

BURLINGTON, MASSACHUSETTS ANNUAL REPORT OF THE TOWN OFFICERS YEAR ENDING DECEMBER 2024



Police Station (Photo by: Kim Pigott)

Cover:

Financial Reporting:

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TOWN HALL HOURS: 8:30 AM - 4:30 PM Monday, Tuesday and Thursday
 8:30 AM - 7:00 PM Wednesday
 8:30 AM - 1:00 PM Friday

Burlington Website: <https://www.burlington.org/>

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ADDENDA

Accountant and Comprehensive Annual Financial Report FY2024
Elected Officials and Appointed Boards and Committees
Town Meeting Members
January, May and September 2024 Town Meeting Minutes
Town Election Results - April 6, 2024

BURLINGTON ADMINISTRATION

• Animal Control Officer	Gerald Mills/Jamie Jeffrey
• Appraiser/Assistant Assessor	Paul Tierney
• Archivist/Records Manager	Daniel McCormack
• Board of Health Director	Susan Lumenello
• Inspector of Buildings	Mark Dupell
• Conservation Administrator	John Keeley/Eileen Coleman
• Council on Aging Director	Margery Yetman
• Department of Public Works Director	Brian White
• Economic Development Director	Melisa Tintocalis
• Environmental Engineer	Christine Mathis
• Fire Chief/Emergency Management Director	Andrew Connerty
• Health Agent/Sanitarian	Marlene Johnson
• Human Resources Director	Joanne Faust
• Library Director	Michael Wick
• Metropolitan Area Planning Council Rep(MAPC)	Barbara L'Heurueux, Planning Board
• MWRA Designee	Brian White
• Parks and Recreation Director	Brendan Egan
• Planning Director	Elizabeth Bonventre
• Police Chief	Thomas Browne
• MIS Manager	Jose DeSousa
• Superintendent of Schools	Dr. Eric Conti
• Town Accountant	Juiling de los Reyes
• Assistant Town Administrator	John Danizio
• Town Administrator	Paul F. Sagarino, Jr.
• Town Clerk	Amy Warfield
• Town Counsel	Mead, Talerman & Costa, LLC
• Labor Counsel	Norris, Murray & Peloquin
• Town Engineer	Thomas Hayes
• Town Treasurer Collector	Gary Gianino
• Veteran Services Director / ADA Coordinator	Christopher Hanafin
• Youth & Family Services Director	Christine Shruhan

DIRECTORY

	TELEPHONE	E-MAIL
Main Office Connecting all Departments	781-270-1600	
Main Fax	781-270-1608	
Accounting Department	781-270-1610	accounting@burlington.org
Assessors	781-270-1650	assessor@burlington.org
BCAT	781-273-5922	bcattv.org
Burlington Community Transportation	781-270-1965	Burlingtonpublictransit@burlington.org
Board of Health	781-270-1955	boh@burlington.org
Building Department	781-270-1615	building@burlington.org
Burlington Youth & Family Services	781-270-1961	byfs@burlington.org
Conservation Commission	781-270-1655	conservation@burlington.org
Council on Aging	781-270-1950	coa@burlington.org
Disability Access Commission	781-270-1749	dac@burlington.org
Economic Development	781-505-1186	mtintocalis@burlington.org
Fire Department	781-270-1925	fire@burlington.org
Emergency/Ambulance	911	
Communications for the Deaf	911	
Library	781-270-1690	library@burlington.org
Information Technology	781-270-6800	it@burlington.org
Planning Board	781-270-1645	planning@burlington.org
Police Department	781-272-1212	police@bpd.org
Emergency/and Communications for the Deaf	911	
Public Works	781-270-1670	dpw@burlington.org
Chestnut Hill Cemetery	781-229-1879	
Pine Haven Cemetery	781-270-1982	
Central Maintenance	781-270-1678	
Engineering	781-270-1640	engineering@burlington.org
Highway	781-270-1677	dpw-highway@burlington.org
Water & Sewer Utilities	781-270-1679	
Sewer Section	781-270-1679	
Vine Brook Water Plant	781-270-1648	
Parks and Recreation	781-270-1695	recreation@burlington.org
School Department & High School	781-270-1800	www.burlingtonpublicschool.org
Fox Hill Elementary	781-270-1791	
Francis Wyman Elementary	781-270-1701	
Marshall Simonds Middle	781-270-1781	
Memorial Elementary	781-270-1721	
Pine Glen Elementary	781-270-1712	
Burlington Early Childhood Center		
Select Board Main Line	781-270-1600	selectmen@burlington.org
Select Board Staff	781-273-7600	selectmenstaff@burlington.org
Shawsheen Regional Tech	978-667-2111	
Tax Collector	781-270-1625	tax@burlington.org
Town Administrator	781-273-7600	selectmen@burlington.org
Town Clerk	781-270-1660	clerk@burlington.org
Treasurer	781-270-1623	treasurer@burlington.org
Veterans' Agent	781-270-1959	veterans@burlington.org
Zoning Board of Appeals	781-505-1150	boa@burlington.org

2024 BURLINGTON COMMUNITY PROFILE

- A part of Woburn in 1642, a Woburn Precinct as of 1730.
- Burlington was incorporated as a town on February 28, 1799.
- Population as of January 1st: 28,337
- Area of Town - 7,577 acres or 11.88 square miles.
- Tax Rate FY24 - Residential: \$8.94
- Tax Rate FY24 - Commercial: \$25.81
- Elevation at Town Hall - 220 feet above sea level.

2024 BURLINGTON REPRESENTATION

Governor:	Maura Healey State House, Room 360 Boston, MA 02133	www.Mass.Gov 617-725-4005
U.S. Senators:	Elizabeth Warren 317 Hart Senate Office Bldg Washington, DC 20510	www.Warren.Senate.gov 202-224-4543
	Edward Markey 218 Russell Senate Office Bldg Boston, MA 02203	www.Markey.Senate.gov 202-224-2742
Congressman: 6th District	Seth Moulton 1408 Longworth House Office Building Washington, DC 20510	http://Moulton.house.gov/ 202-225-8020
Councilor: 3rd District	Mara Dolan State House, RM 184 Boston, MA 02133	617-725-4015 x3
State Senator: 4th Middlesex	Cynthia Friedman State House, Room 208 Boston, MA 02133	Cindy.Friedman@state.ma.us 617-722-1432
Representative: 21st Middlesex	Kenneth Gordon State House, Room 146 Boston, MA 02133	Ken.Gordon@mahouse.gov 617-722-2575

Scheduled board/committee meetings are posted at Town Hall and are published as a monthly calendar on the Town's web page www.burlington.org

TOWN HALL SCHEDULE Open: 8:30 AM - 4:30 PM, Monday, Tuesday and Thursday;
8:30 AM – 7 PM, Wednesday; 8:30 AM – 1 PM, Friday.

TOWN HALL EMPLOYEE RETIREMENTS AND MILESTONES

2024 RETIREMENTS

DATE RETIRED

John Keeley-Conservation	May 31, 2024
Paul Glejzer-Police	June 8, 2024
Tim Kirchner-Police	June 9, 2024
Glen Mills-Police	July 5, 2024
John Hanafin-Fire	July 26, 2024
Elaine Carpenter-Fire	August 2, 2024
Judy Sorensen-Building	September 6, 2024
Gerald Mills	September 30, 2024

MILESTONES

5 YEARS

Thomas Zarro-Police
Sarah Courtemanche-BOH
Michael McCarthy-DPW
Brittany Zaccagnini-Police
Renoel Amogawin-Police
Austin Arsenault-Fire
Micthell Cunningham-Fire
Paola Harlow-Police
Thomas Cardwell-Fire
Danielle McKenney-DPW
Maria Reale-Payroll

10 YEARS

Joseph Bongiorno-IT
Brendan Egan-Rec. Dept.
James Gavula-Rec. Dept.
Eileen Ferren-Fire
Matthew Ganley-Rec Dept.
Christopher Lavoie-DPW
Michael Murphy-DPW
Michelle Vella-COA
Justin Dekow-Fire

15 YEARS

Craig Callahan-Fire
Brian Cullinan-Rec. Dept.

20 YEARS

Timothy Mazzone-DPW
Melinda Sullivan-Rec. Dept.
Peter Abaskharoun-Police
Matthew Creamer-Police
Thomas Carlson-Police

25 YEARS

Russell Makiej-DPW
Michael Minichiello-Police
Stephen Papagno-Police
Lyn Reynolds-Police
Joseph Papsedero-Police
James Hapenny-Fire
Kevin Pollicelli-Fire
Nicole Runyan-DPW
Paula McMahon-Treasurer/Collector
Timothy Hovasse-Fire

30 YEARS

Christine Shruhan-BYFS
Kevin Keene-DPW

35 YEARS

Robert Kirchner-Police
Robert Paul-Fire
Cara Enos-Library

IN MEMORIAM

Notification received for following employees, board and committee members and volunteers who passed away during 2024

NAME	DATE OF DEATH	POSITION HELD
Lianne Abramo	May 1, 2024	Clerk
Audrey Boeri	January 23, 2024	Teacher
John Clougherty	November 4, 2024	Teacher
Joan Cogliano	February 5, 2024	School Café Worker
Al Fay	January 5, 2024	Firefighter
Jeffrey Hoyt	November 16, 2024	Teacher
Jayne Hyde	March 13, 2024	Benefits Administrator
Janice Kiggen	August 7, 2024	Teacher
Joyce Kingston	January 23, 2024	Teacher
Maria Lanza	July 31, 2024	Teacher
Mary Lou Maciel	September 25, 2024	Teacher
Peter Macione	August 16, 2024	Teacher
Charles Mantsourani	September 23, 2024	
Jane Marciano	August 13, 2024	Clerk
Douglas McIntosh	April 10, 2024	Teacher
Mary Lou McQuinn	January 8, 2024	Teacher
Elizabeth Murphy	February 18, 2024	Teacher
Helen Murphy	December 2, 2024	Teacher
John O'Keefe	January 6, 2024	Inspector of Wires
Fred Osborne	March 29, 2024	Water Department
Judith Riley	February 15, 2024	Teacher
Alan Ross	September 5, 2024	Teacher
Jean Saxe	November 25, 2024	Teacher
James Shea	February 18, 2024	Teacher
John Thompson	November 2, 2024	Police
Thelma Tibbitts	December 22, 2024	Teacher
Donald Tocci	February 20, 2024	Teacher
Patricia Walsh	November 12, 2024	COA Driver

SELECT BOARD AND TOWN ADMINISTRATOR



Select Board

Back row (l to r) Sarah Cawley; James Tigges

Front row (l to r) Michael Espejo Vice-Chairman; Joseph Morandi, Chairman; Nicholas Priest

ADMINISTRATION AND DEPARTMENT STAFF

Paul F. Sagarino, Jr., Town Administrator

John Danizio, Assistant Town Administrator

Lyn Mills, Office Manager and Select Board Recording Clerk

Kim Pigott, Select Board Administrative Assistant II

Matthew Winslow, Administrative Assistant I

WEBSITE

<https://www.burlington.org/554/Board-of-Selectmen>

MWRA Phase 2B Water Connection

In August 2023, the Town celebrated the opening of its direct connection to the MWRA for water supply. This connection replaces the water production lost when the Town took the Vinebrook Treatment Plant offline several years ago. At Town Meeting in May 2024, Phase 2B of the MWRA Connection project was overwhelmingly approved by the body. Phase 2B is the extension of the water main from Adams

Street down Middlesex Turnpike to Great Meadow Road. The completion of this final phase will allow the Town to receive up to 6.5 million gallons per day from the MWRA connection. This would allow the Town to shut down the Mill Pond Treatment Plant for maintenance and repairs and most importantly provide redundancy to the overall water system with two separate sources of water. The Town was able to receive significant contributions from public and private partners throughout the entire project. Phase 2A was funded by a \$9.9M appropriation back in January of 2021. This consisted of \$5.3M for construction and \$4.6M entry fee as part of MWRA approval. The Town received a waiver of a \$4.6M entry fee as the agency updated its policies with a goal of encouraging more communities to join. As a result, Town Meeting was able to reallocate these savings to support the construction of the Phase 2B link and not burden the taxpayer with an additional request for funding. It is anticipated that work on the MWRA Phase 2B connection will commence in spring 2025.

New Police Station

In September of 2022, Town Meeting provided funding to study the feasibility of a new Police Station to replace the Town's aging facility. That study is well under way. The administration was pleased to learn that the new station would fit nicely on the existing site with the addition of the field next to the current station (currently home to the Sculpture Park). This eliminates the need to acquire expensive property elsewhere to facilitate the project. At May Town Meeting in 2024, members overwhelmingly supported the \$46M appropriation to construct a new station and the zoning change necessary to expand upon the field beside the existing station. Later on in September, Town Meeting voted to allow the Police Department utilize the decommissioned Vine Brook Water Treatment Plant as a temporary Police Station for the 18 months to two years that the new station will be under construction. The Select Board and Administration are extremely grateful for the community support that was received to replace the outdated and deteriorated facility. The Police Station Building Committee will work with the architect and Town land use boards to design a building that fits in with the character of the beautiful Town Center/Town Common. It is anticipated that the department will relocate to the Vine Brook Treatment Plant in summer of 2025 with construction on Center Street to commence shortly thereafter.

Town Clerk Position Elected vs Appointed

In early 2024, our Town Clerk Amy Warfield approached the Select Board with a concern about the future of the Elected Town Clerk position in Burlington. Knowing that her tenure as Town Clerk was closer to the end than the beginning, Amy had begun soliciting the level of interest among residents to run for the position and was underwhelmed by the response. The Town Clerk position comes with significant responsibility and the Town has received exceptional service from our elected town clerks over many years. Amy suggested that the Select Board consider whether the position should remain elected or be transitioned to an appointed role. In an effort to receive feedback from Town Meeting, this discussion was added to the warrant for May 2024. Town Meeting requested more information to make a decision and suggested that a committee be formed which the Select Board did at a future board meeting. Select Board members Cawley and Morandi led the Committee, which consisted of David Alper, Florence Leone, Chris Murphy, Elliott Chikofsky, and Jack Kelly. The Committee worked diligently over the summer and reviewed several professional reports that had been prepared on this topic in other communities. The Committee also conducted an interview with the Arlington Town Clerk. Arlington had recently gone through this same debate and had transitioned its position to an appointed one from elected. The Committee prepared a presentation for Town Meeting which listed the pros and cons of each path and ultimately voted to recommend that this question should be decided by the residents on a townwide election ballot. In September of 2024, Town Meeting agreed and the question will be decided at the Town's local election in April of 2025.

Municipal Aggregation Program

In October, the Town officially revived its Municipal Aggregation program. The program allows the Town to leverage everyone's electrical demand to procure favorable electrical generation supply terms

compared to Eversource. While the Town cannot guarantee that the residents and businesses will save money through the program, the ultimate goal is to help lower everyone's electric bills. Town Meeting

initially approved such a program in September 2013. The Town subsequently ran the program for one two-year term, which was successful. However, the rates flipped by the end, and it was more advantageous for the people of Burlington to revert to Eversource Basic Supply for a time. Which proves the point is to what is best for the community than it is about running a program.

By December 2017, the Town engaged with Colonial Power to become our aggregation consultant as we explored if re-igniting the program would once again help people save on their electrical bills. Colonial and the Administration drew up a new aggregation plan. After a public comment period, the Administration submitted the plan to the Department of Energy Resources (DOER) and the Department of Public Utilities (DPU) for approval in 2019. Unfortunately, between issues at the State level and the pandemic, the plan languished at the State until April of 2024. While the lengthy review process was unfortunate, we could immediately begin to take action when the all-clear came from the state. Acting quickly, the Select Board voted on making the standard electric profile the default opt-out while approving two optional opt-ins with more green energy as part of the program. The Select Board's vote was the last step in the approval process.

In June, we, through Colonial Power, put out a Request for Information to gather pricing information. The consultant and our Finance Analyst, Samuel Hockenbury, presented those prices to the Select Board with recommendations on which vendors and time frames would best serve the community. At its July 15th regular meeting, the Select Board approved the Administration to contract with Constellation New Energy for a two-year term to begin October 1, 2024. From there, the consultant Colonial Power sent a mailer to everyone who would be opted into the program. Additionally, in coordination with Mr. Hockenbury, we hosted two community forums, one at Town Hall recorded by BCAT and the other at the Council on Aging. The enrollment period was a success, with only about 5% choosing to opt-out, which is a lower opt-out rate than in most places.

For October through December of 2024, residents and businesses began seeing savings of \$0.025 per kilowatt hour (kWh). Once the ball was back in our court, the rollout was fast and effective. We are hopeful the program will continue to deliver for the community over the long term. The Select Board and Administration would like to acknowledge the outstanding efforts of Finance Analyst, Sam Hockenbury who took the lead on this project and brought it to fruition for the benefit of all electricity users within the Town.

Select Board Policy Updates

During 2024, the Select Board continued its effort to review and update many of the policies and procedures of the office. Many of these policies had been implemented many years ago. The Board voted to make significant updates to the Alcohol Licensing Policy, the Flag Policy, and the Secondhand/Junk Dealer and has begun the process of rewriting the policy for banners on the Town Common which will be renamed the Electronic Sign Policy in anticipation of the upcoming electronic sign implementation on the Town Common. All policy updates were reviewed by Town Counsel prior to approval.

Financial Update

The Town and its administration has always prioritized financial stability. The Town's consistent conservative methodology in managing its budgeting and tax levy has been a major factor contributing to this stability. The Town again faces significant challenges moving forward due to the changes in the commercial office market and the Town will need to continue to be creative to maintain the value that the commercial sector brings to the Town. The commercial real estate tax base that the Town enjoys has

afforded it the opportunity to be fiscally conservative while maintaining a high level of service and without having to impose higher property taxes or onerous fees on residents. The Town continues to

maintain a healthy position with financial reserves. The Town ended the year with an unused taxing capacity of around \$14.4 million, a Stabilization Fund balance of \$11.1 million, and an additional Other Post-Employment Benefits Fund balance of \$17.8 million. Free Cash was certified at over \$36.1 million

for June 30, 2023 and the Town's bond rating remains at the highest possible level at AAA by Standard & Poor's which is reflective of the Town's continued adherence to conservative financial policies, such as aggressively paying down debt or the "pay as you go" capital plan policies. We take a lot of pride in this financial success, but also understand that we need to continue to be cognizant of maintaining a sustainable outlook in our forecasts so as to not jeopardize it. Over the years, the Town has developed financial and capital plans that guide decision making during the budget process. Per the Town's financial policies and best practices the finance team regularly meets with the Select Board, School Committee and Ways and Means Committee to develop financial guidelines to provide direction for all boards, committees, officials and departments.

Annual Town Election

At the Annual Town Election, incumbent Select Board member Joseph Morandi and newcomer Sarah Cawley defeated long-time Ways and Means member Brad Bond for the two available seats. Morandi returns for his fourth term. Upon its annual reorganization, the Board elected Joseph Morandi as Chair and Michael Espejo as Vice-Chair.

Appreciation

The Select Board and Town Administration would like to express our sincere appreciation for the contributions of all of our committed volunteers, elected and appointed officials, and most of all our dedicated town and school employees. Without your remarkable commitment and devotion to the Town and serving our residents, the Town of Burlington would not be the extraordinary community that we know today.

ECONOMIC DEVELOPMENT

ECONOMIC DEVELOPMENT

Melisa Tintocalis, Economic Development Director
Kelly Cogavin, Administrative Assistant I

Burlington Annual Report - Year Ending December 2024

Strategic Goals and Progress

As we reflect on the past year, Burlington's development efforts remained focused on four core goals, consistent with the year prior:

1. Promote Burlington and Support Existing Businesses
2. Enhance Commercial and Life Science Ecosystem
3. Invest in the Town Center and Support Small Businesses
4. Proactively Plan for Long-Term Growth with an Eye on Infill and Mixed-Use Development Opportunities

Promoting Burlington: Expanding Our Online Presence

One of the primary ways we've promoted Burlington is through our dedicated website, BringMeToBurlington.com, which highlights our town's locational advantages and industry clusters—such as healthcare, additive manufacturing, and life sciences.

Over 2024 we have enhanced photos and updated the appearance of the website. The “Things To Do” page and the information on restaurants and office space pages are the most visited pages on the site. Over the course of 2024, we have had approximately 53,120 sessions, an increase of about 58% over 2023, which was 33,573 sessions. In 2025 we will focus on social media content and posting on Linked In.

Burlington's Business Landscape

Burlington continues to thrive as a critical regional employment hub. As of 2024, the town is home to approximately 2,095 businesses, with 46,100 employees. Burlington's workforce spans sectors including professional services, technology, healthcare, and retail. Our unemployment rate averaged 2.2% in 2024, slightly below the state average.

In FY2024, Burlington issued 346 commercial building permits, reflecting over \$159 million in private investment. Projects in the life sciences and technology sectors strengthen Burlington's innovation cluster and help support complementary sectors such as retail and hospitality.

Burlington's commercial real estate market had new leasing activity in FY2024, tracked by CBRE, with 289,494 square feet of leases signed across new deals, expansions, relocations, and renewals. Notable leases reflect the diversity of industries within the local economy:

- Green Tech: Phoenix Tailings relocated to 29,000 square feet at 20 North Avenue
- Life Sciences & Medical Devices: Myomo leased 36,208 square feet at 45 Network Drive; Modal Therapeutics and Vaisala Incorporated secured new leases at 3 Burlington Woods and 3 Van de Graaff Drive, occupying 4,766 square feet and 28,382 square feet, respectively.
-

- General Office: Renewed leases by Merrill Lynch/Bank of America (26,973 square feet) at 25 Burlington Mall Road and Boston Offices (21,874 square feet) at 10 Burlington Mall Road reinforce that Burlington has staying power as a corporate hub.
- New Tenants: Newly expanding into Burlington were Scientific Systems (27,567 square feet) and CH Biotech (19,653 square feet), with new spaces in FY24.

Supporting Our Town Center and Small Businesses

Our focus on revitalizing the Town Center continued in 2024, with the goal of increasing foot traffic and supporting local businesses. Key initiatives included:

- The beer garden series was held on Thursdays in September, drawing over 2000 attendees and supporting local businesses in the area.
- Winn Street and Cambridge and 3A overhaul project received a TIP project number but have not advanced in the state's long-term plan.
- Vacant Storefront Program; no action has come under this designation to date.
- The Town Center mural was successfully installed with support from the local business.

Planning for Long-Term Growth: Infill and Mixed-Use Development

As we look to the future, Burlington is prioritizing planning for long-term growth, especially in key commercial districts like Mall Road and Middlesex Turnpike. The Economic Development Office successfully updated the Experiential Retail use at Town Meeting to allow for more tenanting options for retail locations. In addition, the Economic Development applied and received a \$1 million MassWorks grant for feasibility improvements along Middlesex Turnpike.

The shift towards remote and hybrid work has influenced Burlington's commercial real estate market. Office vacancy rates rose to 19% in 2024. In response, Burlington is advancing policies to promote mixed-use development. In 2024, The Economic Development Office contracted with Landwise to conduct a Fiscal Impact Analysis to determine the impact the mixed-use zoning would have on the Town. We also partnered with MAPC (Metropolitan Area Planning Council) to conduct a Mobility Action Plan to address transportation in the commercial districts. At the end 2024, MAPC has completed the existing conditions report.

In October 2024, Burlington achieved the milestone of submitting the Mixed Use Innovation District as a Warrant Article for Town Meeting to consider in January 2025.



www.BringMeToBurlington.com updated website



Town of Burlington Mural located at 202 Cambridge Street



HUMAN RESOURCES

ADMINISTRATION & PROFESSIONAL STAFF

Joanne M. Faust, SPHR, SHRM-SCP, Human Resources Director

Cheralyn Rosati, Human Resources Coordinator

<https://www.burlington.org/354/Human-Resources>

Purpose

The human resources function plays an important role for all Town and School employees by working in partnership across all departments on issues such as recruitment/retention, training, employee/labor relations, ensuring compliance with all employment-related laws & regulations, and many other areas focusing on quality of the work environment for all employees. The Human Resources Department serves as an employee advocate and a management partner, a delicate balance at times. As a municipality we are charged with providing a wide range of services to our residents and visitors, all of which are delivered by our employees; therefore our employees are our most important commodity. The Human Resources Office participates in the hiring of all permanent positions within the Town of Burlington, including administrative and other Central Office positions within the Burlington Schools. The Human Resources Office is usually the first point of contact for any new employee to Burlington. All of our position openings are posted on our careers website, <https://burlington.catsone.com/careers>, as well as in Town buildings. We strive to reach the most appropriate candidate pool and therefore will also post in the local newspaper and/or trade publication as the situation dictates, as well as career-oriented websites. The Human Resources Office will also occasionally participate in career fairs and partner with the career development offices of local colleges and universities by sharing our postings with their students/alumni.

The Human Resources Office is located in Town Hall at 29 Center Street, on the basement level. You can reach us at (781) 505-1160 or through email: hr@burlington.org.

2024 Highlights

A leading objective of the Human Resources Department is to recruit and retain the very best employees for the Town in an extremely competitive job market. During 2024 the Human Resources Department was involved in recruiting for 39 Town positions. We received applications from 1,238 applicants, 140 of which were Burlington residents (11%) and 288 candidates identified themselves as BIPOC (23%). We continue to make progress towards our goal of increasing representation of Burlington's demographics within the makeup of our Town employees. In 2024 our applicant demographics remained steady, however we increased our percentage of hiring candidates of color. While we always keep DEI in the forefront of our activities, we recognize that additional progress can always be made, and will continue our affirmative efforts to diversify our employee base.

In addition, we recognize the value in keeping our employees engaged in their roles and motivated to improve their skills. We encourage our staff to seek promotional opportunities and support any training that will assist in those endeavors. I am pleased to report that 6 Burlington employees were promoted during 2024:

Burlington employees who were promoted during 2024:

Employee Name	Former Position	Promoted To
Jennifer Bouley	Administrative Assistant I, BOH, part time	Administrative Assistant I, Building, full time
Christina Jaquez	Part Time Building Custodian	Full Time Building Custodian
Eileen Coleman	Assistant Conservation Director	Conservation Director
Anthony DeSimone	Building Maintenance Craftsman/Laborer	DPW Operations Manager
Via Luino	Assistant to the Children's Librarian	Assistant Children's Librarian
Jeff DiSalvo	Assistant Recreation Program Coordinator	Recreation Program Coordinator

The Human Resources Department supports and encourages professional development for all employees. Over the years we have sponsored several employees to attend Suffolk University's Certificate in Local Government Program, an 8-month graduate-level program that prepares candidates for a career in public management. In 2024 one Burlington employee graduated from this intense program, which is designed for municipal employees with an interest in furthering their professional career.



Associate Health Director Michael Greene, pictured 3rd from left, graduated from the 2024 Suffolk Certificate in Local Government program

In 2024 we continued Management Academy, a training program for Department Heads and others in leadership roles. This program provides quarterly training sessions with timely management topics to help our leaders remain current in best practices and to make sure that we are all working in a uniform manner. In addition the Human Resources department offers training annually to all employees on the topic of discrimination and harassment in the workplace, inviting all new employees and those who were not able to attend in prior years, and in 2024 this training was delivered to all firefighters onsite as this department typically finds it difficult to carve out time to attend the town-wide training. The Human Resources Department also initiated a partnership with Regis College to provide access to tuition discounts for all employees and their family members for their undergraduate and graduate offerings.

The Human Resources Department continued its focus on wellness initiatives for all employees during 2024. The Human Resources Office again collaborated with the Benefits Office on our annual Employee Benefits Fair which brings our benefits providers onsite to serve as information resources. Health screenings, flu vaccines, and other wellness activities are offered. This fair continues to draw a large number of employees and retirees. Over 100 employees visited to interact with our over 35 wellness providers and participate in the activities offered. The Town also offers employees a self-directed wellness program that rewards completion of healthy tasks such as annual physicals and screenings, maintaining good sleeping habits, and reaching activity goals. Our annual walking program in 2024 experienced the largest participation to date and encouraged employees to work in teams to reach the program's benchmark of 7,000 steps daily.

Future Goals:

- Participate in collective bargaining for all Town union contracts
- Continue efforts to diversify the demographics of Town employees
- Continue exploring efficiencies in services and communications, including processing personnel changes, onboarding, and off boarding. Work with department heads and IT to enhance the onboarding and off boarding process.
- Continue to provide health and wellness education to our employees to maximize benefits from the plans offered while encouraging decisions that minimize claims costs

Statistical Data:**2024 Hiring Summary**

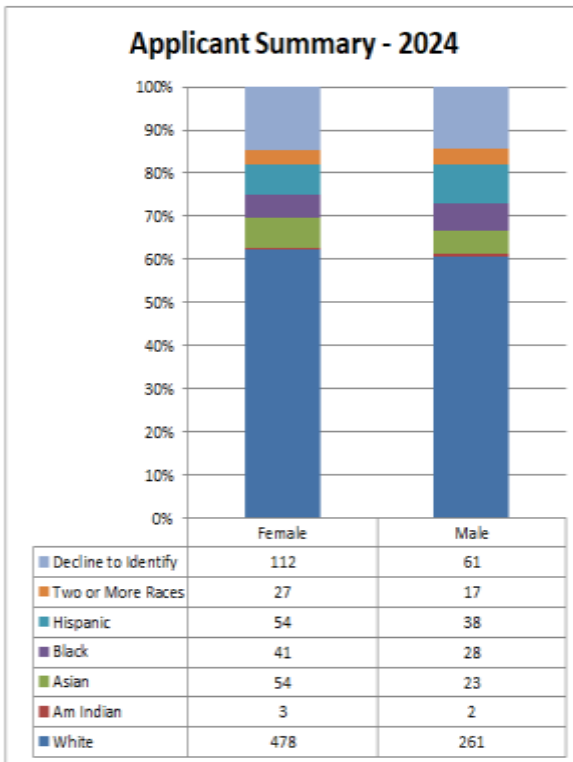
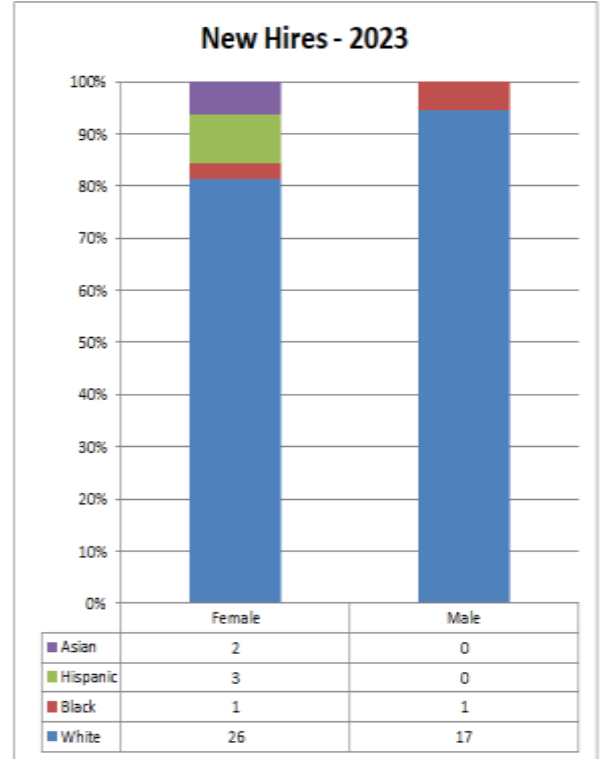
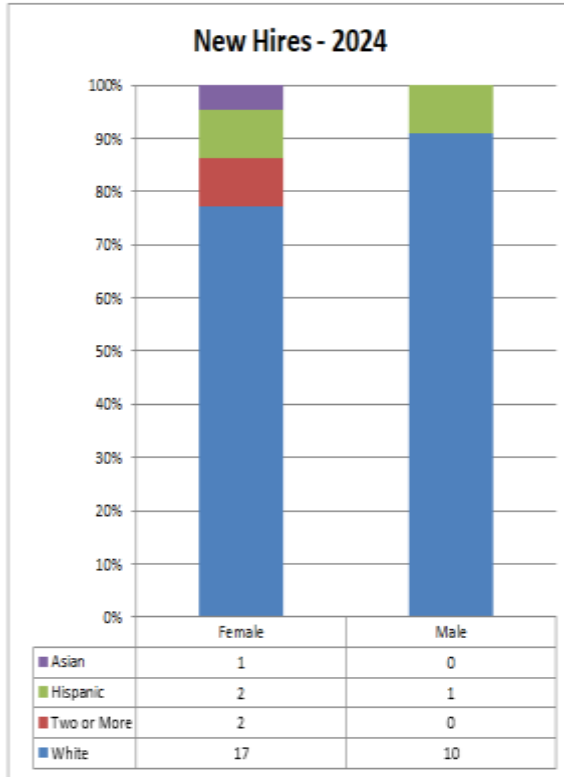
39 Positions Filled			
Total Candidates	1238		
Burlington Residents	140	11%	
BIPOC Candidates - applied (non-white)	288	23%	
BIPOC Candidates - hired	4	1%	

Average time to fill positions in 2024 was 104 days

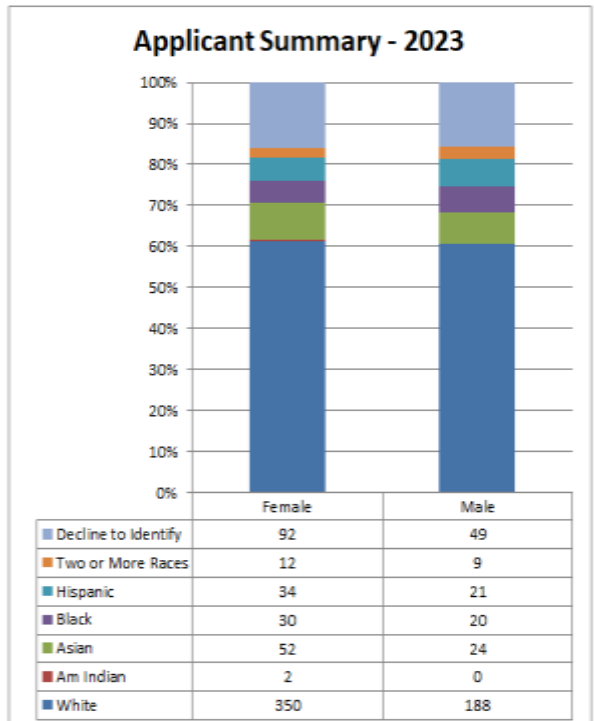
Increase due to specialized roles - including Local Building Inspector and Supervising Public Health Nurse

Top 5 Candidate Sources - January 1, 2024 through December 31, 2024

				Last Year's Rank
1	Indeed	591	61%	1
2	Careers Website (external link)	296	31%	2
3	MA Board of Library Commissions	43	4%	3
4	ZipRecruiter	24	2%	5
5	Internet Search	11	1%	not ranked
Total from top sources		965		

EEO Data**January 1, 2024 through December 31, 2024****January 1, 2023 through December 31, 2023**

Remaining candidates declined to identify race and/or gender



Remaining candidates declined to identify race and/or gender

MANAGEMENT INFORMATION SYSTEMS

DEPARTMENT STAFF

Jose DeSousa,	Manager
Joseph Bongiorno	Critical Systems & Applications Administrator
James Round	Application & Systems Administrator
Casey Silva	Application & Systems Administrator
Linda Bellavia	Network Repair Technician

Purpose

The **Management Information Systems (MIS) Department** serves as the backbone of technological and information support for all municipal organizations within the Town. Our mission is to deliver comprehensive and innovative IT services that empower departments to operate efficiently, securely, and in alignment with organizational goals.

Our core functions include:

- **Technology Infrastructure Maintenance:** Managing and maintaining servers, networks, and essential hardware to ensure uninterrupted operations.
- **Technical Support:** Resolving IT issues promptly and effectively to minimize downtime and disruptions.
- **Software Implementation and Management:** Deploying, configuring, and maintaining software systems tailored to the unique needs of municipal operations.
- **Cybersecurity and Compliance:** Safeguarding sensitive data through robust security measures, ensuring compliance with all applicable regulations and standards.
- **Emerging Technology Assessment:** Evaluating innovative solutions to enhance organizational performance and recommending systems that align with the Town's strategic objectives.
- **Training and Guidance:** Empowering staff through training programs and resources to maximize the effective use of technology.

Infrastructure Overview

Our infrastructure is built on a robust **10Gb network** that offers widespread wireless access across most Town buildings. The MIS Department also manages the **VOIP (Voice Over IP) phone system**, providing reliable communication solutions for all departments.

At the core of the Town's connectivity is a **fiber optic cable network**, installed over 20 years ago, connecting 54 critical sites, including town facilities, schools, water towers, and sewer pumps. This fiber backbone handles all data, voice, and video transmissions for Town business, offering unmatched reliability and yielding significant cost savings compared to third-party data transport services.

Specialized Software Support

The day-to-day functioning of the Town relies on numerous proprietary software applications specifically designed for public sector operations. While these systems remain unnamed, they are integral to ensuring operational efficiency and meeting the diverse needs of our municipal organizations.

Vision for Excellence

As the stewards of the Town's technological ecosystem, the MIS Department is committed to driving innovation, enhancing service delivery, and enabling informed decision-making through the strategic management of information and technology. Our goal is to continuously align our services with the evolving needs of the Town and its residents, ensuring that technology serves as a catalyst for progress.

Highlights

The MIS Department is at the forefront of managing the Town's intricate and diverse technological ecosystem. We diligently maintain, update, and back up a wide array of complex systems, each tailored to meet specific operational needs. These systems include:

- **Secure Environments:** Platforms utilizing security certificates to ensure encrypted communications and data protection.
- **Multi-Server Architectures:** Systems requiring coordinated operations across multiple servers for scalability and reliability.
- **Interconnected Systems:** Critical integrations with state and federal agencies, enabling seamless communication, data sharing, and compliance with regulatory mandates.

These systems are essential for the continuity and efficiency of municipal operations, ensuring the Town can deliver dependable services to its residents.

Future Goals

The MIS Department is committed to evolving and improving the Town's technological landscape through the following initiatives:

Cybersecurity Awareness Program

We will continue to advance a comprehensive program designed to foster a culture of cybersecurity awareness across the organization. This initiative emphasizes:

- Encouraging employees to prioritize security in their daily activities.
- Protecting sensitive data and minimizing the risk of cyberattacks.
- Ensuring compliance with regulatory requirements.
- Maintaining cost-effective strategies to mitigate potential risks.

Application Server/Software Upgrades and Implementation

To ensure optimal performance and reliability, we plan to:

- Collaborate with departments to upgrade application servers and software systems.

- Implement new software modules to automate key financial processes such as billing, accounts payable, budgeting, and financial reporting. These enhancements will boost operational efficiency and reduce the burden on staff.

Infrastructure Refresh Planning

A significant focus of the upcoming fiscal year will involve:

- Developing a comprehensive five-year technology refresh cycle to modernize and future-proof our infrastructure.
- Prioritizing scalability, reliability, and sustainability in our technological investments.

Fire & Police Departments System Implementation

We will continue to assist and collaborate with the Fire and Police Departments to implement a new, state-of-the-art system. This initiative aims to deliver:

- Automation and flexibility for day-to-day operations.
- Advanced reporting and analytics capabilities.
- Enhanced security and scalability to meet growing demands.
- Compliance with regulations and seamless integration with other municipal software systems.
- Robust customer support and an intuitive user experience for staff.

TOWN COUNSEL

Town Counsel

Mead, Talerman & Costa, LLC continues to provide Town Counsel services to the Town. This past year we continued to provide support and advice to the Select Board, assisting in various land use matters, licensing matters, including providing a checklist for all license and permit process. Further, we have been assisting in the construction of the new police facility including zoning changes, financing, construction document review and permitting.

Of particular note is the review and revision to the town's MBTA Zoning Amendment and the Mall rezoning efforts. Our works has included advice with regard to the potential option of changing the elected Town Clerk to an appointed one. Notably, the Commonwealth and EPA continue to require upgrades in the stormwater bylaws and flood plain bylaws and the regulations related thereto for which we have provided services.

Our efforts regarding the continued upgrade of facilities in town includes contract review for both athletic field reconstruction and the Fox Hill School project. We have worked closely with the school department and the planning office as well as the building department relative to the local zoning review of this project.

Our work continues in supporting the Building Commissioner in his efforts on enforcement actions related to violations of the zoning bylaw or building code.

Our efforts continue to provide day to day support and advice to the Town Administrator and his staff and aim to deliver our services in an effective and efficient manner. Our firm prides itself on responsiveness and being proactive. We are increasing our office hours for Town staff in the upcoming year in an effort to provide a more responsive hands on approach to Town Counsel services.

Respectfully submitted,



Lisa L. Mead

Mead, Talerman & Costa, LLC Town
Counsel

ASSESSORS

BOARD OF ASSESSORS

Paul Sheehan, Chair, Cathy O'Neil, Vice Chair, Kevin Sheehan, Secretary

ADMINISTRATION & PROFESSIONAL STAFF

Paul Tierney, Town Appraiser/Assistant Assessor

Maria Lombardo, Kaitlyn McGaffigan; Administrative Assistants

James Doherty, Commercial Appraiser

WEBSITE

<https://www.burlington.org/607/Assessors>

The Board of Assessors is pleased to submit the following report of department activities for the calendar year ending December 31, 2024. The Board of Assessors typically meet the third Wednesday of the month and when needed, had meetings with taxpayers, interested citizens, and state/local officials. The Appraiser/Assistant Assessor, Paul Tierney, attended Department Head, Ways & Means and Town Meeting as the Assessing Department representative.

PURPOSE

Massachusetts law mandates a value be placed on all real property and taxable personal property. A great deal of information about property and market characteristics is collected, recorded, and analyzed. As an example, Income and Expense forms are mailed to commercial and industrial property owners every year and sales verification forms are mailed to every new owner of real property each month. Forms of List are sent to all business owners requesting information on all taxable personal property. All building permits received in the office are reviewed and, if necessary, are visited by a representative of the Assessors' Office.

