

Select Board Meeting Packet

September 27, 2021

This is the Select Board preliminary preparation information packet. The content of this package is subject to change between when it is released and the start of the Select Board meeting. Such changes will not be posted to the web site before the meeting. If you see an item or items in the preliminary preparation package that are important to you, please attend the meeting in person.



TOWN OF GROTON

173 Main Street
Groton, Massachusetts 01450-1237
Tel: (978) 448-1111
Fax: (978) 448-1115

Select Board

Rebecca H. Pine, *Chair*
Alison S. Manugian, *Vice Chair*
Peter S. Cunningham, *Clerk*
Joshua A. Degen, *Member*
John F. Reilly, *Member*

Town Manager
Mark W. Haddad

**SELECT BOARD MEETING
MONDAY, SEPTEMBER 27, 2021
AGENDA
SELECT BOARD MEETING ROOM
2nd FLOOR
GROTON TOWN HALL**

- 7:00 P.M. **Announcements and Review Agenda for the Public**
- 7:05 P.M. **Public Comment Period**
- I. 7:06 P.M. **Town Manager's Report**
1. **Town Manager's Explanation of Agenda Items**
 2. **Consider Ratifying the Town Manager's Appointment of Cooper Wyman as a Production Assistant at the Groton Channel**
 3. **Update from Town Manager on Town Meeting Location**
 4. **Update on Select Board Meeting Schedule Through the End of the Year**
- II. 7:10 P.M. **Items for Select Board Consideration and Action**
1. **Consider Approving Declaration of Trust for a Social Justice Fund Established by Bob and Sue Lotz**
 2. **Consider Approving New Voting Precinct Boundaries**
 3. **Consider Approving Easement for 227 Boston Road**
 4. **Consider Approving a One Day Beer and Wine Liquor License for the Friends of Prescott for the Bags and Brews Cornhole Event on Saturday, October 2, 2021 from 2:00 p.m. to 5:00 p.m.**
- III. 7:15 P.M. **Public Hearing – Request for an All Alcoholic Off Premise Package Store Liquor License from Shree Hari Om, LLC, dba Groton Wine and Spirits, Utsav Patel, Manager, 768 Boston Road, Groton, MA**

OTHER BUSINESS

- **Consider appointing James Moore to the Diversity Task Force**

ON-GOING ISSUES – Review and Informational Purposes – Brief Comments - Items May or May Not Be Discussed

- A. **Water Department – Manganese Issue – PFAS Issue**
- B. **Green Communities Application and Implementation**
- C. **Florence Roche Elementary School Construction Project**

SELECT BOARD LIAISON REPORTS

- IV. **Minutes: Regularly Scheduled Meeting of September 20, 2021**

ADJOURNMENT

Notes may be taken at any time during the meeting. The listing of topics that the Chair reasonably anticipates will be discussed at the meeting is not intended as a guarantee of the topics that will be discussed. Not all topics listed may in fact be discussed, and other topics not listed may also be brought up for discussion to the extent permitted by law.



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Town Manager
Mark W. Haddad

To: *Select Board*

From: *Mark W. Haddad – Town Manager*

Subject: *Weekly Agenda Update/Report*

Date: *September 27, 2021*

TOWN MANAGER'S REPORT

1. In addition to the Town Manager's Report, Items for Select Board Consideration and Action and a review of the On-going Issues, there is one item scheduled on Monday's Agenda. The Board has received an application for an All Alcoholic Off Premise Package Store Liquor License from Shree Hari Om, LLC dba Groton Wine and Spirits located at 768 Boston Road. This is the second of the two additional licenses approved by Town Meeting in 2019. The location has to be in the Four Corners Business District. We had sent the actual application to the Board under separate cover since it contains confidential financial information.
2. I have appointed Cooper Wyman as the Production Assistant at the Groton Channel. This is a 15 hour per week position that has been budgeted in Fiscal Year 2022. Enclosed with this report is Mr. Wyman's application. I would respectfully request that the Board consider ratifying this appointment at Monday's meeting.
3. For the Board's information, we have reserved the Groton Dunstable Regional High School Gymnasium for Town Meeting. At this time, I am still recommending we hold the meeting out doors at the Middle School Track. The Board has one more week to finalize the location before we post the Warrant. I am still waiting for Town Counsel's opinion on the Moderator's authority to change the location after posting. I hope to have more information for the Boards at Monday's meeting. We can discuss this and other Town Meeting related matters at the meeting.
4. Please see the update to the Select Board's Meeting Schedule through the end of the year:

Monday, October 4, 2021	- Finalize 2021 Warrant for Posting - Review Proposed Motions by Mr. Degen - Consider/Review Policy for Addressing Graffiti
Monday, October 11, 2021	No Meeting (Holiday)

Continued on next page – Over >

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4. Continued:

Monday, October 18, 2021	- Final Town Meeting Preparation - Joint Session/FinCom – FY 23 Budget Guidance - Executive Session on Collective Bargaining Prep
Saturday, October 23, 2021	2021 Fall Town Meeting
Monday, October 25, 2021	No Meeting (after Town Meeting)
Monday, November 1, 2021	Regularly Scheduled Meeting
Monday, November 8, 2021	Regularly Scheduled Meeting
Monday, November 15, 2021	Regularly Scheduled Meeting
Monday, November 22, 2021	Regularly Scheduled Meeting
Monday, November 29, 2021	No Meeting (Holiday)
Monday, December 6, 2021	Regularly Scheduled Meeting
Monday, December 13, 2021	Regularly Scheduled Meeting
Monday, December 20, 2021	Regularly Scheduled Meeting
Monday, December 27, 2021	No Meeting (Holiday)
Monday, January 3, 2022	No Meeting (Holiday)
Monday, January 10, 2022	Regularly Scheduled Meeting

ITEMS FOR SELECT BOARD CONSIDERATION AND ACTION

1. Bob and Sue Lotz have donated funding to create a Social Justice Fund that would be administered by the Trust Fund Commissioners. The purpose of the fund would be used for basic needs such as housing and food, as well as education and job training, and for awareness training about social justice and diversity. In order for this Trust Fund to be established, both the Select Board and Trust Fund Commission must adopt and approve the Declaration of Trust. I have attached a copy of the Declaration to this Report for your review and approval. The Trust Fund Commissioners will be in attendance at Monday's meeting to consider approving the Declaration as well. I would respectfully request that the Board adopt this Declaration at Monday's meeting.
2. Every ten years after the Federal Census is complete, the Commonwealth reviews the population of each Town and determines if any changes in Precinct boundaries are warranted based on population shifts. Groton's population has been set at 11,315. Based on the law, each Precinct in Groton must have a population between 3,583 and 3,961, with a target population of 3,772. Based on this, a shift in boundaries between Precincts 1 and 3 is required. Enclosed with this report is a map of the proposed new Precinct boundaries. The Town Clerk is working with the State to finalize the actual boundary description that needs to be approved by the Select Board. He will be in attendance at Monday's meeting to discuss this in more detail with the Board and to request that the Board approve the new Precinct boundaries.

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3. As the Board is aware, Select Board Members Pine, Degen and I have been working with Kevin Lindemer's Attorney to negotiate the final easement for a sewer connection to his property at 227 Boston Road through the Country Club. We have one more meeting scheduled on Monday prior to the Select Board meeting to finalize the proposed price of the easement. Enclosed with this report is the final easement (without the price) for your review. At Monday's meeting, we will present the final price to the Board and will be requesting that the Board accept and approve the easement. We can discuss this in more detail at Monday's meeting.

4. The Friends of Prescott are requesting a one day beer and wine liquor license for the Bags and Brews Cornhole Event to be held on Saturday, October 2, 2021 from 2:00 p.m. to 5:00 p.m. I would respectfully request that the Board consider approving this license at Monday's meeting.

MWH/rjb
enclosures



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September 13, 2021

LEGAL NOTICE TOWN OF GROTON PUBLIC HEARING

The Groton Select Board will hold a public hearing on Monday, September 27, 2021 at 7:15 P.M. at the Groton Town Hall, Second Floor Meeting Room, 173 Main Street, Groton, MA, to discuss and consider a new all alcohol off premise package store liquor license application submitted by Shree Hari Om, LLC, dba Groton Wine & Spirits, with Utsav Patel named as Manager, for a 2,500sqft storefront located at 768 Boston Road, Groton, MA.

