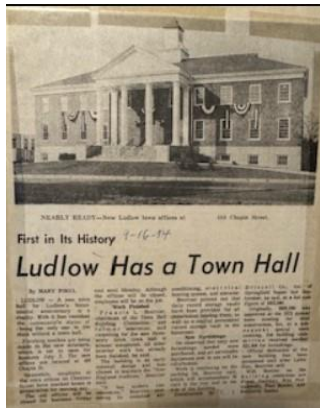


<b>Our Town</b>	<b>2</b>	<b>Human Services</b>	
Elected Town Officials	8	Board of Health	75
Appointed Town Officials	9	Commission on Disability	83
Precinct Members	13	Council on Aging – The Senior Center	85
Members at Large	14	First Meeting House Committee	87
Employee Recognition	15	Hubbard Memorial Library	88
Employee Spotlight	17	Ludlow Community Television	92
		Ludlow Housing Authority	93
<b>Administration</b>		Recreation Commission	96
Board of Selectmen	19	Veterans' Services	100
Charter Committee	21	Westover Golf Commission	102
250 <sup>th</sup> Celebration Committee	23		
		<b>Our Heritage</b>	
<b>Town Clerk</b>		Agricultural Commission	103
Election & Registration	25	Historical Commission	104
Town Elections	27		
Annual Town Meeting 5/13/2024	27	<b>Public Safety</b>	
Special Town Meeting within		Dept. of Inspectional Services	106
Annual Town Meeting 5/13/2024	29	Fire Department	108
Special Town Meeting 10/7/2024	35	Police Department	113
Vital Statistics	38	Safety Committee	130
Receipts	38		
		<b>Public Works</b>	
<b>Education</b>		Department of Public Works	131
Superintendent of Schools	40		
Special Education Department	42	<b>Planning and Development</b>	
Information Technology Department	45	Board of Appeals	136
Office of Curriculum & Instruction	50	Conservation Commission	137
Ludlow High School	55	Planning Board	139
Paul R. Baird Middle School	57		
Harris Brook Elementary School	59	In Memoriam	145
East Street School	62		
		Telephone Numbers	147
<b>Finance</b>			
Board of Assessors	64	Town Accountant	(See Insert)
Finance Committee	66		
Town Collector/Town Treasurer	68/72		



## OUR TOWN

Ludlow Town Hall throughout the years...  
Built in 1974, just in time for the Bicentennial year celebrations.



The Town of Ludlow, celebrating its 250<sup>th</sup> birthday this year, was incorporated as a Town in 1774 and is a suburban community located in the northwest corner of metropolitan Springfield. Boston is 84 miles east of Ludlow and Worcester is 47 miles eastward. The 18,243 Town residents believe that Ludlow has established itself as a target for industrial and retail growth while maintaining its pleasant community atmosphere.

Housing is available for the elderly, the handicapped and low-income families, and has the largest Senior Center in Western Massachusetts.

Ludlow Public Schools are comprised of four schools serving approximately 2,104 students in grades PreK-12. In addition, the Ludlow Schools operate an Early Childhood Program at East Street School. Head Start is located at 33 Norwood Street. St. John the Baptist School is the private parochial school in town.

The Randall Boys and Girls Club/Community Center provides a before and after school program for children as well as a summer youth camp and other recreational activities. Club memberships are available for families to partake in their exercise programs, pool, and game room facilities. The Recreation Department also provides a before/after school program from September to June and a summer program from June to August.

The Town also hosts six parks, swimming areas at Haviland Beach at Chapin Pond and the John Thompson Memorial State Pool at Whitney Park. It also has two excellent golf courses and is only minutes away from cultural and entertainment facilities in the greater Springfield area with access to both the Massachusetts Turnpike and Route 91.

**Geography:**

Total Area: 28.33 sq. miles  
Land Area: 27.15 sq. miles  
Population: 18,243  
Density: 643 per sq. mile  
County: Hampden

**Town Hall:** Built in 1974

**First Meeting House:** Built in 1783-1784

**Form of Government:**

Board of Selectmen

Town Administrator

Representative Town Meeting

Annual Town Meeting held the second Monday in May

Special Town Meeting held the first Monday in October



(First Night's Roaming Railroad)

**FY2025 Taxable Values (as of January 1, 2024):**

Residential:	\$2,503,129,424
Commercial:	\$ 209,096,846
Industrial:	\$ 101,749,500
Personal Property:	\$ 270,477,230

**Tax Rate:**

For the period from July 1, 2023 – June 30, 2024  
 Per \$1,000 of value  
 \$17.35 – Residential and Commercial

**Tax Bills:**

Tax bills are mailed twice a year and are payable quarterly. Payments are due on August 1<sup>st</sup>, November 1<sup>st</sup>, February 1<sup>st</sup>, and May 1<sup>st</sup>. If unpaid by due date, interest will be added according to law from the date due to the date payment is made. Motor Vehicle Excise is due 30 days from the date of issuance.