The Massachusetts Department of Revenue mandates that the Assessing Department visit each house every ten years to verify property data. The Town of Burlington opted for a cyclical inspection cycle rather than a full measure and list (defined as all the data being collected within one fiscal year). The Town of Burlington entered into a new verification cycle starting in Fiscal Year 2018.

Inspections are conducted by map area (between 100-200 parcels per map) while visiting about 900 homes each year. A letter from the Assessors' Office is then mailed to each owner notifying the taxpayer when to expect a data collector. If access is not gained, a letter will be left requesting the owner to call and schedule an inspection. We encourage all property owners to cooperate and schedule an inspection.

In December, once the Select Board sets the tax rate, the tax bills are mailed out. This generates a lot of activity within the office, including but not limited to, processing exemption and abatement applications. The information gathered, along with the Assistant Assessor's recommendation, is provided to the Board of Assessors for a determination on the application.

This year we processed over 200 exemption applications, which included disabled veterans, widows, senior citizens, and blind persons. The Assessors' Office has continued to provide awareness of these exemptions and encourages any property owners interested to contact the office.

During the first two weeks of January over 1,328 Forms of List were mailed to businesses and are due back to the office on March 1st. Also, approximately 436 Income and Expense requests were mailed out at the beginning of the year to owners or lessees of income producing property. The Income and Expense forms are due in the office sixty days after they are mailed.

Also at the beginning of the year, a large motor vehicle excise commitment was received from the Registry of Motor Vehicles with numerous additional smaller commitments received periodically during the year. Since many in the community receive an excise tax bill, the bills generate numerous questions that are addressed by the office staff. Annually, over 27,679 excise tax bills are mailed; almost 1,050 required some sort of adjustment. Some examples include; if a car is sold, stolen, taken off the road or the taxpayer has moved to another community or state and the plates are transferred to another vehicle or returned to the Registry of Motor Vehicles.

CHANGES

The general public now has access to look up deeds that have been recorded in the Middlesex Registry of Deeds, Southern District. The web site address is www.masslandrecords.com. The Registry also provides a compact disk to the Assessors' Office approximately every 6 weeks. In 2024 the Assessors' Office processed over 95 abutters lists. Lists as well as labels are provided by the Assessors' Office for a fee. Last year the Assessors generated over \$3,845 in fees from abutter lists. The money received is deposited back into the Town's General Fund.

The past year was focused on updating all taxable property, effective January 1, 2024, in accordance with state law. This resulted in a Fiscal Year 2024 tax roll for the Town of Burlington of 8,023 taxable real property accounts and 1,308 personal property accounts.

The total assessed value of all taxable property was \$10,015,540,870 with a tax levy of \$147,792,967. The Select Board voted to continue a split tax rate which resulted in a rate of \$8.66 for residential and a rate of \$25.47 for commercial, industrial and personal property per one thousand of assessed value.

Located at the Assessors' counter are two touch screen computers for public use. The computer software searches by ownership, street, or parcel for all taxable and exempt properties in the Town of Burlington. Residents can look up different properties as well as their own for detailed information. In addition to this information, GIS mapping data, along with other pertinent data, is available on the Town website.

The Board of Assessor's would like to acknowledge the contributions of the staff throughout the year. Paul Tierney, Town Appraiser/Assistant Assessor; the Administrative staff, Maria Lombardo and Kaitlyn McGaffigan and James Doherty, Commercial Appraiser.

TOWN CLERK'S DEPARTMENT



The Staff of the Clerk's

Office:

(L to R)

Kate O'Shea,

Kirsten Midgley,

Daniel McCormack,

Linda McNeill,

Amy E. Warfield,

The office of the Town Clerk is an important source for information and records for residents and businesses. We handle vital records, the business records and administrative paperwork for the Town. Our office also oversees the updating of the Town website. Working with other town departments to keep the information on the site, up-to-date and accurate which is a necessary and valuable resource for the residents and businesses. Visit us at <https://www.burlington.org/353/Town-Clerk>

Office Highlights for 2024

- Completion of the 2024 Census with 91% Households responding.
- Oversaw the planning and implementation of 4 elections, Including a Presidential Primary and Presidential Election. This being a big election year we will continue to work on refining and improving the systems we need and use. About 24 weeks of the year was spent on the elections which are Presidential Primary on March 5, Annual Town on April 6, State Primary on September 3, and the Presidential/State Election on November 5th.
- Implementing for Early In Person and Vote By Mail Voting for the Town Election. This involved receiving, mailing out and processing over 6800 requests for Vote By Mail ballots and xx Early In Person ballots. The return percentage on these requests was 62%.
- Co- Sponsored with Burlington Buzz – Nicci Kadilak, the First ever Burlington Civic Expo. With over 500 people in attendance.
- Processed the meetings and reports from the Town Meetings. Submitted all necessary reports to the Attorney General's office and State Legislature for approval and creating the necessary legislation.

- Processed and managed dogs licenses for the year for a total of 2665 dogs licensed. This included the registration of 89 new dogs
- Hosted the 225th Birthday Celebration for the Town at the Grand View Farm.



Some of the guests included Rep. Ken Gordon, Paul Sagarino,
Select Board Members Jim Tigges and Mike Runyan . . .



Barbara L'Heureux, Paul Raymond, Senator Cindy Friedman, and
Elected officials Dr. Ed Weiner, Roger Riggs, Bill Beyer, Martha Simon, Conservation Director
John Keeley and Eco Development Melissa Tintocalis



Facilitated a student contest for Burlington unique “I Voted” stickers. Over 100 students submitted entries and 5 were chosen, created as stickers and passed out during the 2024 elections.

Proud Student artist at the election – with her winning sticker



- Continued with the STUDENT VOTE at the Annual Town Election – assisted this year by the Scouts from Burlington.



- Issued 212 new and renewal “Doing Business As” (DBA) certificates and managing renewals and changes for over 906 small businesses in town. Businesses in Town had made a small rebound after COVID, but that has continued to be a soft area as few small businesses are opening.

- Accepted, processed and managed over 300 applications, and all the decisions and support file from Applicants made to the Planning Department and the Board of Appeals.
- Provided oversight for Public Record request made by individuals to the town. Handled over 677 requests under the FOIA regulations. Working with other Departments including Schools, Health, Fire and Police.
- Also ran 2 shred days for the town residents.
- Revenue generated for the year was \$168,902, which included 2498 online transactions via the Town website online payments option. These transactions resulted in over \$97,338.30 of revenue. All revenue was turned over to the Town Treasurer and it was added to the general fund.

Looking forward to 2025

Two of the challenges this year will be the state rolling out a new voter registration system in the second half of the year will be an exciting challenge for the staff. We will also be implementing a new Death Vitals this year sometime and look forward to that inclusion of the Marriages into the Vitals online system.

One other change in 2025 will be my retirement and the election of a New Town Clerk. Also on the ballot this spring will be a question to convert the Town Clerk position from elected to appointed.

As always the work of the Clerk's office is a team effort. I want to thank the staff, Linda McNeill, Kate O'Shea, Kirsten Midgley, Daniel McCormack and our interns Aydin Khalifa and Julianna Lombardo for all their hard work throughout the year. We also have a great team of Tax workoff workers that help with the processing of the census, and over 80 election workers. The office would not run without all of us working together.

Respectfully Submitted, Amy E. Warfield, Town Clerk

Following are the historical profiles on Vital Statistics (Births, Marriages, and Deaths), Voting Statistics, Election Results, and the Archives report. Town Meeting Minutes and Appointed Boards and Committees are included in the Addenda section of the Annual Reports.

VITAL STATISTICS

The following Births, Marriages, and Deaths were recorded in the Office of the Town Clerk. The figures for marriages and deaths are total records in our office, and Burlington residents are reflected in the final column.

This data is as of December 31, 2024

	Births	Marriages	Deaths	Residents Deaths
2000	297	161	705	150
2005	257	123	788	177
2010	275	119	841	205
2015	302	130	1028	249
2020	270	198	1215	269
2021	287	146	1229	237
2022	274	129	1281	267
2023	254	146	1276	242
2024	265	174	1278	247

VOTER STATISTICS THRU 2024

<u>TOWN ELECTION</u>	Prec.1	Prec.2	Prec.3	Prec.4	Prec.5	Prec.6	Prec.7	Total	%
2010	660	343	610	491	682	687	---	3473	23%
2015	381	154	324	271	377	314	184	2005	13%
2017	591	179	426	423	489	478	322	2908	18%
2018	399	181	244	285	262	357	249	2144	14%
2019	494	218	428	337	446	462	318	2703	16%
2020	564	208	444	324	487	449	284	2760	17%
2021	581	214	454	380	485	437	324	2875	17%
2022	570	197	379	348	482	481	199	2656	15%
2023	497	209	413	358	551	516	311	2855	15%
2024	704	281	595	472	696	645	433	3826	22%

STATE PRIMARIES

Sep 2010	305	228	337	261	313	262	---	1706	11%
Sep 2012	353	162	288	267	332	288	222	1,912	13%
Sept 2014	412	220	409	329	414	370	321	2475	16%
*March 2016	1363	782	1196	981	1331	1215	1084	7952	50%
Sept 2016	113	80	161	96	138	143	89	829	5%
Sept 2018	438	274	471	371	456	441	463	2914	18%
*March 2020	882	580	786	652	858	802	874	5434	44%
Sept 2020	1104	704	1029	796	1110	1043	1089	6875	41%
Sept 2022	753	430	686	475	791	725	622	4482	24%
*March 2024	916	469	810	604	921	582	773	5345	28%
Sept 2024	477	284	480	383	518	526	503	3171	16%

STATE/PRESIDENTIAL ELECTIONS

Nov 2010	1730	1379	1815	1303	1663	1585	---	9475	63%
* Nov 2012	2,255	1,443	1,939	1,750	2,097	2,076	1,848	13,408	86%
Nov 2014	1619	865	1403	1227	1518	1431	1271	9334	60%
* Nov 2016	2327	1493	2025	1830	2228	2175	2141	14,219	86%
Nov 2018	1858	1154	1635	1514	1854	1754	1723	11,492	70%
*Nov 2020	2454	1635	2261	2016	2340	2296	2429	15,431	87%
Nov 2022	1825	1047	1569	1258	1893	1769	1484	10,845	62%
*Nov 2024	2372	1451	2133	1698	2433	2362	2161	14,600	74%

#7th Pct. added in 2012

*Presidential Election/Primary

ARCHIVES

Daniel McCormack, CA, Archivist/Records Manager

Website: <https://www.burlington.org/353/Town-Clerk>

Mission:

The purpose of the Town of Burlington Archives is to organize, preserve, and make accessible records not in current use and to collect and maintain documentation relevant to the work of the municipal government. The Archives primarily services the municipal government operations of the Town of Burlington. The Archives holds both archival and inactive records relating to 1) current and ongoing municipal operations, 2) municipal departments, 3) committees and boards, 4) the history of the Town 5) the growth and development of the town, 6) vital records of individuals, 7) Town Meeting, 8) municipal personnel, 9) secondary sources relating to the history of the town and its people and 10) individuals and organizations related to or functioning within the Town. The Archives collects documents related to Burlington history, government and operations in several different forms, including, but not restricted to: microimages, photographs, manuscripts, paper, maps, digital records, audio and visual recordings. The Archives primarily collects unpublished items but will acquire published items relating to the town, its growth and development and its history. In exercising its operations, the Archives follows accepted technical standards and best practices, as well as state and federal laws, rules and regulations.

2024 Highlights:

- Transferred 63 cubic feet of records from town departments. Destroyed 42.25 feet of paper records and approximately .9 terabytes (electronic media) held in the Archives.
- Advised municipal boards, town officials, and vendors on public records management issues. Served as point of contact between town and the State Archives Records Management Unit.
- Assisted Town Clerk with preparations and activities for the Civic Expo.
- Helped facilitate two Shredding Day events for town residents.
- Assisted Town Clerk and Board of Registrars during the municipal, state primary and general election.
- Produced displays and provided content for town's 225th birthday celebration.
- Reference: The Archives answered a total of 793 inquiries during the past year. This marked a major increase from the previous year. Of these, 542 were from internal users and 251 from outside patrons. Figures do not include calls for document removal or transfer service from municipal departments.
- Provided advice to two municipalities planning the establishment of municipal archives facilities or programs. One of these from an adjoining community will continue on a limited advisory basis.
- Service to the profession. Continued service as a member of the Massachusetts State Historical Records Advisory Board. Completed 10 years of service as a grant reviewer on behalf of the (Society of American Archivists Foundation) National Disaster Recovery Fund for Archives. Filled several different capacities for New England Archivists, most notably as treasurer-elect. Began service as Treasurer in April, and resigned in June.
- Provided technical advice to the town's Historical Commission.

Goals – 2025 and beyond

The next decade will see substantial growth in Burlington's municipal facilities and operations. With new school and municipal facilities now in the planning stages, it is safe to say that the town will undergo a degree of activity exceeding even the expansion of a quarter century ago. New projects offer an opportunity for renewal, and the Archives will see a continued evolution of services and functions as we work to support the activities of municipal government.

As 2024 began, we began receiving inquiries from residents curious about the impacts of new projects on their lives. Later, different departments began utilizing our services and resources as projects went deeper into their planning phases. Today, we are bringing both our facilities and knowledge to both residents and town officials and expect to continue doing so for the foreseeable future.

Part of that involves our dual function in assisting the Clerk in the conduct of local and state elections. This year, we helped with early voting and Election Day activities and offered our space for the processing of ballots. As elections are under a greater deal of scrutiny than ever before, we are pleased to utilize our space and secure facilities to ensure that the town continues to provide the most compliant and voter-friendly experience possible to our citizens.

Evolution in municipal government services is built into our nature; however it requires leadership from the Archives in managing the resources and holdings for which we are responsible. The changes in functions necessitated by elections and expanding municipal activities will result in closer scrutiny of our existing holdings for future use. Invariably, those items that have outlived their use and have passed their retention periods will hold less enduring value than previously. As such, we will look to undertake more aggressive reformatting and document destruction, and may seek to keep less on our shelves and more on the workstations of town employees than has previously been the case. Suffice to say, we cannot hold all of the materials that departments wish to send our way, and we will need to employ more creative and cost effective solutions to what is an expanding challenge.

In closing, the Archives wishes to recognize our Town Clerk, Amy Warfield, as she approaches her retirement in the early part of 2025. Amy has been not only Clerk, but a mentor and friend to us during the nearly 20 years we have worked with her. We have at all times appreciated the guidance and knowledge she has brought to all of us in Burlington government. Citizens and her fellow employees recognize the efforts she made beyond the walls of Town Hall to make the community better. It is also not lost on us that she always brought a strong and genuine consideration for the individual to her work with both her colleagues and citizens. Clearly, she was the right person for the honored role of Clerk at the right time, and it is safe to say that we are better for having had her here. It has been a pleasure working with Amy and we wish her the best in all of her future endeavours.

BOARD OF REGISTRARS

Working with the Town Clerk's office the Board of Registrars is responsible for overseeing Elections and Voter related issues. Following are profiles and historical data on voters and voter registration for 2024.

2024 was a four election year. In the past year the State Legislature passed a Special Act that allowed for early voting that includes both Vote by Mail and Early In Person. This did result in an average of 56% of our voters casting ballots prior to the day of the election. Other change in the voter registration from the RMV is the preregistering of 16 year olds. This does allow for them to be automatically registered when they turn 18.

Our Board ran a voter information and registrar drive at the annual Celebrate Burlington Day. The Registrars work at the Day of Voting helping Voters who were either Inactive or not sure what precinct they were in voting. They also helped with tracking the hourly counts and after the post processing of the delayed ballots, reviewed any overseas and Provisional Ballots.

A change that will affect future elections comes with the retirement of 5 of our very faithful and hardworking Election workers. The Board wishes well to Lois Shramek, Jim Shramek, Eileen Perachi, Pat Stanford and Suellen McGillick.

These workers represent over 150 man years of election work.



2024 Elections Results

Elections in 2024	# of Voters/ % of Turnout	Absentee; Early in Person & Vote by Mail / % of total
Presidential Primary – March	5,345 / 28.2%	2,509 / 47%
Annual Town – April	3,826 / 22%	2419 / 63%
State Primary – September	3,171 / 16.4%	2,075 / 65%
Presidential/State – November	14,600 / 74.4%	8689 / 50%



Our very own Sam “George Washington” Hockenbury encouraging Voters to Vote Early.

Respectfully submitted,
By Amy E. Warfield on behalf of:
Lisa Jimenez
Peter Hodges
John Strauss
Amy E. Warfield
2024 Annual Report - Board of Registrars

Year-End Summary:

1789	- # of residents registered and added to the rolls
991	- # of residents dropped from the rolls
1425	- # of voters on the inactive rolls
1637	- # of persons eligible but not registered

POPULATION/REGISTERED VOTERS: Based on Annual Town Census

POPULATION TRENDS

<u>Age Group</u>							
	<u>1990</u>	<u>2000</u>	<u>2010</u>	<u>2020</u>	<u>2024</u>	<u>Since 1990</u>	<u>Since 2000</u>
0-10	2815	2931	2703	2411	2355	-16.3%	-19.7%
11-20	3160	2833	987	2809	2749	-13.0%	-3.0%
21-30	3889	2500	2644	2993	3069	-21.1%	22.8%
31-40	3311	3624	2950	3192	3297	-0.4%	-9.0%
41-50	3062	3378	3660	3094	3296	7.6%	-2.4%
51-60	3031	2905	3220	3492	3204	5.7%	10.3%
61-70	1756	2325	2546	3015	3223	83.5%	38.6%
71-80	672	1398	1844	2096	2293	241.2%	64.0%
81-90	220	417	922	1172	1245	465.9%	198.6%
91+	24	75	133	328	361	1404.2%	381.3%
Unknown	722	745	912	1842	3245	349.4%	335.6%
Total	22662	23131	22521	26444	28337	25.0%	22.5%

TREASURER COLLECTOR



ADMINISTRATION & PROFESSIONAL STAFF

- Gary J. Gianino - Treasurer Collector
- Ana-Maria DeRosa – Deputy Treasurer Collector
- Andria O’Shea - Assistant Treasurer
- Paul Shvartsman Senior Tax Collector
- Christine Sinacola - Benefits Administrator
- Maria Reale - Payroll Administrator
- Paula McMahon – Collection Specialist
- Jayne Etheridge – Tax Collection Administration
- Susan McEachern – Treasury Collector Accounting Specialist

Web Page: <https://www.burlington.org/605/Treasurer-Tax-Collector>

Welcome to the Town of Burlington Treasurer Collector Department

We strive to provide taxpayers, town departments, employees, retirees and the general public with a high level of prompt and courteous assistance.

Our mission is to provide efficient, timely collection of all monies due to the Town of Burlington. We safeguard all funds of the Town of Burlington, issue debt as authorized by Town Meeting, fund expenditures and oversee payroll and benefits for town employees and retirees.

We utilize technology and banking services to create efficiencies to satisfy the need of the residents and other departments.

1. 2024 HIGHLIGHTS

Bonding:

In April of 2024, the Town issued a one year Bond Anticipation Note (BAN) in the amount \$8,918,847. The issuance includes a continuation of funding for the MWRA Water Connection program, Reconstruction of the Force Water Main, the remaining costs for the Fox Hill School Feasibility Study and funding of Roads, Municipal Lots and Sidewalks. Prior to the BAN sale S&P Global Ratings, a municipal bond credit agency, affirmed the Town's AAA rating. The rating agency noted the Town's strong economy, strong management with good financial policies and practices.

Setting of the Tax Rate:

On November 18, 2024, the Select Board set the 2025 fiscal year residential tax rate at \$8.66 per 1,000. This represents a \$.28 cent decrease in the base rate over Fiscal year 2024. While the tax rate decreased the estimated average value of residential property, increased approximately 7.76% to \$782,100 in FY25 over FY24 average residential property value of \$725,800. The value increase coupled with a \$.46 cent decrease in the tax rate results in an estimated average increase in the average bill of \$284.

BREAKDOWN OF TAXES LEVIED FOR FISCAL YEAR 2025				
CLASS	LEVY PERCENTAGE	VALUATION BY CLASS	TAX RATES per 1000	LEVY BY CLASS
Residential	37.39%	\$ 6,383,275,340	8.66	\$ 55,279,164
Commercial	52.46%	\$ 3,043,316,176	25.47	\$ 77,513,263
Industrial	5.06%	\$ 293,327,424	25.47	\$ 7,471,049
SUBTOTAL	94.90%	\$ 9,719,918,940		\$ 140,263,477
Personal	5.10%	\$ 295,621,930	25.47	\$ 7,529,491
TOTAL	100.00%	\$ 10,015,540,870		\$ 147,792,967

Collection of Taxes and Fees:

The department is responsible for the payment of Real Estate Tax, Water and sewer Bills, Motor Vehicle Excise Tax and Personal Property Taxes. Real Estate Tax Collections remain strong.

Collections by Fiscal Year

* in millions

Bill Type	FY22	FY23	FY24
Real Estate	\$123.12	\$129.71	\$134.72
Water	\$10.19	\$10.01	\$11.41
Personal Property	\$5.67	\$5.50	\$5.97
Excise	\$4.51	\$4.70	\$5.27
Total	\$143.49	\$149.92	\$157.36

In the fall of 2024, we initiated a letter to purchasers of homes welcoming them to Burlington and also letting them know about potential complexities related to Real Estate Taxes and Motor Vehicle Excise Tax.

We offer different options for the payment of Real Estate Tax, Water and sewer Bills, Motor Vehicle Excise Tax and Personal Property Taxes.

These options include:

- Payment by mail, where the town uses a lockbox service provided free of charge by our bank
- Online Payment Service, where a payer has the option of using their bank account with a charge of 40 cents or using a credit card with a charge of 2.99% (minimum of \$3.00)
- Mortgage Service Escrow payments direct to the town.
- In person payment by dropping off payment in our box located outside town hall.
- As always, taxpayers can come to Town Hall at 29 Center Street to pay over the counter during regular business hours

In our promotion of the various options of payment, we have seen a shift in collections. Please see the chart below.

Collections by Option

* in millions

Source	FY22	FY23	FY24
Lockbox	\$46.25	\$48.21	\$53.94
Town Hall	\$51.56	\$49.69	\$43.58
Online	\$24.64	\$26.52	\$28.61
Mortgage Services	\$21.05	\$25.50	\$31.23
Grand Total	\$143.49	\$149.92	\$157.36

Payroll and Benefits

The department is responsible for the Funding and required reporting of the Payroll.
Below is a Schedule of the Gross Payroll and related withholdings.

Town of Burlington
Gross Payroll and Net of Employee Withholdings
Calendar Year

	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
GROSS PAYROLL	\$ 85,351,149	\$ 88,515,425	\$ 93,782,179	\$ 98,551,618	\$ 103,694,621
<u>WITHHOLDING</u>					
Federal Tax	8,798,854	9,108,852	9,555,529	9,961,396	10,211,852
State Tax	3,661,524	3,774,549	4,017,929	4,236,197	4,458,066
Retirement	7,765,573	8,082,198	8,503,466	8,922,673	9,469,783
Health Insurance	3,639,383	3,704,668	3,776,440	3,894,654	4,180,938
Disability Insurance	266,933	241,693	226,983	265,814	266,262
Delta Dental Insurance	445,987	482,440	487,035	506,479	543,401
Credit Union	2,345,200	2,286,255	2,176,819	2,024,964	2,037,423
Tax Shelter Annuities	1,142,840	1,185,913	1,194,318	1,309,783	1,466,388
Deferred Comp Plans	2,139,458	2,210,932	2,350,766	2,493,279	2,487,419
SMART Roth	50,794	122,551	205,974	250,822	335,092
Teachers Association	292,927	398,396	332,253	353,175	355,373
Union Dues	295,026	214,244	326,171	313,695	335,861
Garnishments	11,438	3,700	-	-	-
Life Insurance	151,516	148,982	140,587	139,903	153,955
Fica-Medex	1,127,843	1,181,971	1,257,215	1,325,509	1,402,582
Social Security	599	709	879		
Flexible Spending	617,650	628,478	642,099	665,237	701,189
Firepac	1,040	3,457	3,408	2,381	2,208
Cops for Kids with Cancer	3,487	822	676	676	689
Sprouts	380,286	412,071	439,554	451,075	524,855
TOTAL WITHHOLDINGS	33,138,358	34,192,883	35,638,101	37,117,711	38,933,336
NET PAYROLL	\$ 52,212,792	\$ 54,322,542	\$ 58,144,078	\$ 61,433,907	\$ 64,761,285

The Town continues to be watchful in managing all elements of the health care benefits. Health care costs continue to increase. Our plans are self-funded. The town maintains an Insurance Trust Fund to cover the costs. The town also subscribes to a stop loss policy capping individual claims over 125,000 in a given year.

Safeguarding of Assets

Our department maintains various cash and investment accounts with various institutions. We have collateralized all general bank accounts, thereby protecting the town from any loss in case of bank closures. We subscribe to a quarterly bank rating system as a secondary means of assuring our bank relationships. As per Mass General Law Section 15A, our investments follow the accepted state list for investments. We locked in some CD's to capture interest at the higher rates when the rate received is higher than Money market accounts. Our goal is to maximize investment income. Interest rates peaked in first months of 2024 and subsequently ended the year in the 4.5% range.

GOALS 2025

- Continue to review and implement improvements with our processes.
- Continue our diligence in identifying risks related to cyber security.
- Outsource the Printing and mailing of tax bills



FIRE DEPARTMENT

FIRE CHIEF

Andrew Connerty

ASSISTANT FIRE CHIEF

Steven McLean

GROUP CAPTAINS

Michael Bibbey

James Browne

Robert Paul

Kevin Pollicelli

GROUP LIEUTENANTS

Craig Callahan
Sean Connors
Ernest Covino

Todd Ficociello,
Mike Fontannay
James Hapenny

Shaun Kenney
Michael McLaughlin,
Brendan Micciche

Thomas Monagle
William Toland
Jack Walthall

FIRE PREVENTION / INSPECTION SERVICES

Captain Michael Hanafin

Lieutenant Peter McAnespie

TRAINING / COMMUNICATIONS

Captain Mark Cedrone

EMERGENCY MEDICAL SERVICES

Lieutenant Michael Donoghue

CLERICAL STAFF

Loreen Arseneault

Eileen Ferren

Stacey Hindle

FIREFIGHTERS

David Angelo
Preston Angelucci
Austin Arseneault
Evan Austin
Michael Bennett
Rob Blenkhorn
Jeffrey Boucher
Joshua Carabello
Thomas Cardwell
Mitchell Cunningham
Sean Daly

Ryan DeCoste
Rebecca Donahue
Kurt Duprez
Conor Egbert
Benjamin Elwell
Benjamin Fischel
Eric Fitzgerald
Michael Gledhill
Connor Grenier
Connor Haded

Gerard Hanafin
Timothy Hovasse
Jason Hughes
Paul Kadilak
Cote Kilbride
Sean Killilea
Ryan Loftus
Connor MacLean
Thomas MacLeod
Nicholas Menkello

Patrick O'Halloran
Paul O'Meara
Gregory Ouellet
Alexander Preece
Zachary Rolfe
David Rosenberger
Cole Sheridan
Thomas Vezeau
Stephen White
Shane Yandle

EMERGENCY VEHICLE TECHNICIAN

Justin Dekow

CIVILIAN DISPATCHERS

Elaine Carpenter

Stephen Baia

Brady McGonagle

Jacklyn Teebagy

The Burlington Fire Department website is located at: <https://www.burlington.org/169/Fire>

Burlington Fire Department

Mission

The mission of the Burlington Fire Department is to protect and preserve life and property in the Town of Burlington through code enforcement, public education programs and incident response to fire, medical and other emergencies.

The members of the Fire Department extinguish and investigate all fires, provide emergency medical services treatment and transport for the sick and injured at the Advanced Life Support (ALS) level, and respond to and mitigate other emergencies.

Department Overview

The Burlington Fire Department currently employs sixty-eight (68) personnel, which includes 60 uniformed firefighters, 4 civilian dispatchers, 3 administrative staff and 1 emergency vehicle technician. Our Department operates out of two fire stations. Fire Headquarters is located at 21 Center Street and Fire Station 2 is located at 114 Terrace Hall Avenue.

Divisions

Administrative (Chief, Assistant Chief, Administrative Secretary and Administrative Assistant)

Duties include the day-to-day operations of the Fire Department including fiduciary responsibilities in the preparation and expenditures of a \$10.3 million budget; create short, medium and long-term Department plans, which includes developing and presenting capital item requests.

Fire Prevention/Inspectional Services (Fire Prevention Captain, Fire Prevention Lieutenant and Office Assistant)

Fire Department's portion of the oversight and approval of:

- Commercial construction projects
- Residential construction projects

Duties include:

- Site plan reviews
 - Fire alarm systems
 - Municipal fire alarm connection to the Fire Department
 - Fire suppression systems
 - Apparatus access
 - Water supply
 - Exposure to other structures
 - Type of occupancy
- Permit processing
- On-site inspections during construction
- Final inspections for the issuance of occupancy certifications
- Enforcement of fire codes
-

Training / Emergency Medical Services / Communications / Dispatch

Training Captain, Emergency Medical Services Officer, Civilian Dispatchers (4)

The Training Captain is responsible for training and keeping training records for:

- Fire Officers
- Firefighters
- Dispatchers

The Burlington Firefighters attended training on a regular basis throughout the year. Our training facility at Station 2 enables us to complete in-house classroom sessions as well as situational and hands-on instruction in the Training Tower. In-house instructors did not only lead this year's evolutions and programs, but we also collaborated with the Massachusetts Department of Fire Services on training classes such as:

- Rope Rescue Technician level
- Fire Officer 1
- Fire Instructor 1

Through contracting with a regional training agency, our department honed our abilities in pump operations.

Our department members completed several in-depth training sessions. This includes:

- "Jaws-of-Life" hydraulic extrication
- Self-contained breathing apparatus (SCBA)
- Lifting airbags
- Ice/cold water rescue



Our Fire Officers and Firefighters also completed many in-service inspections throughout the town. These site visits help to familiarize our fire responders with not only the personnel at the sites, but also the layout of building utilities and the location of these businesses. This situational awareness is critical to our response performance. Some examples of these inspections involve walk-throughs of apartment buildings, condominium complexes and retail properties.

Specialized Training

We are fortunate and proud to have the experience of our HazMat Technicians and Technical Rescue specialists as part of our Department.



HazMat

The Burlington Fire Department has two members assigned to the District 2 State Hazardous Materials Team. There are six regional teams throughout the Commonwealth. This firefighter responds to HazMat incidents throughout the state and attends monthly HazMat trainings. These firefighters are a valuable resource to the Department and town if a hazardous materials incident were to occur in our own community.

Technical Rescue Team

The Burlington Fire Department also have four fighters who are members of the Northeast MA Technical Rescue Team. This highly specialized team provides regional coverage for technical rescues such as high/low angle rescue, trench rescue, and structural collapse rescue. These members also attend monthly trainings.

Emergency Medical Services (EMS): The EMS Officer oversees the Fire Department's emergency medical services operations including the personnel, ambulances and maintaining all associated records.

2024 was another busy year for Emergency Medical Services. Our Department responded to 3,963 calls for medical aid, an increase of 366 or 6.8%. We transported 2706 patients to hospitals, 201 more than we did last year or a 8% increase over last year. The types of ambulance requests included heart and respiratory complaints, along with motor vehicle crashes and other types of trauma related incidents.

The Fire Department's two ambulances responded to 3,257 Advance Life Support (ALS) calls and 654 Basic Life Support (BLS) calls. The goal of our Department to deliver high quality Emergency Medical Services to the residents and visitors of Burlington. Moving forward, we continue to strive to build on our already highly successful paramedic (ALS) service through training and equipment improvements.

All of our EMTs and Paramedics must earn continuing education credit throughout a two-year period in order to recertify. We have incorporated High Fidelity Simulation into our continuous education program. This simulation involves the use of sophisticated life-like mannequins in real life patient scenarios. These mannequins can mimic human anatomy and physiology and can breathe, have a pulse, a blood pressure, an EKG and, with a computer, can adapt and change according to how the EMTs and Paramedics identify and treat the condition. In addition, all EMS providers are required to have multiple hours of in classroom training.

We participate in the Town's multidisciplinary team called "The Community Response Team" where members of several Town Departments meet to discuss and identify residents who may be in need of specific town services such as Council on Aging, Behavioral Health, Youth and Family Services, Board of Health, Substance Abuse and children at risk.

Dispatch: Under the Massachusetts guidelines for Emergency Medical Dispatch (EMD), the Burlington Fire Department is the Town's designated EMD provider. Our Civilian Dispatchers answer and dispatch for all incoming fire and medical emergency calls and will give medical instructions over the phone when necessary. In February 2025, we will be improving our response and processes with the implementation of a new record management system (RMS) and computer aided dispatch (CAD).

In addition to answering and dispatching our emergency calls, our Fire Dispatchers handle numerous business related calls throughout the course of a day. These positions are critical to our Department's mission in that the first Fire Department member that a resident or visitor to Burlington speaks to when calling our Department is our Fire Dispatchers.

Emergency Response (Group Captains (4), Lieutenants (12) and Firefighters (44))

Four Groups handle the emergency response for the Burlington Fire Department. They respond daily to all calls for assistance including the extinguishment and investigation of fires as well as a myriad of other emergencies including multiple types of rescues, hazardous materials investigation and remediation. We also provide emergency medical service at the Advanced Life Support (ALS) level in which we treat and transport the sick and injured.

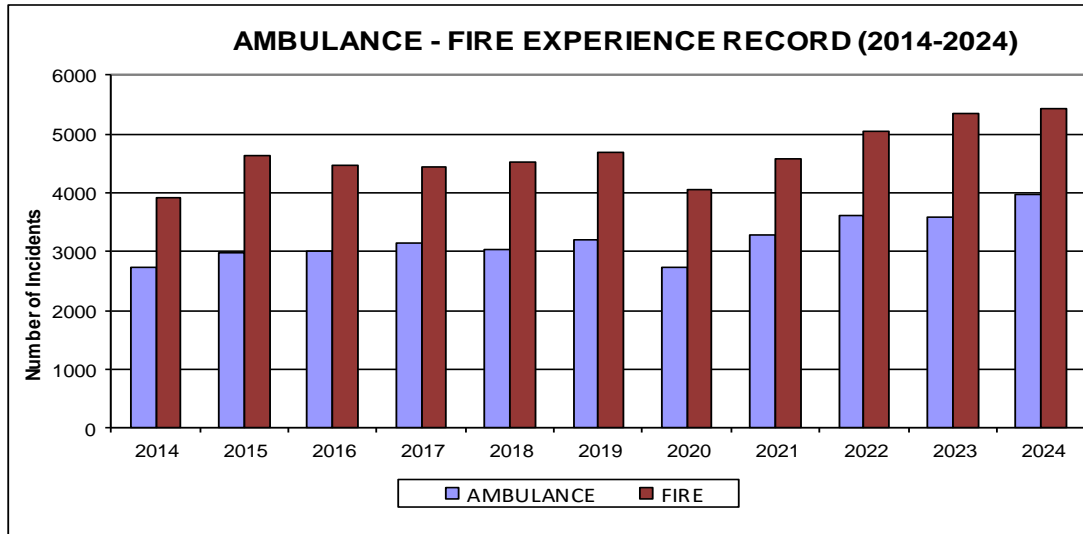
Maintenance (Emergency Vehicle Technician)

The Emergency Vehicle Technician (EVT) is responsible for the maintenance and repair of all emergency response apparatus, staff vehicles, trailers, power equipment and self-contained breathing apparatus

(SCBA). The EVT is a valuable member of our Department that ensures that our apparatus and equipment remain safe and in-service.

2024 Year in Review

The Fire Department responded to 5,424 calls for service in 2024. Included in those overall calls for service numbers are the 3,963 ambulance responses. The total calls for service represents the largest total in the history of the Burlington Fire Department. The following graph illustrates the Fire Department's response numbers for the past ten calendar years.



We had several structure fires throughout the year. There was a 70% increase in brush and grass fires. Our increase reflected similar increases across the New England area, with a long drought causing ideal conditions for brush fires. Our experience was with smaller fires but we were part of several task force deployments across Eastern Massachusetts for larger brush fires.

In May, Town Meeting approved three Warrant Articles for Fire Department vehicles. One was for the replacement of our oldest Engine, one was for replacement of one of our oldest command cars, and one was for the purchase of a new fire/rescue utility task vehicle (UTV). The two older vehicles are showing their age with rust forming on the structural members. The fire/rescue UTV will enhance brush fire response capabilities as well as capabilities in treating and transporting sick and injured individuals who are in remote recreational areas in Town.

There were also three vital communications purchases combined into one Warrant Article for the Fire and Police Departments. Replacement of the Fire and Police Departments' portable radios was approved. Replacement of the Fire Department's radio fire alarm box receivers was also included in that approval. All of this life-safety equipment was at the end of their useful life.

In June, the Police and Fire Departments' annual "Battle of the Badges" took place at the Marion Tavern at Grandview Farm. Blood supply during the summer months typically becomes critically short. We would like to thank all that made donations. The Fire Department prevailed over the Police Department in 2024 by the thinnest of margins. We look forward to this friendly competition again this year.

In August, members of the Fire Department participated at Wegman's Public Safety Night. This is a popular annual event where our residents can meet with our public safety agencies, see fire apparatus and police vehicles up close and view multiple demonstrations. A special thanks to Wegman's for hosting this event as well as providing the food and entertainment.

On September 11, members of our community participated in our annual 9/11 Memorial Service. This year was the 23rd anniversary of the attacks on our nation. The 9/11 Memorial on the Town Common was updated in 2021 in honor of the 20th anniversary. Thanks go out to our Town Administration, Select Board, Recreation Maintenance staff, members of the Burlington Fire Department, and Dick Bagni of JODI Construction for updating the memorial. Special thanks to James Martin of James A. Martin Company, Inc. for his assistance in bringing the World Trade Center artifacts to Burlington.

Throughout the year, the Fire Department provides public safety education within our community, CPR training to our town and school employees and participates in Community Risk Reduction Programs such as smoke and carbon monoxide detector installations for our seniors.

Grants

The Burlington Fire Department received grants and gifts in 2024. They include:

- A grant from the Executive Office of Public Safety and Security (EOPSS) and the Department of Fire Services for \$14,100 for the purchase of firefighter turn-out gear.
- A grant from Metropolitan Boston Emergency Medical Services Council for hosting the Council's Mass Casualty Trailer for \$2,000.

Gifts

- The Oracle Corporation donated \$9,901 for the purchase of equipment.
- The Digital Federal Credit Union (DCU) donated \$2,500 to be used for community-based programs.

The Burlington Fire Department thanks these businesses and community partners for their generosity and support. We would also like to express our appreciation the countless number of individuals, organizations and businesses that provided support for us thorough out the year.

Retirements/Resignations

The Burlington Fire Department had five people leave in 2024.

- Firefighter Eric Holey left in June after serving the community for 18 years
- Firefighter John O'Leary left in July after serving the community for 2 years
- Firefighter John Hanafin retired in July after serving the community for 32 years
- Civilian Dispatcher Elaine Carpenter retired in August after serving the community for 35 years
- Firefighter Josh Landry left in October after serving the community for 2 years

New Hires

The Burlington Fire Department hired six new members in 2024. We welcome these new members to the Fire Department and wish them a long, healthy and productive career.

- Firefighter/Paramedic Cote Kilbride started in April. He came to us with several years of experience on the ambulance and 2 years of experience as a Firefighter in Acton.
- Firefighter/Paramedic Connor Haded started the Massachusetts Firefighting Academy in May.
- Firefighter/Paramedic Jarred Sevene started the Massachusetts Firefighting Academy in May.
- Firefighter/Paramedic Conor Egbert started the Massachusetts Firefighting Academy in July.
- Firefighter/Paramedic Ryan DeCoste started the Massachusetts Firefighting Academy in July.
- Firefighter/Paramedic Rebecca Donahue started in August and began the Massachusetts Firefighting Academy in September.
- Civilian Dispatcher Kristelaine Hammond started in September.
- Firefighter/Paramedic Sean Daly started the Massachusetts Firefighting Academy in December
- Firefighter/Paramedic Ryan Loftus started the Massachusetts Firefighting Academy in December.

On behalf of the of the members and staff of the Burlington Fire Department, I would like to thank the residents, our elected officials, the various town boards & committees as well as our local business community and other Town Department partners. We could not provide the top-notch service that we do without your support.

Respectfully submitted,

Andrew J. Connerty
Fire Chief

POLICE DEPARTMENT



BURLINGTON POLICE DEPARTMENT MISSION STATEMENT

The mission of the Burlington Police Department is to work with all citizens of the community to create a safe and secure environment with an emphasis on equality, fairness, integrity and professionalism.

Burlington Police Department Personnel by Rank & Seniority Chief Thomas P. Browne

Command Officers

Deputy Chief Robert Kirchner
Capt. Daniel Hanafin
Capt. Kevin Cooney
Lt. Matthew Leary
Lt. Gerard McDonough
Lt. Thomas Carlson
Lt. Christopher DiDonato
Sgt. Kevin Doherty
Sgt. David H. McLean
Sgt. Timothy Kirchner
Sgt. Peter Abaskharoun
Sgt. Matthew Creamer
Sgt. William Trelegan
Sgt. Joseph Papsedero
Sgt. James Hanafin
Sgt. Vito Costa
Sgt. Sage Costa

Detectives

Domenic Grossi
Lyn Reynolds
Ashley Daniels
Patrick Lyons
Amanda Santos
Brittany Zaccagnini
Paul Callahan
Paul Glejzer
Robert Aloisi, Jr.
Chris Kelly

Officers

Harry Sawyer, Jr.
Keith Sheppard
Stephen Papagno
David M. McLean
Michael Minichiello
Roberto Reyes
David Outerbridge
Shane Thomson
Nikolas Saledas
Brian Hanafin
Rameez Gandevia
Domenic Calicchio
Matthew Trahan
Jillisa Smith
Daniel Main
Thomas Zarro
Renoel Amogawin
Brian Goggin
Tristan Cochran
Stan Savage
Aurise Miedico
Darryl Calicchio
Tom Lyons
Eric Jaeschke
Nicholas Scola
Brian Ricci
Joe Belsito

Dan Murphy
Richard Riley
Colton Bader
Devin Neal
Brett Encarnacao
John Morris
Cody Davison
Peter Eldredge
Ryan Shea
Timothy Pinkham
Jack Stafford
Alexis Gaudet*
Matthew Schipelliti*

Dispatchers

Edwin Kolhonen
Christopher Hartling
Cody DaSilva

Administration

Paula Manzo
Paola Harlow
Kate Curtis-Bozio

Detail Clerk

Betsy Forte

ACO

Jamie Jeffrey

Recovery Coach

Civilian Support

Karen DiRienzo

Burlington Police Department
www.bpd.org

It is with great pleasure and continued pride that I submit this annual report for 2024. This was another successful year and we had many achievements and accomplishments that will continue to guide our way in the future.