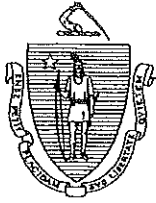
All interested parties are encouraged to attend.

SELECT BOARD

Rebecca H. Pine, Chair
Alison S. Manugian, Vice Chair
Peter S. Cunningham, Clerk
Joshua A. Degen, Member
John F. Reilly, Member

Groton Herald
9/17/2021
9/24/2021

cc: Assessor's List of all abutters within a 300 Foot Radius



The Commonwealth of Massachusetts
 Alcoholic Beverages Control Commission
 95 Fourth Street, Suite 3, Chelsea, MA 02150-2358
 www.mass.gov/abcc

APPLICATION FOR A NEW LICENSE

Municipality

1. LICENSE CLASSIFICATION INFORMATION

ON/OFF-PREMISES	TYPE	CATEGORY	CLASS
<input type="text" value="Off-Premises-15"/>	<input type="text" value="\$15 Package Store"/>	<input type="text" value="All Alcoholic Beverages"/>	<input type="text" value="Annual"/>

Please provide a narrative overview of the transaction(s) being applied for. On-premises applicants should also provide a description of the intended theme or concept of the business operation. Attach additional pages, if necessary.

The applicant, Shree Hari Om LLC, is seeking approval for a new Section 15 All Alcohol Beverages license in order to operate a newly constructed package store located at 768 Boston Road, Groton, MA 01450. The applicant consists of two members, Krupa Patel and Parth Patel. Utsav Patel is the proposed manager of the license.

Is this license application pursuant to special legislation? Yes No Chapter Acts of

2. BUSINESS ENTITY INFORMATION

The entity that will be issued the license and have operational control of the premises.

Entity Name FEIN

DBA Manager of Record

Street Address

Phone Email

Alternative Phone Website

3. DESCRIPTION OF PREMISES

Please provide a complete description of the premises to be licensed, including the number of floors, number of rooms on each floor, any outdoor areas to be included in the licensed area, and total square footage. You must also submit a floor plan.

The premises consists of approximately 2,500 one floor with 2 entrance and 3 exits

Total Square Footage: Number of Entrances: Seating Capacity:

Number of Floors: Number of Exits: Occupancy Number:

4. APPLICATION CONTACT

The application contact is the person whom the licensing authorities should contact regarding this application.

Name: Phone:

Title: Email:

APPLICATION FOR A NEW LICENSE

5. CORPORATE STRUCTURE

Entity Legal Structure	<input type="text" value="LLC"/>	Date of Incorporation	<input type="text" value="Aug 25, 2021"/>
State of Incorporation	<input type="text" value="Massachusetts"/>	Is the Corporation publicly traded? <input type="radio"/> Yes <input checked="" type="radio"/> No	

6. PROPOSED OFFICERS, STOCK OR OWNERSHIP INTEREST

List all individuals or entities that will have a direct or indirect, beneficial or financial interest in this license (E.g. Stockholders, Officers, Directors, LLC Managers, LLP Partners, Trustees etc.). Attach additional page(s) provided, if necessary, utilizing Addendum A.

- The individuals and titles listed in this section must be identical to those filed with the Massachusetts Secretary of State.
- The individuals identified in this section, as well as the proposed Manager of Record, must complete a CORI Release Form.
- Please note the following statutory requirements for Directors and LLC Managers:
On Premises (E.g. Restaurant/ Club/Hotel) Directors or LLC Managers - At least 50% must be US citizens;
Off Premises(Liquor Store) Directors or LLC Managers - All must be US citizens and a majority must be Massachusetts residents.
- If you are a Multi-Tiered Organization, please attach a flow chart identifying each corporate interest and the individual owners of each entity as well as the Articles of Organization for each corporate entity. Every individual must be identified in Addendum A.

Name of Principal	Residential Address	SSN	DOB
<input type="text" value="Krupa Patel"/>	<input type="text" value="REDACTED"/>	<input type="text" value="REDACTED"/>	<input type="text" value="REDACTED"/>

Title and or Position	Percentage of Ownership	Director/ LLC Manager	US Citizen	MA Resident
<input type="text" value="Manager and Member"/>	<input type="text" value="50%"/>	<input checked="" type="radio"/> Yes <input type="radio"/> No	<input checked="" type="radio"/> Yes <input type="radio"/> No	<input checked="" type="radio"/> Yes <input type="radio"/> No

Name of Principal	Residential Address	SSN	DOB
<input type="text" value="Parth Patel"/>	<input type="text" value="REDACTED"/>	<input type="text" value="REDACTED"/>	<input type="text" value="REDACTED"/>

Title and or Position	Percentage of Ownership	Director/ LLC Manager	US Citizen	MA Resident
<input type="text" value="Member"/>	<input type="text" value="50%"/>	<input type="radio"/> Yes <input checked="" type="radio"/> No	<input type="radio"/> Yes <input checked="" type="radio"/> No	<input checked="" type="radio"/> Yes <input type="radio"/> No

Name of Principal	Residential Address	SSN	DOB
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Title and or Position	Percentage of Ownership	Director/ LLC Manager	US Citizen	MA Resident
<input type="text"/>	<input type="text"/>	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No

Name of Principal	Residential Address	SSN	DOB
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Title and or Position	Percentage of Ownership	Director/ LLC Manager	US Citizen	MA Resident
<input type="text"/>	<input type="text"/>	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No

Name of Principal	Residential Address	SSN	DOB
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Title and or Position	Percentage of Ownership	Director/ LLC Manager	US Citizen	MA Resident
<input type="text"/>	<input type="text"/>	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No

Additional pages attached? Yes No

CRIMINAL HISTORY

Has any individual listed in question 6, and applicable attachments, ever been convicted of a State, Federal or Military Crime? If yes, attach an affidavit providing the details of any and all convictions. Yes No

APPLICATION FOR A NEW LICENSE

6A. INTEREST IN AN ALCOHOLIC BEVERAGES LICENSE

Does any individual or entity identified in question 6, and applicable attachments, have any direct or indirect, beneficial or financial interest in any other license to sell alcoholic beverages? Yes No If yes, list in table below. Attach additional pages, if necessary, utilizing the table format below.

Name	License Type	License Name	Municipality

6B. PREVIOUSLY HELD INTEREST IN AN ALCOHOLIC BEVERAGES LICENSE

Has any individual or entity identified in question 6, and applicable attachments, ever held a direct or indirect, beneficial or financial interest in a license to sell alcoholic beverages, which is not presently held? Yes No If yes, list in table below. Attach additional pages, if necessary, utilizing the table format below.

Name	License Type	License Name	Municipality

6C. DISCLOSURE OF LICENSE DISCIPLINARY ACTION

Have any of the disclosed licenses listed in question 6A or 6B ever been suspended, revoked or cancelled? Yes No If yes, list in table below. Attach additional pages, if necessary, utilizing the table format below.

Date of Action	Name of License	City	Reason for suspension, revocation or cancellation

7. OCCUPANCY OF PREMISES

Please complete all fields in this section. Please provide proof of legal occupancy of the premises.

- If the applicant entity owns the premises, a deed is required.
- If leasing or renting the premises, a signed copy of the lease is required.
- If the lease is contingent on the approval of this license, and a signed lease is not available, a copy of the unsigned lease and a letter of intent to lease, signed by the applicant and the landlord, is required.
- If the real estate and business are owned by the same individuals listed in question 6, either individually or through separate business entities, a signed copy of a lease between the two entities is required.

Please indicate by what means the applicant will occupy the premises

Lease

Landlord Name

Landlord Phone

Landlord Email

Landlord Address

Lease Beginning Date

Rent per Month

Lease Ending Date

Rent per Year

Will the Landlord receive revenue based on percentage of alcohol sales?

Yes No

APPLICATION FOR A NEW LICENSE

8. FINANCIAL DISCLOSURE

A. Purchase Price for Real Estate	<input type="text"/>
B. Purchase Price for Business Assets	<input type="text"/>
C. Other * (Please specify below)	\$20,000.00
D. Total Cost	\$20,000.00

*Other Cost(s): (i.e. Costs associated with License Transaction including but not limited to: Property price, Business Assets, Renovations costs, Construction costs, Initial Start-up costs, Inventory costs, or specify other costs):"

SOURCE OF CASH CONTRIBUTION

Please provide documentation of available funds. (E.g. Bank or other Financial institution Statements, Bank Letter, etc.)