**Voting:**

Town Elections are held on the fourth Monday in March. Individuals must be eighteen years of age and a United States Citizen in order to register to vote. Registration is at the Town Clerk's office during normal hours of operation. Special evening registration of Registrars is held preceding elections. Absentee voting is also available.

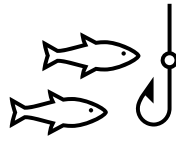
**Registered Voters (as of December 31, 2024):**

Democrats	3,533
Republicans	1,959
Grn./Lib./3 <sup>rd</sup> /Reform	204
Un-enrolled Voters	10,022
Total Registered	15718

**Dog Licenses:**

All dogs must be licensed annually by April 1<sup>st</sup>. A dog should be licensed when six months old and must be vaccinated for rabies. Proof of rabies vaccination is required for licensing.

Fees:	
Spayed/Neutered Dogs	\$15.00
Un-altered Dogs	\$20.00

**Fishing Licenses:**

Massachusetts fishing licenses are available online at [www.mass.gov](http://www.mass.gov).

**Town of Ludlow Website:**

[www.ludlow.ma.us](http://www.ludlow.ma.us)

**Transportation and Access:**

Ludlow is located in the Pioneer Valley, known as the crossroads of New England because of its strategic position along the Connecticut River and its excellent transportation facilities. The Massachusetts Turnpike connects the region to Boston and to Albany, New York. Interstate 91 provides direct access to Hartford, Connecticut, and to Brattleboro and points north in Vermont. The principal highway is Interstate 90, the Massachusetts Turnpike. Passenger service is available on Amtrak in neighboring Springfield. Ludlow is a member of the Pioneer Valley Transit Authority (PVTa), which provides fixed route service to Springfield. The PVTa also offers para transit services to the elderly and disabled. Westover Metropolitan Airport, a General Aviation facility located in neighboring Chicopee, has two asphalt and concrete runways 7,050' and 11,600' long.

**Ludlow Community TV:**

Ludlow Community TV was created to promote, encourage and facilitate Ludlow Community involvement in the production of locally originated television, and to meet and manage the contractual and regulatory commitments to public educational and governmental access of the cable provider for the Town of Ludlow. For several years, LCTV has been providing Ludlow residents with an ever-growing list of programs and volunteer producers. They provide weekly live coverage of the Board of Selectmen's meetings in addition to broadcasting meetings of the School Committee, Planning Board, Conservation Commission, Board of Public Works and other public meetings. The commitment of LCTV is to involve and train people of all ages who live or work in the town to become involved and/or program producers, bringing issues and events of the area to all Ludlow viewers. Hours of operation are Monday thru Friday, 8:30 am to 4:30 pm. The studio is presently located at Ludlow High School. LCTV broadcasts on channels 191, 192, and 193 on Charter Cable in Ludlow.

**School District:****Public Schools**

Ludlow Early Childhood Center  
East Street Elementary School  
Harris Brook Elementary School

Paul R. Baird Middle School  
Ludlow Senior High School

**Private School**

St. John the Baptist School

**Houses of Worship:**

Our Lady of Fatima Catholic Church, 450 Winsor Street  
Christ the King Catholic Church, 31-41 Warsaw Avenue  
St. Elizabeth Catholic Church, 181-217 Hubbard Street  
St. Peter & Paul Ukrainian Church, 45 Newbury Street  
First Church of Christ, 859 Center Street  
Union Church of Christ, 53 Center Street  
Greater Love in Devine Purity & Holiness Ministries, 220 East Street  
Assembly Hall, Congregation of Jehovah's Witnesses, 157 Fuller Street  
Church of Jesus Christ of Latter-day Saints, 584 West Street  
Church of the Nazarene, 499 East Street  
Faith Community Chapel, 485 East Street  
Family United Methodist Church, 115 Hubbard Street



This beautiful ice sculpture took Mike Rondeau about 4 + hours to carve. What an interesting and creative process – it was fun to watch over 800 pounds of ice transform into our 250<sup>th</sup> logo.