In 2024, as in every year past and future, the department was able to hire and promote talented personnel. At the same time, we bid farewell to some members. We lost their valuable experience but look forward to seeing what their replacements will do to move us into the future. On July 8, Detective Paul Glejzer retired from the department after serving full-time for over 27 years. For the last 20 years of his career, Paul was assigned as the drug detective for the department where he was instrumental in working on drug and vice investigations, always with the mission to keep Burlington safe and aiming to keep the community drug free. His years of experience, coupled with his ability to work with other agencies, allowed Burlington to remain relatively safe from the tremendous negative impacts of drugs that we see around the country. On July 9, Sergeant Tim Kirchner retired after 30 years of service. Tim's last assignment was Community Services where he handled the daunting responsibilities of firearms licensing, station maintenance and community outreach. His work with the public was the foundation of his success as he always had an empathetic ear for people, regardless of their needs, and represented the department with the highest professionalism. On July 5, Lieutenant Glen Mills retired after serving the Town of Burlington in various capacities for 36 years. He served on the police department since 1995 and his last assignment was as the Administrative Lieutenant. His major duties included training compliance and social media outreach. Glen's knowledge and abilities in open source policing and crime analysis assisted the department in countless ways throughout the years and his willingness to take on many difficult projects will be remembered for years to come. One of his last projects was leading the project team for the acquisition and installation of ProPhoenix, the new records management system that has been put into place for both the police and fire departments. Finally, on September 30, Gerry Mills retired after serving the town for 36 years; his last position being the ACO. Gerry was also an instrumental leader with AFSCME, assisting many town employees as a union representative for many years.

We also had four resignations this year: Officer Eric Magee left for the Maine State Police in March; Officer Byron Lara left for the Dudley Police in July; Hannah Hazlett, our Recovery Coach, passed the Massachusetts Bar examination and accepted a position as an Assistant District Attorney in Essex County; and Officer Melisa Cadet resigned in November. A long-serving dispatcher, Alma Venditti, passed away this year. Alma was an original hire when the department chose to institute the civilian dispatcher role back in the early 1990's. Our sincere condolences to Alma's family.

As is the case every year, promotions were a highlight. Kevin Doherty and Sage Costa were promoted on May 6. Sergeant Kevin Doherty was promoted to the position of Lieutenant and is currently serving on



the day shift. He was promoted out of the position of Sergeant Detective, which was filled with the reassignment of Sergeant James Hanafin. Lt. Doherty is also our Information Technology Officer and works very hard to maintain the department's computers and technology programs. Detective Sage Costa was promoted to Sergeant. He was formerly assigned to the Detective Division and was primarily responsible for cybercrime and computer-related investigations. His tremendous experience will leave a void within the Division, but he

will assist in keeping the department ahead by lending his experience and advice to his replacement, Detective Chris Kelly, who has willingly assumed the role.

We have hired new personnel in 2024, and at the time of this report, we still have openings to be filled. At the start of 2024, Officers Cody Davison and Byron Lara graduated from the MPTC-Lynnfield police academy and began their field training program. Both were very successful while attending the academy and have since graduated to solo patrol duties. We also welcomed the following new officers to our ranks: Officer Peter Eldredge, who came to us from the Townsend Police; Officer Ryan Shea, who came to us from the Belmont Police; Officer Timothy Pinkham, who came home to Burlington after serving as an officer with the New Hampshire Marine Patrol; and Officer Jack Stafford, who also comes home to Burlington after serving with the Derry, New Hampshire Police Department. We have also hired Matthew Schipelliti and Alexis Gaudet. Both of these officers are currently undergoing basic police training at the MPTC-Lynnfield police academy and will graduate in February, 2025. It is exciting to see all of these new officers begin their long careers for Burlington and they are all off to great starts, continuing our pursuit of excellence in policing. We also hired Jamie Jeffrey as our new Animal Control Officer. She served in a similar capacity for the City of Cambridge prior to coming on board. She has brought huge enthusiasm and fresh ideas with her and I look forward to seeing her start new programs and expand services for our residents.



The police department had some big achievements throughout the year. One of our biggest milestones was the rollout of the body-worn camera's for all line personnel. We started the rollout by deploying the cameras to our traffic unit in February and the rest of the department in April. As with any new system, there were bumps but the cameras have become part of the normal, everyday equipment of our officers. I would like to thank the Patrolmen's Association and the Command Officers' Association for working with me to secure the cameras on the state grant and creating a workable policy for the implementation and deployment. As usual, Burlington likes to lead the way in policing, and the use of the cameras goes a long way towards transparent policing. A second achievement was the "Go Live" for ProPhoenix, the department's new records management system that will also be used by the fire department. The system is built to enhance safety features for officers and firefighters all while bringing a 21st century perspective to the records management and computer-aided dispatch functions.

In May, Town Meeting approved the funding for a new police station! The goal of attaining a new station has been on the top of mind for many years and I thank the Town Administrator and Select Board for their support and hard work getting the project to Town Meeting. On behalf of all police personnel, I offer a huge thank you to all Town Meeting members that voted in favor of the station. Without their support this would never have been possible. Now, the work to design the new building continues in earnest as we make progress towards ground-breaking and construction. A tentative timeline calls for the new building to begin in early Fall of 2025. As of this writing, we are finalizing a temporary move to the water treatment plant at 171 Middlesex Turnpike, which will be the home of the department for the duration of the new construction. As exciting as this venture is, it carries with it a ton of coordination with various stakeholders to make sure that the department operations remain constant and at the highest levels of competence and professionalism.



In November, we welcomed our newest addition to the department, and it is likely safe to say our most “welcomed” addition – K9 Zuko. Zuko got his name through a naming contest set up by Officer Miedico and Officer Dom Calicchio where they allowed the elementary school kids to choose amongst three



names. Zuko is a chocolate Labrador retriever that we purchased from Boonefield Labradors in Rindge, NH. We got Zuko through a grant from the state Byrne/DOJ grant. Captain Cooney applied for the grant, which also supplied the department funding for active shooter training for some of our officers. Specifically, as it relates to Zuko, the Byrne/DOJ grant allowed us funds to purchase him so he could be trained as a search and rescue dog. He will serve as an asset for the department in the years to come. He will be trained in different disciplines to supplement the work of K9 Remi. Zuko will be trained through 2025 and beyond in basic obedience and search and rescue ~ but if you have seen him around, you will notice that he is very comfortable being considered a “comfort” dog; despite the fact that this is not his primary mission. Officer Aurise Miedico, his handler, has already made countless contacts within

the community and beyond. She and Zuko make an excellent team and look forward to continuing their community-based initiatives in the years to come. The positive feedback that has come our way since bringing Zuko onto board has far exceeded my imagination ~ and he has a way of boosting the overall mood of people around him; whether in roll call, sleeping at the front desk, roaming the halls, or seeing citizens in the course of his day.

This was another great year for our sworn personnel in terms of recognition outside the department. In October, Detective Paul Callahan, Detective Paul Glejzer, Sergeant James Hanafin and Lieutenant Matthew Leary were the recipients of the United States Attorney’s Office *Investigative Achievement Award*, for their work on the case of *United States v. Tam*. This case involved a long investigation, including a federal wiretap, into a defendant that was ultimately convicted and sent to prison for money laundering, fentanyl and methamphetamine distribution, and weapons charges. Detective Callahan is assigned as a Task Force Officer with the DEA and has been instrumental in many cases that are high profile, dangerous and long reaching. When possible, he leverages the support of his fellow co-workers here in Burlington to assist in the cases and bring the targets to justice. This case is just one of many examples of the cooperation between our own members, as well as outside agencies.

Lieutenant Jerry McDonough was awarded the AAA Traffic Safety Hero award in October for his tireless efforts in traffic enforcement. Prior to being promoted to lieutenant, Jerry served as the Traffic Unit Sergeant for years. He still enjoys the motor vehicle enforcement aspects of the job and has racked up

thousands of miles in town on the police motorcycle. His enthusiasm for enforcement and self-initiated activity is noticeable to all of us and I commend him for continuing to perform this necessary duty, all while serving as the officer-in-charge of the 4-12 shift.

Det. Lyons was recognized by Homeland Security Investigations (HSI) New England in December in Marlborough, MA for his participation in “*Operation Family Affair*.” Detective Lyons worked with NESPIN whose mission is to support law enforcement to target and dismantle violent, multijurisdictional groups. Det. Lyons helped his peers throughout the region and worked with federal law enforcement to follow the money in a violent Organized Retail Crime ring. The Heath Street gang, being the center of the investigation, recruited juveniles to conduct violence in and around Boston. The investigation led to multiple warrant arrests and cumulative potential prison sentences of 580 years.

The department was the recipient of many grants throughout the year, including those from State 911, the Office of Grants & Research, the Byrne/DOJ Grant and others. These grant opportunities are made possible because of the work conducted by officers and employees.

As we move forward to 2025, I will continue to work towards making this department the best municipal police department in the Commonwealth. The officers, employees and staff work hard every day to fulfill a mission that is not always easy. They have weathered some tough storms over the last few years but have continued forward with professionalism and transparency. As the chief, it is my duty to ensure each member of the department has the tools and resources to perform their job at the highest levels, and with the community’s continued support, we will remain on a successful and positive course throughout the foreseeable future.

In closing, I would like to again thank the Burlington community for its support. I offer my sincere thanks to Town Administrator Paul Sagarino, Jr., Assistant Town Administrator John Danizio and the entire Select Board for their continued support, encouragement and appreciation of the police department.

Respectfully,
Thomas P. Browne
Chief of Police

2024 BREAKDOWN OF CALLS TO THE POLICE DEPARTMENT FOR SERVICE

Year	2024
Calls for Service	
911 Aband/ Hang Up	2798
Activity - ACO	3
Activity - Car Seat Install	59
Activity - Community Ed/meet	12
Activity - Drug Box/Needle Box	1
Activity - Evidence Officer	12
Activity - Elder Liaison	31
Activity - Investigation	327
Activity - K-9	11
Activity - K-Zuko	18
Activity - Mental Health / CIT	3
Activity - On Duty Training	20
Activity - PAARI Unit	1
Activity - Readiness Drill	16
Activity - Safety Officer	68
Activity - SRO/YSO	65
Activity - sUAS Drone	41
Activity- Traffic Division	53
Administrative Entry	79
ALARM	1575
Ambulance Request	3012
Animal Complaint	370
Assault	37
Assist P D / L E Agency	164
ASSIST PUBLIC/ OTHER	749
ATV/ Dirtbikes/ Scooters	29
B&E - Commercial	16
B&E - Residential	12
BUILDING CHECK	32
BY-Law Violations	6
CHILD ABUSE/NEGLECT	2
CIVIL COMPLAINT	128
CREDIT CARD MISUSE	6
Cruiser Damage	38
Death - Unattended	19
Directed Patrol	15977
Disabled MV	414

DISTURBANCE	283
Domestic	180
Drug Complaint	4
Drug Overdose	5
ELDER Abuse/Neglect/Problem	3
ESCORT	47
Explosions	1
FIRE	147
Flim Flam/Fraud/Scam	167
FORGERY/UTTERING/COUNTERFEIT	5
FOUND PERSON / CHILD	1
Gas Leaks / Odor of Gas	24
Gun Calls/Shots Fired	7
Harrassment	76
HAZMAT INCIDENT	3
Identity Fraud	66
IMMEDIATE THREAT	2
Injured On Duty/Exposure	9
Internal Affairs	7
License Plate Stolen/Lost	7
LITTERING / DUMPING	9
Lockout	148
MALICIOUS DAMAGE / VANDALISM	65
Missing Child	43
Missing Person	18
MV - Repossession	60
MV Abandoned	4
Mv B & E	23
MV Complaint	441
MV CRASH UNKNOWN INJURIES	234
MV CRASH WITH INJURIES	81
MV CRASH WITHOUT INJURIES	727
MV Hit & Run	209
MV STOP	2888
MV THEFT	26
MV Recovered Stolen	3
MV-REPOSSESSION	155
NOISE COMPLAINT	146
NOTIFICATION	40
OPEN DOOR / WINDOW	6
Paper Service	321

PARK & WALK	293
Parking Complaint	359
Police Information	157
Power Outage	12
Prisoner Transport	59
PROPERTY - LOST OR FOUND	259
PROSTITUTION	1
Psychological	60
Restraining Order Served/Issue	17
Restraining Order Violation	21
ROAD HAZARD	226
Robbery	3
Search Warrant	9
Sexual Offenses	18
SHOPLIFTING / RETAIL	328
Soliciting	32
SUICIDE ATTEMPTS OR THREATENED	23
SUSP PERSON; MVs; ACTIVITY	801
Test	79
Theft	191
THREATS PAST / PROGRESS	73
TRAFFIC ASSIGNMENT	2630
TRAFFIC CONTROL	108
TREES/ POLES DOWN	3
TRESPASSING	59
WARRANT ARREST	20
Water Leaks	37
Well Being Check	526
WIRES / POLES DOWN	130
Youth Complaint	80
Grand Total	39509

DEPARTMENT OF PUBLIC WORKS

PURPOSE

The goal of the Department of Public Works (DPW) is to provide high quality services to all residents as well as to offer support to boards, commissions and other Town departments. The DPW is made up of six divisions including Administration, Cemeteries & Facilities, Fleet Maintenance, Engineering, Highway, and Water and Sewer. With its 65 full-time, 1 part-time, and 9 seasonal employees, the department maintains the Town's roadway, drainage, water, sewer, and street lights, traffic lights, cemetery & facilities infrastructure. In addition, the department provides daily services such as water, sanitary sewer, trash pick-up and winter maintenance operations.

During 2024 the Public Works Department continued providing services to our residents in the areas of water production, sewer pumping, water main repairs, snow and ice operations, catch basin cleaning, cemetery burials, facility maintenance and repairs, vehicle maintenance, including police vehicles, and trash collection.

In the next pages you will find detailed information on activities and projects completed by the department this year. I would like to highlight a couple of noticeable projects completed in 2024:

- The first solar array installation on a DPW maintained facility (Mill Pond Water Treatment Facility). This is expected to generate 85,000 kWh/year.
- The replacement of the town's vehicle fueling station including the underground storage tanks. This is used to fuel all town vehicles, including Fire and Police. This will help ensure limited disruption to first responders and services provided to residents. The replacement of the aged tanks will help prevent any ground contamination resulting for aged tanks.
- The construction of a new sidewalk approximately 3,250 feet long on Blanchard Rd that connects South Bedford St and Muller Rd. With the town's recent focus on better pedestrian access, this is a significant connection that also provides better access to the Mary Cummings parks.

Looking forward to 2025, we expect to begin construction of the last scheduled phase (Phase 2B) of MWRA pipe on Middlesex Turnpike and Burlington Mall Road which is expected to provide up to 6.5 million gallons of water per day. Concurrently, we expect to formally decommission the Vine Brook Water Treatment Facility.

Lastly, I want to thank our entire DPW staff for their dedication and hard work throughout the year on the numerous projects and emergencies that arose.



Solar

Respectfully submitted,
Brian White, P.E.
Director of Public Works

Facilities Upgrades and Energy Efficiency Projects

Burlington is continuously striving to improve the comfort of all Town buildings while reducing energy emissions and increasing efficiencies. We are well on our way to reaching our goal of 20% energy reduction in 5 years. Since becoming a designated Green Community in February of 2020, Burlington has already reduced their energy by about 15.8%.

The DPW is preparing for a comprehensive overhaul of the HVAC systems at both the Town Hall and the Town Hall Annex. The Town has begun design of the replacement of the two heating systems and the shared chiller. In compliance with the Massachusetts Department of Energy Resources (DOER) requirements, we first needed to weatherize the buildings. These weatherization efforts were successfully completed in June 2024.

In August 2024, Burlington completed both the weatherization of the Mill Pond water treatment facility and the installation of a solar array on its roof, through the Massachusetts DOER/Massachusetts Department of Environmental Protection Gap Energy Grant Program. The system is now fully operational, and we anticipate generating savings of up to \$18,000 annually.

We will be proposing additional energy efficiency projects in the coming years as part of our ongoing commitment to meeting the goals outlined in the five-year Energy Reduction Plan (ERP).

Respectfully submitted,
Yingyi Huang
DPW Business Manager

ENGINEERING

The Engineering Division evaluates, designs, bids, and manages Town-funded infrastructure improvement projects. Additionally, the Division manages consulting engineers hired to design projects outside the expertise of the Division.

2024 Highlights

- **DPW Procurement (7387)** - Provided procurement assistance on 77 DPW projects.
- **Utility Permits (0031)** – Issued 232 street opening/utility permits as well as 76 Sewer Allocation permits.
- **2024 Traffic Light Inventory (7527)** – Evaluation of all traffic lights owed by the Town of Burlington performed by Coviello Electric, Inc. at a contract price of \$50,000.00.
- **2024 Reclaim, Milling, and Paving (7651)** – Performance of pavement milling, asphalt berm installation, bituminous sidewalk replacement, granite curb installation, and concrete handicap ramps installation. As well as the full depth reclamation, finish grading, complete paving, and all associated work. Awarded to Nocella Landscaping and Paving at a contract price of \$2,796,655.00.
- **Blanchard Road Sidewalk (7620)** – The construction of new sidewalk along Blanchard Road, from South Bedford Street to Muller Road, along the northern side of the roadway. Included some drainage improvements, as well as pedestrian, traffic and bicycle improvements to the corridor as a whole, awarded to Nocella Landscaping and Paving of Woburn, MA, at a contract price of \$1,339,054.97, of which \$499,999.87 was paid for by a Complete Streets Grant from the State, and an additional \$437,829.00 from the State's Fair Share Program.
- **Cracksealing (7193)** – Cleaning and sealing of cracks in bituminous pavement in various locations across the town, awarded to Indus Inc. at a contract price of \$24,674.00.
- **Lead Line Service Inventory Program (7613)** – Town contracted with Wright-Pierce to inventory Town's Public Water Supply (PWS) System and submit required report to MassDEP, which was submitted on October, 15 2024, one day before the deadline date. Project is funded through a grant from the State Drinking Water State Revolving Fund (DWSRF) for a contract price of \$125,000.00
- **Stream Cleaning (7652)** - Removal of road sand accumulation from a tributary stream to Vine Brook behind the rear of 17 and 19 Ellen Road, awarded to National Water Main Company at a contract price of \$113,500.00.
- **2024 Drainage Improvements (7654)** – Installation of 1025 linear feet of reinforced concrete pipe and 10 deep sump catch basins to remediate drainage issues at various locations across town. Awarded to GVC Construction Inc. at a contract price of \$499,213.64.
- **2024 Parking Lot Redesign – Simonds Park (7655)** – Resurfacing of existing parking lot and installation of two drywells as part of Stormwater Retrofit Program. Awarded to PJ Keating Co. at a contract price of \$165,510.00.
- **2024 - Water and Drainage Improvements (7623)** – Installation of 300 linear feet (LF) of 12-in RCP drainage on Winn Street near Wyman Road, 840 LF 6-in CLDI water main on Johnson Road, and 200 LF 6-in CLDI water main the Vine brook Water Treatment plant as

required for the decommissioning of the plant. Awarded to CHB Excavation Inc. at a contract price of \$346,184.

- **Pine Haven Cemetery Columbarium – Unit A (7494)** – Installation of the final unit, Unit A closest unit to the roadway, of the Pine Haven Cemetery Columbarium. Units A, B, and C are located adjacent to the double deep lawn crypt section, and the Kinder-Morgan easement. The project was awarded to Hardy-Doric Inc., of Chelmsford, MA at a contract price of \$95,800.00



2024 Blanchard Road Sidewalk – Before



2024 Blanchard Road Sidewalk – After

Respectfully submitted,
Thomas F. Hayes, P.E.
Town Engineer

CEMETERIES & FACILITIES DIVISION

Cemetery Section

The overall mission of the Cemetery Section of the Cemeteries & Facilities Division is maintaining the quality and standards of care of the grounds of the three Town-owned cemeteries that have been continuously upheld for many years.

2024 Highlights

Pine Haven Cemetery

The Cemetery & Facilities Division performed 82 burials at Pine Haven Cemetery and sold 33 burial plots. Sixteen (16) Columbarium niche units were sold in 2024 with 6 inurnments performed.

Chestnut Hill Cemetery

Cemetery and Facilities Division personnel performed 58 burials at Chestnut Hill Cemetery. The automated irrigation system installation continued progressively in sections of Chestnut Hill.

Old Burial Ground

Maintenance and preservation of historic markers are conducted during the year to keep this historic cemetery in good condition.

Regular maintenance is performed throughout the year in all cemetery areas including weed whacking of grass around headstones and trees, cutting grass, trimming trees and brush, repair and painting of fences, removal of trash and debris and lawn sprinkler repair.

Facilities Section

The overall mission of the Facilities Section of the Cemeteries & Facilities Division is to maintain and repair our 26 Town-owned buildings and the outbuildings associated with them. These buildings include the Town Hall, Town Hall Annex, Police Station, Fire Station #1, Library, Human Services Building, Grandview Farm, 33 Center Street, Vine Brook Treatment, Mill Pond Treatment, Water Division Garage and Fire Station #2, our new Fleet Maintenance/Park and Recreation Maintenance facility located at 10 Great Meadow Road, our new DPW Garage building at 1 Great Meadow Road and new DPW Site 3 at 2 Great Meadow Road.

In 2024, we processed and completed 325 repair and maintenance jobs at various locations, as well as providing groundwork, preparation and supervision of outside contractor projects. Of the completed jobs, 300 were handled by in-house employees, with 25 performed by outside contractors.

In-house jobs included building, electrical, plumbing repairs and general maintenance work needed as well as providing general building and interior finishes to the new DPW Site 3 building project. Outside annual service contractors completed elevator testing, inspections, maintenance and repairs; HVAC inspections, maintenance and repairs; emergency generator maintenance and repairs; fire alarm testing and repairs; fire extinguishers testing, maintenance and replacements; overhead garage door inspections, maintenance and repairs; pest control; roof inspections, maintenance and repairs throughout the year.

2024 Highlights

Facilities improvements were made including:

- Pine Haven Cemetery Chapel cupola was rebuilt and installed;
- Duct Cleaning was performed at the Town Hall and Town Hall Annex;
- Town Hall Annex basement shower was renovated and flooring refinished;
- Human Services building recreation restrooms/locker rooms flooring were refinished;
- Pine Haven Cemetery Columbarium new Unit A was installed;
- Water Treatment Plant upgrades continued including a new condenser at Mill Pond;
- New insulation and roofing was installed at the Mill Pond Generator Building;
- Interior painting resumed at various Town offices;
- DPW Site 3 renovations concluded.

We would like to thank all Cemetery & Facilities Division personnel for their great work throughout the year. Many thanks to DPW employees, The Middlesex County Sheriff's Office Community Work Program and Town of Burlington seasonal help work program for their assistance with heavy seasonal clean-ups and summer production. The Town of Burlington Veterans' Office and Retired Veterans continued assistance in maintaining our valued Veterans' areas is also greatly appreciated.

Respectfully Submitted,
Frank Anderson
Cemeteries & Facilities Superintendent

FLEET MAINTENANCE DIVISION

The Fleet Maintenance Division continued to repair and perform preventive maintenance on the DPW, Recreation, Police vehicles and equipment. The goal of the department is a safe and efficient fleet.

In the past year, we have continued adding new safety equipment and emergency lighting to some of the older vehicles and equipment. As well as adding rust preventative products to help

maintain our fleet. As well as getting up to date diagnostic software to be able to communicate with the newer vehicles that are being added to our fleet.

In total, the division maintains 190 vehicles, trailers and heavy equipment, as well as 25 generators and miscellaneous small equipment.

I would like to thank the staff at Fleet Maintenance, Leo Fernandes and Daniel Mignault for their hard work and dedication to the department.

Respectfully submitted,
Michael DeSimone
Fleet Maintenance Superintendent

HIGHWAY DIVISION

The Highway Division had another productive year and completed projects throughout the Town. Some of these projects include:

- Streets and sidewalks swept
- Pot hole repairs
- Repairing lawns and berms
- Brush cutting throughout the town
- Cleaning and repairing catch basins
- Supervising the cleaning of 2800 Catch basins
- Street signage replaced and or repaired throughout
- Line painting as needed
- Repairing numerous roads after water breaks
- Removal and replacing 3 neighborhood sidewalks
- Snow events that gave us 21” total for the season

The Highway Division would like to thank all the divisions who helped us throughout another productive year and look forward to continue working with and for the residents of Burlington.

Respectfully submitted,
Kevin Keene
Highway Superintendent

WATER AND SEWER DIVISION

Water Treatment Section

2024 was a year of new learning experiences for our division. With the construction of our new buildings and filters at the Mill Pond Treatment Plant to remove PFAS from our drinking water completed, we have been optimizing our treatment process to deliver high quality, contaminant free drinking water to our residents.

We produced and purchased 1.0747 billion gallons of water for our consumers in 2024. Mill Pond produced 569.112 million gallons. We also purchased 505.599 million gallons of water from the MWRA. The decommissioning process at Vine Brook has been ongoing and is scheduled to be substantially completed in early 2025.

We collected over 800 samples for bacteria analysis annually. We also conducted several thousand routine bench lab tests during our routine plant operations. Some of the parameters analyzed on a daily basis are: pH, Turbidity, Free and Total Chlorine, Fluoride, Chloramines, Iron, Hardness, Alkalinity and Phosphates. We collected well over 200 water samples to be analyzed by our contracted state approved lab for parameters that we are unable to analyze for in our own lab setting i.e. PFAS, VOC's, IOC's, THM's, HAA's, etc.

I would like to thank our Chief Operator and our Water Treatment Plant Operators for their dedication to their profession and for their commitment to the Town and its residents. Their commitment ensures the efficient operation of the Mill Pond Treatment Facility. We strive to produce safe and high quality drinking water to our residents and visitors that meets and/or exceeds MassDEP and EPA guidelines and standards. We look forward to another year of serving our consumers the highest quality drinking water that we are able to produce in our facility.

Backflow Prevention

A backflow device is a mechanism that is used to protect water supplies from contamination or pollution. We have 3 different types of testable backflow devices used in the Town. They are Reduced Pressure Zone (RPZ), Pressure Vacuum Breaker (PVB), and Double Check Valve (DC). The state regulations require that tests be done twice a year on RPZs and once a year on PVBs and DCs. Mechanical backflow devices have internal seals, springs and moving parts that are subject to wear and tear. Backflows have to be tested to make sure they are functioning properly. Residential backflows only have to be tested upon installation, whereas, Commercial and Municipal buildings are required to be tested upon installation and every year after. The Town charges a small fee per device tested. Currently, the Town has a contract with Weston & Sampson to survey each commercial building.

Total Reduced Pressure Zone devices	1162
Total Pressure Vacuum Breaker devices	55

Total Double Check Valve devices	333
Total testable devices in Commercial/Municipal buildings	1550

TEST RESULTS

	PASSED	FAILED
Reduced Pressure Zone	2032	7
Dual Check Valve	334	0
Pressure Vacuum Breaker	<u>79</u>	<u>0</u>
Grand Total	2445	7

SURVEY RESULTS

PASSED	FAILED
147	11

Respectfully submitted,
Russ Makiej
Water Treatment Manager

Water Distribution and Sewer Section

Water & Sewer Utilities Division commits to bring our best to work each day with a positive and professional attitude to providing the highest level of service possible to the residents of the town of Burlington.

2024 was a demanding year for all of us. I would like to thank all the hard working and highly skilled employees for their dedication & professionalism while working continuously throughout the year.

We would like to welcome 1 new employee to our Division, Derek Forte.

The Water & Sewer Utilities Division performs many functions in order to ensure quality services; some of the functions include the following:

Water:

- Maintain over 135 miles of public water mains.
- Perform emergency repairs on public water mains as necessary.
- Flushing of water mains by use of hydrants.
- Repair and maintain over 1,000 fire hydrants.
- Repair and maintain the operations of all the Town's gate valves.
- Install meters and M.I.U.'s.
- Perform meter appointments as well as troubleshoots.

- Perform mark outs of water services and mains.

Sewer:

- Maintain over 156 miles of sanitary sewer pipes.
- Perform emergency repairs of sewer pipes.
- Respond to emergency sewer blocks.
- Rodding of public sewers with a Vactor truck.
- Maintain 14 pumping facilities for continuous operations.
- Respond to emergency sewer alarms.
- Performing mark outs of sewer mains and services

Service Summary:

Number of appointments (repairs, meters, mark out and troubleshoots)	563
Number of water main breaks	21
Number of hydrants repaired/replaced	19
Number of hydrants flushed	600
Water shut off/on	40
Linear feet of sewers rodded	18,000
Sewer blocks responded to	2
Wet well cleaning	36
Emergency sewer alarms responded to	300
Number of water mark outs	135
Number of sewer mark outs	135

In addition to these services, Water & Sewer Division employees maintain the necessary state required drinking water operator licenses. We achieve this through the labor and commitment that our highly skilled employees put into their jobs every day. They contribute to the high level of services DPW provides.

Respectfully submitted,
Matt Davis
Water & Sewer Division Superintendent

BUILDING DEPARTMENT

WEBSITE <http://www.burlington.org/departments/building/index.php>

ADMINISTRATION AND DEPARTMENT STAFF

Mark Dupell, Inspector of Buildings
Martin Allan, Senior Building Inspector
Malcolm Farrell, Local Building Inspector
Joseph Mirabella, Plumbing & Gas Inspector
Eric Sullivan, Wiring Inspector
Erin Killilea, Administrative Assistant
Jennifer Bouley, Administrative Assistant

Steve Ciampoli, Fill-in Plumbing & Gas Inspector
Steve Polizzotti, Fill-in Plumbing & Gas Inspector
George Cole, Fill-in Wiring Inspector
Joseph Bukoziemski, Fill-in Wiring Inspector

PURPOSE

The Building Department ensures public safety in the built environment within the Town of Burlington through plan reviews, issued permits, daily inspections and code enforcement.

Our Mission is to manage plan reviews, permits and inspections relating to new construction, additions, and remodeling projects. Our Assignment: Review building plans submitted to the Town and approves them based on compliance with the Town's Zoning Bylaws, the Commonwealth of Massachusetts State Building Code, as well as the Planning Board's decision. Conduct and issue Chapter 304 of the Acts of 2004 (an Act to further enhance fire and life safety and other annual inspections (Certificate of Inspection) of certain assembly occupancies (e.g. restaurants, schools / day cares, apartment buildings, etc.). Finally we promptly respond to complaints regarding potential code or bylaw violations and as well, work done without the proper permits.

2024 HIGHLIGHTS

Again, this year the Building Department along with Town Clerk, Planning Board, Conservation Commission, Board of Health, Engineering, Department of Public Works and the Fire Department continuing with the online permitting system known as View Point Cloud or OpenGov – www.burlingtonma.viewpointcloud.com.

This year we implemented a Certificate of Occupancy form, which is a Certificate of Occupancy for tenants taking over a space as is, with no construction/remodeling/alterations/renovations needing to be completed. We also added a Zoning Records Request form in which anyone requiring a zoning determination letter or a denial letter for the zoning board of appeals, they can fill this form out.

The online permitting software OpenGov's *Viewpoint Cloud* is in our 5th year of use. We are focused on refining the software to allow a more user-friendly experience not only for employees, but also for the public. Request for monthly building reports needs to be listed in department portal; whereas, users can get their own reports on their own time.

The reporting of statistical data has been easily developed and converted to Excel as requests for information are processed. This software targets the objective with status of inspections all in one place.

As shown is a breakdown of permits for 2024:

- ❖ 3470 permits issued (Building, electrical, plumbing, gas, sheet metal, mechanical, zoning)
- ❖ 122 Certificates of Occupancy
- ❖ 1089 Residential Building Permits
- ❖ 34 New single-family dwellings
- ❖ 30 Dwellings Demolished
- ❖ 183 Commercial Building Permits
- ❖ 1094 Electrical Permits
- ❖ 386 Plumbing Permits
- ❖ 415 Gas Permits
- ❖ 152 Sheet Metal Permits
- ❖ 103 Mechanical Permits
- ❖ 110 Certificate of Inspection Renewals
- ❖ \$4,223,441.01 Fees Collected

\$118M Commercial construction costs. \$20.8M for new Radiation Oncology Suite at Lahey Hospital. Shown here is some of the larger remodel projects issued in 2024:

- \$41.7M Lahey, various locations
- \$15.5M Burlington Mall, Various Renovations
- \$14.2M Lab & Offices, 5 Burlington Woods
- \$ 6.2M Envision Energy, 10 North Ave

\$50.5M Residential construction costs summary reflected below:

- 52 Additions
- 84 Windows and/or Doors
- 36 Weatherization (Insulation)
- 54 Solar Panels
- 5 Siding
- 135 Roofs
- 85 Kitchen and/or Bath Remodel
- 50 Decks

98 Complaint / Violation responses: typically neighbors' concerns of unregistered vehicles, property conditions, construction too close to my property line and individuals working without the proper permits. Commercial violations are prominent (i.e. car carrier deliveries, erecting signs, flags, and balloons).

Life Safety Emergency calls (Fire Department requests for assistance and other agencies) such as house fires, cars driven through homes/buildings, gas leaks etc.

Variance denial letters to Board of Appeals (setbacks, signage, etc.)

Official Notifications of new and changed addresses for Enhanced 911, USPS, Verizon, Comcast, Eversource etc.:

- 2 Stephanie St
- 4A & 4B Maureen Drive
- 59, 61 & 63 Middlesex Turnpike
- 225 Middlesex Turnpike (Kent Cottages)
- 71 Winn St

The Microfilm Imaging project continues. We are working diligently imaging our property street files into OpenGov as Historical Files. We are 100% complete with commercial properties and 46% of residential. As a result, many of our public records requests will vanish over time. In addition, we now have the capabilities to convert our microfiche to pdf files with a microfilm scanner. This has been and will be instrumental in completing the building department historical files and other requests for building plans.

168 Public Records Requests. These requests come from U.S. Department of Commerce, Town Clerk, environmental and building statistics groups, real estate agents, sales people, etc. and individuals. 99.9% satisfied customers.

FUTURE GOALS

Our goal is to fully scan all of our property files and microfiche into OpenGov. Included in microfiche are older plans, especially commercial structures. Once completed, each property file will include all documentation relating to that property; the public will have easy access to research the history of any structure in town. This will include any permits, property plans, violations, insurance claims, plot plans etc.

The construction industry is continuing to change, as well as, codes and regulations that govern them. These changes not only include the materials used, but how a structure is built, insulated, wired, heated, plumbed; with the use of solar and alternate sources of energy/power. With these changes, our office is constantly keeping up with the new codes and regulations that govern them.

CONSERVATION COMMISSION & CONSERVATION DEPARTMENT



Conservation Commission: Rob Sheahan, Ed LoTurco, Indra Deb, Kent Moffatt (back row), Sarah Wolinski, Chair Larry Cohen, Vice-chair William Boivin (front row)

Conservation Department: Eileen Coleman – Conservation Administrator, Lucy Hansen – Assistant Conservation Administrator, Lisa Crockett-Crowe – Admin. Assistant, Tom Prior – Recording Clerk

Commission website: <https://www.burlington.org/211/Conservation-Commission>

Department website: <https://www.burlington.org/210/Conservation>

Purpose: The Conservation Commission is a seven-member volunteer board appointed by the Town Administrator/Select Board to three-year terms. Larry Cohen has chaired the Commission since 1994 and continued as chair in 2024. William Boivin, who has been a Commissioner since 2012, continued for a ninth year as the vice-chair in 2024. Indra Deb, Ed LoTurco, Kent Moffatt, Rob Sheahan and Sarah Wolinski continued their service while Associate Commissioner Sadie Backstrom joined the Commission in 2024.



John Keeley and Paul Sagarino at John's retirement celebration.



John Keeley checking a wetland line.

In 2024, John Keeley retired after 22 years as Conservation Administrator. John made his mark on Burlington, shepherding updates of the renowned Wetlands Bylaw and Erosion & Sedimentation Control (Stormwater) Bylaw and the adoption of Wetlands Regulations, expansion of the Town's Conservation Areas and Conservation Restrictions, and oversight of the stream-cleaning program which he was involved in since the 1990's.

Later that year former Assistant Conservation Administrator Eileen Coleman stepped into the Administrator role and Lucy Hansen became the Assistant Conservation Administrator. Lisa Crockett-Crowe remained as the Administrative Assistant and Tom Prior continued as the Recording Clerk for Conservation Commission meetings. The Department is responsible for providing technical review of project proposals, ensuring compliance with the timelines and administrative requirements of the wetlands and stormwater statutes, providing input to other Town Boards and officials, and assisting residents and project proponents in navigating the application process, as well as providing general information on wetlands, stormwater, floodplains and open space to residents.



New recruits Lucy Hansen, Assistant Conservation Administrator, and Zuko, search and rescue K-9.

Stream Cleaners Yanni Stefanidis and Liam Gaffney assist with stormwater investigations.

The Conservation Commission and the Conservation Department are responsible for local administration of, and ensuring compliance with, the Massachusetts Wetlands Protection Act, the local Wetland Bylaw (Burlington Bylaws Article XIV, section 1.0), the U.S. Environmental Protection Agency's NPDES MS4 stormwater program and the Burlington Stormwater (fka Erosion and Sedimentation Control) Bylaw (Burlington Bylaws Article XIV, section 6.0). To this end, the Commission receives and reviews applications for construction projects involving work within one hundred feet of wetland resource areas, within FEMA floodplain, within 200 feet of most streams, or those creating impervious surfaces equal to, or in excess of, 5% of a property or land disturbances equal to, or in excess of, 5,000 square feet. Through the public hearing process, the Commission determines whether a project is permissible under the various wetlands and stormwater regulations and whether the proposal can be improved to better protect the town's resources and then issues or denies a permit accordingly.

The Conservation Commission and Conservation Department are also responsible for managing several parcels of Town-owned land under Conservation jurisdiction. These include the Mill Pond, Sawmill Brook, Marion Road and Little Brook Conservation Areas, in addition to several other smaller parcels. Many of these areas have hiking trails. The Conservation Department has digital maps of the largest Conservation areas that can be downloaded from the department's web page, or obtained by emailing conservation@burlington.org. Additionally, the Conservation Department assists the Board of Selectmen in the management of the Landlocked Forest. The Conservation Commission also holds a number of

conservation restrictions (CRs) on privately-owned land. CRs are customized land use restrictions that allow a landowner to retain ownership of the land and possibly reduce their taxes, while protecting the land in its natural, scenic or undeveloped condition, typically in perpetuity.



Commissioners Ed LoTurco and Larry Cohen at a site visit. *Conservation at the inaugural Civic Expo.*

2024 Highlights:

- The Commission and Department took part in the inaugural Civic Expo, welcoming and providing information about our function and scope to 100s of attendees.
- The Commission began the process of updating the Erosion & Sedimentation Control (Stormwater) Bylaw and drafting Regulations to accompany the Bylaw.
- The Commission and Department led a vernal pool exploration event in April.
- The Commission and Department led a bird walk at the Mill Pond Conservation Area in May.
- The Department undertook a month-long program of education and encouragement in April for Earth Day.
- The Commission issued fifteen (15) Orders of Conditions/Wetland Permits for projects proposed near wetlands.
- The Commission and/or Conservation Department issued twenty eight (28) Erosion & Sedimentation Control/Stormwater Permits for construction projects disturbing at least 5,000 sq. ft. of land, many for teardowns of existing residential dwellings and construction of new, larger dwellings.

- The Commission also issued twenty five (25) Determinations of Applicability for smaller construction projects proposed near wetlands.
- The Commission and/or Conservation Department issued several Certificates of Compliance/Completion and Enforcement Orders.
- The Conservation Department helped resolve numerous beaver-related flooding issues.
- The Commission and the Conservation Department continued working with the Trustees of Reservations as they transform Mary Cummings Park.
- The Conservation Department continued to update and expand the Town's stormwater website, with information on reducing water pollution, flooding and erosion, and pages targeted to residential and commercial properties, as well as the construction sector: <https://www.burlington.org/329/Stormwater-Management-Program>
- The Conservation Department, as part of its effort to coordinate the National Pollutant Discharge Elimination System (NPDES) municipal separate storm sewer system (MS4) permit, helped map the Town's stormwater system and sample stormwater to identify areas of concern in the system. The stormwater sampling program will be ongoing and the Stormwater management efforts are reflected here: <https://www.burlington.org/329/Stormwater-Management-Program>
- The Conservation Department continued working with 13 other communities in the Upper Mystic Watershed on a study through the MVP (Municipal Vulnerability Preparedness) program to identify flood-prone facilities that serve priority populations in each member town.
- Returning summer stream-cleaner Liam Gaffney was joined by Yianni Stefanidis and Sabrina Poulton. The team worked to remove blockages and trash from the Town's waterways, continuing the long-running seasonal program, and also assisted with the stormwater system investigation program and with trail maintenance.