Name of Contributor	Amount of Contribution
Krupa Patel	\$10,000.00
Parth Patel	\$10,000.00
Total:	\$20,000.00

SOURCE OF FINANCING

Please provide signed financing documentation.

Name of Lender	Amount	Type of Financing	Is the lender a licensee pursuant to M.G.L. Ch. 138.
			<input type="radio"/> Yes <input type="radio"/> No
			<input type="radio"/> Yes <input type="radio"/> No
			<input type="radio"/> Yes <input type="radio"/> No
			<input type="radio"/> Yes <input type="radio"/> No

FINANCIAL INFORMATION

Provide a detailed explanation of the form(s) and source(s) of funding for the cost identified above.

The amount listed in 10C above is the estimated cost of conducting the buildout. The funds will be provided from the personal accounts of the two members.

9. PLEDGE INFORMATION

Please provide signed pledge documentation.

Are you seeking approval for a pledge? Yes No

Please indicate what you are seeking to pledge (check all that apply) License Stock Inventory

To whom is the pledge being made?

10. MANAGER APPLICATION

A. MANAGER INFORMATION

The individual that has been appointed to manage and control the licensed business and premises.

Proposed Manager Name Date of Birth SSN

Residential Address

Email Phone

Please indicate how many hours per week you intend to be on the licensed premises

B. CITIZENSHIP/BACKGROUND INFORMATION

Are you a U.S. Citizen?* Yes No *Manager must be a U.S. Citizen
If yes, attach one of the following as proof of citizenship US Passport, Voter's Certificate, Birth Certificate or Naturalization Papers.

Have you ever been convicted of a state, federal, or military crime? Yes No
If yes, fill out the table below and attach an affidavit providing the details of any and all convictions. Attach additional pages, if necessary, utilizing the format below.

Date	Municipality	Charge	Disposition

C. EMPLOYMENT INFORMATION

Please provide your employment history. Attach additional pages, if necessary, utilizing the format below.

Start Date	End Date	Position	Employer	Supervisor Name
01/2020	Present	Store Clerk	Towne Convenience	Jay Patel
7/2018	09/2019	Store Clerk	Main St Liquor	Ashvinkumar Patel

D. PRIOR DISCIPLINARY ACTION

Have you held a beneficial or financial interest in, or been the manager of, a license to sell alcoholic beverages that was subject to disciplinary action? Yes No If yes, please fill out the table. Attach additional pages, if necessary,utilizing the format below.

Date of Action	Name of License	State	City	Reason for suspension, revocation or cancellation

I hereby swear under the pains and penalties of perjury that the information I have provided in this application is true and accurate:

Manager's Signature Date

3



TOWN OF GROTON
173 Main Street
Groton, Massachusetts 01450
978-448-1145

Application for Employment

Please read before filling out this application

Thank you for your interest in employment with the Town of Groton. The Town of Groton is an Equal Opportunity/Affirmative Action Employer. The Town affords equal employment opportunity to all qualified persons regardless of race, color, religion, national origin, age, military status, veteran status, disability, sexual preference, or gender.

Date: 9/1/2021

PERSONAL INFORMATION

Name: Looper Wyman

Address: [REDACTED]

City/Town: Groton State: MA Zip Code: 01450

Telephone: [REDACTED]

Cell phone: [REDACTED]

Email address: [REDACTED]

GENERAL INFORMATION

Position applying for: Cable production assistant

Date available to start: 9/7/21

Are you available: Full Time Part Time Temp until January 2022

Days Evenings Weekends Year Round Seasonal _____

Referral source: Newspaper ad Online ad Walk-in

Bulletin board School Town website Other

Name of source: Facebook

Are you over the age of 18? Yes No

Have you filed an application here before? Yes No If yes, give date _____

Have you ever volunteered for the Town of Groton before? Yes No

Have you ever been employed here before? Yes No If yes, give date July 2020 - NOW

Were you in the U.S. Armed Forces? Yes No

If yes, which branch? _____ Dates of service: From: _____ To: _____

EDUCATION

High School	<u>North Middlesex Regional HS</u>	Circle Last Year Completed 1 2 3 <u>4</u>
Complete Address	<u>1st main St Townsend MA</u>	
	Graduated <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Major Course
College	Major Course of Study	Circle Last Year Completed 1 2 3 4
Complete Address		
	Graduated <input type="checkbox"/> Yes <input type="checkbox"/> No	Degree or Certificate Received
Other Schools or Specialized Training	Major Course of Study	Circle Last Year Completed 1 2 3 4
Complete Address		
	Graduated <input type="checkbox"/> Yes <input type="checkbox"/> No	Degree or Certificate Received

Scholastic Honors, Scholarships, Etc. _____

Do you intend to continue your Education? Yes No

If yes, give details:

I am taking a gap semester and intend to enroll in college in winter 2022

EMPLOYMENT EXPERIENCE

Complete all information in full. A resume may not be substituted but may be included as a supplement.

Begin with your most recent employment, including any present employment. Your present employer will not be contacted without your permission. You may include any verifiable work performed such as military service or volunteer activities. Any gaps in employment must be briefly explained.

Employer Name, Address, Phone: Pizza p:22azz, 26 Main St Townsend MA, 978-9770909

Job Title & Work Performed: Delivery driver

Supervisor: EVA

Dates Employed: Aug 2019 - July 2020 Scheduled hours per week: 20-25

Reason for Leaving: Better Job May we contact? Yes No

Employer Name, Address, Phone: Groton County Club, 94 lovers lane
Groton MA, 508-317-1176
 Job Title & Work Performed: Cashier

Supervisor: Sean Campbell
 Dates Employed: July 2018 - Now Scheduled hours per week: 20
 Reason for Leaving: Seasonal job May we contact? Yes No

Employer Name, Address, Phone: _____

Job Title & Work Performed: _____

Supervisor: _____ Scheduled hours per week: _____
 Dates Employed: _____
 Reason for Leaving: _____ May we contact? Yes No

May we contact your present employer? Immediately After acceptance of employment
 No If no, please explain: _____

If you need additional space please attach an additional page.

REFERENCES (Please exclude relatives)

Give the name of three professional or work-related references:

Name	Company	Title	Years Acquainted	Telephone No.
Sean Campbell	Groton County Club	Boss	1	[REDACTED]
Eva	Pizza Pizzazz	Supervisor	2	[REDACTED]
Ash	Pizza Pizzazz	Boss	2	[REDACTED]

Job-Related Skills and Aptitudes

List computer skills:

Can edit in lightroom and know a little bit of
final cut pro and I movie.

Please list professional, trade or organizations of which you are a member. You may omit those which indicate race, color, religion, sex, national origin, or any other legally protected status.

Certification and Licenses: List any professional licenses, registrations or certifications that you possess.

Driver's Licenses

Please list all licenses you possess that relate to the position you seek. A valid license is a condition of employment where required.

License	Yes/No	If yes, enter state of issue, number, and expiration date
Valid driver's license (Class D Auto)	yes	Massachusetts [redacted]
Valid CDL license (Class A or B)	no	
Valid Hydraulic License	no	
Other:		

Other Information

Are you able to provide documented proof of U.S. citizenship or valid work permit as required upon employment to work in the United States? Yes: No:

POLYGRAPH TESTS

"It is unlawful in Massachusetts to require or administer a lie detector test as a condition of employment or continued employment. An employer who violates this law shall be subject to criminal penalties and civil liability." MGL Ch. 149, Section 19B

AGREEMENT / AUTHORIZATION

NOTE: If you have any questions regarding the following statements, please ask before signing.

I hereby certify that the information on this application and all other information otherwise provided is true and correct. I understand that any misrepresentation or omissions will result in denial or termination of employment at any time.

I understand that receipt of this application and the granting of an interview does not imply that a job offer offer be extended. I agree that the Town of Groton shall not be liable in any respect if a job offer is not extended, is withdrawn, or my employment is terminated because of false statements, omissions or answers made by me on this application

If employed, I understand and agree that unless I am hired into a position falling within a bargaining unit, or unless otherwise provided by law, I would be employed on an at-will basis. This means that either the Town of Groton or I may end the employment relationship at any time for any or no reason.

