members of the Tree Committee organized a tree-give away during Earth Fest in April 2023. We purchased 100 red bud saplings with funds from the Swampscott Conservancy and given away to residents.



- Department of Conservation and Recreation (DCR) Urban & Community Forestry Challenge Grants: DPW planted the remaining Swampscott Arboretum trees funded by the strategic tree planting grant from DCR. The trees were planted on the grounds surrounding Swampscott Town Hall. This location is the site of the original arboretum, planted circa 1944/1945.

Public Shade Tree Inventory:

- Swampscott currently has 3291 public shade trees. In the first half of 2023, 24 public trees were removed, and 49 trees were newly planted. The public shade tree inventory is a public database that can be searched by address.

(https://docs.google.com/spreadsheets/d/1rnOut6ntycaTFUcKqcBTCqGomZsPLnrQtdk_f-Ci4Yk/edit#gid=0)

- This summer Eagle Scout Elliott Pulaski (troop #53) visited 174 public trees and updated missing coordinates, size and species for trees that lacked such information in the Tree Inventory data base.

WAR MEMORIAL SCHOLARSHIP FUND

MEMBERS/EMPLOYEES

- Christopher W. Ratley, Chairman
- Duncan H. Maitland, Vice Chairman
- Douglas B. Maitland
- Martha Brine
- Susan Bishop
- Jody Watts

YEAR IN REVIEW

A \$10,000 scholarship fund was established by Town Meeting on March 26, 1950 as a perpetual memorial to those who served in the Military Service defending our freedom. The first scholarship was awarded in 1951 for \$250. In 1964, Town Meeting appropriated an additional \$10,000. Since that time, gifts have been received from numerous individuals and organizations in memory of relatives and friends. To date Swampscott High School students have been awarded scholarships totaling \$168,900.00.

Distribution of Funds

The distribution of War Memorial Scholarship amounts were as follows:

In Memory of Ernest Manchin (\$3000): Mercy Schmidt

In Memory of Joseph J. Balsama (\$3000): Lily McMahon

At a meeting On February 1, a vote to increase the two scholarship awards from \$2000 to \$3000 was unanimously approved.

The trustees wish to thank everyone who made donations to the Swampscott War Memorial Scholarship Fund.

Through your generosity, we are able to build up the equity in the fund thereby providing the opportunity for additional income from which awards are granted, so that each year a few Swampscott High School graduates, who continue on to higher education, will receive some financial assistance. Donations can be mailed to the Swampscott War Memorial Scholarship Fund c/o Chris Ratley 140 Elmwood Road, Swampscott, Massachusetts 01907.

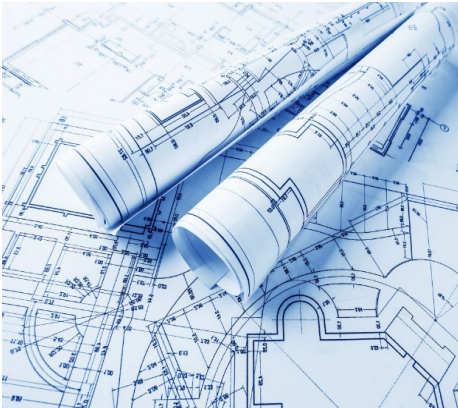


ZONING BOARD OF APPEALS

MEMBERS/EMPLOYEES

Heather Roman – Chair
Daniel Doherty, Esq. – Vice-Chair
Bradley L. Croft, Esq. – Member
Tony Paprocki, AIA – Member
Andrew Rose – Member
Marc Kornitsky, Esq. – Associate
Paula Pearce – Associate
Susan Sinrich – Associate

MISSION STATEMENT



The Zoning Board of Appeals (ZBA) is made up of five members (five-year terms) and three associates (two-year terms) all appointed by the Board of Selectmen. The Board is responsible for reviewing and approving applications for zoning relief by special permit and variance under the regulations set forth in the Zoning By-laws and MGL Chap 40A. The Board generally meets monthly and follows its rules and regulations fairly while giving due deference to reports of the Planning Board and Town departments, as well as the decisional law of the Commonwealth.

YEAR IN REVIEW

During FISCAL YEAR 23, the ZBA met 9 times to review requests for 25 special permits and/or variances. Special permits were issued for signs, accessory apartments, dimensional relief, relief from pre-existing nonconformities, and site plans. Additionally, one variance was granted for height relief for a proposed multiunit housing development at 12-24 Pine Street, due to the presence of Stacy Brook that runs underneath the parcel of land.

The ZBA approved the development at 12-24 Pine Street following a Site Plan Review by the Planning Board, authorizing the construction of an apartment building with 21 units, two of which would be subsidized Affordable Housing units per the Inclusionary Zoning bylaw. Additionally, of note, a petition brought before the Board this year, involving a roof overhang, prompted the Board to rethink its analysis of protections for preexisting structural nonconformities. Following an opinion provided by Town Counsel, who brought to the Board's attention the case law analysis of *Bellalta vs. Brookline Zoning Board of Appeals*, the Board determined that the Town local zoning bylaw further limits what is already protected by the State, in Chapter 40A, Section 6. Therefore, with this case law as a guide, the Board has been able to award further protection, than what has been previously awarded, for pre-existing nonconformities through the granting of a Section 6 Finding or Special Permit.