Future Goals: In 2025 and beyond, the Conservation Commission and the Conservation Department will be working together to:

- Enhance resource areas and groundwater quality by protecting and increasing green space and reducing discharges of untreated stormwater to streams and wetlands.
- Continue to educate the public and business community about the importance of wetlands and streams, as well as buffer zones to those resource areas.
- Continue to educate the public and business community about managing stormwater and reducing pavement and other impervious cover.
- Implement the NPDES MS4 Stormwater Permit administered by the U.S. Environmental Protection Agency and the Massachusetts Department of Environmental Protection.
- Continue the environmentally-sensitive hand stream cleaning program.
- Improve management of conservation areas, including continuing to work with the Burlington Police Department to control illegal ATV usage, and increasing volunteer stewardship opportunities.
- Work with the Trustees on landscape management at Mary Cummings Park.

- Increase public appreciation and use of Conservation areas through outreach and the use of social media.
- Work to reduce and adapt to the effects of climate change in Burlington.

The Commission encourages the involvement of all interested Burlington residents in helping to preserve the natural resources of the Town and to expand their use and appreciation. The Commission generally meets the second and fourth Thursday of each month at 6:30 p.m. and all Burlington citizens are invited to log into the meetings or attend in person. Additional information, including meeting schedules, agendas and minutes, helpful links and application forms are available on the Conservation Department and Commission's web pages.

PLANNING BOARD



*Top left: William Gaffney, Ernest E. Covino, Jr., Jessica Sutherland, Joseph A. Impemba
Bottom left: Toni Ann Natola, Brenda Rappaport, Barbara L'Heurieux*

OFFICERS

William Gaffney, Chair

Jessica Sutherland, Vice Chair

Toni Ann Natola, Member Clerk

MEMBERS

Ernest E. Covino, Jr.

Joseph A. Impemba

Barbara L'Heurieux

Brenda Rappaport

ADMINISTRATIVE & PROFESSIONAL STAFF

Elizabeth Bonventre, Planning Director

Caleb Zimmerman, Planner I/Development Coordinator

Jennifer Gelinas, Administrative Assistant

Julie Faulkingham, Recording Clerk

We are located on the first floor of the Town Hall Annex and further information can be found on the web at: <https://www.burlington.org/301/Planning> and on Twitter/X @Planning01803.

PURPOSE

Planning is a dynamic profession that works to improve the welfare of people and their communities by creating more convenient, equitable, healthy, efficient and attractive places for present and future generations. Planning involves technical, political and legal processes to guide the use of land and design of the urban environment to ensure the orderly development and fiscal stability of the community. It concerns itself with research and analysis, strategic thinking, urban design, public consultation, policy recommendations, implementation and management. Planning enables civic leaders, businesses, and citizens to play a meaningful role in creating communities that enrich our lives.

The Planning Board was established by a vote of Town Meeting in 1939 in accordance with Massachusetts General Laws, and the first Board was elected in 1940. The Board normally holds regularly scheduled meetings on the first and third Thursdays of each month. Development activity under the jurisdiction of the Planning Board falls into three categories: Subdivisions, Site Plans, and Special Permits. The Subdivision Control Law is the statutory authority that gives the Planning Board jurisdiction over the creation of new lots and construction of new streets. Site Plan review and Special Permit granting authorities are derived from Town Meeting through the Burlington Zoning Bylaw.

COMMITTEE MEMBERSHIP

Select Members of the Planning Board serve as representatives on the following committees: Economic Development Liaison Committee, North Suburban Planning Council (Sub region of the Metropolitan Area Planning Council), Burlington Housing Partnership, Land Use Committee, and the Zoning Bylaw Review Committee (ZBRC). Brenda Rappaport serves as the Board's representative to the Recreation Commission.

The Planning Director is a member of the Staff Traffic Advisory Committee (STAC) and Economic Development Liaison Committee. The Planning Board Chairman and Staff, jointly with the Town Administrator and Selectmen, continue to participate in regional initiatives including the Middlesex 3 Coalition, a regional partnership of ten municipalities, academic and business institutions within the region. They are also members of the Massachusetts Area Planning Council (MAPC)

LONG-RANGE PLANNING

The Planning Department completed work on the Blanchard/Wheeler Road Corridor Study and Vision Plan, which was funded through a grant award of \$95,000 via the state's Housing Choice Grant Program. Staff utilized the funds to engage a consulting group to prepare a feasibility analysis for potential roadway improvements including reducing flood risks, streetscape and walkability improvements. Implementation of this plan is being coordinated with the Engineering Department as they continue to improve the town's streets through the addition of sidewalks, mixed-use paths, and bike lanes.

Staff is continuing to work closely with the Economic Development Department and Director, Melisa Tintocalis on the Mall Road Mixed-Use Rezoning initiative. The goal of which is to reinvigorate the Burlington Mall Road Area for the future of work, retail, housing, transportation, the environment, and community needs in the. Consultants have been engaged by staff to develop a new zoning framework for the area, implement complete streets improvements, develop a plan for green corridors for pedestrians, and create a district identity with a recognizable brand design and a marketing strategy.

The department also began work on compliance with Section 3A of MGL c. 40A, also known as the MBTA Communities Law. In total, 177 MBTA communities are subject to the new requirements of Section 3A of the Zoning Act. The law gives municipalities flexibility to come into compliance by meeting performance metrics rather than by adhering to production prescriptions; under this law, municipalities decide where to allow the housing and what dimensional standards such as setbacks and height to apply. It does not require that housing be built, just that the town has zoning in place to allow for it to be permitted without the vote of Town Meeting or a Special Permit process. All new buildings will still require Site Plan Review through the Planning Board. Because the town has had pro-active approach with regards to permitting multi-family housing, Burlington is equipped to achieve compliance with the law that allows the town to permit new housing in a measured way. Work on compliance will continue into 2024 with the goal of a favorable vote of Town Meeting in May.

2024 ZONING BYLAW AMENDMENTS & REZONINGS

January Town Meeting

ARTICLE 4: Amend Definition and Use Table Regarding Fitness Facilities

Proponent: Burlington Equitable LP

APPROVED by Town Meeting

ARTICLE 5: Amend Section 8.1.0 “100 Year Floodplain District”

Proponent: Town of Burlington Conservation Department

APPROVED by Town Meeting

May Town Meeting

ARTICLE 31: MBTA Communities

Proponent: Town of Burlington Planning Board

APPROVED by Town Meeting

ARTICLES 32 & 33: Grandview Farms PDD Parcel Rezoning

Proponent: Town of Burlington Select Board

APPROVED by Town Meeting

ARTICLE 34: Parking and Landscaping Modernization

Proponent: Town of Burlington Planning Board

APPROVED by Town Meeting

ARTICLE 35: Use Table Modernization

Proponent: Town of Burlington Planning Board

APPROVED by Town Meeting

September Town Meeting

ARTICLE 18: Rezone 43 Middlesex Turnpike from Retail Industrial (IR) to General Business (BG)

Proponent: Town of Burlington Planning Board and EDENS

APPROVED by Town Meeting

ARTICLE 19: Town Common Signage Amendment

Proponent: Town of Burlington Board of Selectmen

APPROVED by Town Meeting

ARTICLE 20: Use Table Housekeeping Amendment

Proponent: Town of Burlington Planning Board

APPROVED by Town Meeting

ARTICLE 21: Parking and Landscaping Housekeeping Amendment

Proponent: Town of Burlington Planning Board

APPROVED by Town Meeting

ARTICLE 22: Refine the Definition of “Experiential Retail & Commercial Interactive Venue”

Proponent: Town of Burlington Director of Economic Development

APPROVED by Town Meeting

PERMITTING ACTIVITIES

The Zoning Bylaw requires that the development, redevelopment, or improvement of all commercial, multi-unit residential, and municipal services projects may only be constructed in accordance with an approved site plan. The Planning Board reviews such proposals to ensure that the development of a site is conducted in accordance with the Zoning Bylaw and will not result in problems with respect to Town utilities, or create adverse impacts on adjacent properties. The Planning Board’s Site Plan Rules and Regulations have established four levels of review depending on the scope of activity proposed and previous decisions of the Planning Board affecting the subject property. The four levels of review are Site Plan, Site Plan Waiver, Minor Engineering Change, and Insignificant Change. The Zoning Bylaw also designates the Planning Board as the Special Permit Granting Authority. In 2024, there were 61 applications and requests related to land development that required a formal decision by the Planning Board.

Site Plans

A formal Site Plan review is required for projects involving new construction or substantial additions or alterations to an existing facility, and may be imposed where an alteration is proposed for existing facilities that predate the establishment of the site plan review process. The application process requires a public hearing and a multi-departmental review of the proposal. Three (5) Site Plan applications were filed in 2024.

Site Plan Waivers

For property where a Site Plan has been previously approved, or for a relatively minor change to a property where there is no approved site plan, a property owner may receive permission to make changes to the development on that property by applying for a Site Plan Waiver. The Planning Board received one (1) requests for Site Plan Waivers in 2024.

Minor Engineering Changes

A property owner may wish to make a minor change to an approved Site Plan. Such changes usually involve minor adjustments in plan details necessitated by field conditions. Examples of such changes include parking space alignment, handicapped access adjustments, and minor drainage improvements. The Planning Board received nineteen (21) requests for Minor Engineering Changes in 2024.

Insignificant Changes

Insignificant changes to an approved plan constitute the most minor site changes made in accordance with Site Plan review. This type of change may include a minor adjustment of parking space alignment necessitated by on-site conditions, changes in exterior doorways or minor handicapped accessibility improvements. The Planning Board received eight (8) requests for Insignificant Changes in 2024.

Special Permits

The purpose of a Special Permit is to control uses which may be appropriate, depending on the location and the manner in which the use is developed and operated. Special Permits are generally for uses specified in the Zoning Bylaw which require the highest degree of scrutiny by the Planning Board. Restaurants, fast-order food establishments, hazardous materials use and storage, fuel storage, automotive uses, and communication antennas are common examples of uses that require a Special Permit in Burlington. Most site construction within a Planned Development District (PDD) also requires a Special Permit. Twenty-Three (21) Special Permit applications were filed in 2024.

Approval Not Required Plans (ANR's)

The ANR procedure may be used to create new lots if the proposed lots have the minimum required frontage on a public way, or to convey land area to an adjacent lot. By State Law, these divisions of land are not regulated under the full requirements of the Subdivision Control Law, and the Planning Board has no authority to review and approve them as definitive subdivisions. There were three (2) "Approval Not Required" (ANR) plans filed in 2024.

Definitive Subdivisions

A definitive subdivision plan is a division of land into two or more lots and details specifically how a new subdivision road will be laid out, the final lot configuration, and the location and dimensions of utilities such as water, sewer, and drainage facilities. The Planning Board must review the submitted plan for conformance with the Board's adopted Subdivision Rules and Regulations and the Board of Health's recommendations. The Planning Board must approve the plan unless it does not conform with its adopted regulations or with the regulations of the Board of Health. There were no definitive subdivision plans filed in 2024.

APPLICATION FEES

The Town collected fees for the 80 applications made to the Planning Board. Fees collected are directed to the general revenue fund of the Town. In 2024, the following fees were collected:

Definitive Subdivisions	\$0.00
Approval Not Required	\$200.00
Preliminary Subdivisions	\$0.00
Special Permits	\$26,900.00
Site Plans	\$5,700.00
Site Plan Waivers	\$500.00
Minor Engineering Changes	\$11,000.00
Insignificant Changes	\$1,750.00
Rezoning Applications	\$0.00
TOTAL FEES COLLECTED	\$46,050.00

2024 PERMITTING HIGHLIGHTS

Projects under construction or redevelopment in the past year include the permitting of three new lab buildings, totaling over 600,000 sq. ft., associated structured parking and enhanced outdoor amenity spaces at The District. Through this process, our corporate partners at National Development who own and manage The District, have provided the town with a Mall Road Median Landscape Design plan for future beautification of Mall Road and an enhanced Vine Brook Riverwalk within The District campus. This year saw the introduction of many new green tech R&D firms entering the business landscape. Envision Energy, a multinational firm focused on energy management solutions for wind and battery technology permitted to occupy a 35,000 sq. ft. space on North Avenue. Nth Cycle, a firm pioneering technology to reclaim valuable metals from recycled batteries relocated from Beverly into a 130,00 sq. ft. space at Blue Sky Drive. There were also a number of new restaurants coming to town including Smith and Wollensky at 92 Middlesex Turnpike, Firoella's and Greco at Burlington Mall, and the much anticipated Good Night Johnny's American Music Bar in the The Shoppes at Simonds Park. We saw the completion of many projects including the new DPW facilities on Great Meadow Road and the Lifetime Living apartments at the corner of Middlesex Turnpike and Fourth Avenue.

Looking forward to 2024, the Planning Department expects the current pace of permitting to remain steady, slightly less than years past due to the long stretch of higher than average interest rates. As we continue to settle into the post-pandemic economy, the Planning Department, in conjunction with the Economic Development Director, have been looking at areas within our zoning bylaw that can be modernized. If we can keep pace and work together we will be able to shepherd these projects in the right direction to meet the needs of the community.

BOARD OF HEALTH



BOARD OF HEALTH MEMBERS

*Back row (l to r) Dr. Marwa El-Sabbahy; Andrea Sheehan, Maribeth Welch
Front row, sitting (l to r) Gayle DaMore, Vice Chairman, Edward Weiner, Ph.D, Chairman*

DEPARTMENT STAFF

Susan Lumenello, REHS/RS, CHMM, Director
Michael Greene, REHS/RS, Associate Director
Christine Mathis, Environmental Engineer
Sandra Troiani, RN, Supervisory Nurse
Marlene Johnson, RS, Health Agent
Samantha Ellsworth, REHS/RS, Associate Health Inspector
Sarah Courtemanche, Administrative Assistant
Debra Boisvert, Administrative Assistant
Julie Girolamo, Recording Clerk

SHARED SERVICES STAFF

Kathleen Capobianco, Shared Services Coordinator
Katy Fachon, Epidemiologist
Juliana Blodgett, Community Outreach
Vacant, Public Health Nurse
Tahycha Soto, Health Inspector/Tobacco Control Coordinator
Vacant, Health Communications Specialist

WEBSITE

<https://www.burlington.org/218/Public-Health>

<https://region4ab.org/mrc/burlington-volunteer-reserve-corps-mrc/>

PURPOSE

The mission of the Burlington Board of Health is to protect, promote, and prepare for all public health issues or potential crises that occur within the community. The Board of Health enforces state-mandated and local public health regulations, conducts inspections as mandated, issues town permits, investigates community-based complaints or concerns, and supports the goals of public health by providing education and community programs. In addition, the Board of Health is responsible for the review of many aspects of proposed land use and development issues--including drainage, safety and quality of life--and thus is a protector of town natural resources as well (i.e., its aquifers). The Board of Health specifically oversees and regulates (but is not limited to) town food service establishments, mobile food trucks, swimming

pools, recombinant DNA-use industries, and any necessary actions that may occur as a consequence of communicable disease surveillance.

The Burlington Board of Health is the sponsoring agency of the Burlington Volunteer Reserve Corps (BVRC), a federally recognized Medical Reserve Corps (MRC) unit under the Office of the Assistant Secretary for Preparedness and Response (ASPR), established to meet the public health needs of the community. BVRC volunteers support the Board of Health in providing public health services and programs, such as the annual flu clinic, the Community Health Fair, the semi-annual household hazardous waste collections, and blood pressure screenings throughout the community. BVRC volunteers participate in a variety of training opportunities to be able to assist the Town of Burlington, if needed, in emergency response efforts, such as disease outbreaks or sheltering.

The Burlington Board of Health is the Lead Agency of the Tri-ton Shared Services Coalition (the “Coalition”), a collaboration with the Lexington and Wilmington Boards of Health under the Public Health Excellence Grant Program. The Coalition municipalities have formed an Advisory Board that meets regularly and discusses how to share resources and staff. The purpose of the Coalition to increase cross-jurisdictional sharing of public health services to strengthen capacity.

The Board continues ongoing work as the leader in preparation for and response to any and all public health emergencies that may arise in the town. The Board focuses on the needs of the community and works with other Town departments in Burlington as well as in surrounding towns to promote public health safety and wellness.

GOALS

The Board of Health will continue its goal of emphasizing public health-focused training, exercises and drills, and programming for both Board staff and the Burlington Volunteer Reserve Corps (BVRC). The Board of Health will continue to provide health-related information and services to residents and businesses, and maintain the current level of regulatory oversight required to protect the Burlington community.

The Board of Health will continue its work on increasing collaboration and programming provided through the Massachusetts Department of Public Health (DPH) Public Health Excellence (PHE) Grant program to offer additional services to our residents.

CHANGES

Staff changes included the hiring of Sandra Troiani, RN as Supervisory Nurse and Debra Boisvert as part time Administrative Assistant. Staff changes in the shared services staff include the hiring of Juliana Blodgett as part time Community Outreach Worker.

2024 HIGHLIGHTS

Public Forum on the Environmental Cleanup in Burlington’s Central Business District: The Board of Health received a Technical Assistance Grant (TAG) from the MA Department of Environmental Protection (DEP) to procure an environmental consultant to research the impacts of contamination and potential vapor intrusion in the vicinity of two MA DEP disposal sites located at 179 Cambridge Street and 18 Terry Avenue and provide information to community members and municipal officials. On February 21, 2024, a Public Forum was held by the Board of Health to explain contaminant issues in this area and answer questions from residents and local business owners.



Dr. Edward Weiner, BOH Chairman, addresses the residents and business owners at the Public Forum on the on-going Environmental Cleanup in Burlington's Central Business District (photo by S. Lumenello).

Food Safety Forum for Local Food Service Establishments: In March, 2024, the Board of Health held a Food Safety Forum for local food service establishments. Marlene Johnson, Health Agent and Samantha Ellsworth, Associate Health Inspectors provided information on employee health and personal hygiene requirements, food employee reporting agreements, vomit and diarrhea clean-up kits, and imminent health hazard reporting. This forum was made possible through grants from the Public Health Excellence (PHE) grant program and the National Environmental Health Association (NEHA) and the U.S. Food and Drug Administration (FDA) Retail Flexible Funding Model (RFFM) Grant Program.



Above: Marlene Johnson, Health Agent, address the many representatives of Burlington food service establishments at a Food Safety Forum held by the Board of Health. Below: Health Inspectors Samantha Ellsworth and Tahycha Soto check in restauranteurs attending the Food Safety Forum. (Photos by S. Lumenello)



The Tri-ton Coalition: As the Lead Agency for the Tri-ton Coalition, a collaboration with the Lexington and Wilmington Boards of Health under the Public Health Excellence Grant Program, the Burlington Board of Health is responsible for grant management and staff under the program and collaborates with the Wilmington and Lexington Boards of Health on public health programming and services. In 2024, PHE staff worked on programs such as *Stop the Bleed* and *Matter of Balance*, provided CPR/AED training, and assisted at flu clinics in the municipalities in the Coalition.



The Burlington Board of Health provided both regular and high dose flu vaccinations to the public at numerous vaccination clinics. Shown above (left – right) Sarah Courtemanche, Administrative Assistant, and Sandra Troiani, RN, Supervisory Public Health Nurse (photo by M. Greene)

Tobacco Control: The Tri-ton Shared Services Coalition has received a \$48,000 grant from the MA Department of Public Health (DPH) Tobacco Control Program (MTCP) to work on tobacco control and prevention strategies. The grant supports the position of Tobacco Program Coordinator as well as supplies & technology and has been approved with options for renewal through FY27. Tahycha Soto, Tobacco Program Coordinator for the Tri-ton Coalition, conducts compliance checks to provide enforcement to ensure that tobacco retailers are not selling tobacco to minors as well as education and regular inspections to ensure compliance with local and state regulations.

STATISTICS

	FY2024	FY2023
Complaint Investigations		
Food	36	32
Suspect Foodborne Illness	13	11
Housing	19	27
Nuisance	5	2
Environmental	5	4
Drainage	21	13
Smoking in the Workplace	1	0
Beaver	0	0
Tobacco	0	1
Trash	9	16
Pool	1	0
Animal	5	1
Emergency Response	4	14
Other	1	0
Private Wells	0	6
Routine Inspections		
Food Service Establishments	587	606
Mobile Food Trucks	22	17
Swimming Pool	67	62
Tanning Establishments	4	4
Tobacco & Electronic Nicotine Devices	50	28
Tobacco Compliance	24	24
Recreational Camps	5	11
Hazardous Material Inspections	77	122
Septic Tank Removals	2	3
Occupancy	37	27
Test Pits	0	0
Keeping of Animals	31	28
Kennel	13	15
Hazardous Materials Disposal	33	33

Permits		
Food Service Establishments	248	237
Temporary Food Events	79	91
Mobile Trucks	22	16
Swimming Pools	34	36
Tanning Establishments	2	2
10-Day Emergency Beaver	1	0
Tobacco & Electronic Nicotine Devices	26	27
Septic Hauler Permits	13	13
Funeral Homes	5	3
Recreational Camps	4	6
Keeping of Animals	27	26
Private Wells (Monitoring & Irrigation)	5	6
Biological Safety Permits	10	10
Hazardous Materials Disposal	208	55
Hazardous Materials Storage	83	80
Communicable Disease Surveillance*		
Arbovirus (other)	1	0
Calicivirus/Norovirus	1	1
Campylobacter	6	8
Giardiasis	1	0
Group B Streptococcus	0	4
Hepatitis B	4	0
Hepatitis C	0	2
Influenza	182	91
Legionellosis	1	0
Mpox	1	0
Novel Coronavirus - Confirmed	359	513
Pertussis (and other Bordetella species)	3	0
Salmonellosis	7	3
Shiga toxin producing organism	2	0
Streptococcus pneumoniae	0	1
Tuberculosis (latent)	71	82
Tuberculosis (active)	0	0
Varicella	1	1
Vibrio sp.	1	0

*Confirmed Cases Reported by Calendar Year

COUNCIL ON AGING

COA Staff

Margery Yetman, Director
Debra Giardina, Administrative Assistant
Andrea Cross, Social Worker
Shayla Ferren, Social Worker
Caryn Eichenbaum, Outreach Worker
Maria Teager, Programs & Activities
Michelle Vella, Van Driver

Ken Gretchell, Van Driver
David Agahigian, Fill In Driver
Nancy Ingram, Clerk
Joyce LeBlanc, Clerk
Christina Priest, Clerk
Lisa DiBella, Meal Site Manager

COA Board Members

Rose Magliozzi, Chairperson
Donna Geffen, Vice Chair
Susan DeRosa, Secretary
Sarah Cawley, Selectman Liaison

Carol Parker
Mark Burke
Mary Cooney

www.burlington.org/residents/Council_on_Aging

<https://www.facebook.com/burlingtoncoa>

Twitter @BurlingtonCoa

Purpose

The Council on Aging (COA) is an advisory board that serves Burlington residents age 60 and over and their families. The COA provides information, social services and social, educational and physical activities geared toward keeping our older residents healthy and safe in their own homes for as long as possible. When that is no longer possible the COA assists in the search to find the best solution for them and their families.

The COA forms collaborations and works with other town departments, state agencies, private non-profits and for-profit entities to ensure the safety and welfare of Burlington's older residents.



L-R our Prom King & Queen, volunteers Mary Cooney & Carol Parker, Poppy the Pig, painted by our art class

24 Highlights

The COA has two full-time social workers, Shayla Ferren and Andrea Cross and one part-time outreach worker Caryn Eichbaum, who provide a multitude of social services and supports to those residents 60 or over in need of assistance and/or guidance and are available by appointment. Home visits are available by request. Our social workers refer those who need additional services to agencies such as Minuteman Senior Services. The social workers also guide people through services such as housing, health insurance, financial assistance and home care. The social workers provide intensive case management to those with little or no family or social supports in a variety of functions from medical appointments to planning for safety in the home. Time spent with each resident and/or their family varies from 5 minutes to many hours over a long period of time depending on the severity and number of concerns. We continue to see increases in both the number of clients and the severity of their issues and concerns. Mental health is a continuing theme, especially for new seniors who have not had services during their mid-life adult years. The isolation caused by the pandemic has caused an increase in the need for mental health services, affordable housing, SNAP (formerly food stamps) benefits and MassHealth (Medicaid) for older adults which has not abated. Like other towns and agencies in Massachusetts, housing continues to be our largest and most time consuming issue after mental health.

Between activities and services the COA served 29% of the over 60 residents in Burlington in 2024.



Clockwise from top left: from our partnership with the fire department installing new smoke & Carbon monoxide detectors, our participants are so in tune with each other ..., participants of the annual valentines party sponsored and put on by Erland Contruction, Safety & Wellness Fair, line dancing

Services & Activities

- **Legal assistance and Tax Assistance**
- **Property Tax Work-Off Program** - seniors 60 and older. Six residents took part in this program, working up to 150 hours in order to receive up to \$1,500 off their property tax bill as well as providing the town with up to 1,050 hours of invaluable assistance.
- **Fitness** – Is the #1 attraction at the senior center. Beth Israel Lahey Hospital funds senior stretch and yoga, both of which are hybrid and Tai Chi. Additional activities include the fitness room and walking group.

- **Hybrid Programs** - Some activities at the senior center remain hybrid so activities can also be streamed to watch at home. Fitness programs, Mah Jong, coffee hour, musical concerts, educational programming and lectures can be streamed by request. Thanks for our ability to have hybrid programming to Representative Ken Gordon and the Executive Office of Age & Independence (AGE) (formerly the Executive Office of Elder Affairs).
- **In-person Activities** - In person only activities include Bingo, Bridge and our memory cafe.
- **Fuel Assistance** – application assistance 60 and over is available through the office from October through April in collaboration with the Emergency Fuel and Weatherization Program.
- **Food Insecurity**
 - **SNAP** - SNAP outreach partner – we receive 50% reimbursement for costs for helping clients fill out applications and conducting outreach and allow us improved access to help clients with questions about benefits.
 - **Congregate Meals** - Funded by Minuteman Senior Services and Title 111 (Federal), congregate meals are back for Thursday lunch, which provides a nutritious meal with an opportunity for social engagement for anyone over 60.
 - **Home Delivered Meals** - For homebound seniors, those in need or unable to prepare their own meals.
 - **Lahey Farmers Market** – mid-June – late-fall. Fifty CSA (Community Supported Agriculture) shares were donated and distributed to seniors during the growing season to help with nutrition and the high cost of groceries.
- **Transportation**
 - **Door-to-door transportation** for senior center programs, grocery shopping and medical appointments. One minibus sponsored by Millipore and one accessible minivan provided via grant through MASSDOT.
 - **Burlington Community Transportation Program** - Using rideshare services (Lyft) and a concierge service (GoGo Grandparents) we are able to provide door to door transportation for seniors, the disabled and those with an income of 300% of the federal poverty level. After a slow start during the pandemic the program is now growing fairly consistently.
- **SHINE** - (Serving the Health Insurance Needs of Everyone) assists people with medical insurance questions and choices. Run through the state, volunteers are vetted by Minuteman Senior Services. We have 2 counselors that meet with clients at the senior center. An average of 40 minutes is spent with each client assisting and informing elders of their rights and availability of health benefits.
- **Communication**
 - **The Senior Spotlight** – our monthly informational newsletter serves as a link between the Council on Aging and the over 60 community. An average of 4,300 newsletters are mailed out each month to households with someone 60 or older at no charge. An additional 242 are emailed. Printing is paid for by the advertising in the newsletter and postage is paid for by our state allocation/“Formula Grant” through the Executive Office of Aging & Independence (AGE)(Executive Office of Elder Affairs). The Newsletter remains the primary way to get information out to many of the over 9,000 seniors who live in Burlington.
 - **BCAT** - Monthly segment on the BCAT Friday night news, BCAT semi-monthly series “My Next Chapter”.
 - **Social Media** - Facebook (www.facebook.com/burlingtoncoa) and Twitter (@BurlingtonCOA). We have 317 followers on X (formerly Twitter) and 761 followers on Facebook



Clockwise from top left: Independence Day parade, watching the solar eclipse, volunteer ice cream scoopers, three of the Poppy the Pig artists

We could not do everything without the community stepping in to help and we would like to take this opportunity to thank our donors: Beth Israel Lahey Health & Medical Center for their funding and support that provides us with a Tai Chi instructor, senior stretch and yoga teachers, our memory café, and up until December parking passes, along with many other requests by us; the Burlington Police Department for the annual holiday dinner; Those who donated items for our Christmas Outreach gift bags, Selectman Mike Runyan and his group, including Don Price and Ron Kullman for running Bing twice a month, the Burlington Chamber of Commerce along with Sonia Rollin's team from Exit Realty and Representative Ken Gordon who run Bingo the other 2 weeks of the month; Millipore and the Burlington Cultural Council who make most of our musical and educational programming happen; Trader Joe's, Shaws and Wegmans and of course A Whole Bunch Flower Market who not only do flower arranging for us but also occasionally surprise us with bunches of roses for the seniors. Individuals and companies that gave us their time include Erland Construction, Atria Longmeadow, Stonebridge, Windrose @ Woburn, Encompass Health, Fitness Together, Representative Ken Gordon, Orthopaedics Plus, Heavenly Care Solutions, Justin Ray of Elite Realty and Minuteman Senior Services. The community was also very generous donating to the senior prom so we are able to keep the cost of the tickets lower to enable seniors who might not be able to afford the full cost of the evening to still be able to splurge on a ticket. The prom committee includes Sonia Rollins from Exit Realty, Diane Robinson of The Delaney at the Vale, Nicole Runyan, Ray Graber. Caroline Brogen from Brogen Photography, Marge Yetman and Maria Teager from the COA. Generous donors include A Whole Bunch Flower Market, Brogen Photography, Bob Buckley of Reimer and Braunstein, Beth Israel Lahey Health, Point 32 Foundation, Breakfast Rotary Club, Shinein Math Academy, Fox Painting, Clearbridge Technology, DBI Waste Systems, Sonia Rollins & Associates, Goodnight Johnny's and Ease & Grace Massage, LaCascia's, Schoolhouse Ice Cream, True North, Ray's Barbershop, Used Book Store, Bickford's Grill, Pizza Works.

Grants

We received two ARPA grants from the Executive Office of Aging & Independence (AGE). The first is for Digital Literacy, we purchased Ipads and cellular services for seniors without access and conducted classes with tutoring to teach them how to order groceries, pay bills, facetime family members and friends and most importantly for the purpose of the grant, be able to attend Telehealth appointments.

The second grant from EOEa mentioned above is for Hybrid Technology. We received funds to equip our flex room and our conference room with technology for hybrid meetings. We now have four rooms equipped for hybrid meetings and activities: The large function room or Murray Kelly Wing, our library, conference room and the upstairs flex room.

Changes

Caryn Eichenbaum joined us as an outreach worker and Dave Agahigian was hired to fill in when one of our van drivers is out. Through an earmark with the state Representative Ken Gordon was able to help us increase our outreach hours.

We would like to thank Joanne Kinchla for her many years as our council chair and author of the council column in the Spotlight. She was always the voice of calm and reason and she dedicated to making the lives of Burlington residents lives better. Enjoy your retirement Joanne!

Marge Yetman became certified as a senior center director through the Massachusetts Association of Councils on Aging (MCOA).



Clockwise from top left: Bingo lovebirds, Halloween, Elvis groupie, Halloween Zydeco musicians

Future Goals

Our most immediate goal/need is to assess what we most need going forward. The over 60 demographic continues to grow and with that growth the need for services by our residents also continues to grow. We will take the next year and assess whether that need is in social services or activities.

Respectfully submitted, Margery R. Yetman, Director

Category	Duplicated	Unduplicated	Under 60 Guests
Community Education	577	200	2
Congregate Meal	2194	269	3
Cultural Event	600	220	2
Fitness/Exercise	16909	321	0
General Health	2468	316	0
Health Screening	169	66	0
Information Sharing	1090	265	66
One on One Meetings	933	446	0
Recreation	5884	344	12
Social Event	6683	587	20
Support Group	370	73	0
Total Event Signins	37877	1389	105

Social Services provided between 01/01/2024 and 12/31/2024

Category	Duplicated	Unduplicated
Activities	268	128
Adult Day Program	4	4
Are You Ok	146	75
Assisted Living Consult	51	24
clutter/hoarding	9	7
Covid Vaccine	3	1
Covid Virus related	1	1
Dental	16	6
Driving	16	12
Emergency	58	47
End of Life Planning	15	3
Family Support	238	133
Farmers Market	264	66
Financial	190	79
Food Pantry	18	11
Food Stamps	3	2
frequent falls	3	3
Friendly Caller	48	12
Fuel Assistance	476	128
Grief Support	4	4
Heating Oil	2	2
holiday meal/gift	147	69
Home Care Services	186	102
Home Maintenance	74	45
Home Safety	27	15
Home Safety Equipment	245	121
Housing	510	78
Insurance	146	62
Legal	45	25

LFYT	41	26
Long Term Care	22	13
Masshealth	425	135
Meals	16	11
Medical	299	103
medical appointment	5	3
Memory Cafe	114	49
Memory disorder	7	6
mental health	36	27
Money Management	25	8
No action	49	37
Other Assistance	277	116
Oxygen	1	1
Phone Assistance	2	2
Police Matter	31	23
Protective/at risk	38	16
Scam	30	22
SHINE	86	46
Smoke/CO Detectors	9	8
SNAP	417	121
Social Office Visit	32	29
Social Security	66	19
Support Group	104	40
Taxes	49	25
Technology	297	79
Transportation	235	121
unemployment benefits	2	1
Utility issue	11	8
Veterans	6	3
Volunteering	6	6
voting	4	2
Totals	5955	781

Transportation provided between 01/01/2024 and 12/31/2024

Category	Duplicated	Unduplicated
Activities	1465	60
Bingo	110	8
General	53	18
Grocery shopping	99	15
Hairdressers	50	9
Lunch	4	2
Lunch/Bingo	42	2
Medical	1329	106
Meeting with Outreach Worker	11	3
Recreation Program	6	1
Shopping Local	51	13
Social Services	6	3
Taxes	9	5

Unknown	670	79
Voting	8	5
Totals	3913	159
Total Undelivered Count	0	

Summary Statistics from 01/01/2024 to 12/31/2024

Activity Type	Duplicated	Unduplicated
Events	37878	1388
Rides	3913	159
Social Services	4900	781
Volunteers	1211	30
Phone Calls	6496	1152
Total People Served	54398	2002

Average Daily Attendance from 01/01/2024 to 12/31/2024

Checkin Count	37035
Days in Range	252
Avg Duplicated	146.96

Avg Per Weekday

Monday	195.1
Tuesday	99.65
Wednesday	262.52
Thursday	100.14
Friday	83.43

Avg Per Day by Month

January	118.91
February	131.05
March	149.71
April	157.1
May	161.36
June	149.26
July	148.74
August	141.36
September	171.9
October	155.55
November	143.53
December	136

DISABILITY ACCESS COMMISSION

Members:

Christopher Hanafin, ADA Coordinator

Jennifer Goldsmith, Recording Clerk

Commission Members: Mike Espejo, Selectman Liaison; Bob Cunha, School Liaison; Kenny Tigges; Tom Carlson; Bunny Ferguson; Jack Cunha; Linda Cunha.

Website:

<https://www.burlington.org/410/Disability-Access-Commission>

Facebook:

<https://www.facebook.com/BurlingtonDisabilityAccessCommission>



The Burlington Disability Access Commission (BDAC) was established in 1991 by the Board of Selectmen to advocate for the town to ensure that all town and school public service buildings are in compliance with the ADA. The ADA requires local governments to ensure equal access to all public programs and services. BDAC works to ensure that all town and school buildings are accessible to individuals with disabilities.

The Burlington Disability Access Commission (BDAC) is an advisory group, not an enforcement agency. It monitors the town's compliance with accessibility standards at schools, recreation properties, and programs. The Town of Burlington upholds policies of non-discrimination and equal opportunity in all business, programs, and activities. BDAC works closely with the town and schools to ensure accessibility and provide reasonable accommodations in town and school buildings. The Veterans' Office coordinates schedules and maintains records for all BDAC business. The DAC Coordinator collaborates with the ADA, the Massachusetts Architectural Access Board (MAAB), and the Massachusetts Office on Disabilities (MOD) to ensure that new and existing projects and buildings comply with ADA and MAAB building and zoning regulations. When necessary, the DAC Coordinator investigates and reports ADA violations to the Building Department, the town's enforcement agency.

Throughout 2024, BDAC has used the fines collected from handicap parking violations within the Town of Burlington for projects to help with accessibility. Here are a few of the projects the commission undertook this year:

- Election system updates for the AutoMark Machine for the 2024 elections
- Helped offset costs for families by funding of some of the programs for the Therapeutic recreation department such as Therapeutic horseback riding, the sneaker prom and TR at club Simonds

Beyond directly funding projects, the Commission has remained focused on addressing accessibility issues throughout the town. We have worked closely with departments such as DPW, Recreation, Planning, Building Inspectors, and Schools to raise awareness of areas of concern related to accessibility. Each department has played a key role in ensuring that accessibility needs and requirements are met.

In the future, the DAC plans to expand its collaboration with the Therapeutic Recreation Specialty Programs and other town departments focused on improving physical space accessibility. There will be a stronger emphasis on enhancing accessibility for individuals while also addressing the financial gap between standard programs and therapeutic programs, which tend to be significantly more costly.

THE OFFICE OF VETERANS SERVICES

Christopher J. Hanafin, Director

Jennifer R. Goldsmith, Administrative Assistant

Website: <https://www.burlington.org/202/Veteran-Services>

Facebook: <https://www.facebook.com/BurlingtonVeteranServices>

Purpose: While most people in town recognize the Burlington Office of Veterans Services through public events like Memorial Day and Veterans Day, the primary focus and concerns of the office are centered around working privately with veterans and their families. The goal is to ensure they receive the proper counseling and benefits they are entitled to.

2024 HIGHLIGHTS AND HISTORY



Memorial Day, May 27, 2024:

This year, our ceremony honored all of the American men and women who have stood as America's 911 force in readiness. Since 1950, nearly a quarter of all U.S. forces have been forward-deployed overseas, prepared and willing to defend our nation and its principles. As we speak, over 250,000 troops are deployed across more than 80 countries, with over 53,000 stationed in Japan and 34,000 in Germany alone. This highlights that for those looking to join the military today, or those who served in the past, there is a one-in-four chance of being deployed to a location less than a thousand miles from our nation's

adversaries.

It takes a special person to calculate those risks and still be willing to sacrifice everything in order to support and defend our great Constitution. Just a few months ago, over 2,000 troops were deployed in the middle of the night to help support the conflict between Israel and Hamas. There is always the possibility that, at any moment, troops here at home could receive the call to forward deploy. Rangers and Airborne soldiers are on 24 and 48-hour strip alert, as we speak. What does that mean? It means that within 48 to 72 hours of a crisis, anywhere between 2,000 and 25,000 troops could be in the air or on a ship, sailing to an impending conflict. On Memorial Day, we recognized these brave men and women, especially those

who made the ultimate sacrifice when answering that 911 call for our nation.

Our guest speaker on Memorial Day was former Marine Corps Captain Domenico Pellegrini, who spoke about his experience as a member of America's 911 force in readiness. Dom is a graduate of Roxbury Latin and Harvard University. He was commissioned into the Marine Corps through the Boston NROTC program at Harvard, earning a degree in History. Dom served as an Infantry Officer with 2nd Battalion, 2nd Marine Regiment and deployed with the 22nd Marine Expeditionary Unit in support of Operation Odyssey Dawn in Libya, as well as for theatre security operations in Europe, the Middle East, and Africa in 2011 and 2012 for nearly 11 months. He later served in Afghanistan in support of Operation Enduring Freedom in 2013, where he led a Security Forces Advisor Assistance team in the Sangin District. He was awarded the Navy and Marine Corps Achievement Medal twice, with a valor device, as well as a Combat Action Ribbon. Dom knows firsthand the responsibilities of supporting America as her 911 force in readiness. It was truly my great honor to present Dom Pellegrini as our guest speaker on Memorial Day. He was awarded the Navy and Marine Corps Achievement Medal twice with a valor device and a Combat Action Ribbon. Dom knows all too well of supporting America as her 911 force in readiness. It was my great honor to present Dom Pellegrini as our guest speaker on Memorial Day.



Veterans Day, November 11, 2024:

This year, we focused our efforts on both Memorial Day and Veterans Day to honor all veterans who have served, not just those who fought in particular battles or wars. Our ceremony commemorated all American men and women who have stood as America's 911 force in readiness. Veterans Day was a call to the nation, and more specifically to our community, to look after our veterans in need. We discussed how Vietnam veterans were once almost forced to go into hiding after returning from war, out of fear of being persecuted by the American public for their involvement in a war they did not choose. We acknowledged how things have changed dramatically since that time, with veterans now being supported by numerous organizations. Our encouragement to the community was to continue that support at the state and federal level, but also to make it more personal at the community level. We urged everyone to reach out to a veteran in their neighborhood or among their acquaintances, whether it's by inviting them for coffee, offering to help with their yard, or simply inviting them over for lunch or dinner.

Our guest speaker on Veterans Day was Brigadier General Mark Merlino, one of Burlington's own. Brigadier General (Retired) Mark Merlino served 38 years in the Massachusetts Army National Guard (MARNG) and is a recipient of the Bronze Star Medal. He began his career as a Private in a Signal Platoon in Lexington, MA, and retired at the Concord Armory as a Brigadier General (BG), where he served as the Chief Engineer for the Army National Guard across all 54 states and territories at the

Pentagon and the US Army Corps of Engineers. BG Merlino's career included increasing levels of responsibility in the Corps of Engineers, serving as Platoon Leader (military bridging), Company Commander (mechanized combat engineering), Battalion Commander (the nation's oldest, originating in 1636), and Brigade Commander (Homeland Security and Task Force Commander during the Boston Marathon Bombings). BG Merlino also served overseas in Iraq in 2008 and Afghanistan in 2012.

BG Merlino also served as the Assistant Adjutant General for the MARNG, advising The Adjutant General on all aspects of personnel, training, and readiness for over 6,200 soldiers. During this time, he established the Massachusetts National Guard Innovation Team (MANGIT), which partnered with government, academic, industry, and DOD organizations to help modernize our military forces. He continues to serve on this team.