I authorize the Town of Groton to verify statements on my employment application and/or resume and any other information I have provided, to make inquiries regarding my employment, education, and criminal or driving record and to obtain any and all information it deems necessary in order to evaluate my application for employment. I authorize any employer, school, and/or other individual or entity that has knowledge of me or my records to release such information to and communicate freely with The Town of Groton. In consideration of the Town of Groton's review of my application for employment, I hereby release any individual, entity, and the Town of Groton from all claims or liabilities whatever that might arise from the inquiry into or disclosure of such information, including claims under any federal, state, or local civil rights law and any claims for defamation or invasion of privacy.

I am submitting this application with the full knowledge that any offer of employment may be contingent upon my successfully passing any screening test specifically required by local, state or federal law. Such testing may include, but is not limited to, drug screening and fitness for duty. I freely and voluntarily agree to participate in such screenings as required.

Public Law 99-603 requires the Town of Groton to demonstrate a "good faith effort" in complying with the illegal alien employment statutes. Should you be hired for a position with the Town of Groton, you will be required to present evidence of employment eligibility.

Signature of Applicant:  Date: 9/1/21

Town of Groton is an Equal Opportunity Employer.

Final 11/21/2006
Updated 8/2011
Updated 9/2017

DECLARATION OF TRUST

SOCIAL JUSTICE FUND

ARTICLE I. INTRODUCTION

“STATEMENT OF FUND PURPOSE”

To support an inclusive community with equal opportunities and privileges for all residents of Groton.

SUE AND BOB LOTZ

Sue and Bob Lotz have lived in and loved Groton for over 40 years and want to see the opportunities that they enjoy available to all. They share a special interest in supporting people of color when there is need.

Sue has had a life-long involvement in cross-cultural and multi-racial situations in the U.S., Asia, Africa and Europe. Her dream continues to be a world that works for everyone.

Bob’s experiences have shown him the power of local initiatives to improve life quality for many. He also believes timely financial support at key life moments can amplify individual efforts toward fuller lives.

ARTICLE I. INTRODUCTION

This Declaration of Trust establishes the Social Justice Fund. The Grantors have deposited funds with the Commissioners of Trust Funds, who will serve as Trustees under this Declaration of Trust. The Commissioners acknowledge receipt thereof and they agree for themselves and their successors that they will hold the property and any other property which may now or in the future be received by them from whatever source and in whatever manner, in trust, pursuant to the provisions of this Declaration of Trust.

ARTICLE II. PURPOSE

Awards may be granted from the Social Justice Fund to be used for basic needs such as housing and food, as well as education and job training, and for awareness training about social justice and diversity, and for other needs that might arise. Awards may be granted to groups or organizations that are addressing these needs or to individuals who are experiencing the needs themselves.

ARTICLE III. IRREVOCABLE TRUST

This Trust is made with the general charitable intent and is irrevocable and may not be amended. The Grantors intend that this Trust shall continue indefinitely to accomplish the purposes set forth above.

ARTICLE IV. MANAGEMENT

The Grantors have arranged for an initial contribution of assets with a value of twenty thousand dollars (\$20,000) to be made to the Commissioners of Trust Funds soon after the acceptance of this Declaration of Trust, such funds and any later additions thereto received to be managed and disbursed in accordance with the provisions of this Declaration of Trust. The principal thereof shall be invested; the income there from shall be disbursed in accordance with the purpose and objectives described herein. Any net income which is not disbursed at the end of the fiscal year by the Commissioners of Trust may be held as retained earnings, or added to the principal. Any earnings or retained earnings that are added to the principal shall be deemed to be subject to the provisions, limitations and conditions of this Trust with regard to the corpus of the Trust.

The Town Treasurer and/or the Commissioners of Trust Funds of the Town of Groton shall keep a separate account of the total funds received, invested, earned, retained and disbursed as part of the Social Justice Fund. On an annual basis, the Commissioners of Trust Funds and/or the Town Treasurer shall prepare a written statement of the income, expenses disbursements and other financial transactions in the Social Justice Fund, which written statement shall be available for public examination.

In the event that any additional amounts are offered to the Town of Groton or the Commissioners of Trust Funds as additions to the Social Justice Fund, the Town of Groton and the Commissioners of Trust Funds agree to accept such gifts and to add them to the amount received at the original acceptance of this Trust. All such amounts shall be treated as additions to the principal balance, **unless otherwise stated**, and administered in accordance with the stated purposes of this Declaration of Trust, without any further formal act of acceptance by the Town of Groton or the Commissioners of Trust Funds other than the acknowledgement by the Commissioners of the receipt of such additional funds.

ARTICLE V. SELECTION CRITERIA

Applications from organizations addressing social justice issues must include a clear statement of the following: A) Needs to be addressed; B) Objectives; C) Plans; D) Budget; and, E) Ability to do the work. Individual applicants must document their financial needs for assistance.

ARTICLE VI. SELECTION PROCESS

The Commissioners of the Trust Funds will review applications and determine the best use of funds available.

ARTICLE VII. MANAGEMENT & DISBURSEMENT OF FUNDS

It is the wish and intent of the Grantors that the Commissioners will annually issue the maximum amount available in order to assist with the promotion of inclusivity in our community.

The Commissioners shall have the authority, taking into account the annual earnings, expenses and prior disbursements from this Trust to adjust the amount of the annual disbursements in such a manner as they deem necessary to promote the long-term objective of ensuring that Social Justice is available to all.

ARTICLE VIII. POWERS OF TRUSTEES

The Trustees, in addition to and not in limitation of all common law and statutory authority, shall have the following powers:

- A. To sell, pledge, mortgage or lease without application to any court, any real or personal property or securities held by them as Trustees and to invest and reinvest or otherwise use the proceeds according to the provisions of this Trust and to execute and deliver such deeds of conveyance or other instruments of transfer as may be necessary to pass proper title to the same;
- B. To invest and reinvest the trust estate from time to time in any property, real or personal, including (without limiting the generality of the foregoing language) securities of domestic and foreign corporations, investment trusts, bonds, preferred stock, common stocks and mortgages, even though such investments by reason of character, amount or lack of diversification would not in the absence of this authority be considered appropriate for a trust investment;
- C. To keep trust securities and other property, both real and personal, in bearer or unregistered names, or in the name of the Trustees, or in the name of a nominee, without indication of any fiduciary capacity or in the name of any corporate fiduciary appointed hereunder without disclosing its fiduciary capacity;
- D. To employ such agents, brokers, investment counsel and legal counsel as they deem advisable and to pay reasonable fees for such services;
- E. To determine in accordance with general accounting practice what shall be charged or credited to income and what to principal;
- F. To accept any property and receive additions to the corpus of this Trust from any person or estate during the term of this Trust.

It is the intention of the Grantors to give the Trustees broad discretion in matters of management and administration of the Trust property and the foregoing enumeration of powers is not intended to exclude other powers reasonably incidental to such management.

ARTICLE IX. GOVERNING LAW

This Trust shall be interpreted in accordance with the laws of the Commonwealth of Massachusetts and its validity and administration shall be governed by said laws.

ARTICLE X. ACCEPTANCE OF TRUST

The Commissioners of Trust Funds and the Select Board of the Town of Groton accept the terms of this Trust and, by the acknowledgements set forth below, the Commissioners of Trust Funds agree to manage the trust fund and to take all other necessary and reasonable actions

to carry out the intent of the Grantors as expressed in this Declaration of Trust for the Social Justice Trust Fund.

EXECUTED UNDER SEAL this 27th day of September, 2021.

Robert Lotz, Grantor

Susan Lotz, Grantor

**ACCEPTANCE BY TOWN OF GROTON
AND COMMISSIONERS OF TRUST FUNDS**

Becky Pine, Select Board, Member

Peter Cunningham, Select Board, Member

John Reilly, Select Board, Member

Alison Manugian, Select Board, Member

Josh Degen, Select Board, Member

**Joseph Twomey, Trust Funds
Commissioner**

**Martha McLure, Trust Funds
Commissioner**

**Rachael Bielecki, Trust Funds
Commissioner**

COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss

Then personally appeared the above-named Robert Lotz and Susan Lotz and acknowledged the foregoing instrument to be their free act and deed this 27th day of September, 2021.

Notary Public

My Commission Expires:

COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss

Then personally appeared the above-named Peter Cunningham, Josh Degen, Alison Manugian, Becky Pine, and John Reilly and acknowledged the foregoing instrument to be their free act and deed this 27th day of September, 2021.