Nice work Mike!

Thank you to Pioneer Valley Financial Group for sponsoring this ice sculpture!





**Veterans' Services:**

The mission of the Ludlow Veterans' Services office is to advocate on behalf of all Ludlow Veterans and provide them with quality support services, and to direct an emergency financial assistance program for those Veteran's and their dependents in need. The primary function of the Veterans' Services office is to provide aid and assistance to Veteran's and their dependents that qualify in order to ensure their life sustaining needs. Chapter 115 of the MGL governs these benefits. The office is located at 487 Holyoke Street. Director Eric Segundo is available to answer any questions that pertain to Veteran's services.



Sophia Belliveau, 8 year-old Harris Brook Elelemtary School student, created the float design for the Ludlow 250<sup>th</sup> Parade. Sophia, her parents and brother Jake helped make her vision come to life and it was awesome!





## **ELECTED TOWN OFFICIALS**

	<b>Term Expires</b>		<b>Term Expires</b>
<b>Board of Assessors</b>		Joshua Carpenter	2025
Antonio Rosa	2027		
Michael S. O'Rourke	2026	<b>Recreation Commission</b>	
John Urban	2025	*Sean Riopel	2027
		Shawn Lebeau	Apt.
<b>Board of Health</b>		John William Archambeau	2026
Adrienne DeSantis	2026	Sean M. McBride	2025
Antonio E. Tavares	2025		
Kelly A. Lamas	2027	<b>School Committee</b>	
		Sara F. Bowler	2027
<b>Board of Selectmen</b>		*Joao Dias	2026
Antonio Goncalves	2026	Amanda Coddling	Apt.
Derek G. DeBarge	2025	Jeffrey A. Laing	2026
William Rosenblum	2025	Ronald G. Saloio	2025
James Thomas Gennette	2027	Jeffrey Stratton	2025
Manuel D. Silva	2027		
		<b>Town Clerk</b>	
<b>Housing Authority</b>		Kim M. Batista	2026
Kimberly Anne Babin, Elected	2029		
Audrey M. Polmanteer, Elected	2026	<b>*Resigned</b>	
Jon Scott Baldwin, Elected	2025		
Susan E. Stanek, State Apt.	2028		
Raymond Charles Anderson, Apt.	2027		
Robin Carvide, Exec. Dir.	--		
<b>Library Trustees</b>			
Linda J. Collette	2026		
Kathleen A. Ouimette	2025		
Ruth H. Saunders	2027		
<b>Moderator</b>			
Michael A. Szlosek	2026		
<b>Planning Board</b>			
Christopher A. Coelho	2029		
Joel D. Silva	2028		
*Joseph L. Queiroga	2027		
Raymond E. Phoenix II	2026		

## **APPOINTED TOWN OFFICIALS**

### **ADA Coordinator**

BJ Church

### **Affirmative Action Officer**

Carrie Ribeiro

### **Agent of Record**

Anjo Pereira

### **Agricultural Commission**

Ann Chenier

John Chenier

William Ellison

Michael Hogan

Betty Kibbe

Beverly Landers

Donald Roberts

### **Airport Master Plan Consulting Committee**

Joseph Queiroga

### **Board of Appeals**

Alan Aubin

Elaine Hodgman

Manuel Lopes

Michael Parker

Valdemar Rodrigues

Joseph Wlodyka

### **Board of Registrars**

Paul Babin, Jr.

Kim Batista

Dana Cormier

Maria McSwain

### **Building Commissioner**

Paul Adzima – Local Building Inspector  
(On-Call)

### **Cable Commission**

Michael Assaf

James Gennette

Thomas Ghazil

Michael Hill (Non-Voting Member)

Marc Strange

### **Capital Improvement Planning Committee**

Joshua Carpenter

James Gennette

Antonio Sanches

Ronald Saloio

Marc Strange, Ex-Officio

Luis Vitorino

### **Celebrate Ludlow Committee**

Maureen Beauregard

Linda Collette

Derek DeBarge

Elaine Hodgman

Kara Jorge

Lisa Martin

Eric Segundo

Chris Smith

Laurie Smith

Melanie Trexler

Diane Walton

### **Chief Procurement Officer**

VACANCY

### **Commission on Disabilities**

Tara Bronner

Beverly Dudley

Christopher Harkins

Tamara Huntley

Harry Mills

Joanne Odat-Staeb

Diane Walton

Jennifer Wright

**Conservation Commission**

Helder Cerqueira  
Cameron Covill  
Penny Lebel

**Constables**

Detective Lieutenant David Kornacki  
Detective Stephen Ricardi

**Constable for Tax Collector**

Christine Jeffery  
Reid Jeffery, Jr.