He currently works at Collins Aerospace, an RTX Business, as a Program Manager in the Aerospace and Defense Industry. He also serves as the Chairperson for the RTX VETS employee resource group, advocating for over 25,000 veterans within a company of 180,000 employees. Mark grew up in Burlington and graduated from Burlington High School with the Class of 1984.

BG (Ret.) Merlino holds a Bachelor of Science in Computer Science from the University of Massachusetts-Amherst, a Master of Science in Computer Systems Engineering from Northeastern University, and a Master of Strategic Studies from the U.S. Army War College. He resides in Sudbury, Massachusetts with his wife, Christina, and is the proud parent of Matthew, Michael, Nicholas, and Alexa. Today, it is my honor to introduce our guest speaker, Brigadier General Mark Merlino.

SERVICES:

Veterans Services: Massachusetts General Laws Chapter 115 grants eligible Burlington veterans, their families, and surviving dependents benefits to support their daily living. These benefits also cover medical insurance and medical care payments for residents who are uninsured or underinsured. The benefits are intended to be temporary, not a permanent, full-time support system. The Massachusetts definition of a veteran now aligns with the federal definition, which includes anyone who served in uniform for at least 180 days. The Commonwealth reimburses the town 75% of the money spent directly on veteran benefits covered under Chapter 115 MGL, as well as for the U.S. flags placed on the graves of deceased veterans buried in our three cemeteries.

Veterans Affairs: U.S. Code, Title 38 directs federal benefits to eligible veterans and their families. These benefits include pensions, disability compensation, final burial expenses, education, hospitalization, mortgage loan guarantees, outpatient care, and domiciliary care. Evaluation, assistance, and counseling are provided at the local level to help veterans access these programs.

Deceased Veterans: Assistance is provided to the families of deceased veterans in reviewing available benefits, obtaining burial allowances, markers, and burial lots in our local cemeteries. The Burlington Office of Veterans Services would like to acknowledge the strong relationship and ongoing support of Sullivan's Funeral Home in ensuring that our veterans and their families receive the utmost care and respect during their time of need.

Goals: Since state and federal veterans' benefits are not automatic, this office will continue to assist with the application process for all benefits to which clients are entitled, in accordance with strict state and federal laws, rules, and regulations. Outreach efforts will continue, and this office remains committed to spending countless hours counseling veterans, their families, and surviving dependents. We will assist them in filing claims with the Department of Veterans Services in Boston for state benefits and the Department of Veterans Affairs in Washington for federal benefits.

In 2025, we will continue to offer more social events aimed at bringing veterans from many generations together to form common bonds. In February of 2024, our office partnered with the Middlesex County Deputy Sheriffs Association (MCDSA) and the members of the Allied Veterans Council to host a bi-weekly breakfast for veterans. The breakfast began modestly, serving 20 to 30 free meals to any veteran who wanted to attend. It quickly became a huge success, now serving between 50 and 70 veterans every other Thursday. The breakfast is funded, cooked, and served by our office, in collaboration with the MCDSA and the Allied Veterans Council. We hope to reach even more veterans this year and continue our outreach efforts. We are incredibly grateful for the companies in our community that provide resources and monetary donations, allowing us to host these events. Thanks to the generosity of our donors and supporters, we look forward to holding many more of these events in the future.

YOUTH AND FAMILY SERVICES

ADMINISTRATION & DEPARTMENT STAFF

Christine Shruhan, LMHC Executive Director; David Lankford, LMHC Clinical Supervisor; Riley Murphy, LMHC Group Work Coordinator; Emily Hall-Hampton, LICSW Individual & Family Therapist; Danielle Meyers, LMHC Individual & Family Therapist; Gia Diamandis, MA Individual & Family Therapist; Cathy Torres Iparraguirre, BA Youth Navigator/Social Worker and Jennifer Priest, Administrative Secretary.

WEBSITE

<http://www.burlington.org/byfs>

PURPOSE

The Burlington Youth and Family Services is a department for the Town with the responsibility of providing mental health care to families with children, adolescents and young adults (specifically ages 9-25). BYFS also provides social services for ALL Burlington residents of any age. The social services provided include assisting residents in applying for food stamps, MassHealth and any other state and federal assistance programs; housing advocacy, including eviction and foreclosure prevention; referral for mental health services; and screening and referring residents seeking help from Salvation Army, the People Helping People Covenant for Basic Needs Fund and the Food Pantry, Helpis and Womenade.

BYFS has been a Town department since 1974 with a mandate to provide community mental health services to youth and their families.

BYFS staff continues to work with adults and young people on such diverse problems as family conflict, adolescent issues, parenting skills, marriage and relationship problems, drug and alcohol abuse, depression and suicide, neglect, domestic violence and the like. The BYFS offers individual, family, and group therapy services, and our philosophy is oriented toward involving entire families in treatment whenever possible. Since it is within the family that these problems are most acutely felt, and these same families often possess the best and most available resources to resolve problems, we believe that family therapy is often the most useful and effective means of treatment.

2024 HIGHLIGHTS

BYFS continues to offer the FitGirls Group for 4th and 5th grade girls in each of the elementary schools. This group looks to reach girls in three different ways: body, mind and heart. It is committed to helping girls live healthy, happy and responsible lives. BYFS launched its pilot program in the fall of 2014 and has expanded it to three of the four elementary schools. As of March 2016, the program is running at each of the elementary schools in Burlington.

In the summer of 2024, we ran several different activity therapy groups. Among them were the Hiking Group, which uses hiking together as a group to help youth improve their communication and social skills. The Creative Self group uses art, dancing, acting, music and play to help youth discover and express their unique voice. The Yoga Group uses specific yoga poses and breath work to help youth manage symptoms of anxiety, depression and ADHD. We continue to offer unique ways of engaging youth and helping them address the challenges that young people are faced with in today's world.

BYFS was the recipient of a federal grant aimed to prevent and address youth homelessness. The 2-year grant targeted youth between the ages of 17 and 24 who are homeless. We were able to provide

assistance to several youth, helping to address some of the barriers that were preventing them from accessing housing.

INTERDEPARTMENTAL/AGENCY COLLABORATION

BYFS staff work collaboratively with town departments and other mental health and social service agencies. At the request of Burlington High School's health education department, this year we provided workshops for the freshman health classes on teen depression and suicide prevention. Freshman students were presented with material to help them identify signs and symptoms of depression and how to access a trusted adult if they or someone they know is threatening to take their own life. The funding for this curriculum is made possible by a grant BYFS receives from Lahey Hospital and Medical Center.

In 2019, BYFS organized a new initiative – The Community Response Team. Participating in this initiative are Police, Fire, Council on Aging, Board of Health, Building Department and Youth & Family Services. The group continues to work together to address some of the more complex issues and needs in the community. Monthly meetings also provide an opportunity to learn more about resources available in each department.

BYFS staff also meet periodically with members of the Burlington Interfaith Clergy Association and are involved in local and regional meetings of agencies and programs concerned with mental health or social services (Massachusetts Human Services Council, Youth Commission Coordinators, Burlington School Department Wellness Committee, the YRBS subcommittee and other adolescent service organizations).

SOCIAL SERVICES

BYFS also maintains an information and referral service to assist ANY resident in locating the particular social service that a resident may require. Clinicians have assisted young people and their parents in situations requiring hospitalizations, finding appropriate emergency or residential care, and the like.

The BYFS staff provides screening for those seeking assistance from the Burlington organization People Helping People, Inc., and helps residents access these services. PHP is a non-profit, umbrella organization made up of community volunteers who help oversee and coordinate the efforts of three established groups: Food Pantry, Covenant for Basic Needs Fund and the Holiday Program. Because of our role in human services in town, the director of BYFS has served on the Board of Directors of PHP since its inception in 1988.

The PHP Board also manages the Covenant for Basic Needs. Begun by the Burlington Clergy Association in 1982, it provides limited help for those residents experiencing financial emergencies. In 2024, BYFS staff provided assistance to 716 residents. This number does not include the many requests we receive from residents applying for the Holiday Program and the scores of residents already served by the Food Pantry.

In addition to the Covenant for Basic Needs, BYFS staff provides screening for those seeking assistance from the Salvation Army fund. A total of 16 vouchers were given to residents for items ranging from prescriptions to utilities and clothing.

In 2013, BYFS established a new partnership with HELPIS an organization dedicated to helping those in need. This year, HELPIS has provided assistance to more than 15 Burlington families with items such as clothing, bedding, grocery cards, footwear and rental assistance.

We also collaborated with Womenade who provided assistance to 2 residents with rental assistance.

STATISTICAL NOTES

An average of 197 residents each month received counseling services, and counseling services were provided to 334 Burlington residents in 2024.

OTHER COMMUNITY SERVICES

As in previous years, the BYFS provided administrative and other support to a number of programs in the community of benefit to Burlington residents. BYFS staff members continue to do an excellent job coordinating the FISH program. FISH (Friends in Service to Humanity) volunteers provided 32 rides to local medical and social service appointments for residents in need of transportation.

TRAINING

BYFS provides training to graduate student interns as part of their professional education. BYFS has provided field placement training since the late seventies to graduate students from Boston University, Simmons School of Social Work, Lesley University, Tufts University, Antioch University, Northeastern University, Salem State, and University of Massachusetts, Boston. We thank the students for their long hours of service and dedication. BYFS has consistently received high marks from field education offices for the training and supervision received by students at the agency.

BOARD OF DIRECTORS

The Board of Directors at BYFS continued their involvement, and I deeply appreciate their help and support. Board members include, Martha Simon Chair; Roberta Mills, Linda Collins, Becky Norum, Melissa Interest, Chais DiMaggio, Karen DiRienzo and Manisha Parwani.

The strong demand for our services continues while other resources in the area continue to diminish. We extend our thanks to the many in the town that have supported our efforts to assist residents when they may be experiencing times of deep distress and vulnerability in their lives and their families.

Respectfully submitted,

Christine Shruhan, LMHC
Executive Director

BURLINGTON HISTORICAL COMMISSION

Historical Commission Members



Front row- Peter Coppola, Kathi Horton, Andrew Rittenburg

Back row- Sandra Covenor, Joyce Fay (Chair/Treasurer), Mary Nohelty (Recording Secretary)

The Historical Commission was established by Town Meeting in accordance with Massachusetts General Laws Chapter 40 Section 8D. It is tasked with the acquisition, preservation, promotion, and development of our historical assets. Properties currently under our oversight are; the Historical Museum, West School, and the Olde

Burial Grounds.

The Commission consists of up to seven full and at least two alternate members appointed by the Town Manager as approved by the Select Board; it fulfills the powers and duties contained in the General Laws. Our membership is comprised of civic minded residents committed to acquiring, restoring, and preserving historical assets; and making them available to the public for display, research, and education. Members this year were; Joyce Fay Chairman, Peter Coppola, Sandra Covenor, Kathi Horton, Mary Nohelty, and Andrew Rittenburg.

We completed the five-year project to clean, repair and stabilize gravestones at the Olde Burial Grounds. This year we hope to perform some landscape maintenance along the perimeter of the site.



Commissioners at 225th celebration

February marked the 225th anniversary of the Town's founding, the commission provided items for display. Supporting Celebrate Burlington, the commission gave trolley tours of historic buildings and sites. Tour guide, commissioner Kathi Horton, shared her knowledge of town history. The tour was covered and a video edited by BCAT.

We actively accept and preserve items that tell a story about our ancestors; attribution to a specific resident is difficult. Prior to 1940 Burlington was predominantly a sparsely populated farm community, and we can seldom trace ancestry to the early 1880's.

Consequently, we choose quantity over quality, accepting items for future generations of commissioners to document the Town's history; and we are grateful to residents who support our efforts by donating their items.



Bennet family drawknife showing extensive wear over three generations of use

This year we acquired a drawknife from the Bennet family. The Bennet's trace their Burlington ancestors to the early 1700's, and we were able to identify the

owner of the drawknife to Walter's grandfather Edward D. Bennet born in 1871.

Retired Burlington resident, High school history teacher and town historian Robert Costa donated several gravestone rubbings. The rubbings were originally made and placed on display at the high school to celebrate the Country's Bi-Centennial in 1976. The image of the rubbing is of James Reed, his house stood at the Mall's Crate and Barrel site where the first British prisoners of war were held on April 19, 1775. The rubbings will be on display in Town facilities.

As artifacts are acquired, they are evaluated for visitor interest, display condition and/or historical value. We are thankful for donations and encourage residents to continue; we would like them

to contact any of the commissioners prior to so we can document the transaction, family history and photographs.



Household sewing machine



Gravestone Rubbing

As they are cleaned and repaired/restored, and when appropriate, we place them on display or add them to our collection of similar items. Some of our artifacts are one of a kind, others are in addition to items already in our collection; all of them are links to our history. We received a Household sewing machine, the Household brand was manufactured by the Providence Tool Company in the late 1880's; a reminder of a time when clothing was made at home. Three sewing machines are currently on display at the museum.



We annually welcome third grade field trip to the Old West School, Museum, the Olde Burial Grounds, and the Francis Wyman House. This year third graders visiting the museum enjoyed a new experience, participating in a scavenger hunt to identify items they studied prior to visiting.

We have several lectures our collections to groups when possible, providing a demonstration.

The museum is typically open the first Saturday of the month from April through September, and the Saturday of Memorial Day weekend and

April 19th, 2025 will

of the Revolutionary War. Burlington at that time was a precinct of Woburn, the Second Parish. That morning Burlington minutemen responded to the alarm of ringing bells and musket fire. Two stood on Lexington green when the first shots were fired and with the arrival of Captain Joshua Walker marched to Concord where they participated in the skirmish at the Bloody Angle.

John Hancock and Samuel Adams escorted by Paul Revere escaped capture by British regulars. They took refuge at the Rev. Jones house. The event is depicted on a mural in the museum foyer.

Abigail Jones, Rev. John Marrett, John Hancock, Cuff Trot, Samuel Adams, Dorothy Quincy



and when requested bring items from and venues; describing their usage, and

Teacher Todd Stead explains the scavenger hunt to his students
Third graders participating in scavenger hunt at the museum

Veterans Day.

mark the 250th anniversary of the start



PARKS AND RECREATION DEPARTMENT

Recreation Commissioners

Lindsay Carlson

David Norden

Stephen Nelson

William Gaffney (June)

Brenda Rappaport (June)

Jeremy Brooks

Julie Faulkingham, Recording Clerk

Recreation Maintenance Staff

Bill Baker, Superintendent of Parks

Mark Gerbrands, Lead Working Foreman

Brian Cullinan, Working Foreman

Robert Lee, Maintenance Craftsman

Matt Ganley, Maintenance Craftsman

Lewis McMahon, Maintenance Craftsman

Kenneth Saidah, Maintenance Craftsman

Anthony Forte, Maintenance Craftsman

Mark Woods, Maintenance Craftsman

Parks and Recreation Office Staff

Brendan Egan, Director of Parks and Recreation

Kelly Lehman, Assistant Director of Parks & Recreation

Melinda Sullivan, Principal Clerk

Beth Garvey, Principal Clerk

Patricia LaFauci, Permanent Part-Time Clerk

Recreation Program Staff

Jeff DiSalvo, Program Coordinator

Andrew Mountain, Assistant Program Coordinator (Feb)

Emma Andrus, CTRS, Therapeutic Rec. Specialist

Website: BurlingtonRecreation.org

The Burlington Parks & Recreation Department completed another busy year in 2024, providing innovative programs and working to upgrade our facilities throughout town. The department continued to experience growth and strive to meet the needs of Burlington residents. We welcomed new staff, said goodbye to two long-serving staff, experienced professional growth and had staff achieve professional certifications. Two of the biggest accomplishments for the department were being asked to speak at the State House and receiving a Land and Water Conservation Fund (LWCF) grant in the amount of \$1 million.

We saw an increase in the number of programs offered as well as requests for support services through our Therapeutic Recreation division. Our program division continued to offer a full slate of special events that were supplemented with a variety of pop up programs in our parks and playgrounds. Our Therapeutic Recreation division added a sensory friendly Easter Egg Hunt and offered sensory friendly

Family Photo opportunities at the Grand View Farm and iCanSwim and iCanBike programs through the national non-profit, iCanShine. Our Maintenance division had two staff become Certified Playground Safety Inspectors and continued to support the department's special events. At the end of 2024 we received the completed Outdoor Facility Master Plan, which gave us an opportunity to add some of the items identified in the plan to our 10 Year Capital Plan.

Our Maintenance Division made improvements to Burlington's parks, playgrounds, athletic facilities as well as some improvements to school playgrounds. Spring time proves to be their busiest times of the year preparing the athletic fields for youth, high school and adult sports, opening outdoor facilities and energizing the irrigation systems at the various athletic fields around town. This year we held the first seasonal maintenance orientation, where our part-time staff were trained in first aid / CPR, Stop the Bleed and received training in invasive species and rain garden maintenance. We continued to work with consultant, Tom Irwin, Inc. on our athletic field fertilization and seeding programs.



In addition to the regular maintenance of all of the town's parks, playgrounds and athletic fields, improvements were made at many facilities. The following projects were completed over the past year:

- Continued the renovation of the disc golf course at Simonds Park
- Installation of memorial benches in parks and the Town Common
- Installed the sunshade over the play structure at Wildwood Park playground
- Installed new backstops at Rotary Field and Center School softball fields
- Decoration of the Town Common and Town buildings for the holidays

Through a warrant article at May Town Meeting we now have the ability to make much needed improvements and renovations to existing fields, add additional athletic fields to our fertilization / seeding program, replace worn and damaged fencing, backstops, and player's benches and improve the accessibility of sites. During the fall we were able to add backstops to Rotary and Center School softball fields, player benches and safety fencing to the Center School softball field. We began a comprehensive assessment of our irrigation system which will allow us to prioritize system upgrades and develop a realistic short and long-term plan for improving irrigation function.

In February, Andrew Mountain was hired as our new Assistant Program Coordinator. Andrew had been working as the Director of the YMCA after school program at Francis Wyman Elementary School. Andrew quickly became acclimated to the department and took on more responsibility throughout the year. We are excited to have him as a member of our program team.

In April, two of our Maintenance Craftsman, Anthony Forte and Mark Woods obtained their Certified Playground Safety Inspectors (CPSI) certifications. These professional certifications will greatly aid us as we continue to strive to provide safe and well maintained playgrounds for Burlington's residents.

In June Bill Gaffney was replaced by Brenda Rappaport as representative from the Planning Board to the Recreation Commission. We are happy to have Brenda as part of the Commission.

As part of the Massachusetts Recreation and Park Association's Advocacy Day, our team was honored to speak about the Simonds Park Universally Accessible Treehouse and the importance of accessible spaces throughout the community. Director Brendan Egan and Therapeutic Recreation Specialist, Emma Andrus, CTRS were joined by community member, Leah Devereaux to discuss the impact the Treehouse has had throughout our community.

In September, we were notified that we were a 2024 recipient of the federal Land and Water Conservation Fund (LWCF) grant in the amount of \$1 million for the renovation of Overlook Park. This project will increase outdoor recreational opportunities for residents of all abilities, by providing accessible trails throughout the park and a new playground with accessible features. The LWCF Grant Program was established by Congress in 1964 to fulfill a bipartisan commitment to safeguard the country's natural areas, water resources, and cultural heritage, and to provide recreational opportunities to all Americans. Using zero taxpayer dollars, the fund invests earnings from offshore oil and gas leasing to help strengthen communities, preserve local history, and protect the national endowment of lands and waters. We are extremely excited for this project and grateful to the National Park Foundation for their support.

Throughout the year, our team members have attended a number of conferences/trainings that focused on a variety of professional development topics. These conferences include the New England Park Association Conference, Creating Accessible Documents at Work, Customer Service for People with Disabilities, National Recreation and Park Association Conference, the Vermont Systems Symposium, Handle with Care, Role of Parks & Rec in Mental Health, National Inclusion Project and Hoisting Refresher to name a few.

We would like to recognize the following for their contributions to the Parks & Recreation Department:

- Herb Chambers for their continued support of Celebrate Burlington
- Northeastern for their continued support of our special events.
- East Coast Tree Service, LLC for once again donating their crane for the Candy Crane Drop at our Halloween Spooktacular.
- The various Burlington businesses and groups that volunteered with park cleanups.
- Disability Access Commission for their continued support of our therapeutic recreation programming

Whether for relaxation, competition, social or health reasons, Burlington Parks & Recreation has the program or event to fit your lifestyle regardless of your ability! We hope we are offering something for everyone. Here are some highlights from 2024:

- Our Therapeutic Recreation (TR) Division continues to grow in popularity. This year, we offered 131 adaptive program sessions and had 100 participants served in adaptive programming. In addition, our team provided 2,969.75 hours of inclusion support within our programs.
- We like to stay up-to-date with the latest fitness trends, and this year is no different! We have recently purchased new equipment to support new fitness offerings throughout the year. You can look for additional offerings throughout 2025!
- In February, we hired a part-time Marketing Coordinator, Rachel Markewicz, to keep up with our social media platforms and developing other marketing material. We are excited to have her join our team and are looking forward to her contributions moving forward.
- Our Therapeutic Recreation Specialist, Emma Andrus, CTRS oversaw an intern, Madigan Flynn, throughout the summer. Madigan came to us from the University of New Hampshire and has joined our team as a part-time staff member when she is not in school.
- Our Program Coordinator, Jeff DiSalvo, has worked extremely hard to reorganize our basketball programs to provide a skills-based program where participants have an opportunity to showcase learned skills in a traditional game setting. Over the last year, we have seen an increase in our registered participants and are receiving positive feedback on this new format. We couldn't do it alone, however. We would like to thank all of our division leaders, coaches and volunteers for the effort they are putting in to making these programs something the community can be proud of!
- Working with the non-profit organization, iCanShine, we offered both an iCanBike and iCanSwim program this summer. Each program uses customized adapted equipment, trained professionals and volunteers. At the iCanBike program, there were 17 participants who worked to learn how to ride a conventional two-wheel bicycle. iCanBike uses customized adapted equipment and trained professionals and volunteers. This program was funded through the Respite Innovation Grant offered by the Massachusetts Executive Office of Health and Human Services. For iCanSwim, there were 22 participants who worked on learning new swim skills and improving existing skills with an emphasis on life-saving water safety skills in and around aquatic environments. This program was generously underwritten by the James Gang.
- Throughout the year, we provide over 25 special events, varying in size, for the community. One of our fall favorites is the Halloween Spooktacular! This year's event was held on October 19 and it was certainly one for the books! We estimate that we had approximately 3,000 join us at Simonds Park for games, bounce houses, a spooky walk and the ever-popular Candy Crane Drop! Once again, we would like to thank all of our sponsors and especially East Coast Tree Service for their support for this event.
- As part of the Respite Innovation grant, we will have developed customized software to better serve the participants in our TR programming. This software will be designed to be able to track participant information and goals. It also allows for our staff to utilize it for participant tracking



as well as staff scheduling. This software was rolled out to the community and has been well received thus far.

- For the last several years, our Program and TR Divisions have published our Year in Review and this year is no different! This document includes information on our programs, services, special events and updates on projects that have been completed (along with their funding sources). You can find a sampling of the 2024 Year in Review on the next page.

During 2024 we continued to provide new, innovative programming and special events. Our Therapeutic Recreation Division continued to grow and we provided more programming and support services, for residents with a disability, than ever before. Our maintenance team continued to upgrade their equipment, which improved efficiency, and achieved professional growth through certifications.

As we begin 2025 we do so with great optimism and excitement for what the year will bring us. Through the Land and Water Conservation Fund grant we are excited to begin the renovation of Overlook Park and provide Burlington with a first class, outdoor recreation facility that is universally accessible. We look forward to implementing improvements to our parks and playgrounds that were identified in our Outdoor Facility Master Plan and continue to participate in professional development opportunities that result in improved services for our residents. We encourage you to join us throughout the year as we celebrate part of what makes Burlington a truly great community to live and work. We encourage you to participate in one of our programs or special events and to enjoy one of our parks or playgrounds. As always please share your feedback with us so we can continue to be one of the best recreation department's in the state.

Respectfully submitted,

Brendan Egan

Director of Parks and Recreation



2024 BY THE NUMBERS...

The impact of Parks & Recreation in communities is best captured in the reactions of community members engaging in programs, attending events and recreating in the parks (see photos on next page). In an attempt to put those reactions into context here is 2024 by the numbers.



PUBLIC LIBRARY AND LIBRARY TRUSTEES



Website

www.burlingtonpubliclibrary.org

Library Staff

Administration - Michael Wick, Director; Cara Enos, Assistant Director; Marie Cannon, Administrative Assistant

Reference – Justin Acosta, Aren Briggs, Shelley Sloboder

Programming and Marketing – Daniel Barbour

Youth Services – Julie Burke, Jenna Cantino, Via Luino, Gina Zuccaro, Nathasha Piske-Perlmutter

Technical Services - Nan Wang, Ann Marie McMakin, Janet Zahora, Nozomi Shindo

Library Technology Specialist – Daniel McDonough

Circulation - Sandra Woodbury, Sarita Hegde

Library Aides - Annemarie Gangi, Barbara Nelson, Maria Almonte, Miriam Zizza, Nancy Farrey-Forsyth, Nancy Novak, Gwen Morris

Pages - Gale Christiano, Alice McCarthy, Linda Gaudio

Mission

The Burlington Public Library is a community hub that promotes lifelong learning, exploration, and innovation.

Services Provided

- Lending of our core collections including books, large print books, magazines, audio books, music CDs, video games, and DVDs; as well as special collections including a Library of Things, tote bags, launchpads, laptops, educational kits, and museum passes
- Downloadable books, magazines, comics, audiobooks, music, movies, television shows and more available through the eLibrary
- Access to free databases both in the library and remotely
- Free Internet access from public computers and free wireless Internet access
- Educational, recreational, and cultural programs offered for children, teens, and adults
- Summer reading programs for youth and adults
- Home delivery program for those in need
- Outreach services to local assisted living communities
- ESL tutoring and conversation groups, through a partnership with English At Large
- One-on-one technology and research assistance
- Proctoring services for students
- Meeting rooms, available to qualifying groups and organizations
- Individual study rooms that accommodate 1-3 people, available on a walk-in basis
- Exhibit space for local artists and organizations to display artwork or items of interest
- Collection point for People Helping People

2024 was another year for expanding services, programs, and outreach at the Burlington Public Library. The Circulation Department sought to improve the patron experience of check outs and returns through an expansion of self-check machines for patrons, with improved interfaces and accessibility, and replacing the drive-up book drop. Children love the independence of checking out items by themselves and the weather-proof book drop has worked to better ensure items are returned in good condition, despite the weather outside.

The Circulation Department isn't just a place where people check out and return books, however—they also are in regular contact with our patrons and that helps them recognize times of need. That's why Sandra Woodbury (Circulation Librarian) reached out to Julie Lewis and Abby Hurd at People Helping People to find a way the Library could provide food to those in need—and so the Micropantry was begun. The Micropantry is a space in the Library where foods are stocked by People Helping People, readily available for anyone in need.



(left to right) Cookbook Book Club – Bringing cookbooks to life, one delicious dish at a time. Our tastiest book club yet is serving up community and camaraderie in this welcoming spin on a discussion group.

BPL Halloween Goes Viral! – Our staff's costumes took the internet by storm with over 7,500 reactions on this one image alone. A little Tinker Bell vs. Ninja goes a long way!

Outreach remains an important part of Library services. Cara Enos (Assistant Director) has worked to ensure that the Library is represented at events such as Pride Day, Celebrate Burlington, and coordinates monthly visits to several assisted living facilities in Burlington. The Library was also represented at the inaugural Civic Expo event, co-sponsored by the Burlington Buzz and the Town Clerk. So many excellent connections are made between library staff and local residents at events such as these.

Daniel Barbour (Programming and Marketing Librarian) has kicked the Library's programs into overdrive. Working with the adult and children's programming staff, he made significant steps towards expanding the types and availability of programming. Not only has this increased the amount of programming and the attendance, it has also created a remarkable amount of buzz through word-of-mouth marketing and viral posts on the Library's social media channels.

Programs for all ages were just one of the outcomes of this push to expand programming. Patrons of all ages enjoyed events where 100+ people attended like the Summer Reading Kickoff, Noon Year's Eve, International Tabletop Gaming Day, and a visit from alpacas on Election Day.

Without the Friends of the Burlington Public Library donating over \$12,000 annually for programming, the Library would not have been able to deliver most of the events described above. In addition to this significant contribution, the Friends provided funding to convert a locker room, located in the Library's Staff Room, into a Staff Resource Room. This space now provides an area for staff to store supplies and prepare for programs—essential for them to be able to expand their programming efforts. Beyond that, the Friends also purchased all new folding tables for the Fogelberg Area, which are not only used by the Library for programs but also for community groups when they are using the Library's free meeting room space provided to the public.



(left to right) **Noon Year's Eve Magic** – More than 200 patrons kicked off the New Year early with magician Chris Herrick. **Murder Mystery Dinner** –

Over 100 detectives-in-training put their sleuthing skills to the test. Thanks to a grant from the Mass Cultural Council, mystery and intrigue were on the menu in a unique after-hours experience from History At Play.

Highlights of this year:

- The Friends of the Burlington Public Library helped renovate a locker room into a Staff Resource Room, providing diverse resources for staff when developing and preparing for programs
- Participation in Adult programming continued to have strong numbers, with over 4,000 attendees participating in over 270 programs

Changes

- Alice McCarthy, Gwen Morris, Julie Burke, and Linda Gaudio joined the Library staff in 2024. Via Luino was promoted to Assistant Children's Librarian and Aren Briggs was promoted to Reference Librarian.

Donations

The Burlington Public Library would like to thank the following corporations, organizations, and individuals for their generous donations made in the past year:

Burlington Quilters Guild

Friends of the Burlington Public Library

The Del Duca Family Fund

The Sicard Living Trust

Wegmans Food Markets, Inc.

Adrian Kan

Elaine Casey

Glenn Forbes

Haywood Satz

John and Kerry Crisley

Mrs. James J. Taricani

Paul and Ann Doherty

Burlington Public Library Trustees

The Board of Library Trustees is a group of six elected officials whose main role is to govern and set policies for the library. Members during the 2024 calendar year included Jesse Angeley, Janice Cohen, Phil Gallagher, Rob Neufeld, Susanne Russell, and Kevin Sheehan.

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BURLINGTON PUBLIC AND VOCATIONAL SCHOOLS

BURLINGTON SCHOOL COMMITTEE



Christine Monaco, Chair; Melissa Massardo, Vice Chair; Katherine Bond; Jeremy Brooks; Meghan Nawoichik; Rishitha Ravi, Student Representative

WEBSITE: www.burlingtonpublicschools.org

Christine Monaco, Chair's Report

Another successful year was enjoyed by our schools in 2024. Burlington schools have evolved into a beautifully diverse community with many students born in 29 different countries, speaking 22 native languages as their first language. Our Newcomers Program has been implemented at BHS to help those students who have to work while attending school. All of our students benefit from the diversity of our schools in many ways. Learning about the world beyond Burlington and becoming familiar with so many different cultures, customs, and languages is an education in itself. We are proud of our diversity.

Our students and staff excel at many things and we are proud of the numerous awards won over the year for academic excellence, innovation, and athletics.

Our Assistant Superintendent, Lisa Chen, consulted with Dr. Gail Lovette to study our literacy curriculum and other new programs which are on the horizon. Dr. Chen, listening to the academic needs of students, is working to bring Algebra 1 to eighth graders as soon as September 2025.

Memorial School was identified as a School of Recognition by DESE for performance on MCAS. Francis Wyman School was identified as an Apple Distinguished School for “commitment to continuous innovation in education...”

Tim McMahon joined our school community as Principal of Marshall Simonds Middle School in July. We are excited to work with him and look forward to seeing his imprint on the school. Already he has brought an annual play to MSMS and it was a great success. Parents and students alike have welcomed Tim warmly.

The highlight of the year was the approval of Town Meeting for funding to build a new Fox Hill School. The overwhelming support 97-7 of Town Meeting members demonstrated the pride and value placed on education here in Burlington. Thank you Town meeting!

Currently the Burlington High School Building Committee is studying options for a new high school. The current BHS needs major upgrades, many of which are very difficult to do in the current building. See details on www.bhsbuildingproject.com and join in the community effort. It is vital that members of the community work together to find the best plan for a new BHS. There will be a tax impact that will almost certainly require a debt exclusion vote of the community. We seek the help of community members for this important project.

School Committee members welcome calls and emails from our community members with input on any topic. We look forward to working with you.

SCHOOL ADMINISTRATION

WEBSITE: www.burlingtonpublicschools.org

Central Administration

Eric M. Conti, Superintendent of Schools
Lisa Chen, Assistant Superintendent for Learning
Christina Cicolini, Director of Special Education
Nichole Coscia, Business Manager
Robert Cunha, Director of Operations
Kerri Lamprey, Director of English Language Learners
Christine Conceison, Director of Mental Health
Barbara Conley, Nurse Leader

Burlington High School Administration

Mark Sullivan, Principal
Richard Sheehan, Associate Principal
Heather Northrop, Associate Principal
Shaun Hart, Associate Principal/Athletic Director
Joe Attubato, Director Counseling Department

Marshall Simonds Middle School

Timothy McMahon, Principal
Cheryl Mantia, Assistant Principal
Kevin McDonough, Assistant Principal

Elementary School Administration

Nicole McDonald, Principal, Francis Wyman Elementary School
David Rosenblatt, Principal, Fox Hill Elementary School
John Lyons, Principal, Pine Glen Elementary School
Patricia English-Sand, Principal, Memorial Elementary School
Darryl Doiron, Assistant Principal, Francis Wyman Elementary School
Erin Curran, Assistant Principal, Fox Hill Elementary School

Burlington Early Childhood Center

Deborah Clark, Director of the Burlington Early Childhood Center

SUPERINTENDENT OF SCHOOLS/ASSISTANT SUPERINTENDENT FOR LEARNING

Dr. Eric Conti, Superintendent

Dr. Lisa Chen, Assistant Superintendent for Learning

January 2025 started with a significant recognition. Burlington Schools, and specifically a Burlington High School graduate, were highlighted in Governor Healey's State of the Commonwealth speech. Her remarks emphasized the success of the state's career pathways programs using Burlington High School as a model of this success. We are all proud of this recognition and the hard work of the educators and students in our career pathways programs. The statewide acknowledgement emphasizes what we know locally already - Burlington Schools are special places.

The district has several major capital initiatives underway. Town Meeting approved the funding for a new Fox Hill Elementary School. The new Fox Hill will be built on the existing Fox Hill site and in partnership with the Massachusetts School Building Authority (MSBA). The Fox Hill Building Committee examined close to 10 options and decided on maintaining four elementary schools on four separate school sites as the elementary school building configuration across Burlington. The project is currently nearing the conclusion of the design documents phase. The building is projected to open in the fall of 2028.

A second project that Town Meeting generously funded is the conversion of the grass middle school practice area to an artificial surface with stands and full accessibility from the middle school building. This project is Phase 1 of a larger project that will eventually resurface Brush Field and the track at the middle school. This complex will serve Burlington Schools and the many youth programs across the community for many years.

Finally, and significantly, we are in the middle of a feasibility study to replace or renovate Burlington High School. Town Meeting funded this feasibility study. Unlike Fox Hill, this project is solely Town based and not in partnership with the MSBA. The BHS Building Committee has narrowed down multiple concepts in three possible solutions - renovation, addition/renovation, and a new building. All three options need to account for the complexity of the existing building site as well as the existing building.

The three major and important capital projects speak to the continued and generous support the Town of Burlington shows the public schools across Town.

Our major learning initiatives include the adoption of a literacy curriculum for grades K-8. All elementary and secondary literacy teachers, including reading specialists, instructional assistants, ESL teachers, and special education teachers have received DIBELS 8 training, which is a set of short reading fluency tests

to help educators assess students' literacy skills in grades K–8. This helps to develop a common language for discussing reading and supports monitoring the growth of all students. We are committed to providing our teachers with ongoing professional development on the science of reading. Additionally, we are using Open Architect, our data platform, to ensure we meet the diverse needs of all students, focusing on literacy and math this year. As curriculum adoption is a multi-year process, we will be working with our teachers to ensure that there is a smooth transition of the new curriculum in the year to come, while continuing to focus on providing our teachers with research-based professional development, such as Language Essentials for Teachers of Reading and Spelling (LETRS). In this training, teachers will learn about the five essential components of reading: phonics, phonemic awareness, vocabulary, reading comprehension, and fluency. Teachers will also receive professional development from the Institute for Multi-Sensory Education (ISME) in morphology, which is the study of word parts, or morphemes, and how they are combined to form words, which is a key component of reading comprehension and vocabulary development.

We have also worked on the implementation of math pathways in the middle school, which involves looking at our students' math trajectories from PreK-12. As part of this initiative, we are introducing two new math courses: one for 7th grade students that will cover all 7th and 8th grade standards, and another for 8th grade students that will encompass all 8th grade and Algebra I standards. The addition of these two new courses in the middle school will ensure that students have the opportunity to complete Algebra I and Geometry by the end of 10th grade. Our goal in creating these pathways is to provide all students with increased opportunities to take Calculus and/or higher-level math courses without having to double up on math courses during high school.

Additionally, we are focused on ensuring that the work we do in curriculum, instruction, and assessment is viewed through an equity lens. We continually examine student growth data and trends to inform our decisions. We have also worked to develop a more cohesive District Curriculum Accommodation Plan (DCAP) that includes strategies to support all students' academic and social-emotional learning and growth, as well as a district-wide Curriculum Selection and Implementation Guide. Together, these documents support educators in creating inclusive, culturally responsive learning environments. They help teachers evaluate curriculum, assess the strengths and weaknesses of instructional materials and strategies, plan evidence-based and culturally sustaining lessons; and engage in reflective practice. This strategic focus on curriculum examination will help us ensure that all students receive rigorous grade-level instruction and that we meet students where they are to help them progress to the next level.

With 57 languages spoken across our classrooms, Burlington Public Schools are a reflection of the Town of Burlington. This diversity is a strength and allows our students to experience the global environment they will navigate as graduates while attending their neighborhood schools. Our schools and students would not thrive without the generous support of the community. On behalf of the entire district, thank you.

OPERATIONS AND FACILITIES

Robert Cunha, Director of Operations

Purpose: The Operations team supports the non-instructional needs of the school department. Our primary tasks include maintenance of approximately 860,000 square feet of building space and systems, along with providing transportation and lunch for approximately 3400 students. The members of our team encompass clerical, custodians, cafeteria, maintenance personnel and the IT department.

Highlights:

- In 2024 we move further along in the MSBA process to address building and educational needs at Fox Hill. We are currently in the Detailed Design phase and will continue work with our project manager, Dore and Whittier, and designer, DiNisco Designs to finalize building and property design details. We intend to bid this project in the Fall of 2025 and for construction to begin early in 2026
- We are almost a year into the Burlington High School feasibility study. We are continuing to evaluate possible renovation, addition/renovation and new school possibilities. Multiple building options have been presented to the Building Committee for review. Five building options remain that the Building Committee will continue to explore further.
- A new 5 year transportation contract began this year. Transportation is heavily utilized in Burlington not only to and from school but also for field trips, special events, athletics, music, and more.
- The Marshall Simonds Middle School Field subcommittee has been working diligently to prepare detailed documents for the reconstruction of the grass field into a new state of the art multi-use turf field. Construction is anticipated for the summer of 2025
- Francis Wyman Baseball field renovation began before the winter and will continue in the spring. This renovation includes moving and reconstructing the existing field, new sod and clay, new walkways, the addition of dugouts and new backstop and fencing.
- Pine Glen elementary school welcomed new air conditioning and heat pumps in the classrooms.

SPECIAL EDUCATION DEPARTMENT

Christina Cicolini, Director of Special Education

The program for special needs students continues to be effective in identifying learning difficulties while offering in-depth special needs support and academic diversity for those students with disabilities PreK-12. The department continues to work on maintaining specialized instruction for all its students.

In the 2023/2024 school year, inclusion courses were maintained in all of the schools. In these courses special education teachers provide direct support and service to students in mainstream academic classrooms. Mental health support continues to grow. The Bridge classroom support continues to grow and be an effective program to help support students who need assistance with emotional disabilities. We have added additional mental health staff in all our buildings to try and meet the needs of all our students. We continue to offer pull out services for students who need more individualized and/or modified instruction at all levels. Focus areas are, but not limited to, reading, writing, math, executive function, and study skills. Our classrooms for intellectual disabilities continue to offer specialized support at all levels which include not only modified core academics but also adaptive living skills (ADL). Our programs for students with Autism continue to grow. We now have specialized programming for these students with unique needs PreK-8. All our sub separate programming provides individually designed instruction and specialized services within a substantially separate setting. The program supports inclusion within exploratory academics for individual success while providing opportunities for a focus on the development of functional academics, life skills, and social pragmatics. Although students are unable to meet the demands of a general education classroom and are typically working below grade level in academics and have functional life skill delays, they are exposed to the social aspects within the core content areas of preferred academics and when curriculum activities align. This is fostered and facilitated at the discretion of the program teachers. Additionally, students may receive related services in this program or out of the program. Social Symbolism is a course, at the high school, for students who have been identified with weaknesses in social/pragmatic skills and difficulties with executive functioning the opportunity to develop such skills and generalize these skills outside of their classroom.

We continue to partner with highly respectful organizations to boost our programming and professional development of all educators to meet the needs of our students. Partnerships with New England Center for Children, McLean's, and Landmark have expanded to not only assist with our specialized population but have offered continuous professional development for our general education teachers.