Notary Public

My Commission Expires:

COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss

Then personally appeared the above-named Rachael Bielecki, Martha McLure, and Joseph E. Twomey and acknowledged the foregoing instrument to be their free act and deed this 27th day of September, 2021.

Notary Public

My Commission Expires:

TOWNSEND

PEPPERELL

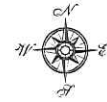
DUNSTABLE

SHIRLEY

AYER

LITTLETON

Town of Groton



DRAFT

Map Prepared for the Town of Groton
Courtesy of William F. Galvin, Census Liaison
Secretary of the Commonwealth

2020 Population - - 11,315

Minimum 5%	Target Population	Maximum 5%
3,583	3,772	3,961

**Precinct Boundaries
Groton**

Precinct	2020 Population	Variance
1	3,807	0.93
2	3,661	-2.94
3	3,847	1.99

Population is based on the official U.S. 2020 Census block-level data.
Boundaries effective December 31, 2021

Legend

- Municipal Boundary
- Geographical Features**
- Major Road
- Local Road
- Railroad
- Other Municipal Features
- Streams, Rivers
- Coastal Water, Lakes, Ponds, Major Rivers



FR: BOB COLLINGS

GRANT OF EASEMENT

The Town of Groton, a municipal corporation duly organized and existing under the laws of the Commonwealth of Massachusetts, situated in Middlesex County and maintaining a principal place of business at Town Hall, 173 Main Street, Groton, MA 01450 (hereinafter, the "Town")

Acting by and through its Select Board pursuant to the authority granted by a vote of the 2021 Spring Town Meeting, Article 12, held on May 1, 2021

in consideration of the sum of (\$.) dollars

grants to **Kevin J. Lindemer and Christine R. Lindemer** (hereinafter, the "Grantees") of 227 Boston Road, Groton, Massachusetts 01450, without covenant or warranty of any kind

~~with certain covenants~~

the following rights and easements:

the perpetual non-exclusive right and easement, at Grantees' sole cost and expense, to install, maintain, inspect, renew, replace, improve, operate, or abandon a subsurface sewage disposal line to service the land with the buildings thereon situated at 227 Boston Road in said Groton, Assessor's Parcel 235-1, described in a deed recorded with the Middlesex South District Registry of Deeds in Book 26708 at Page 195, in that portion of the land owned by the Town of Groton situated at 94 Lovers Lane, Groton, Assessor's Parcel 115-34, described in a deed recorded with the Middlesex South District Registry of Deeds in Book 20265 at Page 302, and only that land, shown as "Proposed 25' Wide Temporary Construction Easement" and "Proposed 25' Wide Utility Easement" (collectively, the "Easement") on a plan entitled "Easement Plan Groton, Massachusetts, Owner Groton Country Club" dated February 3, 2021, prepared by Stanley R. Dillis, Professional Land Surveyor, (the "Plan") which said plan is duly recorded with the Middlesex South District Registry of Deeds as Plan No. of 2021, in accordance with the following terms and conditions:

The sole purpose of the Easement granted hereby is to allow for the installation and maintenance of a subsurface sewage line that will connect the land with the buildings thereon of the of the Grantees referenced above with the existing municipal sewer main situated in Boston Road at its intersection with Skyfields Drive.

It is agreed, and is a condition of this Grant of Easement, that the subsurface sewage disposal line to be installed within the easement area shown on the Plan shall provide for a connection to the municipal sewer only for the land with the buildings thereon owned by the Grantees as described in the deed in Book 26708 at Page 195, or that owned by the Town as described in the deed in Book 20265 at Page 302. Should the Town deem it advisable in the future to connect the property described in the deed in Book 20265 at Page 302 to the municipal sewer utilizing the subsurface sewage disposal line installed by the Grantees within the Easement, it may do so without compensating the Grantees or overburdening the Easement.

The pipes, apparatus, fixtures, and equipment, including temporary components thereof, and each and every part thereof, installed by the Grantees pursuant to this Grant of Easement (collectively, the "Equipment") shall be underground with the exception of manholes which shall be installed as nearly as possible to grade and remain the property of and be maintained by the Grantees, their successors and assigns, as their interest may appear.

Prior to performing any work in the exercise of the rights herein granted, the Grantee shall, except in the case of an emergency, provide the Town with no less than seven (7) days advance written notice, which notice shall specify the nature, extent, location, and anticipated duration of the proposed work. In cases of emergency, only such notice, written or oral, as is reasonably possible under the circumstances need be given, provided nevertheless that in no instance shall any work or maintenance be performed by the Grantees or their agents, contractors, or subcontractors without first notifying the Town.

In the exercise of the rights hereby granted, Grantees shall take all steps necessary to preserve the use of the Easement area by the Town for any and all purposes not inconsistent herewith. The Grantees, at Grantees' sole cost and expense, shall be responsible for maintaining the Equipment installed by the Grantees in good working order, repair, and condition and in compliance with all laws, codes, ordinances, and regulations. All work performed by the Grantees shall be in a careful, workmanlike manner using industry standard materials and procedures, shall be in accordance with good engineering practices, and be in conformance with all applicable laws, codes, ordinances, and regulations, including, without limitation, such regulations as may be promulgated by the

Groton Sewer Commissioners, the Groton Public Works Department, the Wetlands Protection Act, and the Groton Wetlands By-Law; shall be paid for in full by the Grantees, free from any lien for labor or materials; and shall be performed diligently to completion. The Grantees, at Grantees' sole cost and expense, shall take all steps necessary to prevent the creation of any nuisance, danger, or unreasonable disturbance, noise, dust, or vibration in excess of that reasonably anticipated during construction activity of the nature contemplated by this Easement.

All work performed by the Grantees within the Easement Area in their exercise of the rights granted hereby shall be performed by licensed professionals, and the Grantees shall indemnify and hold the Town harmless from any and all damages or claims for damages, or liability of any kind arising as a result of the exercise of the rights of the Grantees hereby granted.

Upon the completion of the installation of the sewer line, or any maintenance, repairs, or work of any kind associated with the sewer line, the Grantees, at Grantees sole cost and expense, shall restore the Easement Area as near to its original condition as may be reasonably possible, including but not limited to re-seeding disturbed areas, re-sodding of tee box areas (if any) and maintaining the same until re-vegetated, and repairing any pavement areas, walls, abutments, and/or structures (if any) disrupted by the installation.

This easement is non-exclusive. The Town, and others to whom the Town may grant rights, shall have the right to fully use and enjoy the surface and subsurface of the Easement Area for any use which does not interfere with the exercise by the Grantees of the rights granted hereby.

In Witness Whereof the Town of Groton has caused this instrument to be executed by its Select Board in accordance with the Vote referenced above this ___ day of _____, 2021

Commonwealth of Massachusetts

Middlesex, ss.

_____, ____, 2021

Then appeared _____, _____,
_____, _____ and _____,
who provided satisfactory evidence of their respective identities in the form of
current Massachusetts Driver's Licenses and acknowledged that they executed the
foregoing in their aforesaid capacity as members of the Groton Select Board
voluntarily for the purposes stated therein , before me

, Notary Public
My commission expires:

**SELECT BOARD MEETING MINUTES
VIRTUAL MEETING
MONDAY, SEPTEMBER 20, 2021
UN-APPROVED**

SB Members Present: Rebecca H. Pine, Chair; Alison S. Manugian, Vice Chair; Peter S. Cunningham, Clerk; Joshua A. Degen, Member (via remote participation); John F. Reilly, Member (via remote participation)
Also Present: Mark W. Haddad, Town Manager; Dawn Dunbar, Executive Assistant; Art Prest; Bud Robertson; Michelle Collette and Bob Fleischer, Board of Health; Takashi Tada, Land Use Director/Town Planner

Ms. Pine called the meeting to order at 7:00pm and reviewed the agenda.

ANNOUNCEMENTS

Ms. Pine announced that attendees needed to find a seat and if all seats were filled, they had reached their allowed room capacity. She said that if they exceeded their capacity in the room, they would need to adjourn the meeting.

Ms. Rebecca Tabasky read the following statement into the record:

Thanks for the mic, and thank you neighbors for showing up in support of an issue that is important to our community.

I'm Becca Tabasky, a new Groton resident. I benefit from, and fight against, systems of white supremacy.

A few weeks ago a swastika was carved into a Groton tree, and pictures were shared over a private facebook group called Rotten in Groton. This swastika was sanded off of the tree before the police were informed of it, and no one from that page raised it to the town for further action. So I did.