**Council on Aging**

Fernando Barroso  
John DaCruz  
Rosalind Forti  
Helen Grabowski  
Debora Johnson  
Karen Martin  
Robert Mishol  
Diane Peacey  
Robert Radowski  
Kara Ribeiro  
Deborah Potter

**Custodian of Insurance Records**

VACANCY

**Custodian of Tax Possession**

VACANCY

**Director of Emergency Management**

Chief Ryan Pease

**Dog Park Committee**

Melissa Dion  
James Goodreau  
Darlene Kennedy  
Jesse Mendez  
Sara Mendez  
Steven Nicoll  
Kara Ribeiro  
Douglas Stefancik

Marc Strange

**Economic Development Officer**

William Rosenblum

**Equal Opportunity Employment Officer**

Carrie Ribeiro

**Fair Housing Committee**

Joshua Carpenter  
Marc Strange

**Finance Committee**

Susanne Boyea  
Darlene Cincone  
Matias Goncalves  
Michael Kelley  
Michael Kelliher  
Aneta Lombardi  
Tony Sanches

**First Meeting House Committee**

Thomas Haluch  
Jeremy Kavka  
Betty Kibbe  
Marilyn Paul-Lewis

**Graves Registration Officer**

Eric Segundo  
Steven Sawyer, Assistant

**Hazardous Material Coordinator**

Captain Seth Falconer

**Historian**

Marilyn Paul-Lewis

**Historical Commission**

Allison DeLong  
James "Chip" Harrington  
Betty Kibbe  
John Moll  
Karen Pilon  
Angela Tierney



**Historic District Study Committee**

Sandra Stanek

**Industrial Finance Authority**

John DeBarge

**License Agent for the Board of Selectmen**

Detective Lieutenant David Kornacki

Detective Stephen Ricardi

**Local Emergency Planning Committee**

Ken Batista

Lieutenant Michael Brennan

Kathy Demetrius

Derek DeBarge

Louis Gilli

Helen Grabowski

Michael Hill

Kristen Jerome

Scott Kozak

Paulina Matusik

Bob McCormick

Chief Ryan Pease

Dave Ritchie

Marc Strange

Chief Daniel Valadas

**Ludlow Cultural Council**

Grace Barone

Margaret Bernard

Nira Flatley

Michelle Goncalves

Larry Goodreau

Pamela Hayes

Sharon Litourneau-Clark

Deborah Potter

Robert Radowski

Robert Roccanti

Janet Settembro

**Mobile Home Rent Control Board**

Mary Evangelista

Antonio Goncalves

Judith Krynicki

**Municipal Hearing Officer**

VACANCY

**Open Space Planning Committee**

John Archambeau

William "Bud" Ellison

James Goodreau

Elaine Hodgman

Ryan Linton

William Rosenblum

Joel Silva

Douglas Stefancik

Angela Tierney

Jamie Tomas

**Parking Hearing Officer**

Derek DeBarge

**Permitting Authority Trench Regulations**

Ken Batista

Jim Goodreau

Jamie Tomas

**Pioneer Valley Planning Commission**

Ray Phoenix

Joel Silva

**Pioneer Valley Transit Authority**

Derek DeBarge

**Pond Management Committee**

Judy Breault

Elaine Hodgman

Patricia Kwasiborski

Julie Markiewicz

Janis Santos

William Simons

Anna Vital

Tony Vital

**Safety Committee**

BJ Church  
Christopher Coelho  
Captain Seth Falconer  
Peter Gallagher  
Melissa Graf  
Deputy Chief Jeffrey Lavoie  
Sergeant Brian Shameklis  
Jamie Tomas