MENTAL HEALTH AND SOCIAL EMOTIONAL LEARNING

Christine Conceison, Director of Mental Health

Burlington Public Schools (BPS) strives to implement and maintain a Comprehensive School Mental Health System (CSMHS). A Comprehensive School Mental Health System (CSMHS) is defined as school-district-community-family partnerships that provide a continuum of evidence-based mental health services to support students, families, and the school community. A CSMHS:

- ❖ Provides a full array of tiered mental health services (MTSS Framework); including Social Emotional Learning
- ❖ Includes a variety of collaborative partnerships
- ❖ Uses evidence-based services and supports

MTSS Framework:

The Burlington Public Schools Multi-Tiered System of Support (MTSS) is a framework designed to address academic, behavioral, and social-emotional learning development of students within a fully integrated system of support. MTSS uses a three-tiered system of increasingly intensive interventions that are comprehensive in scope, preventative in design, and developmental in nature. Burlington Public Schools is continuously working to adopt best practices and new resources in order to support all BPS students.



Social Emotional Learning (SEL) Update:

Social and emotional learning (SEL) is an integral part of education and human development. SEL is the process through which all young people and adults acquire and apply the knowledge, skills, and attitudes to develop healthy identities, manage emotions and achieve personal and collective goals, feel and show empathy for others, establish and maintain supportive relationships, and make responsible and caring decisions (CASEL, 2023).

Burlington Public Schools SEL work consists of multiple initiatives designed to help students build their capacities and skills in the Five Core Competencies. These skills are taught in varying ways throughout our PreK-12 curriculum and schools, including; explicit classroom instruction, small group instruction, and social emotional best teaching strategies. Within the past two years, Burlington Public Schools grades PreK-8 have adopted the Wayfinder Social and Emotional Learning Curriculum. Wayfinder's mission is to support students and staff in implementing real-world learning experiences at schools with a focus on meaning, belonging, and purpose.



*Wayfinder Social Emotional Learning Curriculum
(Grades PreK-8)*

Mental Health Update:

Burlington Public Schools is dedicated to providing evidence-based mental health support to all students. The district currently has school counselors, school adjustment counselors/social workers, and school psychologists in every building. Burlington staff are trained in counseling theories and interventions such as CBT (cognitive behavioral therapy), Solution Focused Therapy, and crisis intervention.

The district has expanded tier two groups interventions to include groups focused on executive functioning, social emotional skill acquisition, stress/anxiety management, peer/social groups, and friendship groups. We continue to work to expand tier two groups at all levels.

In addition to groups, Burlington counseling staff offer short-term individual counseling. The district has also partnered with several mental health/behavioral health agencies to ensure equitable access to counseling interventions and services.

Collaborative Partnerships:

Burlington Public Schools partners with several agencies to ensure students and families have access to a wide variety of social emotional/mental health supports. Partnerships continue to grow and expand to meet the needs of all students. Partnerships for the 2023-2024 academic year included:

- ❖ Burlington Youth and Family Services
- ❖ William James INTERFACE Referral Service
- ❖ Lahey Behavioral Health
- ❖ Cartwheel Care
- ❖ The Nan Project
- ❖ TRAILS to Wellness
- ❖ Aperture Education
- ❖ Lenny Learning (formerly BrainHealth Bootcamp)
- ❖ Wayfinder Social and Emotional Learning Curriculum

ENGLISH LEARNER EDUCATION (ELE) DEPARTMENT



Kerri Lamprey, Director of English Learner Education PreK-12

Karen Kim, English Learner Assessment Coordinator

Website: burlingtonpublicschools.org/bps_departments/english_learning

Purpose:

The English Learner Education Department aims to help students learn English as quickly as possible, develop appropriate academic and social skills, and progress in all content areas. English as a Second Language (ESL) teachers provide focused language and literacy instruction in listening, speaking, reading and writing, connected to grade level standards and expectations for content learning. Teachers work with a variety of English proficiency levels, cultural backgrounds and learning styles. English Learners also receive support for content learning from classroom teachers who are trained to provide additional strategies and support for English Learners at all levels of proficiency. Burlington Public Schools currently offers ELE program instruction at all schools, from pre-Kindergarten through grade 12. In addition, federal funding has supported the inclusion of year-round adult ESL classes for members of the Burlington community.

Highlights:

During the 2024/2025 school year, we...

- Continued to host English Learner Parent Advisory Council (ELPAC) meetings with an average attendance of around 40-50 guardians/BPS community members. The purpose of this group is to provide guidance to the district on topics related to the education of students who are learning English as an additional language and create stronger connections with families from diverse backgrounds. A highlight was a Winter Wonderland event led by ESL teacher Karen Hoyt and many volunteer educators who planned special crafts and games for the children while the parents engaged in literacy activities in order to provide feedback on the two ELA program choices for the upcoming school year. Child Care, interpretation, food and transportation have all been provided to support participation in these meetings.



- Used Title II grant funds to continue to provide adult ESL classes to community members. Classes are free to participants and are held throughout the year. This year, we expanded our class offerings to include four level



- Global connections have begun to form between students in our BPS elementary schools and students attending CulturaConnect Academy in Guatemala. Mrs. Hoyt's students in FW created video introductions and CulturaConnect students responded with their video introductions to form video pals. Both groups of students are beginning to learn English as an additional language.



- Professional Development included the formation of professional learning communities at the elementary and secondary level. Groups of teachers met to focus on various topics related to working with English Learners. All teachers have access to complete the online modules through the ELlevation platform, which is available district-wide

Future Goals:

The English Learner Education Department will increase shared responsibility among all educators for equitably educating English learners to ensure students are supported to achieve their best through district-wide professional development. The specific outcomes and initiatives of this goal are shared in Appendix A of the Burlington Public Schools' Planning for Success document.

BURLINGTON HIGH SCHOOL

Mark Sullivan, Principal

Burlington High School hosted an outdoor commencement exercise on Varsity Field. It was great to have the entire BHS community together to celebrate the graduation of the Class of 2024 on Sunday, June 2, 2024. The weather was beautiful and spirits were sunny as the class of 2024 was sent off with full regalia, well-prepared for the next chapter of their lives.

Burlington High School continues with ongoing school improvement efforts, based on the commendations and recommendations provided by NEASC (New England Association of Schools and Colleges) and our own 'Planning for Success' process. These improvement efforts have long been recognized in the United States and international school circles as a highly effective means of initiating and maintaining school improvement and adherence to publicly stated standards. We continue to focus our efforts by using the best practices of:

- Visionary Leadership
- Innovative Learning and Teaching
- Ongoing Professional Development
- Compelling Evidence of Success
- Flexible Learning Environments

BHS welcomed several new staff members (and some familiar staff in new roles) this year, they are:

Business/Computer Teacher	John Shortell
Counselor	Amanda Murphy
ELL Teacher	James Soares
English Department Chair	Judith Crossman
English Teacher	Keri Bonney
Lead Instructional Coach	Shannon Janovitz
Physical Education Teacher	Bradford Jackson
Science Teacher	Mirfat Farooqi
Social Studies Department Chair	Jennifer Brumby
Social Studies Teacher	Emily McDonough
Special Education Teacher	Dana Cincis
Special Education IA	Lindsay Corbett
Special Education IA	Robert McLean
Tutor	Ali Scaramozzino
World Language Teacher	Jonathan O'Connor

BHS continues to focus on the use of instructional technology tools to help foster student engagement. Professional Development time has been geared toward supporting teachers in the implementation of technology to enhance student learning. Parents and students are well-versed in our online portal which allows grades and assignments to be seen in real-time. With this portal, BHS has an online method of sending report cards and progress reports home to families and we have phased out the printing and mailing of these documents altogether.

BHS continues to offer relevant and challenging curricula to its students with several new courses being added this year. Dual enrollment courses continue to be a popular part of our program. BHS has agreements with Middlesex Community College, Massachusetts Bay Community College, UMass Boston, and now Lasell College where students can simultaneously earn credit from both BHS and the

higher education institution. To amplify our program, BHS also offers a number of online courses to students through its membership with Virtual High School.

Burlington High School students continue to be our biggest point of pride. Year in and year out, Burlington students excel in academics, athletics, fine and performing arts, and much more. Excellence and creativity is displayed in many different ways and through many different distinctions. Students earned Advanced Placement scholar awards, many students qualified for the John & Abigail Adams Scholarship, and our students continue to perform exceptionally well on the MCAS and AP tests. Outside the classroom, BHS continues to offer a myriad of clubs and athletic activities for its students. Throughout these varied activities, our students are consistently recognized for their accomplishments. In addition to fielding some of the most competitive teams in the Middlesex League, our students excel in many different individual accomplishments.

BHS continues to schedule many varied activities and observances that have become highlights of the school year. These annual events include our September 11th Remembrance Ceremony; September Student Activity Fair; November Veterans Day Assembly and School Spirit Rally; December Holiday Concert; February NHS Induction Ceremony, Ides of March Concert and Spring Musical; as well as an alternate-year Italian and Spanish Student Exchange Programs, and the Junior/Senior Prom.

Finally, Burlington High School is actively working on developing a **Portrait of a Graduate**, a framework that defines the essential skills and attributes students should cultivate before graduation. This process ensures that all BHS graduates are well-prepared for success in college, careers, and life beyond the classroom.

The **Portrait of a Graduate** at Burlington High School includes:

- **Critical Thinking** – The ability to analyze, evaluate, and synthesize information to solve problems and make informed decisions.
- **Problem-Solving** – The capacity to approach challenges with creativity, logic, and persistence.
- **Communication Skills** – The ability to express ideas clearly and effectively while actively listening and engaging in meaningful discussions.
- **Collaborative Leadership** – The ability to build strong relationships through trust, compassion, and ethical decision-making, while working effectively in teams.
- **Empathy** – The ability to understand and respect different perspectives, fostering a school culture of inclusivity and kindness.
- **Personal Responsibility** – The ability to take ownership of one's actions, demonstrate accountability, and develop self-discipline and perseverance.

Burlington High School is committed to integrating these essential skills into its curriculum, extracurricular programs, and overall student experience. By focusing on this **Portrait of a Graduate**, BHS aims to empower students with the tools they need to navigate an ever-changing world with confidence and purpose

For the latest news from the school and district please visit the school website at burlingtonpublicschools.org or follow me on Twitter @BHSPRINCIPAL. Thank You and ROLL DEVILS.

MARSHALL SIMONDS MIDDLE SCHOOL

Timothy McMahon, Principal

Marshall Simonds Middle School supports the social, emotional, and academic well-being of all students in Burlington in grades 6 through 8. We currently have approximately 860 students in our building this year and we strive to provide ways for our entire school community to play a role in the success of our students - enabling all stakeholders to see how the growth of our students is a shared responsibility. Students in our three grades are divided into grade-level teams with four core teachers, working with approximately 100 students in each team. Our dedicated team of educators consistently invest their energy, emotion, and expertise into the educational lives of our students as they prepare them to be responsible, accountable, respectful members of our community.

For many of our staff and students the new year really began in July of 2024. During that month, I was fortunate to meet with nearly every member of our staff, and become acquainted with the MSMS school community, and get a sense of where we are thriving as well as identify some areas where we have room for growth. We were fortunate to host a number of “meet and greet” events during the summer, preceding our new student orientation in late August. It was a pleasure having the opportunity to become acquainted with so many members of our school community well before the school year actually began.

Marshall Simmons Middle School is a place where students are challenged academically, exposed to a rigorous curriculum, and provided the necessary skills they need for academic success. We offer a wide variety of curricular experiences that are aligned to the guidelines and frameworks of the state of Massachusetts with fidelity. Our teachers support staff employ a variety of instructional practices in order to ensure all students have access to a robust, high caliber education. We continue to partner with Landmark as this collaboration continues to offer teachers increased opportunities to incorporate inclusive strategies into their lessons and units. Our administrative team, in conjunction with our special education leadership team, consistently communicates and reflects on the efficacy of our schedule and offers feedback to our teaching staff to ensure the academic needs of our students are being met.

We continue to partner with two reputable and highly regarded special education programs: the LABBB Collaborative and DSC (through NECC). These partnerships are invaluable assets to MSMS and allow us the opportunity to ensure that all learners are part of a school community that welcomes and embraces learning differences, and they truly embody what inclusive learning should like. In October, we once again welcomed The Bionic Project to MSMS and, through their world renowned programming, exposed our students to their mission of making the world a more inclusive place for all people.

Our Building Block continues to be an integral part of our daily schedule and is an impactful way to start each. During the summer of 2024, a group of dedicated MSMS teachers invested hours of their time to develop a meaningful SEL-based curriculum in which all members of our school community could benefit from each day. Building Block is dedicated to increasing connections within the school community, building trust and respect throughout the school, cultivating and fostering positive relationships, and giving students access to a wide variety of conversations on topics that are relevant to their middle school lives.

Our afterschool programs increasingly offer students opportunities to focus on their social and emotional motion, build confidence, increase socialization among peers, and provide students with an opportunity to explore their passions and interests outside of the classroom. In order to ensure that the extracurricular opportunities we provide are impactful and relevant, the administration reexamined all existing offerings at the start of the academic year and, in the process, was able to increase after-school opportunities for students. While physically-involved clubs like Yoga, Cross Country, and Intramural sports continue to be a huge success, increased numbers of students participating in the Gaming Club, Girls Who Code, Creative Writing, Computer Science Club, the Spectrum Club, the Book Club and the Art Club continue to see consistent growth - even as the year progresses. Our Student Council is working diligently to plan student events and spirit weeks throughout the year, while National History Day is preparing for a number of important upcoming competitions. The Spanish Club will be taking their first-ever field trip this year and our Drama Club put on an outstanding performance at their January play this year. Additionally, the members of the Photography Club and Yearbook staff are working diligently to capture as many special moments as possible before the year comes to an end. Our recently added Homework Club is another example of how a club gets proposed by stakeholders as they recognized it would help meet the needs of our students. Lastly, this spring, MSMS students will have the opportunity to perform in the first-ever middle school musical - something that we are very excited about having added as an offering this year. The extra curricular activities will conclude for the year following the resurrection of the MSMS talent show late in the spring.

It is truly a pleasure to be able to welcome all of the new members of the MSMS teaching community. We are fortunate to have added so many new talented members of our team this year. Matt Angelo, Farrah Keeler, Bethany Niedbala, Emily Northridge, Greg Sheriden, Sarah Iler, Tabita Schober, Connie Ma, and Dan Leverone.

Marshall Simonds Middle School is grateful for the continued support of the Burlington Community. We are fortunate that the community holds education in such high regard, and we appreciate the ongoing support of the community members as we continue to help our students grow more confident, be open to growth, and become more aware of their role in the community.

FRANCIS WYMAN ELEMENTARY SCHOOL

Nicole McDonald, Principal



- We always love to see former students visit and update us on their lives outside of Francis Wyman. It's great to hear of their accomplishments and to see how much they have grown and matured. This year brought back one of our largest visiting groups in many years. It was nice of them to take the time to reminisce, thank their former teachers, and be an inspiration to our future generations of graduates. Congratulations to our Francis Wyman Alumni, BHS Class of 2024!

- Acknowledgment of retirees Diane and Tina, who have collectively dedicated 56 years to the education of Burlington's children and impacting thousands of students. We also had Jessica Marion who taught 4th and 5th grade for over 20 years retire in early November, and Donna Murphy, reading specialist, retire in late November. Donna organized our used bookstore so all students had access to reading. We thank them for their dedication, smiles, and camaraderie as they embark on their next adventures.

Focus Areas for Improvement/New Additions

- We started off the 24/25 school year, with a new approach committed to enhancing Tier 1 instruction in both ELA and Math while supporting all students in LEARNING, EQUITY, and THRIVING. We began to examine a new ELA curriculum and assess all students in reading with a common assessment. All staff attended specialized training to ensure reliability with the test administration. In addition, professional development with Dr. John Almarode focused on teaching with clarity and a clear purpose. Our dedicated team began the year ready to tackle challenges together, ensuring every student thrives.



- We welcome the following new members to our Francis Wyman team:
 - Maria DeCicco brings veteran experience with a different look as she has worked in other districts before joining the 5th grade team.
 - Deven Langenfeld moved from Memorial to join the 5th-grade team.
 - Amy Zarella started at FW as a tutor, and became an assistant in Kindergarten before joining the 1st grade team this year.

- Kylie Judge takes on a new role as a 1st-grade teacher after working as a Strides Special Education teacher for the past few years.
 - Sarah Conley, a former FW and BHS graduate, returns to join the 2nd grade team in her first year teaching.
 - Breanna Kelleher moves south from New Hampshire to take the role of Strides Teacher in grades 3-5.
 - Elizabeth Zembruski joins us for her 1st year as a Speech/Language Therapist..
 - Jessica Sheppard returns to Francis Wyman after a short stint in Tyngsboro as a full-time PE teacher, while Carol Nicholas moves to part-time to continue teaching 1st grade and Kindergarten.
 - Maely Castro, former district support, joins the EL team to work directly with second language learners.
 - Chelsea Friberg adds her artistic talents to the specialist team teaching art to Kindergarten, 1st and 2nd graders.
- Additionally, in a supporting role, we welcomed Katie Surabian as a kindergarten assistant, while later in October, we hired Heidi Burchardt as a tutor, and Hephzibah “Rose” Humphrey and Brittany Conte as building substitutes.

Student Engagement SOARing Initiatives

- Every year, we think of fun ways for students to review the school-wide expectations. This year, students earned a colored ring from the Olympics for each of the main areas of the school when the class could show the expectations for those areas. As a class, they assembled the rings, designed a torch that included everyone’s name in the class, and paraded down to the office for the Gold Medal Ceremony. As you can see in the picture, students celebrated their Olympic spirit by earning their gold medals, displaying the Olympic rings, and showcasing class torches in the front entry display to reflect their efforts. Throughout the year, students will earn coupons for demonstrating the expectations. To start, our 522 students can earn “bronze” SOAR coupons for demonstrating Self-Control. As the year progresses, the color of the coupons will change to Silver and end as Gold.
- Throughout the school year, the Main Office continues to honor "Soaring 6" every Wednesday and we host assemblies that celebrate student achievements and contributions. We also recognize students at our school-wide assemblies. Last spring, the drumline from BHS performed at our assembly. It was wonderful to see FW alumni Matt Gendron and Brady Kosses, along with the entire talented drumming team, and we thank them for sharing their exceptional musical skills with us.



Community Partnerships

- A special thank you to the local Breakfast Rotary Club for donating a new playground, and

Buddy Bench for our enhancing community



partnerships. These benches will provide a safe place for a child to take a break or connect with new friends during their recess. In addition to these new benches, two new basketball hoops were purchased and installed thanks to our generous PTO as part of our continued playground improvement.

- We honored Veterans in two ways this year. The first was having students interview a family member, neighbor, or friend. Students then created brief narratives that were read during morning announcements in



the weeks surrounding the remembrance. Secondly, with the help of our 5th grade VOICES committee, we organized a fundraiser for Operation Delta Dog. Students spread the word collecting spare change to deposit in our collection bucket. In the end, with over 60 pounds of coins and paper collected, we were able to present them with a check totaling \$900 at our November assembly. It was great for our new BPD canine officer, Zuko, who joined us in supporting this important cause.

- This fall, our future gardener's club commenced this year's harvest of tomatoes, summer squash, and gourds, oh my! Special thanks to Shelagh Maiorana and Todd Stead of the 3rd grade team for fostering an appreciation for nature among our students.
- Francis Wyman was proudly recognized as an Apple Distinguished School in 2024. According to Apple, "Apple Distinguished Schools are centers of leadership and educational excellence that demonstrate Apple's vision for learning with technology — and we believe they are some of the most innovative schools in the world." Our students use iPads daily to access curriculum, create informative presentations, and complete assessments so teachers can have accurate data to help plan and implement personalized, engaging lessons.

Enrichment Activities



- Mr. Musselman is always coming up with new activities to engage students in Science and Social Studies lessons. It was a fun treat when he provided students with a giant interactive map of Africa for exploration. In the photo, you can see Mrs. Freitas' 1st-grade class engaged deeply with the continent's highlights, supported by teachers during their PE time.
- Deven Langelfeld and Carrie Casey lead the Math Olympiad competitors during their early morning meetings as they engage in difficult math challenges and problem-solving tasks.

- Our VOICES Club held its first Multicultural Fair. Staff, students, and families were invited to explore cultures and family traditions through presentations from our 5th-grade club members.





The BHS Asian American Pacific Islander's cohort visited FW, sharing their favorite cultural stories with our 1st and 2nd graders, facilitated by librarian Melissa Murphy.

Performance Highlights

- At Francis Wyman, we are so lucky to have an auditorium to host our music performance shows. At the end of the school year, it was the first time kindergarten rocked the Nursery Rhymes and put on a concert for everyone. We always look forward to seeing all the hard work at the end of the year in our amazing Music and Art Department's spectacular show! We ended 2024 with an

outstanding winter performance featuring our 4th and 5th graders. None of this would be possible if it were not for the coordinated efforts of music teachers Lindsey Peabody and Amanda Samuels, band teacher Marcia Noel, and strings teacher Nathan Samulak who make these events memorable.



As we reflect on a year filled with achievements, community partnerships, and a commitment to excellence in education, we look forward to continuing our mission to support every student and help them thrive at Francis Wyman.



PINE GLEN ELEMENTARY SCHOOL



John Lyons, Principal

Pine Glen's mission is to help all students acquire organized knowledge, master creative and intellectual skills, and understand ideas in ways that foster a positive self-image and lead to lifelong learning, self-sufficiency, and responsible citizenship. We are very fortunate to have incredible teachers and staff at Pine Glen who present quality instruction and make connections with their students. This talented group of educators is committed to their students and rejoices in their growth.

I greatly enjoy being the principal of Pine Glen Elementary School. It is incredible to witness students' growth throughout the school year and from year to year too. It is also thrilling to hear from past students. We began the school year learning and growing together and will continue to follow this path for the remainder of the school year.

We currently have 322 students enrolled at Pine Glen Elementary School. This summer we saw work done to the grounds and building at Pine Glen. A new fence was installed along the side of the parking lot in front of the academic wing of the building. The play structure bridge was repaired. New flashing and soffits were installed around the perimeter of the building. This was a big project and a huge improvement to the building. We also saw the installation of air conditioning units to provide air conditioning to the classrooms. In addition, dead trees were removed along the border of the playing field which will help keep us safe.

The Pine Glen staff and I thank the Burlington Police Department and the Burlington Fire Department for their continued communication and collaboration. We all greatly appreciate their past and future assistance in keeping all the students safe. We have practiced fire drills and lock-down drills with these departments.

We are pleased to welcome new staff to Pine Glen and some teachers taking on new roles too.

- Ms. Corcoron, fifth-grade teacher
- Ms. Pietragallo, fifth-grade teacher
- Ms. Golding, third-grade teacher.
- Mrs. Lynch, RTI Tutor (Response to Intervention)
- Mrs. Beaulieu, RTI Tutor (Response to Intervention)
- Mrs. Nicholas, physical education teacher
- Ms. Prindle, special needs teacher
- Ms. Peach, special needs instructional assistant
- Ms. Aceto, special needs instructional assistant
- Mr. Shvats, BCBA (Board Certified Behavior Specialist)
- Mr. Williamson, special needs instructional assistant
- Ms. Caruso, special needs instructional assistant
- Ms. Sheppard, special needs instructional assistant
- Ms. Krishnegowda, special needs instructional assistant

We are continuing to use our Positive Behavior Incentive System (PBIS) called Hoot. We continue to praise our students for making WISE (Work to be **APPROPRIATE**, Important to be **SAFE**, Strive to be **KIND**, *Everyone Matters!*) choices and remind them that their teachers are like OWL's (Observant, Wise, and Listening). Staff members have continued to hand out Hoot Cards in common areas (i.e., hallway, cafeteria, etc.) to any student making WISE Choices. The Hoot cards are collected at the end of each day. On Thursday afternoon, a student is randomly chosen from each grade. The students chosen are announced on Friday morning over the loudspeaker and are called down to the office to receive a pencil and have their picture taken. At the end of each month, all the Hoots of the Week have lunch in the principal's office with the school counselor and myself. There is a large research base showing that a PBIS approach like Hoot improves social, emotional, and academic outcomes for all students. Hoot, along with other sound educational practices, are utilized at Pine Glen to make learning a fun experience.

We are in our second year of adoption of Wayfinder. Wayfinder is a social-emotional learning curriculum for grades kindergarten through fifth grade. It is a research-based curriculum. Wayfinder helps students develop healthy self-esteem, belonging, and purpose. It seeks to promote critical thinking skills along with promoting positive social behaviors such as listening to others and respecting other's views.

We are continuing to utilize Parent Square to communicate with members of our community. Parent Square has helped us with the translation of information so that we can reach all members of our community. If parents or guardians need assistance accessing our facilities at Pine Glen, they can contact me and I will work with them to provide the information they need. For those who are deaf or hard of hearing, or who do not use voice channels to communicate, they can contact me via email or 711 or other relay services.

I wish to thank the PTO for all their assistance. They have done tremendous work in providing student enrichment, organizing school social events, community outreach, and assistance to the teachers. The PTO continues to serve as one of the best vehicles in which to volunteer and be active in our school community.

Thank you very much to all the parents and guardians for the opportunity they entrust to us every day to provide quality instruction to their children! I love seeing students thriving daily. The staff and I take great satisfaction in seeing our students grow and make progress. Thank you so much to the town of Burlington for providing us with the necessary resources and staff for our students. In addition, thank you for your past and future support and partnership. The town's investment helps us to create a lifelong love of learning for everyone in our Pine Glen community.

FOX HILL ELEMENTARY SCHOOL

David Rosenblatt, Principal

Erin Curran, Assistant Principal



The 2024-2025 school year is off to a fantastic start at Fox Hill! Our dedicated staff continues to work tirelessly to create a welcoming, safe, and inclusive environment where every student feels valued and supported. We remain committed to providing engaging and rigorous instruction that meets the diverse needs of our learners through differentiated teaching methods that inspire curiosity, creativity, and a love of learning.

Our **Be the 1** positive behavior program continues to foster a school culture that uplifts and celebrates individual contributions, encouraging everyone to make a difference.

At the heart of everything we do are the core values that define our school: **respect, responsibility, kindness, and safety**. These principles guide our daily interactions and decision-making, shaping a community where students are empowered to grow as learners and as kind, responsible citizens. Each week, students have the opportunity to earn tickets for demonstrating these values. On Fridays, a drawing is held to select the week's winners. Winners receive a certificate, a squish fox and enjoy lunch with the principals and a friend. Photos are proudly displayed in the school lobby to celebrate individual students and serve as an inspiration for the entire Fox Hill community.

Together, we are excited to build on the momentum of a strong start and look forward to the many achievements and milestones this school year will bring!



*Be the 1 Winners from
11/1/2024*

This year, we welcomed several new staff members to our community:

- Molly Abbott (RTI Tutor)
- Jamie Alper (School Counselor)
- Gianna Beauclair (Special Education IA)
- Lauren Boeri (Special Education IA)
- Catherine Camara (ESL Teacher)
- Alexa Delling (Kindergarten Teacher)
- Maribel Felix (Kindergarten IA)
- Ashley Gillies (Speech and Language Pathologist)
- Amy Gonzalez (Grade 1 Teacher)
- Cheyenne Greco (School Psychologist)
- Kathleen Hartnett (Kindergarten Teacher)
- Jennifer Scarano (ESL Teacher)
- Melanie Sharick (Grade 5 Teacher)

We also wished 3 staff members a Happy Retirement!

- Ann Marie Miele (Kindergarten Teacher)
- Karen Saia (Grade 3 Teacher)
- Deborah Wall (ESL Teacher)

Our student enrollment for the 2024-2025 school year is currently 438 students. We have four Kindergarten and Second Grade classrooms, five First and Third Grade Classrooms, and four Fourth and Fifth Grade classrooms. Our current average classroom size is 17 students.

New Fox Hill School Building

In September 2024, Town Meeting voted to support the funding of a new Fox Hill School. We are grateful for the support and continue to work collaboratively with community stakeholders, Dinisco Design, and Dore + Whittier, the designer and Owner's Project Manager on the project.

Through this partnership, we have been designing a space that will accommodate our staff and students academically, inclusively, and creatively while prioritizing safety, security, sustainability, and energy efficiency to meet the future needs of our school community. The new school is designed to be two stories, with construction expected to begin in 2026 and the building anticipated to open in 2028.

We are excited to create a dynamic school building that will inspire learning, promote well-being, and support the development of our students and staff, ensuring a bright future for Fox Hill.



For up to date information about the building project, please visit: <https://www.foxhillbuildingproject.com/>.

The **Grade 5 Leadership Group** at Fox Hill exemplifies responsibility, teamwork, and service. These students actively contribute to our school and local community by:

- **Community Service:** Giving back to the local community through meaningful projects and initiatives.
- **School Projects:** Leading efforts to enhance the school environment and support events that benefit all students.
- **Mentorship:** Assisting younger students with learning activities, fostering connections, and setting an example of kindness and inclusivity.

Through their efforts, the Grade 5 Leadership Group helps build a culture of compassion, confidence, and collaboration at Fox Hill. They are a shining example of the difference young leaders can make!



Grade 5 Leadership Club, April 2024: Last spring, the group organized a school-wide food pantry collection, donating an impressive 185 pounds of food to the Burlington Food Pantry. Their dedication made a meaningful impact on local families in need.

The **Fox Hill PTO** plays an integral role in creating a vibrant and supportive environment for our families, students, and staff. Through their dedication and hard work, the PTO ensures that Fox Hill is more than just a school—it's a true community.

- **For Families:** The PTO organizes fun, family-friendly events that bring our community together, such as the Fall and June Festivals, Dance Party, and Ice Cream Social. These events create opportunities for families to connect and celebrate our shared commitment to education.
- **For Students:** The PTO sponsors enriching programs and experiences, such as special guest visits, book fairs, and educational resources that inspire creativity and curiosity. They also provide funding for recess equipment, field trips, and prizes to make learning exciting.
- **For Staff:** The PTO supports Fox Hill teachers and staff by providing resources for classrooms, organizing appreciation events, and collaborating on initiatives that enhance the overall school experience. Their efforts help ensure that educators have what they need to succeed.



*This fall, the Fox Hill PTO delighted our students by inviting a special guest: **Ivy the Very Determined Dog!** Ivy, known for her inspiring story of resilience and perseverance, captivated the hearts of students with her visit.*

MEMORIAL ELEMENTARY SCHOOL

Patricia English-Sand, Principal

Memorial School has a long history of holding high standards and providing academic excellence for all students. Included in our priorities, is the care that is embedded in our school culture to ensure that all

children are supported in their social, emotional and identity development. Further, the diversity of Memorial School reflects the greater world at large and is important as we ready all students to navigate the world. These priorities and values are what drew me to my leadership role at Memorial School.

The Memorial School community is proud to reflect the greater world in every way including religious practices, racial identity, ethnicity, language, cultural practices, and life experiences. For families and students who do not use English as a primary language and are new to learning English, the school district provides robust support and services for families of, and students who are second language learners. Under the direction of Kerri Lamprey, Director of Specialized Learning - English Language Learners, the school district has incorporated translation services that are available on-demand. These services ensure that all families feel included in the school community and have avenues to communicate with teachers and staff. We are fortunate to have two highly skilled English Language Learner teachers at Memorial School, Elizabeth Guttenplan and Noor-i-Sahr Moussa.

The Memorial School staff was thrilled to open our doors in August and welcome students, parents, guardians, and all members of our community. We have a current enrollment of 402 children. Our class sizes, which range from 16-21 students, reflect the district commitment to maintain small class sizes in the early years of learning.

We welcomed a number of new members to our Memorial School community this year in the following positions:

- *Ms. Samantha Lombardo, permanent substitute*
- *Ms. Rachel Drab, permanent substitute*
- *Ms. Hailey Torchetti, special education instructional assistant*
- *Ms. Sydney Seavey, kindergarten instructional assistant*
- *Ms. Deanna Conte, kindergarten instructional assistant*
- *Ms. Evonna Smiljic, grade 4 leave substitute teacher, math instructional assistant*
- *Mr. Timothy Smilgis, interim physical education teacher*
- *Mr. Christopher Stimson, leave substitute music teacher*

While our highly skilled staff work hard to meet the academic and social/emotional needs of our students, we recognize that having fun and finding joy are essential to the learning experiences provided at Memorial School. We are fortunate to provide opportunities this school year that allow our students to **thrive** individually, as members of their classroom and school communities, and as contributing members of the greater Burlington community. Some of the many examples of how students are **thriving** at Memorial School include the activities, experiences, and community building events I have highlighted below:

Memorial School Positive Behavior Interventions and Supports (PBIS) system We are in the second year of implementation of our new Positive Behavior Interventions and Support system. This was a school-wide initiative to review our school values, how we ensure students are demonstrating these values, and how we recognize students who contribute to the school community by reaching beyond the expectations for employing these values. Further, staff and students wanted our PBIS system and values to relate directly to our school mascot, the Memorial School Eagles. School staff and students worked together to identify the values that we prioritize everyday as a school community.

The mission statement for the Memorial School Positive Behavior Interventions and Supports (PBIS) system is: *The purpose of implementing a PBIS system is to create a school climate where appropriate*

behavior is the norm. Modeling and explicitly teaching behavioral expectations and then recognizing students who are demonstrating the school values throughout the school day elicits a positive approach to developing appropriate school behavior.

We recognize that all students make mistakes and sometimes struggle with behavior during school, especially when they are unsure of the expectations. By implementing PBIS framed within restorative practices - *How do I repair the harm (hurt feelings, name calling, etc.) when I make a mistake?* - students learn the skills they need to make decisions reflective of our values, and learn how to fix situations when they did not demonstrate our values. Shared values ensure that all staff, students, and members of the school community have clarity about expectations. Students thrive when provided with clear behavioral expectations that are reflective of these values.

Vision All Memorial School students will grow as individuals by demonstrating our school values through daily interactions and behaviors. This growth will be reflected in their ability to recognize mistakes and identify how to repair the harm when these instances occur.

Values: Memorial School Soaring Eagles demonstrate these values above the expected:

E - Empathy - show everyone that they are valued, show you understand and recognize the feelings of others

A - Advocate - speak up for yourself or to support others

G - Generosity - show you care by giving back to others and your community

L - Leadership - show how to lead by example

E - Effort - show you are ready to learn and give your best effort

S - Safety - show safe behavior and keep others safe

MEMORIAL SCHOOL CONVOCATION ASSEMBLY Our PBIS values were brought to life through a creative and engaging school assembly in early October. Memorial grade 5 students worked with staff to plan all of the details. This was a leadership opportunity for our grade 5 students. They led the way with a thoughtful, creative, and enthusiastic program that included student created skits reflecting our new Memorial School values, and a moving all school sing-along to the song *It Starts With Me*, led by our wonderful music teachers Christopher Stimson and Andrea Niu.

SCHOOL OF RECOGNITION

In September, a representative from the Department of Elementary and Secondary Education (DESE) informed Dr. Conti that Memorial School has been identified by DESE as a ***School of Recognition***. Memorial School is one of 57 schools (all grade levels) from across the commonwealth to be recognized for this honor.

As part of its annual accountability reporting process, DESE identifies a small number of ***School(s) of Recognition***. These schools demonstrate high achievement and meet or exceed accountability targets. The DESE uses multiple measures from the previous two years to determine which schools meet the criteria for recognition. These measures include: MCAS achievement scores, growth, and attendance rates. The DESE also uses a cumulative criterion-referenced target percentage to show a school or district's overall progress towards improvement targets. This percentage is calculated by combining the annual criterion-referenced target percentages from multiple years into a single percentage.

Being recognized as a ***School of Recognition*** is an honor for the Memorial School community. Our students are thriving due to the dedicated instruction and care from their teachers, the support of their

families, and the resources provided by the Burlington Public School District.

VISIT WITH SECRETARY TUTWILER

Dr. Patrick Tutwiler, Secretary of Education for the state of MA visited Burlington Public Schools on February 3, 2025 as part of his work addressing social/emotional education and mental health supports in schools across the state. He visited Marshall Simonds Middle School and Memorial School where he observed grade 7 and grade 5 Wayfinder lessons. Wayfinder is a social/emotional learning curriculum that has been adopted for grades K-8 currently, and aligns with the Portrait of a Graduate skills as defined by the Burlington Public Schools.



SUNSHINE COMMITTEE

We are very fortunate to have the most thoughtful, caring, and skilled staff members at Memorial School. Our Sunshine Committee, led by staff volunteers, implements creative events and special treats to build school spirit and morale. A few of the special ways this committee has made staff feel special this year include providing a hot chocolate & coffee bar to staff as well as providing myriad thoughtful activities to encourage community building.



SLEDDING & SNOW JOY We have had a few opportunities this winter to enjoy sledding, sliding, and enthusiastic snowpeople building during recess. The joy of winter fun was evident on the fabulous hill behind Memorial School.



MEMORIAL SCHOOL, A LIVING ART MUSEUM If you have not had the opportunity to enter Memorial School, you are missing out on one of the most impressive museums in Massachusetts. Under the leadership and creative talents of our amazing art teacher Donna York, the art work of our students is on continuous display. The pedagogy of Donna York is to continuously display the work of our students throughout the entire year for all to enjoy. Ms. York wants everyone in the school to be able to live with, enjoy, learn from, and discuss the creativity of our students as they complete their work and share what they are thinking and learning. Our students are thriving as they express themselves through art.



MATH OLYMPIAD Memorial's 4th and 5th graders have an opportunity to participate in the Math Olympiad program. This 4th-6th grade program is made up of five problem-solving competitions each year and an award ceremony at the conclusion. Students meet weekly for practice with their teammates on a variety of math topics which fosters critical thinking skills. Students then compete in monthly nationwide competitions. There is a 4th grade coach, Marie Murray, and a 5th grade coach, Valerie Burns. Students practice separately by grade level as well as all together. One of the biggest goals for our mathletes is to foster mathematical creativity and intuition. Students love sharing multiple different strategies to get to the same answer. This community spirit helps give the students an enthusiasm and love for mathematics by providing the satisfaction, joy and thrill of solving challenges.

ANNUAL TURKEY TROT The 15th Annual Memorial School Turkey Trot took place on Wednesday, November 27, 2024 was a joyful event for the entire Memorial School community. Memorial School PE teachers Mike Kippenberger and Tim Smilgis organized this school-wide community event that motivated, inspired, and taught students how to set goals and work toward them. Mr. Kipp and Mr.

Smilgis provided myriad avenues for students to participate in ways that allowed them to push themselves, reach goals and fall short of goals with dignity - the essence of working toward goals of any kind.

All Memorial School staff and students participated in some way. Our K-2 students cheered on the runners with great enthusiasm and an eye on what they have to look forward to. Our grade 3-5 students cheered, ran, walked, pushed themselves mentally and physically, and celebrated with and for each other. Our parents and guardians cheered for students either in person or by providing support at home during the training and before/after the trot. Our supportive PTO cheered and provided coffee.



Our school community had identified the goal of supporting the Burlington Food Pantry by collecting non-perishable food items prior to and on the day of the Turkey Trot. Given the increasing cost of food, we are grateful for our generous community for supporting this wonderful organization and our community.

♪ **MUSIC at MEMORIAL** ♪ Under the direction of our wonderful music teachers, Andrea Niu, Christopher Stimson, Mark Napierkowski, and Nathan Samulak, our students develop musical skills, knowledge, and the joy of music in many forms. In December, our 4th and 5th grade students had a wonderful performance on stage. It was so nice to welcome Memorial families to the building for a wonderful morning of orchestra, band, and choral performances. The students did a fabulous job! We look forward to many more fun activities and performances in music as we head into the spring season.

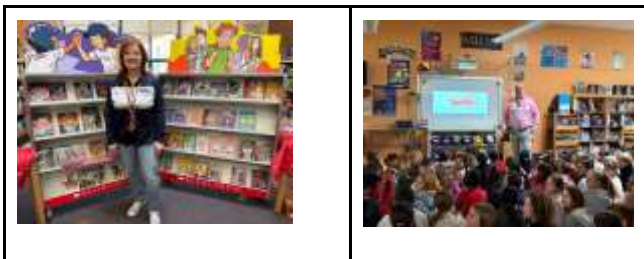


FABULOUS PARENT TEACHER ORGANIZATION We are very fortunate to have an amazing Parent Teacher Organization. The PTO provides tremendous support and resources to our school by way of financial contributions for field trips, supplies for teachers and students, scholarship funds, and enrichment activities for our students. The PTO kicked off this school year with a Fall Family Movie &

Picnic on the school soccer field. Our students were thrilled to attend the Halloween Monster Mash in October. In addition, the PTO sponsored a Pizza and Movie Night at the beginning of December. This was well attended and the students enjoyed the movie, pizza, slush, and spending time with their friends. One of the most popular fundraising events is the auction of themed gift baskets as well as opportunities for students to win the opportunity to take on the roles of staff members for the day. What fun it was to have students take on the roles of custodians, principal, physical education teachers, art teacher, librarian, and music teachers.



LIBRARY TEACHER Our wonderful library teacher, Cathi Myer, always finds creative ways to encourage literacy skill development, creativity, and support student leadership. Ms. Myer has worked with our grade 5 students in creating a leadership opportunity. She has launched the Memorial School News, providing daily announcements and information through a daily broadcast. Ms. Myer creates the script, works with the students to prepare the newscast, records the news, and makes it available for all staff to share during their morning meetings. Further, Ms. Myer has invited several authors to present to students this year, including Mrs. Harrington and Ivy the Very Determined Dog, and Gerry Palotta. Ms. Myer also coordinates the book fair, which is highly anticipated each year.



BURLINGTON EARLY CHILDHOOD CENTER



Deborah Clark, Director

The Burlington Early Childhood Center (BECC), located at Burlington High School, is the integrated public preschool for the Town of Burlington with students ages 3-5. We support children's development in the areas of language, play, social-emotional learning, and motor skills for children of all abilities. We provide a safe, nurturing environment while following the Massachusetts Preschool Curriculum Frameworks to promote growth for all of our learners. Our classroom teachers are certified through the Massachusetts Department of Elementary and Secondary Education.