Since then, I've heard:

- *the argument that people from all religions should be OK with the Bible representing our town because everyone could learn from it.*
- *people minimize comparing offense to the Bible on the seal to a dislike of water bills.*
- *the grotesque suggestion that the memorial of 1.5 million pennies collected by our schoolchildren to represent the 1.5 million Jewish children murdered in the Holocaust be used to pay for proposed seal modifications.*
- *people use racist, derogatory language to speak of people of color in town who have just as much a right to a good life in Groton as anyone else.*

This year the white supremacist neo-nazi hate group Patriot Front made a showing in our neighboring town Shirley. Elsewhere in America violent groups chant "Jews will not replace us" and have firebombed synagogues. Asians, Black people, LatinX people, queer and trans people, handicapped people, indigenous people, immigrants, poor people, and more are being threatened and attacked, physically, emotionally, and systemically.

I have been pointed in my concerns about issues that contribute to a more dangerous Groton, including selectboard member comments, and have submitted letters to the Selectboard. One of the letters I wrote was shared at last week's meeting.

Following this, Rotten in Groton community members shared my name and picture, along with where I live, my mother's obituary, my place of employment, and more. People are saying they will flip me off every time they drive by my house. In no uncertain terms, this was a direct and pointed effort of malice and intimidation against a private citizen of our town.

Some of our neighbors and selectboard members are more offended by raising concerns about white supremacy and antisemitism in town than the white supremacy and antisemitism itself. This is unacceptable.

Board, I want you to stop make false equivalencies between the suffering and harm done to marginalized groups and the discomfort felt by those resisting change.

I know that there is more acceptance and humility in this town than hate and indifference. Neighbors, please join me and others to use a critical lens to connect dots, listen to those who take the effort and have the courage to speak up about how they're treated, watch for systems and actions that marginalize others, and work to disrupt and change them. Get trained to learn how to actively and safely intervene when you see something wrong. We do not have to accept or tolerate Groton's status quo. We can work to make our beautiful Groton even better for all of its residents.

Ms. Pine said that the Board could not deliberate about topics that are not duly posted on the agenda. She said that this was an important issue and was going to offer the Board an opportunity to make comments. Ms. Pine said that name calling and the like was wrong and bad behavior. She said she was putting on a future agenda an item to discuss their procedure to create responses to incidents such as hate incidents. Mr. Degen read the following statement into the record:

I am mad as hell and I'm not going to take it anymore. Shame on our SelectBoard for sitting by idly while our residents have come under attack. We are the chief executive body of this town charged with making policies and keeping everyone that lives here safe. Not just physically safe but emotionally safe too. Many events have occurred recently and this board has remained silent when hurtful white privileged rhetoric has been stated at this very table by an elected official sitting here tonight. The chair and other members just sat there in silence rather than admonishing the hurtful Mein Kampf comment uttered by a SelectBoard member. This board and our community needs to become upstanders and not bystanders to hateful and hurtful comments.

It has been just over thirty years since I moved to Groton with my wife to raise a family in this beautiful town. Overall we love Groton but not some of the things that we have personally experienced or heard. Here is a list of just some of the things we have witnessed.

Swastikas were inscribed in bathrooms at the schools. Then we had to try to explain to our children why someone would do this. When confronting the situation with the administration they just had janitors clean it off rather than engaging the police.

More swastikas on desks and lockers. Again we discussed it with the administration and nothing was reported to the police nor was there education provided to the student body on the hurt that this type of antisemitism causes. After all the swastika was and is representative of Hitler's intention to murder all of the Jewish people.

Another swastika was burned into the tennis court at the Stonebridge fields.

A former classmate of one of our daughters stated in front of another friend when invited to our home and she said "Why would you ever go to that Jew ridden house"? That child did get suspended from school. It took over ten years to receive an apology from her father to me for his child's comments.

After the election of Donald Trump a former friend saluted me face to face in front of others at a local gas station using the Heil Hitler salute.

Racist anti black graffiti using the N word was inscribed at the tennis courts at our country club on a building.

The same day a large swastika was painted on the asphalt on Briarwood lane in North Groton.

A swastika was recently carved into a tree at town field. Rather than reporting it to the police an elected official took it upon himself to scrape it off.

Then a photo of this very same swastika appeared on the local Rotten in Groton Facebook page. This group appears to have almost 2000 members. What shocks me most was that not one single member reported this to the police. SHAME on you all!

The last straw is this. Rebecca Tabasky is my niece. She had been looking to purchase a home for many years. We told her how great Groton is. Ultimately she found a home to purchase here in All are Welcome Groton. Upon hearing about the swastika on the tree at town field she wrote a letter to our board asking us to address this disturbing incident. She got a statement from the chair in response. Then she followed up with another letter with an accompanying chart about levels of white supremacy.

VOILA this letter and chart ends up as a hurtful, harassing, incitement filled post on Rotten in Groton coupled with intimidation, bullying and Doxing. Personal information about her life, her job, where she lives and her mother/my sister's obituary was posted then commented upon in a very negative and subliminal anti Semitic manner.

I am FREAKING MAD AS HELL AND WE SHOULD NOT TAKE ANYMORE!

As an elected official I am subject to ridicule for my statements and actions, but Rebecca as a private person is not.

Shame on you each and every member of Rotten in Groton. Shame on you to my fellow SelectBoard members and shame on you bystanders throughout Groton. It is long overdue for you all to stand up to hatred and stop the BS rhetoric about people of all colors and religions that may be different from yours. This is America, where we are so lucky to have the right to believe in whatever we want as long as it harms no one else. Many of you white privileged individuals had ancestors who fled here from persecution. Remember that other than the Native Americans and those brought here through the indignity of the slave trade were all immigrants.

Damn it people stand up for the those rights. Say something when someone says something bigoted. Don't just let it slide.

I am deeply disappointed with the lack of leadership exhibited by this board to address situations such as I have described. Therefore I will offer the following three motions for your immediate consideration.

I move that this board instruct the chief of police, Michael Luth, to monitor the Rotten in Groton Facebook page for anything that can be construed as a hate crime and further if such a situation occurs he shall prosecute to the fullest extent of the law.

I move that this board create a local bylaw to address the consequences of hate speech or hate crimes.

I move that we establish a policy to be adopted by the police department to create a system to track, investigate and prevent hate crime and hate incidents. Appropriate training as to how respond to and understand patterns of hate related incidents will be provided to all officers of the department.

I am mad as hell and none of you should take it anymore!

Josh Degen

Mr. Reilly read the following statement into the record:

Thank you for expressing your feelings regarding our Town Seal and your complete disgust and dismay (your words) for that seal. It is glaringly obvious in your emails that you hold that same mindset for me or anyone else that holds a different opinion than yours. Let me clarify some mischaracterizations that you have made with regards to who I am, as you know nothing about me. You have labeled me anti-Semitic, white supremacist, hateful and ignorant. My grandfather came over to this country in 1919 from Ireland and endured innumerable prejudices and bigotry because he was Irish. He over came and persevered by his actions, not words. As a little boy he often spoke to my brother and me about this bigotry and told us, "prove them wrong, show them who we are by your actions". My dad was a veteran of World War II, at 18 years old he left high school in Cambridge and enlisted in the Army Air Corp where he flew more than 30 combat missions over Germany to defeat Nazism. His combat group had a better than 50% mortality rate, my father was my hero for this and many more reasons! I resent your characterization of me as anti-Semitic! I have one Jewish daughter-in-law and my youngest son will soon marry another Jewish girl. I have a granddaughter who is part Jewish. I love them all! I revere Jewish people and find them to be among the most resilient, industrious and genuinely caring people on the planet. I say this out of personal experience throughout my life and mostly because I have an old Jewish friend who keeps me apprised of the history, happenings and status of his beloved Israel. I was born white, not my choice. I don't feel superior to anyone or any race! Not the way I was raised by my parents. I grew up in a house where the color of your skin or where you came from did not matter. My father would not have tolerated that, his two best friends were an African American and Puerto Rican American. They were my family. Today color is thrown in our faces constantly. I find it sad and divisive.