**Sealer of Weights & Measures**

Patrick Halpin

**Sworn Weigher**

Joanne Martins

**Town Counsel**

Brian Winner-Mead, Talerman & Costa, LLC

**Town Labor Counsel**

Stanley Weinberg, Attorney at Law

**Westover Municipal Development Corp (WMDC)**

Maureen (Kim) Downing

**Westover Municipal Golf Course**

John Archambeau  
Sean McBride  
Mario Morton  
Andrew Panek  
Kire Trajkovski  
James Tyburski

## **PRECINCT MEMBERS**

\*until next election

### **PRECINCT 1**

2027-Michelle Annecchiarico 82 Allison Ln  
 2027-Alan Eric Gregoire, 93 Cady St.  
 2027-Eric A. Gregoire, 93 Cady St.  
 2027-Elinor D. Kelliher 108 Wedgewood Dr.  
 2027-opening  
 2026-Roland F. Gregoire, 143 Cady St.  
 2026-William J. Jolivet Jr., 37 Gamache Dr.  
 2026-Kelly Kapinos, 115 Main Blvd.  
 2026-William A. Koss, 203 West St.  
 2026-Richard Oliveira, 67 Guertin Ave.  
 2025-Fernando Aleixo Barros, 25 Joy St.  
 2025-Walter Edward Craven, 292 West St.  
 2025-Christine Denise Peacey, 7 Wenonah Dr.  
 2025-Walter J. Peacey Jr., 7 Wenonah Dr.  
 2025-Zackery Dinis Silva, 60 Grimard St.

### **PRECINCT 3**

2027-Stephen A. Fiedler, 92 Longview Cir.  
 2027-John Francis Moll, 1251 East St.  
 2027-Nicole Rene Parker, 394 Miller St.  
 2027-Margaret E. Szlosek, 165 Genovevo Dr.  
 2027-Arthur Joseph Lourenco, 9 Margaret Ln  
 2026-Paul B. Cocchi, 312 Miller St.  
 2026-Kimberly M. Collins, 51 Aldo Dr.  
 2026-John M. Diotalevi, 181 Cislak Dr.  
 2026-Carlton W. Leonard III, 84 Westerly Cir.  
 2026-Daniel J. Valadas, 118 Fox Run Dr.  
 2025-Walter J. Kiel, Jr., 68 James St.  
 2025-Lynn Robin Leonard, 84 Westerly Cir.  
 2025-Cynthia P. Miller, 31 Longfellow Dr.  
 2025-Richard T. Rusiecki, 761 Moore St.  
 2025-Lisa J. Szlosek, 165 Genovevo Dr.

### **PRECINCT 5**

2027-John Roland Auclair, 16 Nash Hill Rd.  
 2027-Kenneth J. Batista, 12 Valley View Dr.  
 2027-Pamela M. Hayes, 318 Colonial Dr.  
 2027-Francis Chester Krzanik, 183 Lyon St.  
 2027-Christopher M. Pelletier, 31 Nash Hill Rd.  
 2026-Joseph Michael Drobot, 433 Lyon St.  
 2026-Brian Michael Mannix, 353 Fuller St. #1

### **PRECINCT 2**

2027-Yvette Marie Abair 97 Winsor St., 10  
 2027-Edward Deragon, 210 Prospect St.  
 2027-Jose Eugenio, 120 Prospect St.  
 \*2027-Robert Scott McRobbie, 146 Highland Ave.  
 2027-opening  
 2026-Barbara A. Gondek, 61 Williams St.  
 2026-Kyle Laires, 98 Amherst St.  
 2026-opening  
 2026-opening  
 2026-opening  
 2025-Alexander T. Avery, 126 Whitney St.  
 2025- Manuel Eugenio, 120 Prospect St.  
 2025-Frederick J. Nowak, Jr., 45 Kirkland Ave.  
 2025-Kathleen Marie Nowak, 45 Kirkland Ave.  
 2025-opening

### **PRECINCT 4**

2027-Debra A. Bonzek, 120 Green St.  
 2027-Mary Celeste Evangelista, 64 Franklin St.  
 2027-Duanne F. Pasquini, 17 Ridgeview Cir.  
 2027- Joseph A. Santos, 26 Cambridge St.  
 2027-Kathleen Ann Shea, 208 Reynolds St.  
 2026-Fernando Barroso, 32 Fairway Dr.  
 2026-Helder Cerqueira, 105 Stevens St.  
 2026-Fritz A. Huber, Jr., 29 Laroche St.  
 2026-Richard A. Pasquini, 17 Ridgeview Cir.  
 2026-Lee W. Winterton, 6 Circuit Ave.  
 2025-Timothy Shawn Donnelly, 149 Chapin St.  
 2025-Christopher John Dupuis, 176 Chapin St.  
 2025-Carrie Lynn Goodreau, 201 Stevens St.  
 2025-James Goodreau, 90 Posner Cir.  
 2025-Fernando Francisco Soares, 21 Bristol St.