For 2024, we continued to implement our various curricula and systems with our 125 students: Opening the World of Learning (OWL), Handwriting Without Tears, Preschool Life Skills, Autism Curriculum Encyclopedia (ACE), Social Thinking Curriculum, Picture Exchange Communication System (PECS), and Pyramid Approach to Education. We are also implementing ST Math in our PreK class. We utilized a total communication approach with our students including visual schedules, pictures and speech generating devices for those who required such support. Teachers used Parent Square to share classroom updates with their families, and we have found the automatic translation support on this program to be incredibly helpful for our families. We continued our partnership with the New England Center for Children (NECC) and Pyramid Education Consultants to consult with our teachers and therapists to build skills and classroom systems.

We transitioned students who were turning 3 from Thom Mystic Valley Early Intervention (EI) to the Burlington Public Schools by completing special education eligibility evaluations. Andrea Hayes, our Team Chair, facilitated 80 transition planning conferences, eligibility meetings, and other evaluations with the help of our BECC staff and EI providers.

The BECC implemented the district's new social emotional curriculum, Wayfinder, with lessons happening throughout the year. In addition, our school psychologist, Jacqueline Soll continued to develop weekly social emotional learning lessons and community building projects that she implemented in collaboration with classroom staff. These lessons are a highlight for our students.



In the spring of 2024, our teachers, speech-language pathologists, occupational therapist, and physical therapist implemented the new Individual Education Program (IEP) developed by the Department of Elementary and Secondary Education's department of Special Education.

Our school nurse, Jessica Gearin, conducted vision screenings for all of our preschool students.

We held our annual Pajama Drive in connection with The Woburn Council for Social Concern as well as families in the Burlington Public Schools. We collected over 80 sets of pajamas to donate to this organization.

We are so very grateful for our caring and talented staff that work daily with our preschool friends. We are also thankful for the continued support of all of our BECC families as well as the districts' and towns' support in making our program successful.



BURLINGTON HIGH SCHOOL MATHEMATICS DEPARTMENT

Katie Whitcomb, Chair

The BHS Mathematics Department remains focused on preparing students for lifelong mathematical competence and sound logical reasoning skills and to engage community members by giving them a foundation of knowledge and practical experiences in which they apply that knowledge to solve problems using current and relevant technologies and methods.

The BHS Mathematics Department continues to participate in the PreK-12 Math Curriculum Review process with colleagues from across the district. The Mathematics Department strives to offer courses that challenge and engage all learners, and is excited to continue working on enhanced pathways that are aligned across the district so that all Burlington learners have opportunities to engage with high quality curricula. We also continue to foster students' love of math through extra curricular activities such as Math Team, New England Math League, and the American Mathematics Competition.

This year, we continued to provide students with a Computer Science Innovation Career Pathway, in order to prepare them for technology driven 21st century careers. In the Class of 2024, thirty students graduated with this distinction, each student completing at least two college level computer science courses during their four years at BHS and completing a capstone project or internship. There are currently 100 students enrolled in the Computer Science Innovation Career Pathway for 2024-2025.

BHS is continuing to expand access to computer science by partnering with local technology companies, and participating in two National Science Foundation grants in computer science. This year we increased the number of girls who explore STEM careers through the Girls in STEM club. We also had a female student enter and win the Congressional App Challenge. Students applied their computer science

knowledge in the after school programming club and FIRST Robotics, and they also competed in the STEM-ED drone competition hosted by Lincoln-Labs.

Through the MassHIRE High School STEM Internship Stipend contract from the Department of Elementary and Secondary Education, Burlington High School received \$60,000 to pay students completing high-quality STEM internships. These funds paid 40 Burlington High School students in the Innovation Pathway program to complete 100-hour STEM internships or projects, paid at a rate of \$15/hour. BHS launched its first summer program in Artificial Intelligence, and 25 students participated and presented their AI projects to parents and school committee members at the end of the program. Students also had two opportunities to visit UMass Lowell, with a week-long hands-on intensive program over the summer, and at a Stride into STEAM event with industry talks about engineering. Students also attended field trips at MassRobotics, MITRE, Synopsis, Microsoft, Amazon Robotics, Koch Center, and the Kostas Research Institute, and career speakers from companies such as AWS, Oracle, and Altair.

The Pathways for Advancing Computing Education (PACE) is a Research Practice Partnership funded by a NSF grant in partnership with Massachusetts Institute of Technology (MIT) and CS for MA. PACE participants share the common goal of broadening participation in computing for underserved groups in computer science (CS) in Massachusetts: females, Black and Hispanic/Latinx, low-income students, English learner students and students with disabilities. The long term objectives of the grant are to (1) refine high school CS curriculum pathways; (2) develop a dashboard of measures for tracking access, achievement, and equity in CS teaching and learning; (3) develop shared professional development experiences around CS equity teaching practices that cut across the different curriculum choices that individual districts will make; and (4) share new models, curricula, and professional development resources widely across the state and across the country.

Innovation Pathways for Data Careers (IPDC) is a Research Practice Partnership funded by a NSF grant to introduce High School students to careers in data science. This grant provides Burlington teachers with stipends to develop, pilot and evaluate lessons in data science, in partnership with Everett High School, Chelsea High Schools, DESE, the Education Development Center, Bunker Hill Community College, CSforMA, and MassTLC. The project goal is to successfully pilot a data science pathway, and then provide other districts with professional development in the summer, and to make some course lessons and outlines available online Massachusetts School Districts to adopt.

BURLINGTON HIGH SCHOOL SCIENCE DEPARTMENT

Holly Potters, Department Chair

The Science Department is focused on preparing our students to be engaged community members by giving them a foundation of background knowledge and practical experiences in which they apply that knowledge to solve problems using current and relevant technologies and methods. At the start of the 2024/25 school year, we welcomed a new physical science/physics teacher, Mirfat Farooqi. Also in the fall of 2024, as a part of our efforts to demonstrate real world applications of science, students from our Emergency Medicine classes visited the MedFlight at Hanscom Air Force Base and welcomed a visit from the Burlington Fire department to talk about emergency services. Additionally, speakers came to talk to the students about careers in STEM fields. Some visitors included: a pathologist, a cardiac ICU nurse, the CEO and Founder of Aclarity, a water quality technology developer, the Senior Director and Head of RNA and Protein Modulation at Takeda Pharmaceuticals, a Ph.D. in Oral and Craniofacial Sciences from UC San Francisco with research experience in enamel tissue characterization, and a civil/nuclear engineer. We look forward to working with students and community members to develop opportunities for science enrichment at BHS in 2025 and beyond.

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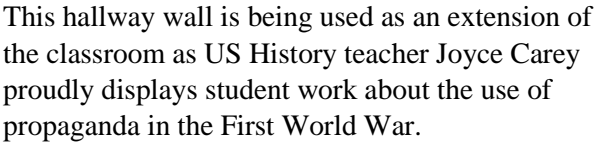
21. *Journal of the American Medical Association*, 273:1225-1230 (1995).

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Changes:

- Todd Whitten, former Department Chairperson left BHS at the end of the 2023-2024 school year to accept a position as Assistant Principal at Weston High School.
- Jennifer Brumby, a Social Studies teacher at BHS since 2012, stepped into her new position as Department Chairperson in the summer of 2024.
- Emily McDonough, a recent UMass Amherst graduate, joined the Social Studies department as a new teacher at the beginning of the 2024-2025 school year.

Future Goals: The Department is looking forward to expanding our course offerings next school year by providing AP African American Studies as an elective option for upperclassmen. Additionally, we are excited about partnering with outside professional development organizations to enhance our understanding of student learning needs and explore best practices for facilitating effective history instruction.

BURLINGTON HIGH SCHOOL ENGLISH DEPARTMENT

Judy Crossman, Department Chair

[English Department Website](#)

Department Members: Rebecca Bernard, Keri Bonney, Judith Crossman (Department Chair), Sarah Eshelman, Kade Hill, Amanda Lee, Pamela MacKay, Jessica Netishen, Connor Pustizzi, Brenna Rose, Jessica Smetana, Jessica Wolfenden

In July, English Department Chair, Shannon Janovitz, took on the role of Lead DEI Coach for Curriculum and Instruction at BHS. During the seven years that Shannon led the Department, she transformed it in significant ways, including redesigning curricula, developing common assessments and creating equitable grading policies. Judith Crossman, a member of the English Department since 2003, was hired as Department Chair in August. Keri Bonney, a veteran teacher with extensive experience in social emotional learning, joined the Department in August.

Consistent with the school's mission and 21st-century learning expectations, the English Department is committed to helping students understand their world, preparing them to engage in it responsibly, and fostering student efforts to make positive contributions. The English Department offers a variety of courses that encourage lifelong learning in each of the communication domains: reading, writing, speaking and listening, and language. Through a series of required courses and enriching electives, the curriculum provides students with opportunities to read literature representing writers from a wide range of cultures, eras, and perspectives. The English Department recognizes the importance of writing as a tool for self-expression through thinking, creating, and communicating; consequently, in every English class, students write about their ideas and their experiences as a way of reflecting on their own identity. The Department celebrates and values all members of the BHS community, encourages a love of learning, and shares collective responsibility for supporting all students to achieve at high levels.

This year, we spent significant time acknowledging student effort and success. The BHS Chapter of the National English Honor Society completed its inaugural year. Members worked throughout the year to promote literacy in the school community while furthering their own



academic goals, and welcomed the second group of inductees in December.



Additionally, we celebrated students' growth in their development of speaking and language skills through two Poetry Out Loud programs (the first in January and the second in December). Therese Kosinski, Class of 2027, was our finalist for the 18th annual program and the first Grade 9 student to win the school-wide contest. Skylar Panke, Class of 2025, was our finalist for the 19th annual program. Both finalists wowed their audiences with eloquent recitations.

The Writing Fellows welcomed students and administrators from Burlington High School in Burlington, Vermont who were eager to learn about our student-run Writing Center. Our students facilitated workshops and activities to share what they have learned about creating and running a writing center.

Department-based clubs thrived. Drama students performed two one-act plays, *The Lottery* and *Steel Magnolias*. Students in *Collab*, the school's art and literary magazine, edited and published their 51st edition. The journalism club continues to publish *The Devil's Advocate*, as well as *The Devil's Sunrise*, a weekly video production, in collaboration with BCAT.



The English Department continues to update its curricula to meet the needs of all students. This year, we updated the Grade 9 curriculum to support informational writing skills and leveled Senior English to ensure equitable and rigorous learning experiences for all students. We also piloted the iReady Diagnostic for students in Grade 9 and 10. The data provided by the diagnostic will help teachers better monitor each student's progress and determine how best to support their learning. And we continue to update instruction and assessments to align with the BHS Portrait of a Graduate vision and support students in developing transferable 21st-century skills.

Looking ahead, we are excited to collaborate with colleagues across the district to implement recommendations from the PreK-12 literacy audit and best practices for facilitating effective literacy instruction and intervention.

BURLINGTON HIGH SCHOOL WORLD LANGUAGE DEPARTMENT

Renee B. Dacey, Department Chair

The World Language (WL) Department offers four languages: French, Italian, Latin, and Spanish. To graduate from Burlington High School, a student must complete two consecutive years of the same language. All languages have a complete sequence of study through the 5th year. Students enrolled in Italian V, Latin V, or AP Spanish have the opportunity of completing the course as a dual enrollment option with either Middlesex Community College (Spanish and Italian) or University of Massachusetts Boston (Latin). In all WL classes, students develop skills that teach them how to compare and contrast cultural products, practices, and perspectives while focusing on themes of personal and public identities, contemporary life, family and community relations, science and technology, beauty and aesthetics, and world challenges.

The following teachers make up the World Language Department: Renee Dacey, Daniela De Sousa, Christina DiCroce, Danielle Giampapa, Ilaria Hoerle, Jonathan O'Connor, Yuxia Peng, Gregory Stringer, and Tara Sullivan. This year, we are pleased to announce that the newest addition to our faculty, Jonathan O'Connor, brings his experience teaching Spanish and Italian as he continues to learn about the diverse people and places that make up the Burlington community.

Last May, the WL department recognized the achievement of 24 students from the Class of 2024 with the Seal of Biliteracy award. The Seal of Biliteracy program recognizes and rewards students for biliteracy that they demonstrate in speaking, writing, reading, and listening in English and a second language. The languages represented by those students included Cambodian, Chinese, Italian, Latin, Portuguese, and Spanish. Furthermore, BHS Latin students once again posted strong individual and collective performances on the National Latin Exam, an annual, nationwide test of students' knowledge of the Latin language and ancient Roman culture. In the spring of 2024, out of 107 students who sat the exam, a total of 36 students (34%) received Latin honors or higher, a total of 4 medals (1 Gold, 3 Silver) along with the 31 Latin Honors (17 Magna Cum Laude, 14 Cum Laude). Congratulations to Gregory Stinger and Ilaria Hoerle for nurturing and supporting their students' confidence and growth in their Latin studies over the years.

In regards to student travel during the 2024-2025 academic year, the WL department offers trips to Italy, Spain, and France. First, the Spanish Exchange Program, led by Spanish teachers Daniela DeSousa and Tara Sullivan, begins with a two-week trip in February to Collado Villalba, Spain with 15 students. While abroad, students will attend classes at a local high school and participate in excursions to nearby cities, such as Madrid and Granada. In March, the Spanish students will come to Burlington to live with their host families for two weeks. While in Burlington, they will attend classes at BHS during the day and participate in field trips to local museums and tourist attractions in and around the Boston area. Additionally, Gregory Stringer will travel to Rome, Italy with a group of about 20 Latin students. While in Rome, students visit historical sites while participating in Latin conversations with Mr. Stringer about classical roots and studies. Lastly, Yuxia Peng and BHS Computer Science teacher, Jerry Fatal, will accompany a group of French students to Paris, France where they will visit tourist attractions, such as the Eiffel Tower and the Louvre museum, and partake in cultural activities.

In conclusion, the WL team continues to create cultural learning opportunities for students both inside and outside of their language class. Last March, WL classes celebrated the annual National Foreign Language Week with the highly anticipated Annual WL Cake Wars event. Also, the French, Italian, Spanish, and Latin Clubs host various social events, such as movie screenings in the auditorium, an end-of-the-year annual volleyball tournament and *gelato* social in the gymnasium, trivia and Bingo games, food tastings, arts and crafts events, and so much more for students to enjoy. As a department, we are proud of our language students' achievements as they continue to grow as language learners and cultural ambassadors.

within the Burlington community. Our future goals are to continue working towards the implementation of the BHS Portrait of a Graduate work as well as to continue to update the department standards to reflect the newest Massachusetts World Language Curriculum Frameworks, so that students can acquire intermediate to advanced level of linguistic and cultural proficiency in their World Language courses.

BURLINGTON HIGH SCHOOL COUNSELING DEPARTMENT

Joseph Attubato, Counseling Director

Website: <https://www.burlingtonpublicschools.org/cms/One.aspx?portalId=70047685&pageId=70223024>

Counselors

Stephanie Diozzi - (781) 270-1852 - diozzi@bpsk12.org

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School Adjustment Counselors

Morgan Higgs- (781) 273-7697- mhiggs@bpsk12.org

Megan Oliver- (781) 238-4678- moliver@bpsk12.org-

Support Staff

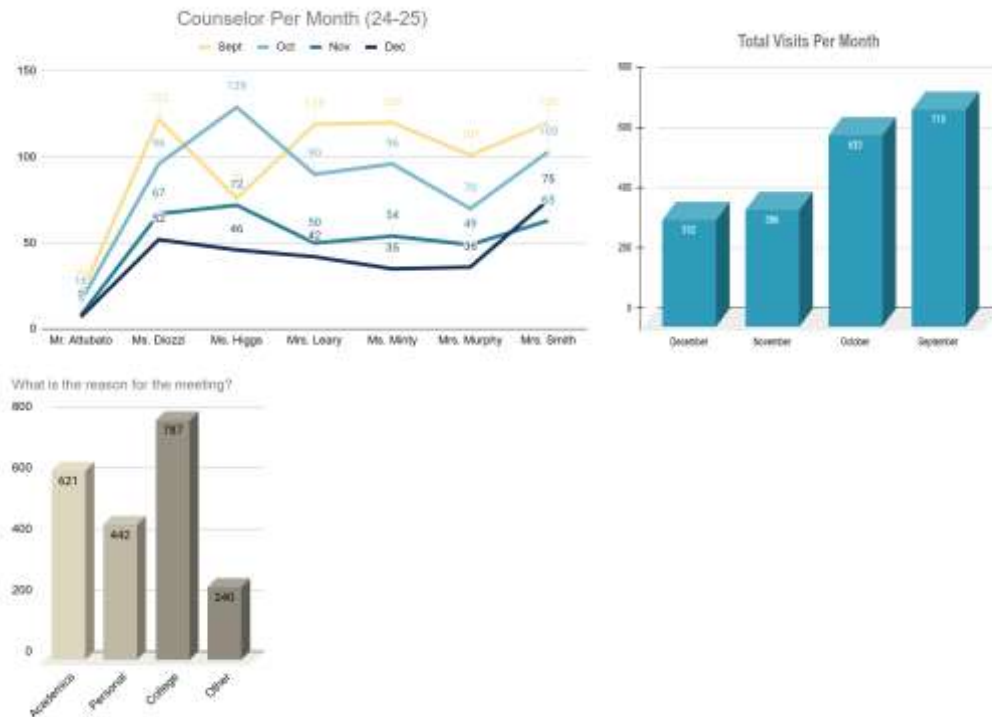
Administrative Assistant - Marisol Goncalves- (781) 270-1780 - mgoncalves@bpsk12.orgRegistrar-

Theresa Cavanaugh- (781) 270-1827 - cavanaugh@bpsk12.org

The mission of the Burlington High School Counseling Department is to support the academic, career, and personal/social development of all students. Through individual and group counseling, collaboration with school, home, and community, and assessment of student needs, we foster responsible decision-making. We strive to help students realize their full academic and personal potential as lifelong learners, engaged community members, and global citizens.

The BHS Counseling Staff continues to work in a versatile manner given the varying roles within the department. As of 2024, we have 5 school counselors, 2 school adjustment counselors, a registrar and an administrative assistant. Our school counselors work with students who need lower-level social and emotional support, academic interventions, and planning, along with college planning. This year in regards to foot traffic in our office many students are seeking support when dealing with academic, or college and career readiness. However, we have seen a spike the past few years of students dealing with stress, anxiety and other mental health issues. In addition to the school counselors, we have two school adjustment counselors. Each school adjustment counselor has a unique role in terms of working with BHS students. One school adjustment counselor helps to coordinate and work with students in need of executive functioning skills, test-taking strategies, time management and other academic interventions. This allows students who struggle academically an opportunity to receive some very focused and targeted support. The other SAC works with students who have mid to high level social-emotional issues and may require short-term, solution-focused counseling. Additionally, she uses various data points (surveys, questionnaires, grades, discipline, etc.) to identify and work with students to help improve coping strategies, self-regulation skills, and overall mental health. Our registrar has processed thousands of transcripts, and in addition to this she verifies graduation for past graduates, registers and helps to

enroll/withdraw new students, helps to build/maintain the high school schedule, and other important tasks associated with post-secondary planning. We also have an administrative assistant in her third year who has helped to elevate the department infrastructure. She speaks multiple languages, coordinates MCAS, PSAT, AP counseling, and parent breakfasts, and helps to ensure communication with students and parents is relevant and timely. She also processes work permits which allows Burlington students to find and maintain employment. Additionally, she is our greeter and is often the first person students see when entering the office. She has also helped to minute and track the foot traffic in the counseling office, so we are able to get a true idea of why students are visiting our office. Below is one sample of this data.



Whether a school adjustment counselor or school counselor, our department is always trying to support students to ensure success in school. Long-time counselor, Gloria Wojtasszek, accepted another position in the district. We were able to hire a seasoned counselor, Amanda Murphy. Amanda covered a maternity leave in Burlington in 2010 and 2011. She was a school counselor in Duxbury and Danvers. She brings a wealth of experience and has hit the ground running.

The Counseling Department still hosts various events throughout the year for students and parents to ensure our mission is promoted. We host a Parent Breakfast Series and several parent/student planning nights. Planning nights are also televised on BCAT. BCAT has dedicated a web page specifically to post the BHS Counseling events. As usual, the virtual breakfasts are geared toward specific grade level topics, others can be applicable across grade levels, such as “Dealing with Stress and Coping Strategies”, “the Course Selection Process,” and “Scholarship Program,” and presentations on the basics of Financial Aid. This year we will pilot a new breakfast specifically for parents of students with disabilities. A panel of

staff that works in disability services at the college level will educate parents on how students access services and receive accommodations at the college level.

The BHS Counseling staff met with new ninth graders in small groups as part of their transition to high school and look forward to meeting with them again during the spring semester. In early October, we held our annual Freshman Parent Breakfast to give parents an overview of the grade nine transition. This year the counseling department once again allowed juniors to meet with several colleges, typically the reps meet with seniors. The BHS counselors work with the BHS Health Department and teach grade 9 students a lesson on transcripts, graduation requirements, and identifying academic supports. Additionally, the counselors continue our collaborative efforts with the health department by helping to administer the SBIRT which is an early intervention screener for drugs and alcohol. The BHS Counseling and Health staff have traditionally worked very well together and we hope to continue this positive collaboration. Another goal for this year is to work with grade 10 students using a new software program called YouScience. We hope to meet grade 10 students and explore and identify some potential career options. Of course, our work with

Juniors is a prime focus in the spring. Each counselor meets with juniors 1:1 or in small groups. This focused and strategic time is used to build a solid post-secondary plan. No matter the plan (military, college, career) our goal is to support students in this process. Lastly, we are in the 3rd year of our new process to assist students in terms of course selections. Each counselor meets with ALL students in grades 9, 10, and 11 in a short 10-minute meeting to review course selection for the next school year. Although the time frame is short, counselors and students have found this time to be valuable and an important part of the academic planning process.

To support seniors in their college application efforts, we held a college application workshop in August. This was a strategic effort to help seniors begin the application process early before the start of the school year. We noticed a spike in students seeking application support and plan to continue our collaboration with the English Department and have at least two English teachers available for this summer session. We also held small-group and individual college planning meetings with seniors, Senior College Planning Night in September, and Senior Financial Aid Night in October. BHS hosted visits from admissions reps from over 50 colleges and universities who met with seniors (and juniors). The Counseling Department discontinued our work with Naviance (our college software management program). We have been using Naviance since 2006. We moved to another program, called Scoir. Students and staff have been happy with this new software program so far the past two years.

One other area of focus is the transition of Marshall Simonds Middle School 8th graders to BHS. For the past 3 years, BHS has completed several activities to help 8th-grade students better understand the high school. In November, the 8th graders came to BHS for a school tour and met with various teachers throughout the school. The focus is on the elective opportunities that BHS has to offer. 8th graders were able to hear from business, computer science, art, and PE along with meeting the BHS student mentors. In addition, BHS students visit 8th graders at MSMS in February. The purpose of this visit is for BHS students to answer questions and discuss the various academic and extracurricular options at BHS. 8th grade parents are offered an evening event in November and a parent breakfast in February.

Below are post-secondary statistics for the Class of 2024.

2024 Student Outcome Statistical Detail:	# of Students	% of Class	% of Class
4 Yr College - 4 Yr College	188		82%
4 Yr College - Public In-State	61	26%	

TOWN OF BURLINGTON, MASSACHUSETTS

4 Yr College - Private In-State	67	29%	
4 Yr College - Out of State	60	26%	
2 Yr College - 2 Yr College	13		6%
2 Yr College - Public In-state	13	6%	
Gap Year	3		1%
Military - Military	0		0%
Employed - Employed	23		10%
Other Post-Secondary Options	2		1%
Total Students	229		100%

TESTING STATISTICS –2024

SAT I: Reasoning Test

*Class of 2024 mean scores
224 students in the class
(130 students or 58% of class took an SAT)*

	<u>2024</u>	<u>2023</u>	<u>2022</u>
EBRW		577	579539
Math	576	565	529

SAT Score Distribution

	<u>EBR</u>	<u>Math</u>
700-800	15%	17%
600-690	27%	22%
500-590	39%	38%
490-400	16%	19%
390-below	3%	4%

AP Score Distribution

** AP test enrollment is optional **

		<u># Testers</u>	<u># Tests</u>	<u>5</u>	<u>4+</u>	<u>3+</u>
2024	242	531	18%	48%	72%	
2023	238	464	19%	42%	71%	
2022	190	328	21%	45%	70%	

	<u>Scholars</u>	<u>Scholars with Honor</u>	<u>Scholars with Distinction</u>
2024	37	36	33
2023	38	18	20
2022	25	13	14

AP Scholar Granted to students who receive scores of 3 or higher on three or more AP Exams **AP Scholar with Honor** Granted to students who receive an average score of at least 3.25 on all AP Exams taken, and scores of 3 or higher on four or more of these exams **AP Scholar with Distinction** Granted to students who receive an average score of at least 3.5 on all AP Exams taken, and scores of 3 or higher on five or more of these exams.

National Merit Scholarship

Class of 2025:	2 Semi-finalists
	7 Commended students
Class of 2024:	8 Commended students
Class of 2023:	1 Semi-finalist
	5 Commended students

BURLINGTON HIGH SCHOOL ALTERNATIVE EDUCATION DEPARTMENT

Jill Graham, Director of Alternative Education

[Alternative Education Website](#)

The Simon Youth Academy (SYA) at Burlington High School is an alternative education program within the Burlington Public School System and is partnered with [The Simon Youth Foundation](#), a national 501(c)(3) nonprofit, whose mission is to “help disadvantaged youth reach graduation day and have the opportunity to pursue their dreams through education.” Our Academy staff is in regular contact with the staff at the Simon Youth Foundation to coordinate support services, share best practices, and ensure students receive the resources they need to succeed. The Simon Youth Foundation awarded our Academy a generous grant of \$5,500, which was used to enhance our educational offerings. The funds supported classroom supplies and materials, facilitated enriching field trips and college visits, and provided professional development opportunities for our teachers. Additionally, SYA Burlington is proud to announce that Katey Sullivan was recognized as the 2024 Simon Youth Foundation Teacher of the Year for her outstanding contributions to our students and school community.



2024 SYF Teacher of the Year, Katey Sullivan receiving her award

The mission of the Simon Youth Academy at Burlington is to provide educational programming for at-risk students through two alternative high school pathways, offering tailored instruction to meet diverse learning needs and help students succeed. These pathways are designed to provide flexible, personalized educational experiences that empower students to achieve their academic goals and prepare for successful futures.

Offered for over 25 years, our Evening Academy Program, our first pathway, is designed to meet the needs of students who may not thrive in a traditional daytime setting. The program provides a hands-on, discussion-based, and interactive approach to the high school curriculum, offering an alternative learning environment that caters to diverse learning styles. Students in the program have the opportunity to earn their high school diploma by attending evening classes while maintaining a job for at least 25 hours per week. Regular job checks ensure that students develop and practice essential workplace skills, preparing them for future employment. Additionally, the program serves students enrolled at Burlington High School who are in need of credit recovery. By offering this support, the Evening Academy Program helps students meet graduation requirements and stay on track to graduate on time.

This program is staffed by the following teachers within BPS:

- Jill Graham, Director of Alternative Education and STEAM Teacher
- Jaclyn Vigneau, Assistant Director and Special Education Teacher
- Stephanie Day, Social Studies Teacher
- Chrissy McNeil, Special Education Teacher and English Teacher
- Alyssa Torchio, Special Education Teacher
- Michelle Ardizzoni, Computer Science Teacher
- Lauren Angelo, STEAM teacher
- Daniella Lombardo, Special Education Teacher
- Sarah Barnes, Adjustment Counselor
- Chrissy Weeden, Health Teacher
- Jillian Raso, Counselor
- Courtney Fallon, Art Teacher
- Christina DiCroce, World Language Teacher

Last year, the Simon Youth Academy at Burlington expanded its programming to include a daytime component specifically designed to meet the needs of our English Language Learners. This new offering supports students who are unable to complete the traditional high school curriculum due to their work schedules, with all of our students working 40-60 hours per week outside of Academy hours. The day program has three full-time staff members: Jill Graham (program director), Katey Sullivan (ESL instructor), and Oscar Quintana (bilingual instructional assistant). Content teachers and counselors from BHS are also an integral part of the program and include: Kristen Thomas (math), Brenna Rose (literature), Emily McDonough (history), Morgan Higgs (counselor), and George Ratkevich (art).

In June 2024, 12 students successfully earned their high school diplomas through our alternative programming. We encourage all our graduates to participate in both the Burlington High School and SYA graduation ceremonies to celebrate their hard work and accomplishments.

We are also proud to highlight the achievements of two outstanding students, Skylar Pynn and Ezequiel Gonzalez, who each received an \$5,000 scholarship to continue their education. Their dedication and success are a testament to the transformative power of the Simon Youth Academy at Burlington.



SYA graduates and staff at the graduation ceremony



Ezequiel Gonzalez, scholarship recipient, with Mr. Quintana

Our day and evening programs are currently serving 25 students, including 10 seniors who are on track to graduate in June. These alternative programs provide crucial support for students enrolled at Burlington



BURLINGTON PUBLIC SCHOOLS PERFORMING ARTS DEPARTMENT

The Dining Room
FEBRUARY 7-8, 2024

Burlington Marching Band
2024 2025

The Lottery
DECEMBER 12 & 15, 2024

Sweet Magnolias
December 12 & 15, 2024

Shrek
APRIL 26 - MAY 5, 2024

Burlington Light School
2024 2025

Matilda
JULY 26 & 27, 2024

2024 has been a strong year for the Music and Performing Arts Department. We continue to foster musical skills, knowledge and appreciation. The teachers achieve this goal using the state and national standards for music. These include singing, playing instruments, performing, improvising, composing and reading music.

The high school after school activities started in August with the band camp. The Marching Band continued in the fall with the theme of “The Calm that Follows.” They performed at football halftime shows and NESBA competitions. This year, they also started to compete in the US Bands program. In March, 2024, our drama students competed in the METG One Act Play competition with the production *The Dining Room*. In April, the BHS cast and crew presented *Shrek, The Musical*. In July, Burlington Educational Summer Theatre (BEST) presented *Matilda jr.* In December, the BHS Drama Club presented two one act plays, *The Lottery* and *Steel Magnolias*. At the middle school, the MSMS Chorus, Band and Orchestra performed in the winter and spring concerts. In addition the 4th and 5th graders performed in Elementary Chorus, Band and Orchestra concerts. Finally, we were able to present the All Town Band and Orchestra concerts. They showcased the talents of students in grades 4-12 from all 6 schools in town playing together. This is a highlight of the year for many parents, teachers and students. It is a testament to hear the development and growth that comes with determination and consistent practice.

Looking ahead to 2025, the high school band, chorus and orchestra is planning to return to the MICCA Competition. The middle and high school ensembles will participate in the Great East Festival. The staff is to be commended for putting in all the extra effort to organize these trips. In March 2025, we will bring back the All Town Chorus concert to include grades 5 - 12.

Staffing updates included new faces at BHS. At MSMS, replacing Liam Bryant, we welcome Bethany Niedbala as the String Orchestra and General Music teacher. Replacing Andrew Mullen, we welcome Emily Northridge as the Chorus and General Music teacher. At Memorial, covering for a one year maternity leave, we welcome Chris Stimson. Finally, Jill Papadonis joined us as the Administrative Assistant.

In closing, we are grateful for the support of the administration and the community. We want to give thanks to the Burlington Performing Arts Parent Association (BPAPA) and the local businesses who support the performing arts in Burlington. We look forward to continued growth and future performances.

BURLINGTON PUBLIC SCHOOLS ART & DESIGN PROGRAM

George Ratkevich, Visual Arts Program Coordinator

WEBSITES

www.burlingtonpublicschools.org/bps_departments/art_design

bpsk12art.weebly.com/

www.burlingtonhighschoolart.org

DEPARTMENT STAFF

George Ratkevich - Art & Design Program Coordinator
Sarah Baldwin - art teacher, Marshall Simonds Middle School
Christina Chang - art teacher, Burlington High School
Alexandra Djordjevic - art teacher, Burlington High School
Courtney Fallon - art teacher, Pine Glen Elementary School
Kerry Flaherty - art teacher, Francis Wyman Elementary School
Chelsea Friberg - art teacher, Francis Wyman Elementary School
Lindsay Janco - art teacher, Marshall Simonds Middle School
Mojdeh Kazem - art teacher, Burlington High School
Stephen Scarpulla - art teacher, Fox Hill Elementary School
Lindsay Shepard - art teacher, Marshall Simonds Middle School
Donna York - art teacher, Memorial Elementary School

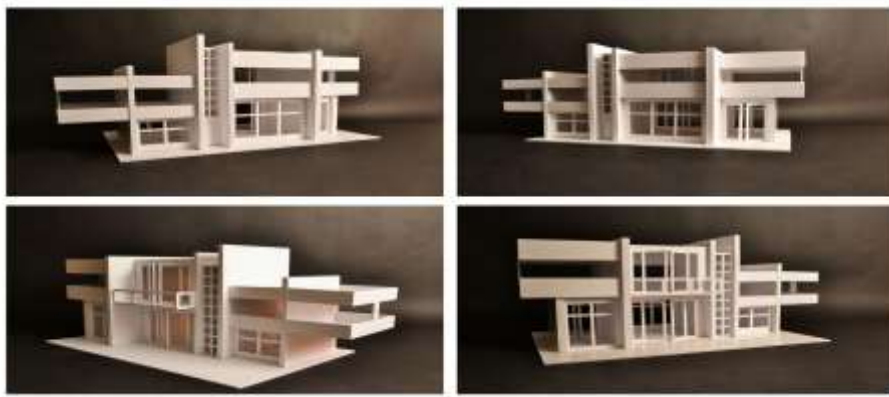
PURPOSE

The Art & Design program helps students develop their visual literacy (an understanding and appreciation of guiding concepts such as the elements and principles of design), creative problem solving, design thinking (a focus on steps in the process of making), and technical skills (craftsmanship). Students develop their [Studio Habits of Mind](#) (which comes out of the framework of Studio Thinking designed by practitioners at Project Zero at Harvard's School of Education.). They develop their craft, becoming more technically skillful in using a wide range of tools, materials, and artistic processes, and they learn to take care of those tools and their studio workspaces. They begin to see and embrace problems as opportunities, develop focus, and they learn to persist and persevere at tasks. Art students learn to envision and imagine, thinking creatively, developing their ability to come up with new and better ideas. They learn to plan well and work through the many, sometimes messy, stages of the creative process. They express themselves, making art that conveys ideas, feelings, or personal meanings. They observe, looking closely and carefully at things, attending to nuance, noticing the small things that the casual observer won't. They become more and more sensitive to the natural environment as they work from observation, memory, and imagination. They reflect on what they and their fellow artists have done, learning how to look at and talk about art, to defend their work, to take in and process constructive criticism from their peers. They stretch and explore, reaching beyond what they thought they could do. They learn to embrace opportunities, discover through play, and learn from their mistakes. They work and interact with one another in the community that is the art class, and they share their work with their school, family, and community. They make connections, learning about culture and history, current practices and innovation, and interacting with others through their study of art and art-making. We believe that students' art classes help balance their academic classes, and that art-making is an essential, enriching experience that helps to more fully develop a well-rounded person.

HIGHLIGHTS

Student work was published or displayed in Collab, the high school's literary magazine, the BHS yearbook, and in the high school's Cambridge Street Gallery, which continues to provide exhibition space to BHS alumni artists, community members, students, and faculty. Student-made graphics were published for the high school graduating class (class logo), the high school's Program of Studies cover, and the school musical. Clay Studio students once again created and sold ornaments as part of a fundraiser for a local charity organization. This interaction made the experience even more meaningful, as the students saw firsthand how their work could contribute to a larger cause and positively impact the community.

Burlington student artwork was entered in the 2024 Emerging Young Artists Juried Exhibition, a New England juried exhibition which celebrates the exceptional artistic merit of New England's high school students, hosted by UMass Dartmouth's College of Visual and Performing Arts. University of Massachusetts Dartmouth College of Visual and Performing Arts invited students, family, relatives, and guests to attend the reception to celebrate these talented students and their accomplishments. Bridget Boormeester, Edgar Juárez Donis, Afsa Khalifa, Renee LeComte, Samantha Goneau, and Liam Welch were selected for inclusion in this EYA Exhibition. Students attended an online opening reception and awards presentation. EYAD 2024 received submissions from over 800 young artists, from which the juror, CVPA's Associate Dean Ann Kim, selected 200 works for the exhibition. The result, available at <https://www.umassd.edu/cvpa/galleries/campus-gallery/exhibitions/2024/emerging-young-artists-and-designers-2024.html>, is a marvelous online showcase that offers an inspiring glimpse into the unique perspectives of New England's young talents.



Samantha Goneau

BHS art students Eiko Coram, Afsa Khalifa, and Ashlee MacKinnon were recognized by the regional Scholastic Art & Writing Awards, sponsored by Tufts University and the School of the Museum of Fine Arts.



Afsa Khalifa
Class of 2026
My Arduous Journey
Honorable Mention
Category: Digital Art

Works by BHS student artists were also on display at the Lexington Arts and Crafts Society (LexArt) for the 28th Annual Regional High School Exhibit. This annual exhibit continues to showcase the creativity and innovation of area students and high school art programs. The work of students from Burlington, Lexington, Minuteman, and Waltham High Schools was on view from February 10 to February 25 with a reception for artists, teachers, family & friends on Sunday, February 11 (This was followed by an exhibit of the work of Bedford High School, Concord-Carlisle High School, and Winchester High School.)

<https://www.lexart.org/post/28th-annual-regional-high-school-exhibit-feb-10-to-mar-17-2024>

Artworks by Burlington High School students Eiko Coram, Dylan Giles, Afsa Khalifa, Renee LeComte, and Ashlee MacKinnon have been selected for inclusion in this year's Sixth Congressional Art Show hosted by Seth Moulton. The 6th District Congressional Art Show, sponsored by Congressman Seth Moulton and hosted at Montserrat College of Art, was held March 14-16 in the main gallery of Montserrat College of Art. The show closed with an awards reception with Congressman Seth Moulton, and Montserrat Interim President Brian Pellinen. During the reception, certificates were awarded by Congressman Moulton and winners received varying amounts of scholarships to Montserrat College of Art's summer Pre-College Program. Dylan Giles received a Best of School award for his painting, *Alaskan Train*.



Dylan Giles, *Alaskan Train*

Annual art shows were held at our high school, middle school, and elementary schools. Burlington High School hosted its annual art exhibition in March during the school's Open House, while elementary schools held theirs in the spring. Marshall Simonds Middle School hosted its second annual Spring Arts Festival, presented by MSMS music and art students. The event included an art show reception, a concert by the school band and orchestra, and a chorus concert.

Advanced photography students once again collaborated with students in the Winchester High School photo program in an exhibition entitled "Photosynthesis" at the Griffin Museum of Photography in Winchester. In February, a professional photographer presented to the Burlington High School and Winchester High School honors photography students. This was part of Photosynthesis—a collaboration between the Griffin Museum of Photography, Winchester High School photo students, and Burlington High School advanced photo classes run by Ms. Lexi Djordjevic. This was the **seventh** year that Burlington has had the opportunity to be part of this amazing collaborative program that included artist talks to help inform and inspire the students' personal portfolios of photographs. Student photos were curated and presented at the Griffin Museum of Photography in June.

High school art teachers hosted a number of student interns as part of the school's Senior Internship program. Seniors worked on murals for the school hallways, designed graphics to be used as visual dividers and illustrations for an art & design curriculum book, and designed and painted one of the fiberglass pigs for the Sculpture Park fundraiser.

Art clubs and photography clubs run at several schools. Pine Glen elementary art teacher Ms. Courtney Fallon is involved in the high school's Evening Academy as well. Mr. George Ratkevich serves on the Burlington Sculpture Park Committee, and some Burlington classes at all grade levels continue to be involved in the Burlington Sculpture Park (burlingtonsculpturepark.org). Burlington students were again involved in voting on a third series of sculptures to be displayed in the park. High school students were involved in creating graphics and working on public art to raise funds for the park, and they collaborated

on painting a series of fiberglass pigs as the core of that fundraiser. Their participation also raised funds for the high school's scholarship foundation.



Painted by Eiko Coram and Dove Jimenez, Class of 2025

The Cambridge Street Gallery, our in-school exhibition space, exhibited nine beautiful paintings by the late artist Phil Young (www.philipeyoung.com). Phil taught painting and drawing for over thirty years at Burlington High School, and served as chair of the art department until his retirement. Following his retirement, Phil supervised student teachers for The Museum School and Tufts University and exhibited his paintings around the New England area. His wife Lorraine Sullivan, who was also an art educator at Burlington High School, generously donated any sales of the paintings to the Burlington High Art Department Art Scholarship Fund.

Ms. Chelsea Friberg, a Burlington resident, joined our ranks as an art teacher at Francis Wyman Elementary School.

The Art & Design program is grateful for the continued support of the Burlington Community, and we look forward to another year of teaching children the importance of close, careful observation, creative thinking, planning, focus, and craftsmanship.

SCHOOL NURSES

Barbara Conley, Nurse Leader

The Burlington School Nurses continue to achieve their goals by bridging healthcare with education by giving the best evidence-based nursing care and support to their students, families, staff, and the Burlington community. The six Burlington schools and the preschool have enrollments totaling more than 3,600 students and a staff of over 1,000 people. The nurses managed more than 40,000 visits in their offices during the 2023-2024 school year. We monitored and followed the mandated immunizations and

physical requirements and implemented annual hearing, vision, height, weight, and scoliosis screenings, Brief Intervention, and Referral to Treatment (SBIRT) screenings. We consult with other town departments such as the Board of Health, Police and Fire Departments, as necessary, and collaborate with all interdisciplinary school teams, our school physician, and the School Committee to develop and follow policies and procedures that advocate for the best interests and safety of our entire school community. We truly believe that “A child must be healthy to learn and a child must learn to be healthy.” - Massachusetts Department of Public Health. Additionally, we collaborated with the Burlington Board of Health and the school physician by using the CDC, Massachusetts Department of Public Health, and the DESE guidelines to create and design school protocols, procedures, and educational supports that helped support our complete school community in creating a safe school environment during the COVID-19 Pandemic. We also collaborate with the Burlington Board of Health on creating routine vaccine clinics, at the Board of Health and within our schools, to support our underinsured and/or uninsured student population.