My position on the Town Seal is mine. Disagreeing does not entitle you are anyone else to label another individual as a "White Supremacist". I am in favor of letting the Town's people decide and if change is decided I'll be fine with that. I have seen many changes in my lifetime. My view on the Town Seal does not come from the religious side, although I do see how some may view it that way. Back in 1898 when the Seal was adopted as presented by Dr. Samuel Green, an abolitionist and surgeon in the Union Army it was meant to represent and pay tribute to the original settlers of Groton. So it was not meant to represent the people in that era, 1898. The argument that it does not represent the makeup of the Town today does not make any sense to me. Furthermore, the original inhabitants of this Town came here because they were persecuted for their religious and or political beliefs. The argument that those persons and that Seal represents religious intolerance and white supremacy is a stretch. In your email when I commented on the plow you wrote, "comparing the plow to the Holy Bible is childish, dismissive, naive and menacing rhetoric". You have either completely missed my point or twisted it to further your dogma. One of the arguments for changing the Seal is that it is not representative of who we are as a town today, it is not representative of who lives in our Town today. Using that same philosophy one can say that the plow is not representative of the most common occupation of today's Groton residents. Why are the words "Holy Bible" being targeted for removal? For me, both symbols on the Seal represent the history of the Town, where we all came from and thanks to those early inhabitants we all can enjoy the Groton of today.

I ask, who is displaying hatred? Who is displaying religious intolerance? Who is ignorant and pushing a dismissive menacing rhetoric? The people of Groton will decide the fate of the Town Seal at the spring town meeting. I respectfully ask that everyone share their positions through discourse that is civil and respectful.

I wish you could see the good in people, especially in this Town. We are not perfect. I am not perfect, but I am confident that my family, my friends and the people in Groton who know me, know what I am! I denounce any threats to you personally or to your property! I will be one of the first to demand action should you have any such problems.

Ms. Manugian said that she expressed tremendous thanks to those who were bringing issues to the forefront. She said that she thought about her own lack of response to the comments made a few weeks ago. She said she couldn't process rapidly enough. She thought that some bystander training was necessary so that they could react in the moment. She said she wanted to be part of progress. She said that these issues needed to be discussed and handled in a civil manner. She said she, like many needed to continue to grow and learn and encouraged folks to challenge her to continue to grow.

Mr. Cunningham said that she apologized to Ms. Tabasky about his comments a few weeks ago and had apologized to the public. He said he attended the Diversity Task Force and provided an apology for his statements. He said that outreach and education needed to happen and was the reason they decided to pull the Town Seal article last week. He said that when negative slogans were being passed around, that wasn't helping the discussion or furthering the education.

Mr. Degen said that his statement wasn't about the Town Seal and didn't want that to be confused. He said his comments were about hatred.

Ms. Pine said that they would be scheduling a future meeting to discuss this.

Mr. Jeffrey Wallens asked if the public was going to be allowed to speak. He said his family ran the Rotten in Groton page and should be allowed to speak. Ms. Pine said that they would be scheduling a separate agenda item to further this discussion at another time.

Ms. Pine commended everyone for speaking in honesty. She said she knew no one wanted to see this community split apart by these hard conversations. She said she was heartened by what she had heard and also took responsibility for not standing up in the moment. She said that they issued a statement on diversity a little over a year ago and reminded folks of that.

Mr. Robert Hargraves said that public comment period was not being adhered to by not allowing Mr. Wallens to speak.

BOARD OF HEALTH VACANCY

Ms. Pine outlined the process for advertising a vacancy on an elected Board and added that they had 3 applicants for the vacancy.

Ms. Vicky Belanger said that she had been a resident of Groton since 2008 and thought she would be a good fit because she would like to give back to her community. She said that she would be graduating with a bachelor's degree in Public Health, more specifically Community Health and Communication. She said that community engagement was important and was confident she would be a good fit because she was committed to learning and succeeding in this role.

Mr. Vikram Narayan said he was a medical doctor and had lived here since 2010. He said that he had some extra time and wanted to give back to the community. He said that he was board certified in anesthesia. He said he wanted to see people in Groton as healthy as possible.

Mr. Evan Thackaberry said he had been here since 2017 adding he was scientist with a PhD in environmental toxicology and had extensive expertise in drug development and risk-assessment. He said he was a board-certified toxicologist and had experience as emergency medical technician (EMT). He said he was impressed with the Board of Health and thought he could contribute.

Mr. Cunningham asked if the applicants had been following what the local Board of Health had been doing and the issues before them. Ms. Belanger said she had been following the Board of Health and had also been following the surrounding communities which she thought was important. Mr. Narayan said that he knew of the polices based on what he did in his profession. Mr. Thackaberry said that he had attended some of the Board of Health meetings to get an understanding of what was before them.

Ms. Manugian said that the Board of Health was also responsible for things other than COVID and asked what their interest or knowledge was for those things also. Ms. Belanger said that she was interested in seeing an initiative on EEE and other resources they offered. She said she would also like to see other mental health resources put on the website. Mr. Narayan said that he agreed with increasing mental health awareness and was hoping to expand those other areas once they got past COVID. Mr. Thackaberry said that he was interested in learning more about the other areas that the Board of Health had jurisdiction over.

Mr. Degen asked if they knew what PFAS was. No one knew. Mr. Degen asked if they knew what Title 5 was. Mr. Narayan said he knew it was about septic systems but would need to brush up on the regulations. Mr. Degen asked about their position on masks in buildings and in the schools. Ms. Belanger said she was in support of masks. Mr. Narayan said he did not support masks. Mr. Thackaberry said he supported masks. Mr. Degen asked what their position was on vaccines. All candidates supported vaccines.

Mr. Fleischer said he was familiar with 2 of the candidates because they had spoken at a recent meeting but had no questions. Ms. Collette said that the Board of Health typically met 2 Mondays of the month but that homework needed to be done including site visits adding this member needed to be involved. She asked if they would have sufficient time to be a member in addition to the meetings. Ms. Belanger said she had availability and would make time. Mr. Narayan said that he too had availability. Mr. Thackaberry said he would make time.

Ms. Pine said that the Open Meeting Law was an important law that needed to be learned and asked if they had previous experience with it. Ms. Belanger said she did not. Mr. Narayan and Mr. Thackaberry said that they would need to learn more about it.

Mr. Degen said if appointed, was it their intention to run for either appointment up in May. Mr. Thackaberry said he would want to see how it went before committing. Ms. Belanger said she would run for the 3-year term.

The Select Board and Board of Health wrote their top choice down on a piece of paper which was collected and tallied by the Town Manager. There were 6 votes for Evan Thackaberry and 1 vote for Vikram Narayan. *(tally sheets attached)*

Mr. Degen moved to nominate Evan Thackaberry to the Board of Health vacancy for a term to expire at the annual election held in May, 2022. Mr. Cunningham seconded the nomination. Roll Call: Pine-aye; Manugian-aye; Degen-aye; Reilly-aye; Cunningham-aye; Collette-aye; Fleischer-aye

GROTON BUSINESS ASSOCIATION – DESTINATION GROTON PRESENTATION

Mr. Jeff Gordon introduced himself, Ms. Mary Jennings, Mr. Greg Sheldon, Mr. John Amaral, Mr. Bob Pine and Mr. Steve Lane.

Mr. Gordon said that Indian Hill Music Center would be done at the end of 2022 and ready to open. He said that this would increase the pace of visitors into Groton. He said that they had so many assets in the Town with a long history to tell. He said that they managed to retain a positive destination reputation. He said that they felt that needed to engage in a town-wide conversation about Groton's future. He said that they set out to learn what they didn't know about Groton and about other destination communities within Massachusetts. He said that they held focus groups and issued surveys. He said that they collected data on economic considerations, views of stakeholders, case studies, regional partners and planning documents. He said that the Destination Groton report showed 23 findings and 6 groupings. He said their conclusion was that they needed to appoint an individual and or a committee to work with all the stakeholders who would contribute to this success. He said that the reason for this report was to start a conversation and work to get ready for Groton's future.

Mr. Cunningham asked what a job description would look like. Mr. Gordon said in his opinion a technology and social media background would be important as well as someone who had a pulse on what was going on within the Town. Mr. Cunningham asked if the Chamber had seen this. Mr. Gordon said that they had and were involved.

Mr. Degen said that the report was great and refreshing. He said that with the success of many here in Groton, it was time to look for a part time economic development director. He said that he thought they should assess the need for an economic development director. Mr. Gordon said that someone should also have a chamber of commerce like knowledge.