### **PRECINCT 6**

2027-Christina M. Brown, 131 Edgewood Rd.  
 2027-Kevin M. Brown, 131 Edgewood Rd.  
 2027- Rosa Maria Chelo, 35 Paulding Rd.  
 2027- Lance Christopher Koske, 116 John St.  
 \*2027-Anthony Michael Alves, 517 Ideal Ln #402  
 2026-Peter C. Karalekas, Jr., 35 Old Coach Cir.  
 2026-Michele Manganaro-Thompson, 170 Pinewood Rd.



2026-Kyle M. Oliveira, 185 Kendall St.

\*2026-Mia A. Alves, 633 Fuller St.

2026-opening

2025-Thomas P. Haluch, P.O. Box 510

2025-Michael W. Lavelle, 139 Bridle Path Cir.

2025-Alan Michael Pepin, 1018 Lyon St.

2025-David M. Ribeiro, 85 Valley View Dr.

2025-Mark Alan Witowski, 53 Colonial Dr.

2026-Jerome D. Mayou, 42 Nora Ln

2026-Peter H. Zima, 233 Clover Rd.

\*2026-Alex C. Montagna, 33 Higher St.

2025-Michael Nicholas Brennan, 93 Church St.

2025-James D. Cavallo, 179 Higher Brook Dr.

2025-Kyle T. Grondalski, 132 Fuller St.

2025-Penny Gail Lebel, 43 Wilson St.

2025-Peter J. Letendre, 19 Sunbriar



## **MEMBERS AT LARGE**

Derek G. DeBarge

Manuel D. Silva

James Thomas Gennette

Antonio Goncalves

William Rosenblum

Michael A. Szlosek

Kim M. Batista

Michael O'Rourke

Linda J. Collette

Manuel Q. Lopes

Raymond E. Phoenix, II

Susan E. Stanek

Diane G. Peacey

Antonio Sanches

Sean McBride

John Archambeau

Kelly A. Lamas

Angela Tierney

Sarah F. Bowler

Attorney Brian Winner, Esq.

37 Barre Dr., Board of Selectmen, Chairperson

17 Dinis Ave., Board of Selectmen

239 State St., Board of Selectmen

62 Munsing St., Board of Selectmen

43 Green St., Board of Selectmen

165 Genovevo Dr., Town Moderator

12 Valley View Dr., Town Clerk

425 Miller St, Board of Assessors, Chairperson

297 Colonial Dr., Hubbard Memorial Library, Chairperson

P.O. Box 141, Board of Appeals, Chairperson

45 White St., Planning Board, Chairperson

39 Chestnut St. #217, Ludlow Housing Authority, Chairperson

608 Fuller St., Council on Aging, Chairperson

200 Reynolds St., Finance Committee, Chairperson

157 Gamache Dr, Westover Golf Commission, Chairperson

13 Cypress St, Recreation Commission, Chairperson

51 Cedar St., Board of Health, Chairperson

110 Munsing St., Conservation Commission, Chairperson

225 Irla Dr, School Committee, Chairperson

Mead, Talerman & Costa, LLC

30 Green Street, Newburyport, MA 01950

## **EMPLOYEE RECOGNITION**

The Town would like to recognize employees who have reached milestones in their careers with the Town of Ludlow in 2024. We thank you for your commitment, dedication and service to the residents of Ludlow.