Our Burlington School Nurses hold current licenses as Registered Nurses, by the Commonwealth of Massachusetts, and are also licensed as School Nurses, by the Department of Elementary and Secondary Education. We are grateful for the continued assistance provided by parents, the entire school system, the community, and the Burlington School Committee.

BURLINGTON PUBLIC SCHOOLS K-12 HEALTH AND PHYSICAL EDUCATION

Amy Doughty, Director of K-12 Health and Physical Education

Burlington Public School’s Health and PE Department entered the school year looking to develop and engage our students to promote lifelong healthy habits and literacy. BPS’s Physical Education staff worked towards providing students with an inclusive and challenging curriculum that aimed to help students understand their role in their own physical well being, and better prepare them for making health and wellness promoting choices in the future. Similarly, the Health Education staff focused largely on providing our students with a diverse and engaging curriculum that discussed current health issues while consistently addressing all aspects of wellbeing.

Our Health and Physical Education offerings have largely focused on addressing issues that most young adults face: understanding healthy choices based on their personal belief system, understanding the long term value of these choices, and developing their own health-related identity so that they can have continued success regarding their personal health and well being. Staff throughout the district is working towards implementation of the new Comprehensive Health and Physical Education frameworks.

Curricular highlights of this past school year include: Physical Education students at Marshall Simonds Middle School were able to experience the Bionic Project, whose mission is to dismantle disability bias. Students engaged in modified games with members of the Bionic Project team to better understand life as an amputee. Our elementary students enjoyed Turkey Trots, and student versus staff volleyball games at their schools. Grade 5 students in all our schools participated in a district wide track meet, held at Burlington High School. Students participating in running, jumping and throwing events. Each event earned points for their schools and Fox Hill School took home the trophy. Burlington High School students experienced the Project Adventure course, using both indoor and outdoor elements.

Lastly, during this 2023-2024 school year, BPS saw a few of our staff move on to the next exciting part of their lives. We would like to welcome our two new staff members:

- Jessica Sheppard- Francis Wyman
- Matt Angelo- Marshall Simonds Middle School

BURLINGTON HIGH SCHOOL LIBRARY

Callie Graham, Teacher Librarian

Our Vision

The vision of the Library Programs of Burlington Public Schools is to foster a lifelong love of reading, develop critical thinking, communication and collaboration skills, and promote responsible digital citizens who can effectively and efficiently use information.

Our Mission

By fostering a love of reading, providing essential resources, developing critical 21st century skills, and supporting all learners, the mission of the Library Programs of Burlington Public Schools is to provide an equitable, safe, collaborative environment for all students and staff where students become critical thinkers, researchers, learners, and innovators, who respect human differences in an increasingly diverse society.

Objectives

The Library Programs shall:

- Support and enrich the curriculum;
- Encourage empathy and respect for all;
- Promote student interest in reading across genres;
- Provide resources and activities that support the interests, abilities, and learning needs of all students and staff that develop critical thinking, collaboration, communication, problem solving, research skills, and participation in society;
- Provide a flexible and inviting physical space that optimizes learning opportunities and fosters life-long learning.

Resources

- Patrons can check out a large array of books for independent reading and research.
- The databases offer thousands of articles, biographies, images, videos, maps, graphs, primary sources, and timelines to support student learning both in the library and remotely. Students also have access to Peterson's Test Prep, which provides study materials for placement and admissions tests, as well as career exams.
- Students and faculty have continued access to a *New York Times* Digital Subscription and the online film streaming services, *Swank* and *Feature Films*.
- The library's Sora eBook, Audiobook, and magazine collection is available to all students and faculty using their school gmail.
- Printing is available via students' iPads or from the chromebooks in the library.
- Teachers can reserve the lab or learning spaces in the library for classes.
- Students are able to utilize the workroom to create and record class projects.
- The library space is regularly utilized by student clubs for extracurricular activities and faculty for professional development opportunities and meetings.

Highlights

- The Teacher Librarian engages classes in reading activities, including book talks and book tastings. She also collaborates with teachers across the curriculum to offer lessons on effective research strategies and to support class projects and papers.
- The Teacher Librarian has been co-facilitating this year's pilot of BHS's Wayfinder Purposeful Leadership Program intended to help student leaders engage in service learning that works toward building a school community where all students feel they belong.

- In addition to regular collection maintenance, the Teacher Librarian has focused this year on revamping the Classic section of the library to better meet the needs of AP English classes, expanding the available Spanish texts, and updating nonfiction titles.
- In our sixth year employing the “one school/one question” model for summer reading, BHS students and faculty explored the 2024-2025 school-wide essential question: How do we make tomorrow better than today? Students were able to choose a fiction or nonfiction title from an extensive list of options. At the outset of the school year, students met in book groups with faculty, community, and student reader leaders to discuss their summer reading.
- The library has continued its annual “Reading Challenge.” Based around monthly genres and themes, the Reading Challenge encourages students to expand their reading.
- The library hosts a BHS Student Book Club for students interested in reading together as a community.
- Students can sign up for a Library Field Study to assist in the library during a study hall period.
- The Teacher Librarian has attended the Massachusetts School Library Association Conference and also participates in The US History Book Group.

Goal

The library is committed to continually enhancing its collection to best meet the diverse needs of its patrons.

BURLINGTON PUBLIC SCHOOL SCIENCE CENTER

Wendy Pavlicek, Director and Live Animal Curator

Sean Musselman, K-5 Science Specialist and Social Studies Coordinator

<https://bsciencecenter.wordpress.com>

The Science Center supports the K-12 Science Curriculum in Burlington Public Schools by providing numerous resources. Our main objectives are to:

- Provide science curriculum and materials enriched with using science practices.
- Expose students to a variety of sciences: physical, earth, life, and technology & engineering.
- Spark students’ curiosity and foster excitement about the world around them.
- Provide experiences difficult for a classroom teacher and lessons on current scientific events.

Classrooms and Community:

- The Burlington Science Center celebrated its 40th anniversary this spring! We held a celebration at a local establishment and invited teachers and colleagues.
- The Burlington Science Center continued its mission of supporting the Burlington Public Schools Next Generation K-5 science curriculum units and programming. The Science Center continued its goal of providing high-powered science education to the Burlington Public Schools via the following activities: chick hatching, live animal visitors, field trips, growing challenges, life science programs, physical, earth, and engineering science programs.
- The Science Center hosted the Great American Eclipse Event on April 8th for K-5 Burlington students and families, in collaboration with the Burlington Parks and Recreation Center. The event included informational activities, live animals,



eclipse viewing opportunities and maximum totality celebration. Science Center founder, John Papadonis was in attendance with his eclipse viewing telescope. Mrs. Pavlicek rode the famous rocket car at maximum coverage. It was a great way to celebrate this amazing event!

- We continue to provide Wild Wednesday Professional Development workshops after school to support teachers in their Science learning and units in their classrooms.
- The Science Center held our annual “Name the Alligator Contest” for all second grade classrooms. The winner was Brenadette Kennedy from Memorial School. She picked the name “Sisu.” Bernadette had her photograph taken for the Daily Times newspaper and received a framed award with a goody bag of science prizes. She also had the opportunity to show the alligator to her classmates, allowing each student to touch the animal if they wanted to. Congratulations and thank you to all the students who participated.
- The Science Center ran a “Tomato Growing Challenge” for all K-5 students. Plants were sprouted in classrooms and taken home over the summer. The winners were: 1st place: Bianca Sinopoli from Memorial School Tomato weighing at 14.11 oz./2nd place: Cora Hennesey from Francis Wyman School Tomato weight: 13.65 oz./3rd place: Nathan Collins from Fox Hill School Tomato weighing at 13.3 oz./4th place: Harrison Marsh from Francis Wyman Tomato weight 13.1 oz.
- The Science Center sent a winter break experiment to every student K-5 in the Burlington Public Schools. This year’s experiment is called the “Bunny Copter Challenge.” The copter challenges students to make changes to their bunny copter to make it twirl faster. It helps students learn how to recognize the value of refining and optimizing an existing invention to improve its performance. Students are also introduced to an educational video explaining the challenge and the history of flight and motion. This activity connects to an auditorium program we will be doing in late winter.
- The Center met Burlington’s new Animal Officer Jamie Jeffrey. She toured the Science Center and got to meet our educational ambassador animals, including our Barred Owl named Scout! It was a pleasure to meet her and we look forward to working with her. She is passionate about animal rescue and care.
- The Science Center continued their animal foster programs for Burlington families during the summer and school vacations. Families have the opportunity to care for the animals and spend time enjoying them. It is a good way for families to try out a pet they are interested in or help out to give the animals what they need to be happy and healthy.
- Sean Musselman continues to coordinate the Social Studies curriculum at the K-5 level as a Science/Social Studies Specialist. Grade 4 and 5 at all schools implemented units from InQUIRED Journeys Social Studies curriculum. The first annual Town Elections Sticker Contest was successfully run in collaboration with the Town Clerk’s office. The second annual Giant



Map experience was facilitated across grades K-5 with an exploration of African geography, people and history.

BURLINGTON HIGH SCHOOL ATHLETICS DEPARTMENT

Shaun Hart, Athletic Director

Administrative Assistant: Nicole Doherty

Head Athletic Trainer: Kelly Melville

Athletic Trainer: Abby Sleeper

Website: [BHS Athletics](#)

The 2023 athletics season was marked by numerous achievements. We are excited to announce the addition of Abby Sleeper as a full-time Athletic Trainer at Burlington High School. Abby initially joined us as an intern during her Master's program at Merrimack College. She will now work alongside our head Athletic Trainer, Kelly Melville.

The Varsity Football team finished their season with a 6-5 record, earning a spot in the MIAA D4 State tournament. They defeated Norwood 34-21 in the first round. Unfortunately, their tournament run ended in the quarterfinals with a 28-21 loss to Tewksbury. This season also marked the end of Coach Balian's tenure as head coach. After three seasons at BHS, Coach Balian retired, concluding an incredible 35-year coaching career.

The Cheer Team won the Middlesex League title and advanced to the state competition placing 2nd. The Girls' Varsity Soccer team qualified for the State Tournament. The Girls Volleyball team finished the season with a 6-5 record and advanced to the quarterfinals.

For the second consecutive year, the Burlington Girls Swim Team partnered with the Woburn Girls Swim Team in a successful co-op. Esports has continued to grow since joining athletics two years ago, and this year they made it to the second round of the tournament.

The Boys Basketball team finished with a strong 14-7 record, advancing to the second round of the State Tournament before falling to Mansfield. After 14 years of service, Girls Basketball Coach Pam Mackay retired from her coaching duties.

Girls Gymnastics saw standout athlete Ava Schenck-Davis, who became the 2024 Middlesex League champion in bars, floor, vault, and all-around, and also made the all-star team. The Boys Hockey team qualified for the State Tournament. The Girls Hockey team finished with a 17-1-2 record and advanced to the third round of the State Tournament, where they defeated Medway and Plymouth South before losing to Marshfield.

Wrestling qualified 2 wrestlers for the State Tournament with Tyler Vadnais being a Sectional Finalist and Ian Larson placing 4th at sectionals. The Boys Swim team sent Shay Woodbury to compete in the sectionals for the 100m freestyle event.

The Girls Indoor track team finished the season 2-3 in the Middlesex League Freedom Division and 5th in the Middlesex league championship. We also placed 5th at the MIAA D3 indoor championship.

Boys Indoor Track finished undefeated as Middlesex League Freedom Division Champions. Coach Greg Nelson retired after 13 years of coaching all three seasons of track for BHS.

The Boys Lacrosse team made it to the third round of the State Tournament before falling to Falmouth. A highlight of the season came from the team setting a program record for the most goals scored in a season. They also won the Middlesex League Freedom Division. Coach Maney retired with an impressive program record of 60-33.

The Girls Lacrosse team made it to the second round of the tournament, where they were defeated by Duxbury. After seven years of coaching, Coach Kat Trahan also retired from BHS Lacrosse. The Boys Tennis team had a strong first-round appearance in the State Tournament before falling to Duxbury. The Baseball team defeated Sciutite in the first round of the State Tournament before being eliminated by Plymouth South. The Softball team finished with a 10-9 record and lost in the first round to Somerset-Berkeley. Kristen Farrell retired from coaching after 12 years.

The Girls outdoor track team finished the season in 3rd place with a record of 3-2 in the Middlesex League Freedom Division and 6th in the Middlesex League championship. The team set 2 School records and a conference champion.

The 2024 senior award winners have demonstrated outstanding achievements across various areas. Charlize Collins and Charlie Andriolo have been recognized as Outstanding Athletes for their exceptional dedication, talent, and performance in their respective sports. Abby Wojtaszek and Colin Irwin have earned the prestigious Scholar-Athlete Award, excelling both academically and athletically, showcasing a remarkable commitment to education and sports. Mia Lauder and Cedric Rodriguez have been honored with the Red Devil Award, recognizing their leadership, and spirit.

2024 ANNUAL REPORT
SHAWSHEEN VALLEY REGIONAL
VOCATIONAL/TECHNICAL SCHOOL DISTRICT

The Shawsheen Valley Regional Vocational Technical School District (SVRVTS) is pleased to submit its 2024 Annual Report to the citizens of Bedford, Billerica, Burlington, Tewksbury, and Wilmington. Located on Cook Street in Billerica next to the towns of Burlington and Wilmington, the school celebrated its 54th anniversary this year, perpetuating the highest quality in vocational technical education to area youth and residents.

The representatives of the 10-member Regional School Committee that governs the District are: Nancy Asbedian and Brian O'Donnell, Esq., Chair from Bedford; Ronald Fusco, Treasurer and Taryn Gillis, Vice-Chair from Billerica; Kent Moffatt and Stacey Huberty, Secretary from Burlington; Patricia W. Meuse, Esq. and Robert Hutchins from Tewksbury; and Charles Fiore and Gwen Lawson from Wilmington. Tony McIntosh began his tenure as Superintendent on July 1, 2022.

Shawsheen Valley Technical High School (SVTHS) is one of twenty-six (26) regional vocational technical school districts in Massachusetts. One thousand two hundred and eighty-one (1,281) high school students were reported to the Department of Elementary and Secondary education (DESE) in SVTHS's high school foundation enrollment in October of 2024, and more than 300 adults participated in the school's various adult and continuing education courses.

The SVTHS faculty is an exceptional group of talented academic and vocational-technical educators who are highly qualified to teach in their respective disciplines and occupational areas. SVTHS employs one hundred fifty-three (153) full-time teachers as well as fourteen (14) paraprofessionals. Of those full-time teachers, ten (10) are department chairs and twenty (20) are lead teachers. All SVTHS teachers exhibit the character, health, personality, and professional competency worthy of serving the needs of District students.

Post-Secondary Preparedness & Student Achievements

Post-Secondary Plans of Graduates. In June of 2024, SVTHS graduated 326 seniors. Forty-eight percent (48%) of the graduates planned to attend a two- or four-year college, two percent (2%) planned on entering an apprenticeship program, four percent (4%) planned on attending a trade or technical school.

Forty-five percent (45%) of the graduates intended to continue working in their trade or another pathway, and five (5) graduating seniors planned to enlist in the military.

Scholarships and Awards. One-hundred fifty (150) scholarships were distributed to eighty-four (84) students in the Class of 2024 totaling \$138,900. Twenty-seven (27) members of the Class of 2024 were members of the National Honor Society (NHS) and the National Vocational Technical Honor Society.

Cooperative Education Program. At the conclusion of the 2024 school year, seventy-one percent (71%) of eligible seniors participated in the district's Cooperative Education Program (Co-op). Students were employed in positions related to their Chapter 74 vocational-technical programs by two hundred fifteen (215) local employers. Of the students participating in Cooperative Education, one-hundred seven (107) planned on continuing their employment post-graduation.

Student Mental Health and Wellness. The 2023-24 school year at Shawsheen focused on enhancing support for neurodiverse students through additional professional development on the District Curriculum Accommodation Plan (DCAP) and Tier 1 interventions. Significant efforts were made to assess and improve the Student Support Team (SST) process within the broader Multi-Tiered System of Support (MTSS) framework. This included introducing new Tier II interventions and collaborating with a contracted BCBA to strengthen Tier 1 interventions. Furthermore, Shawsheen implemented a weekly attendance meeting to address student concerns and continued using the BIMAS-2 universal mental health screener to identify prominent student needs.

High School Completion. The high school completion portion of the accountability report consists of three measures: the four-year cohort graduation rate; five-year graduation rate; and dropout rate. SVTHS continued to exhibit some of the highest graduation rates in the Commonwealth. The Department of Elementary and Secondary Education factors in 2023 as the most recent year for the four-year cohort graduation rate and 2022 as the most recent year for the five-year graduation rate as follows: four-year cohort graduation rate: 99.6%; five-year graduation rate: 98.3%

SVTHS continued to exhibit one of the lowest dropout rates in the Commonwealth. The Department of Elementary and Secondary Education factors in 2023 as the most recent year for the annual dropout rate as follows: annual dropout rate: 0.1%.

Concurrent Enrollment. SVTHS provides access to seven concurrent enrollment courses: English Composition I with Honors Literary Analysis, English Composition I, Statistics, Calculus I, Chemistry I, Physics I, and American Government. Students enrolled in these courses earn college credits through Middlesex Community College while still in high school. These credits can be transferred to other post-

secondary institutions, depending on the student's chosen college or university. Shawsheen currently offers enough concurrent enrollment courses for students to complete one semester's worth of college classes while enrolled at SVTHS.

Adams Scholars. The Department of Elementary and Secondary Education recognized the achievements of Shawsheen's senior class on the MCAS exams by naming eighty-six (86) recipients of the John and Abigail Adams Scholarship Award.

Support Services

The SVTHS Support Services Department provides IEP services for students with disabilities for approximately 342 students comprising nearly twenty-seven percent (27%) of the student body. The most frequently occurring area of need is in the category of Specific Learning Disability, indicating that a history of academic difficulty existed prior to students' arrival at Shawsheen. Nevertheless, SVTHS has a strong graduation rate of students with disabilities with ninety-seven percent (97%) of seniors graduating in June 2024 with one student still finishing the program. This compares to a state average of approximately seventy-eight percent (78%) for students with disabilities.

Shawsheen was approved to be a targeted Title 1 school. Students with disabilities can receive targeted instruction, supports, and intervention accessing academic and vocational-technical curriculum.

This year, eighty-seven percent (87%) of freshman students with disabilities passed their 9th grade classes. For upperclassmen in grades 11 and 12, sixty-two percent (62%) of students with disabilities completed advanced courses. All students with disabilities in the class of 2024 have met graduation competency in Math and English as outlined by the state. These results occurred due to a full team-effort on the part of Academic, Vocational/Technical, and Support Services staff to address the needs of our population of students with disabilities. Students who initially experience difficulty passing one or more of the MCAS assessments eventually attain graduation status through the district's MCAS remediation programs and re-taking the assessment.

Students with disabilities continue to have full access and participation in cooperative education, as well as all extra-curricular activities such as athletics, SkillsUSA, and after school clubs. Parents of special education students at SVTHS are highly involved in the IEP Team process, with parent attendance at IEP team meetings approaching one-hundred percent (100%). Every effort is made to accommodate parent requests for IEP Team meeting dates to ensure their participation. Prior to the IEP Team meeting, parents provide input for current concerns regarding their student's educational progress. Responses are documented in the IEP and an IEP proposal is created at the team meeting allowing parents to fully participate in the IEP development and understand all the elements of the IEP.

Educational Technology

The Educational Technology Department focuses on the operational, technical, and educational functions for the district relating to technology. The district continues to support the one-to-one laptop program making the resources equitable to all students and easily accessible both in and out of school. Teachers continue to expand the use of current online resources and vet and adopt additional resources for teaching and learning. The department continues to support single sign-on and rostering when applicable for ease of access for online resources. In addition to the one-to-one program, the district purchased, deployed, and maintains various technology for several of the vocational shop labs throughout the school. Aging projector devices in academic classrooms were replaced with interactive projectors increasing student engagement within the classroom.

The department supports a multitude of security systems which includes, but is not limited to, the building access card system, camera system, alert system, pass system, vaping system, email back-up and archiving, a virtual environment and cloud solutions. Ongoing upgrades, maintenance, and support for both the technical and operational sides of technology continue to be a priority ensuring stable, secure, and seamless use of technology for all users of the digital environment at Shawsheen.

Community Engagement

Admissions and Recruitment. Shawsheen Valley Technical School has continued to work to increase the number of applicants for grade 9 seats, establishing a waiting list of in-district students to fill seats as needed. To support and streamline the admissions process, our online application software has been implemented, automating much of the process and enabling SVTHS to monitor and analyze real-time applicant data. This year the recruitment team both visited and hosted our sending schools. After each visit, our online application software, Go2CTE, has allowed us to track the spikes in applications by community. In addition, three of the sending schools have brought all their eighth-grade students to visit SVTHS and tour our vocational technical areas. These visits, along with an active social media campaign, two community Open House events and Project Explore, have had a positive impact on recruitment with an increase in applications from this time last year. SVTHS continues to explore more options for bringing all eighth-grade students from our sending districts onto our campus next year.

Adult Continuing Education. Shawsheen's Adult Education program offers a range of vocational and technical courses for adults aiming to expand their knowledge and skills for the 21st-century workplace.

The programs include enrichment courses, certificate-based and licensing trade programs, and workforce development initiatives. These are designed to help individuals develop or enhance job training skills and improve the quality of life for community residents. The program runs two semesters, from September to June, offering classes in business and computer applications, culinary arts, art and creative mediums, personal finance, welding, and more. In FY24, the adult education program served 487 learners.

Workforce Development Training. Once again Shawsheen received funding from the NAMC and MassHire Metro North WIB to support statewide initiatives addressing skills gaps identified in the Northeast Regional Labor Market Blueprint in the Advanced Manufacturing field of Welding. Participants completed an 8-week, 300-hour hands-on training program with courses focused on academic competencies related to Advanced Manufacturing and Welding to prepare for the American Welding Society –AWS D1.1 GMAW Welding Certification. This year’s program began with 11 unemployed adults, of which 9 successfully graduated from the program with job offers from local employers and labor unions, and the remaining 2 secured employment in the trade before the end of the program. The continued success of this program is in no small part due to the expertise of Shawsheen’s talented welding instructors and the ongoing support of our regional workforce development boards and local employers.

School of Practical Nursing. Shawsheen Valley School of Practical Nursing graduated 25 students in June 2024. To date, 100% have successfully passed NCLEX-PN on initial attempt and over 90% are gainfully employed. The job market remains strong for Licensed Practical Nurses in Massachusetts. Students in the program complete clinical rotations in long term care, school nursing, and acute care. The program has been approved to pursue candidacy with the National League for Nursing Commission for Nursing Education Accreditation in addition to program accreditation with the Council on Occupational Education. Interest in pursuing a certificate in practical nursing remains strong.

Summer at Shawsheen. Shawsheen hosted its 9th annual “Summer at Shawsheen” program in 2024 and set a new attendance record. This popular program offered students from our community summer learning opportunities through sports clinics, STEM classes, vocational-technical programs, academic and test-prep classes, as well as enrichment courses for students entering grades 1-12. In total, the twenty-two course offerings drew 604 students ranging in age from 6-18 years old. All five member towns sent participants to the program with the most coming from Billerica (304) and Wilmington (131). Since its inception, “Summer at Shawsheen” has had an impactful reach with a total of 3,091 participants.

Project Explore. In 2024, Shawsheen's Project Explore program engaged 456 seventh-grade students, reinforcing the school’s high school admissions and recruitment strategy. This exclusive program, designed for students within Shawsheen’s district, not only serves as a community service initiative but also plays a crucial role in early career exploration. By offering hands-on exposure to six vocational-technical programs, Project Explore encourages interest in technical education, having a direct impact on high school admissions decisions. The three-week program, held in three separate sessions, maximizes

student involvement and fosters strong connections between prospective students and Shawsheen's diverse offerings. The program's comprehensive marketing approach—via postcards, emails, middle school outreach, and community announcements—enhances its reach, ensuring potential applicants are informed and engaged at an early stage in their educational journey.

Aquatics and Swim Program. Shawsheen's Kenneth L. Buffum Pool is the home pool for Shawsheen Tech High School, Burlington High School, Bedford High School and Billerica High School's Swim and dive teams, as well as club programs: Aces Aquatics and Arctic Aquatics. With its state-of-the-art timing system and full renovation, the pool remains a hot spot for local teams and competitions. Throughout the year, the pool offers the following programs: community family swim, community lap swim, and the area's most affordable and best learn to swim school in the Merrimack Valley, training thousands of youngsters in the lifesaving skill of swimming. Swim lessons commence in the fall, winter, spring and summer. The program employs over thirty students from the surrounding sending districts.

Athletics

Athletic Achievements. Calendar year 2024 was a year of tremendous success for the Shawsheen Athletic Program. The Rams won CAC League titles in: Boys Hockey, Wrestling, Baseball, Boys Lacrosse, Girls Lacrosse, Golf, Football and Volleyball. The School also won State Vocational Titles in Boys Swimming, Boys Hockey, Wrestling, Baseball, Boys Lacrosse, Boys Track and Volleyball.

Boys Hockey and Football both reached the Final Four of the MIAA Tournament with Football advancing with a record season of 13-0 to win the Super Bowl at Gillette Stadium and earning the Division 5 State Football Championship. Volleyball also set a school record for most wins in a season with 23.

Individual Wrestling Honors: Divisional 1/North Wrestling Titles: Sid Tildsley, James Tildsley and Caleb Caceres; Divisional State Wrestling Titles: Sid Tildsley and James Tildsley; Massachusetts All State Wrestling Champions: Sid Tildsley and James Tildsley and New England Wrestling Champion: James Tildsley

Also, during the 2024 calendar year –athletes earned All Scholastic Honors - Chase Darcey (Boys Hockey), Sid Tildsley (Wrestling and Football), James Tildsley (Wrestling and Football), Jake Banda (Football) and Cullen Walsh (Football). Dozens of student-athletes were honored as CAC and Lowell Sun All Stars. Football head coach, Al Costabile also won Coach of the Year honors for the CAC League, Lowell Sun and Boston Globe.

The success of the athletic program resulted in being awarded the Boston Globe's prestigious Walter Markham award for the third year in a row, which is given to the vocational school with the highest combined winning percentage of all the Varsity Boys, Girls and Co-ed sports.

Vocational/Technical Programs

Construction Cluster

The Construction Programs. The construction cluster of Carpentry, Electricity, Masonry & Tile Setting, and Plumbing have refined their project-based learning (PBL) with in-house and community construction projects. These real-world projects and student-directed activities allow students to build knowledge and master their trade skills. Many of the framework standards that are critical areas of competency are not only aligned with the curriculum and hands-on instructional approaches but empower teachers to guide learning activities and access student growth every day. Safety training is demonstrated daily, health and safety practices are part of every activity in the shop environment and/or on a project/building site. These include the management and maintenance of equipment and tools, the use of personal protective equipment (PPE), and personal safety practices that include obtaining safety credentials/certifications OSHA 10-Hour Card Construction, Hot Works Certificate, MEWP Aerial and Scissor Lift Training, and various Viega trainings and certificates. Students participating in the Cooperative Education Program are as listed: 23 of 25 Plumbers - 92%, 19 of 23 Carpenters - 83%, 27 of 28 Electricians – 96%, and 10 of 13 Masons - 77%.

Some of the construction projects include.

- Billerica Housing Authority - Various Projects
- Tewksbury Home Build - 97 Florence Street
- Tewksbury Soldier On (private non-profit organization dedicated to ending veteran homelessness)
- Burlington Historic Storage Shed at West School Site
- Beford American Legion - 357 Great Road
- Town of Billerica - Billerica Holiday Festival with Electrical Union Local 103
- Billerica Elks - Exterior Railing Project
- Stone Zoo - Franklin Park Zoo
- Culinary Loading Dock Shed
- Stadium Toilet Facility Project

Manufacturing Cluster

Advanced Manufacturing Technology. Advanced Manufacturing received two new TRAK machines through a donation from Southwestern Industries – a TRL 1630RX Toolroom Lathe and a TMC5 Toolroom Machining Center/Drilling & Tapping. This cutting-edge technology benefits student learning in the development of higher-level thinking, oral communication, and self-management skills. In the SkillsUSA competition, two students won gold medals at the District competition and qualified for the state competition, where they won gold again and qualified for SkillsUSA Nationals in Georgia. The students each won silver medals in Atlanta. Eighty-percent of seniors participate in the cooperative education program.

Electronics / Engineering Technology. Since the addition of Engineering Technology to the Electronics program, teachers have created additional project-based activities of challenging STEM projects. These innovative projects empower students to explore, innovate, solve, and create learning experiences that are connected and relevant to the real world. By implementing a learner-centered approach to teaching, problem-based, transdisciplinary, and personalized activities have increased. All grade levels are now exposed to projects that require students to think like engineers as they design, build, and test their own solutions to evaluate these challenging projects. With the recommendation of the advisory board and the capital budget process, the program received two complete FESTO Didactic MecLab packages and a BOFA fume extraction system for the Epilog Fusion Pro laser cutter and engraver. Seventy-one percent of the seniors participated in the cooperative education program, while forty-one percent of the juniors were also employed by the end of the year.

Drafting. Each year, the Drafting program supports numerous school initiatives by creating drawings for in-house and community building projects. These projects provide teachers with the opportunity to embed the Project Based Learning (PBL) teaching method in which students learn by actively participating in real-world and personally meaningful projects. Some projects include Masonry Shop renovation drawings and presentation board, Nursing Office renovation drawings and presentation board, Cosmetology shop expansion drawings, HVAC-R shop renovation drawings, updated school evacuation plans with new room numbers, Caira/Guidance Substance Abuse Awareness event field layout, collaboration with Cosmetology for their senior project of designing a salon community, Lighthouse for Wilmington community member & Historic Shed at the West School in Burlington. Drafting students continue to excel at SkillsUSA competitions, as a Drafting student won the gold medal at the States Competition in Architectural Drafting; unfortunately, he was unable to attend Nationals due to illness. Sixty-two percent of seniors participated in the cooperative education program. An integral part of their program was lost with the retirement of Mr. Robert Guelli and his eighteen years of service to the district.

Information Support Services & Networking / Programming & Web Development. The program has received a face-lift with newly designed workstations enabling students to tackle CompTia's A+ and

Microsoft Technology Associate certifications, among others. Students can also experience hands-on classroom labs and Microsoft and CISCO online based curriculum. Many of the project-based activities are expanding to mirror innovations such as social networking, cloud computing, e-commerce, web conferencing, and desktop virtualization. Also recognized are the global demands for information and communication Technology (ICT) skills. Providing these types of related fields allows students the opportunity to expand their skills and knowledge for employability/career readiness. Ten seniors participated in the cooperative education program, while six juniors were also out working in industry.

Transportation / Production Development Cluster

Automotive Technology. With the recommendation of the Advisory Board, the program received approval to purchase a \$36,500 alignment machine providing the latest technology in the field. Enrollment continues to be very strong as the sophomore class has 26 out of 26 spots filled (100% enrollment.) Although hands-on work is an essential component of the program, students are not just working under the hood anymore - with the advent of new high-tech features, microchip-controlled systems and even fully electric vehicles, our students are now learning and working on the most current vehicles, ensuring a well-rounded training regimen of skills. With strong partnerships with local automotive shops and dealerships, seniors are quickly entering the job market with a 100% placement rate (19 out of 19) in our cooperative education program.

Auto-Collision Repair & Refinishing. Jack's Used Auto Parts continues to donate vehicles that allow students to hone their skills on real automotive parts, components, and accessories. Keystone Automotive also donated over one hundred fenders, a valuable resource that is essential to the freshman curriculum. Numerous community projects serve our students well in developing their creative skills, especially when it came to painting Stone Zoo decorations for "Zoo Lights." The I-CAR Academy program is another important resource in providing comprehensive training and retaining entry-level talent. Safety certifications include Hot Works and Fusion S/P2 collision repair and refinish training, which gives students the awareness they need to recognize the hazards around them, as well as training that gives students the opportunity to earn exclusive safety industry credentials. Sixty-seven percent of the senior class participated in the cooperative education program.

Metal Fabrication & Joining Technologies. A competitive \$361,950 Skills Capital Technology and Equipment Grant was awarded to the program. With recommendations from the advisory board, new cutting-edge equipment was purchased including: (29) Miller Welding Packages - (3) Siegmund Imperial Welding Tables - (2) Downdraft Welding Tables - (1) Guillotine Shear - (1) Vertical Band Saw - (1) Dry Mitering Abrasive Saw - (1) Drill Press. This strong advisory board has also assisted in the acquisition of this equipment while bringing new ideas and initiatives to the program. Community and district projects continue to be a strong hold for students as they master their skills. A rolling portable press box for the Bedford baseball team was one of the outstanding projects that students used their skills on. Other notable

projects included creating structures and decorations for the Stone Zoo's ZooLights Winter Wonderland. After twenty-two years of service to the district, Thomas Lothian retired.

Heating, Ventilation, Air Conditioning & Refrigeration. The final phase of shop renovations were completed, allowing students to learn new technologies and refrigerants in a safe learning environment. Obtaining essential recognized industry credentials continues to be a stronghold of the program. All seniors earned the National Fire Protection Association (NFPA) Hot Work Safety Certificate, Environmental Protection Agency (EPA) 608 Certification, Occupational Safety, and Health Administration (OSHA) 10-hour construction card. Eighty-five percent of seniors participated in the cooperative education program. Senior Cole Kelley won his third HVAC&R Gold Medal at the SkillsUSA National Competition in Atlanta. This was the first time a student in the state of Massachusetts had accomplished this feat.

Arts, Communication & Business Cluster

Culinary Arts / Hospitality Management. Patrick Delaney of the Lawrence Fire Department certified all grade levels in cardiopulmonary resuscitation (CPR). A Culinary senior won a \$2,000 Massachusetts Restaurant Association's Educational Foundation (MRAEF) scholarship, becoming the third Shawsheen Culinary student to win this award. The tradition of participating in the Massachusetts Statehouse "Day on the Hill" was attended by four culinary seniors who served BBQ pulled pork nachos with spiced rice & mango salsa in the Hall of Flags. The 3rd Annual Slider Challenge at Blackstone Valley Tech was another success for the students who finished second in the event. The community also enjoyed some special offerings on St. Patrick's Day with Irish inspired lunches, available for dining in or take out, as well as the Vietnam Veterans' Luncheon which honored all guests who served with a free lunch, sponsored, and hosted by the North Billerica/Solomon VFW Post 8819. After thirty-one years of service, Joseph Williams has retired from the Culinary Arts program.

Business Technology / Marketing. The school store purchased a new electronic point of sale (POS) platform, which has allowed the store to streamline its payment process and inventory through a scanner system. The implementation of this new cutting-edge technology has given students the confidence to interview with employers. The stronghold of the Microsoft Office Applications curriculum and certification program continues to empower students with the knowledge and credentials needed in industry and/or post-secondary education experience. A student from the Business Technology / Marketing program qualified 1st in Massachusetts for Microsoft PowerPoint 365 APPS during the fall qualifying period (Jun-Dec) and received an invitation to the U.S. National Championship Competition. Thirty-seven HP® ZBook Workstations laptops were purchased through the capital budget process and advisory board recommendations. These high-end laptops provide the blend of components to meet the program's software and performance needs. Four juniors won the gold medal in the state SkillsUSA

Entrepreneurship team competition. Fourteen of the sixteen seniors participated in the cooperative education program.

Design and Visual Communications. Students continue to expand their horizons, with twenty of the twenty graduating students going on to some form of post-secondary education. Four students took advantage of the early education program and successfully completed a rigorous fifteen-week course at Montserrat College of Art. Winning art competitions throughout the state was also a highlight this year - out of 808 submissions, four Shawsheen Tech students were selected by UMass Dartmouth CVPA's Associate Dean Ann Kim to have their work displayed in the show! Three students presented at the UMass Lowell Regional Exhibition, and six students were juried and selected to compete in the Montserrat College of Art Congressional High School Art Competition. Two students took the initiative to obtain a full-time trade related freelance business license. The program also brought in a professional artist to lecture and demonstrate as well as having three creative professionals come in and work with the students to enhance their skillsets.

Graphic Communications. The expansion of the program has incorporated the skillsets of screen printing, embroidery, wall graphics, large format printing, and graphic design. Over a three-year period, the curriculum has embedded various industry standards, providing a wealth of opportunities for students to be employed in a range of authentic project-based activities. Earning industry-recognized credentials and winning industry awards from the Printing Industries of New England (PINE) has enhanced the growth of many of the students, as well as the opportunity to build a strong portfolio/resume. Five students won PINE awards, with one student winning Best in Show, which is equivalent to a gold medal. One student won a gold medal at the SkillsUSA State Competition and advanced to the National Competition in Atlanta, where they placed eleventh. Sixty-three percent of the senior class participated in the cooperative education program with local businesses.

Health Services Cluster

Cosmetology. The in-house salon continues to be a great asset to the community and to upperclassmen who can hone their skills in hair, skin, and nail services. A strong sophomore curriculum offers a wide range of fundamental subjects related to beauty, skin care, hair care, makeup, nail care, and salon management. In many cases, collaboration with academic instructors is integrated into lessons to enhance learning within the activities. Junior students continue to receive their safety certifications from Fusion SP/2 for Infection Control, which meets the highest industry safety standards. Revisions to the frameworks have expanded the activities and skills for student knowledge and practice, working with all textures of hair and styling products. Project-based activities continue to be essential in all aspects of training for all grade levels. Ten seniors passed the Massachusetts Cosmetology State Exam to become licensed cosmetologists. Seven students participated in the cooperative program, working in local hair salons. Theresa Cawley retired after twenty-eight years of service to the district.

Medical Assisting. Shawsheen's Health & Medical Assisting students were invited to participate in the inaugural Junior Laboratory Ambassadors program. During the week of February school vacation, the students participated in a variety of enriching activities focused on the different areas of laboratory medicine. Activities included hands-on experiences in our student laboratory and visits to academic medical centers at Massachusetts General Hospital and Brigham and Women's Hospital, where students explored the intricacies and multiple facets of laboratory medicine. Topics covered included immunohematology (blood banking), immunology, hematology, clinical chemistry and microbiology. Students also had the opportunity to tour clinical and anatomic pathology laboratories and participate in a career panel with professionals in the field. Patty Zediana retired after eleven years of service.

Dental Assisting. Since the inception of this program, enrollment has been at one hundred percent capacity. Over the years, the skills presented have been varied and challenging, drawing on both interpersonal and technical skills. One of the main objectives continues to be on therapeutic communication to effectively work with patients, dental terminology, anatomy and physiology. Chair-side procedures and model trimming techniques are also a focus of our dental curriculum. Through the capital budget process and recommendations from the Advisory Board, the program purchased two new DXTTR mannequins to teach students how to place and expose dental radiographs. Sixteen high-end laptops were also purchased to accommodate the Dentrux dental software. These items are essential in preparing students for the Dental Assisting National Board (DANB) national exams, which is embedded with the Radiation Health and Safety (RHS) and Infection Control Exam (ICE) standards. Six seniors are participating in the cooperative education program, with four juniors already in the workforce.

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Miscellaneous

U.S. CTE Presidential Scholars. Shawsheen Valley Technical High School is proud to announce that senior Sarah Johansen has been recognized as one of five U.S. CTE Presidential Scholars for the state of Massachusetts. This prestigious award, presented by the Massachusetts Association of Vocational Administrators (MAVA) and the Massachusetts Department of Elementary & Secondary Education (MA DESE), underscores Sarah's exceptional achievements and leadership qualities.

SkillsUSA. This organization provides competitive activities in which students strive to excel in a variety of occupational skills and leadership areas. Competition in skills and personal achievement is encouraged at all levels. Leadership contests include public speaking, parliamentary procedure, safety, opening and closing ceremonies, and job interviewing. Occupational competitions include the building trades, health occupations, automotive technology, electrical/electronics industry, personal services, and many others. NOTE: History was made in Massachusetts when Cole Kelly won his 3rd National Gold Medal in Heating, Ventilation, Air-Conditioning & Refrigeration - Shawsheen Valley's outstanding competition records began locally and continued through the state and national levels. Here are the results:

- 172 students participated in the District competition; received 66 medals - 21 Gold, 27 Silver, 18 Bronze
- 56 students participated in the State competition; received 28 medals - 16 Gold, 3 Silver, 9 Bronze
- 15 students participated in the National Competition; received 5 medals - 2 Gold, 3 Silver

Robotics Club. The 2023-24 VEX Robotics Over Under Challenge was a complete success for our students. The VEX Robotics Team 5313 competed at the Winter Classic at Mashpee Middle High School in Mashpee on Saturday, January 6, 2024. Teams from across the southern New England region, forty-four in all, vied for skills and qualifications. The competition was fierce, but the Rams' grit prevailed and all four of Shawsheen's robot teams (A, B, C & D) qualified. Teams A and B both pulled ahead and made it to the finals, where they were ultimately defeated. This was Shawsheen's first ever appearance in the finals, which put the Robotic Rams on the map.

Conclusion and Acknowledgement

The SVTHS Committee, staff and students gratefully appreciate the support that they receive from the residents of the five-member District. The SVTHS family especially acknowledges the continued financial support of the local town managers, finance committees, and town meetings, who collectively ensure and perpetuate the highest quality in vocational/technical training opportunities for area youth.

The District is grateful for the significant contributions provided by SVTHS staff and employees and acknowledges the many contributions of the SVTHS staff who retired during 2024. Those retirees are: Denise Ahearn, Food Services; Theresa Cawley, Cosmetology Instructor; Robert Guelli, Drafting Instructor; Thomas Lothian, Metal Fabrication Instructor; Jeanne Murray, Receptionist, Joseph Williams, Culinary Arts Instructor; and Patricia Zediana, Medical Assisting Instructor.