Ms. Manugian said that having served on the Economic Development Committee, the committee felt as though they could only move things forward so much and were spinning their wheels knowing a director was inevitably the next step. She said there were many opportunities coming along with Indian Hill above and beyond the large concerts they would be holding such as music lessons, piano recitals, etc.

Mr. Pine said that the non-profit community was very strong in this community and could really benefit from this.

Mr. Reilly said that they did a great job on this report. He asked about who facilitated the communication between the business association and the chamber. Mr. Gordon said that they did but wouldn't know what was going on in Town if it wasn't for the business association.

Ms. Pine said that Ayer had a fulltime position for this and had received grants to cover salaries. She asked if they could look into grants. Mr. Haddad said that they would need to put the money up front as part of the process and then explore grant opportunities. Mr. Degen said that they needed to capitalize on this now but needed to add a goal to look at developing a committee charge and also look at a job description for a potential position.

Mr. Reilly volunteered to serve. Mr. Sheldon was nominated to serve. Mr. Degen said that Mr. Prest's visions of Groton were coming to fruition and thought he should serve. Mr. Haddad said that he would meet with Mr. Sheldon and Mr. Reilly first to develop a charge and hoped Mr. Prest would consider volunteering once the Committee was formed.

Mr. Degen asked that they add this to their goals.

TOWN MANAGER'S REPORT

1. Mr. Haddad said that a couple of weeks ago, when the Board approved and authorized the DPW to work with the Friends of Prescott on their Landscape Improvement Plan, they requested that the Plan be revised to remove some of the concrete. He said that the Friends had revised the plan and removed almost half the concrete. Mr. Haddad

said that DPW Director Tom Delaney had revised his estimate on materials and believed it will be in the \$4,000 range. Mr. Haddad asked the Board to vote to approve the Plan so they could get going as soon as possible.

Mr. Degen moved to approve this plan and authorize the DPW to spend up to \$4,000 and work with the Friends of Prescott on this. Mr. Cunningham seconded the motion.

Mr. Reilly said he appreciated the beautification, as did Ms. Pine.

The motion carried unanimously.

2021 FALL TOWN MEETING WARRANT PUBLIC HEARING

Mr. Degen moved to reopen the public hearing. Ms. Manugian seconded the motion. The motion carried unanimously.

Mr. Haddad said that the warrant had been revised by removing the Town Seal Article, to have the Select Board as the appointing authority for the Town Clerk article and by adding the recommendations of the Finance Committee. He said that the Finance Committee voted unanimously to recommend all of the Financial Articles contained in the Warrant. Mr. Haddad said that should the Board agree with the Finance Committee, they could group the first ten articles into a Consent Agenda and vote them all at once (subject to none of the Articles being held). Mr. Haddad said he would ask the Finance Committee to revoke the budget article adding one additional item had come to light since they took their positions.

Mr. Amaral said that he and his partners had purchased the Deluxe Property 10 days ago. He said that their intent was to have the property rezoned into the multi family zoning but because DHCD wasn't going to have their legislation written by the Fall Town Meeting, that raised some issues. He said that the legislation was not calling for an affordable component but he and his partners were planning on adding an affordable housing component. He explained the challenges with providing more than 15% affordable component and with giving up the general business designation adding that would limit them. He said that they made a formal request to the Planning Board that the article be withdrawn and would pursue affordable housing and market rate housing under current laws. He briefly talked about plans for connecting the parcel to the many amenities around the site and within walking distance and the opportunity for multiple public hearings where the public could express comments on their plans.

Ms. Pine thanked Mr. Amaral adding she fully supported a mix of affordable and moderate priced housing. Mr. Burke said that they started talking about the zoning regulations when this came out originally but added the State didn't have their regulations finalized yet and wouldn't until sometime in 2022. He said that the sense of urgency was now gone adding municipalities still had a lot of questions for the State. He said his personal suspicion was that the Planning Board would vote to remove this article at their meeting on Thursday night. Ms. Pine said that the discussion on Thursday would still be helpful about that zoning district. Mr. Cunningham said he hoped the Town would be held harmless until the State figured their regulations out. Mr. Degen said that making best guesses was not the best way to go about this. He said that he liked the concept of the village idea with it being mixed use. He said he was concerned about the Town earmarking \$500,000 to upgrade the Nod Road pump station without knowing what Mr. Amaral's intentions were. He said Mr. Amaral's track record spoke for itself but suggested they hold onto the money until plans were in place. Mr. Amaral said that a LIP vs. a traditional 40B didn't mean they wouldn't build something that wasn't attractive or that conversations would be adversarial. Mr. Amaral outlined his intentions for the property and about plans to work with the Town as they move forward in this process in the best interests of the Town. Mr. Haddad said that the pump station needed to be upgraded regardless of the development of this property.

An audience member asked for clarification over 40A and 40B. Mr. Burke provided an explanation of the differences. She asked if the Town had some control over how much was built over a certain number of years. Mr. Burke provided an explanation. She said her concern was building out a lot and increasing the school enrollment and about increasing the business opportunities in Groton.

The Board agreed with making items 1-10 on the warrant included in a consent agenda and supported them unanimously.

Article 11 – unanimous support

- Article 12 – unanimous support
- Article 13 – unanimous support
- Article 14 and 15 would possibly be coming off
- Article 16 – hold off until October 4th
- Article 17 – at town meeting
- Article 18 – at town meeting
- Article 19 – Peter, Josh, John, Becky-support; Alison- at town meeting

Mr. Degen moved to continue the public hearing until October 4th 7:30pm. Mr. Cunningham seconded the motion. The motion carried unanimously.

Ms. Pine said that the date for town meeting was set during the summer before the COVID surge. She said that because of the increases in COVID, they moved the location of town meeting to outdoors but could not change the date at this point. She said that they were exploring options should the weather be cold. Mr. Haddad said that they were exploring the possibility of holding town meeting at the High School gymnasium. He said that the Moderator had asked Town Counsel if he had any power as the Moderator to change the location after the warrant was mailed. Town Counsel was looking into this further.

TOWN MANAGER’S REPORT – Cont.

2. Mr. Haddad said that they needed to find a date to meet with the Finance Committee to discuss budget guidance and wondered if Zoom might be easier. He said he was waiting on the final new growth number from the Assessors. He said he asked the Finance Committee to hold a couple of dates open in October. He said they would also need an executive session to discuss collective bargaining guidance.

SELECT BOARD ITEMS FOR CONSIDERATION

1. Mr. Haddad said that he had provided the Board with a proposed letter of endorsement for an application for the Forest Legacy Program. Mr. Muehlke said that the acreage they were applying toward the program was 590 acres. Ms. Manugian asked how much revenue was going to be lost. Mr. Haddad said that most of this was in Chapter 61 and would not be a loss of revenue. Mr. Muehlke said that their plan was to keep the forest a forest and occasionally log the land. Mr. Cunningham said that some would be a CR and some would be fee owner of the property. Mr. Muehlke said that one owner would be the Town and one would be Fish and Game.

Mr. Degen moved to accept the inclusion of four tracts totaling 590 acres in Groton for the Forest Legacy Program in the letter of support as provided to the Board. Mr. Cunningham seconded the motion. The motion carried unanimously.

LIAISON REPORTS

Mr. Cunningham said that he and Ms. Pine attended the Arbor Day celebration which was a very nice event. Ms. Pine said that the tree was planted in memory of Lee Burton.

Mr. Cunningham said that in downtown Townsend, there would be a ribbon cutting for the first section of the Squannacook Rail Trail at 2pm.

MINUTES

Mr. Cunningham moved to approve minutes of regularly scheduled meeting of September 13, 2021. Ms. Manugian seconded the motion. Roll Call: Pine-aye; Manugian-aye; Degen-abstain; Reilly-abstain; Cunningham-aye

Ms. Pine adjourned the meeting at 9:34pm.

Approved: _____
Peter S. Cunningham, Clerk

_____ respectfully submitted:
Dawn Dunbar, Executive Assistant

Date Approved:

NAME JASA DEEEN

VICKY

VIKRAM

EVAN

NAME

JOHN REILLY

VICKY

WILFRAM

EVAN

NAME

Michelle Collette

VICKY

WIKRAM

EVAN

NAME ROBERT FEISCHER

VICKY

VIKRAM

EVAN
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NAME

VICKY

VIKRAM

EVAN

Becky Pine

NAME

Alison Manugian

VICKY

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NAME

Peter C.

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NAME _____

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