### **Celebrating 30 years of Service**

Pat Anecchiarico	Annmarie Santos
David Kornacki	Christine Szlosek
Anna Miranda	Jodi Yarkey

### **Celebrating 25 years of Service**

Roger Boutin	Stephen Johnson
Elysa Burstein	Margaret MacDonald
Luisa Sousa Costa	David Nally
Michelle Damore	Mary Perkins-Dobek
Scott Dranka	Kellie Smith
William Dubuque	Brian Walsh
Lisa Halpin	

### **Celebrating 20 years of Service**

Tracey Blair	Joanne McNamara
Charles Cangemi	Christopher Rea
Lynn Davis	Mario Santos
Kathleen Doyle	Armando Saraiva
David Folli	Suzana Seara
Beth Jarzabek	Derek Smolinski
Jennifer Karalekas	Megan Sweet
Erin Keane	Carlee Taggart
Amanda Lemieux	Jill Yarkey Judd
Erica Marsh	

### **Celebrating 15 years of Service**

Madeline Bragga	Emily Herring
Derek Chandonnet	Maria Kites
Christina Dionne	Paulo Jorge Mendonca
Beth Foye	Fernando Ribeiro

### **Celebrating 10 years of Service**

Meaghan Aleman	David Irwin
Yolanda Alvarez	Cristina Jorge
Joaquim Alves	Kerri Kinne
Kimberly Bamford	Jennifer McGrath
Jason Camp	Bethanne Morin

Ryan Churchill	Carrie Ribeiro
Jason Coddington	James Rock
Michael Coddington	Andrew Roxo
Joseph Coddington	Raymond Saloio
Daniel Cornely	Leslee Sharon
Angel Del Rio	Robbin Thibault
Deborah Donovan	Elizabeth Vanderscoff
Ethan Dubois	Maximiliano Viera
Cynthia Goodreau	

Celebrating 5 years of Service

Tiffany Ablicki	Douglas Hill
Justine Antunes	Jennifer Jacobson
Maria Ardolino	Oguzhan Karaaslan
Cara Baillargeon	Patricia Kwasiborski
Michael Berthiaume	Theresa Lafleur
Andrew Blake	Maria Lekarczyk
Denise Bourbeau	Courtney Mackie
Beverly Brassard	Michael Marshall
Ethan Campbell	Sharon Martins
Erin Carmona	Jacqueline Mathers
Sydney Carrington	Kevin McLaughlin
Connor Crowley	Victoria Melanson
Joel Davidson	Amy Merchant
Matthew Dent	Jonathan Mitchell
Gabriella Dias	Frankie Montanez
Carole Dighello	Jane Moore
Donald Dion	Stephanie Nay
Kathleen Dowd	Tyler Nowakowski
Jamie Downing	Amy Porter
Patrick Eagen	Amy Reid
Sean Egan	Maura Ricardi
Barbara Estanislau	William Rosenblum
Anthony Fernandes	Troy Rubner
Sarah Flebotte	Debra Rugani
Morgan Foye	Michael Scanlon
Corey Gaouette	Elizabeth Scanlon
Timofey Gavrilov	Emily Slora
Bahar Gokcek	Heather Smola
Jaileen Goncalves	Dean Vecchiarelli
Antonio Goncalves	Catherine Vershon
Eric Hanson	Laura Williams





## **EMPLOYEE SPOTLIGHT**

This year the Board of Selectmen would like to highlight Jodi Zepke, long-time Director of the Senior Center. Jodi has been instrumental in the revamping of our Senior Center in Town. While she worked for many years at the old location, she has been able to transition and develop the Senior Center we have today into something that is the envy of communities from miles away. Here are a few things that sum up Jodi's dedication to her job.

"I've had the pleasure of working with Jodi for over 20 years. I first met her as a police officer in our community and then as a member of the Board of Selectmen. Jodi is our town's longest tenured department head as the Ludlow Senior Center Director. She is a highly respected leader among our seniors, staff, and residents as her approach to providing the best services to our growing senior community has always been the top priority. It is because of her and her incredible staff that we have the best senior center in Western Mass if not the entire state. Jodi and I have also been serving on the Senior Center Building Committee for the past 4-5 years. Building a new senior center is a monumental task as one could imagine. Over the years of dealing with all the ups and downs of a large-scale build, Jodi has never wavered from her vision. You will see every part of her devotion, sacrifice, and unlimited effort as you walk through the center. It is truly the house that Jodi built." -Derek DeBarge, Chairperson, Board of Selectmen

"From the many years that I have known Jodi, I am struck by the fact that in both "words and deeds" She is dedicated to the health & wellbeing of the senior citizens of Ludlow. With her many personal talents and her resolve, she has significantly shaped the quantity & quality of services that our seniors enjoy. Indeed, we as a community are fortunate to have such a gifted person working day in and day out on our behalf." – Matt Pszeniczny, Daily Senior Center Visitor

"Working with Jodi for over 25 years, I have come to realize that the seniors are her number one concern. There are many incidences of what she has accomplished since she became Director. These are two that stand out for me: Through COVID, she wanted to confirm we had contact with the seniors, they received a hot meal, and they had some socialization at least once a day. That's when our Grab & Go Meal Program started and was a huge accomplishment. Another

achievement was seeing the new Senior Center building from start to fruition. She wanted to have a place that the seniors would be proud of and could utilize for many years to come; another huge success.” – Deb Johnson, Outreach Coordinator, Senior Center

“Jodi is a very strong woman and sets a great example for the rest of us.” – Chris Toelken, Kitchen Manager, Senior Center

“The seniors of Ludlow are very fortunate to have Jodi looking out for them. She has their best interests at heart with every decision she makes. It shows in all that she does. I’m so grateful to work alongside Jodi. She is inspirational and has a positive influence on the Center and Town. She is a great teacher and mentor, and I am lucky to work with her daily.” – Maria Ardolino, Activities Director, Senior Center

“I have known Jodi professionally for almost 30 years. She is a fierce, mission-driven leader who works to improve the quality of life for the older adults who come to the Senior Center. 30% of Ludlow’s population is aged 60 and older, so it’s important to Jodi that everyone who comes to the Senior Center is treated respectfully and with dignity and receives the services and resources they need. Her high standards are well known and enacted through the Senior Center staff.” – Heather Jolicoeur, Assistant Director, Senior Center

Thank you Jodi for all your work and commitment to the Town of Ludlow.



Kodiak Carving created a beautiful sign that is currently on display at the Town Hall lawn.

Thank you to People’s bank and PV Financial Group for sponsoring this event!



## ADMINISTRATION

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### BOARD OF SELECTMEN

The Board of Selectmen consists of Chairperson Derek DeBarge, Vice-Chair Manuel Silva and members James Gennette, Antonio Goncalves and William Rosenblum. Mr. Gennette & Mr. Goncalves were both re-elected in 2024 for another 3-year term. Marc Strange continued as Town Administrator for his 3<sup>rd</sup> year and the Board continues to be well served by staff Amy Kurtz and Sharon LaDuke.

With the retirement of Lori Belanger in May, we hired Jaime Morrow to fill the position of Chief Procurement Officer in July.

The Human Resources Department continues to be staffed by Carrie Ribeiro, SPHR, Human Resources Director who also serves as the Assistant Town Administrator; Lisa Halpin, Human Resources Specialist and Anita Goncalves, Administrative Assistant, who in November began helping out in the Treasurer/Collector's office.

Winn Development completed the rehabilitation of Mill 8. The 95 apartments inside the 220,000-square-foot former mill building cater to households with a wide range of incomes, offering 43 affordable units for rent at 60% of Area Median Income (AMI), 40 market rate units, and 12 extremely low-income units available to those with income at or below 30% of AMI. And the clock tower is now fully operational. Construction of the new Millside Drive commercial subdivision was substantially completed at the easternmost part of the Ludlow Mills Complex. In 2022, the Town of Ludlow was awarded \$3,000,000 in MassWorks grant funding to design and construct Millside Drive, which is a critical component of the regionally significant Ludlow Mills Preservation and Redevelopment Project targeting economic development and growth. Millside Drive will enable access to the development of more than 40 acres of Commercial/Light Industrial land in the new Millside Drive Business Park, which will support the development of over 250,000 square feet of Commercial/Light Industrial buildings.

Our Charter Committee, which was formed in 2023, had the opportunity to put their proposal before the Special Town Meeting in October. In the end, it was narrowly voted down by the Town Meeting Members.

250<sup>th</sup> Celebration Committee was in full force this year hosting a number of memorable events. The 2024 Annual Town Report is submitted with the utmost appreciation for Linda Collette, Chairwoman, & the 250<sup>th</sup> Semi-Quincentennial Committee. Without them, we would not have photographic evidence of the year-long celebration we were able to enjoy.



Our Get Lost In Ludlow campaign kicked off this year. In 2024, the Town of Ludlow received a grant courtesy of the Massachusetts Gaming Commission's (MGC) Community Mitigation Fund. The Town used a portion of this funding to launch a comprehensive marketing campaign designed to highlight the diverse offerings of Ludlow and bring traffic to our wonderful community. The campaign — “Get Lost in Ludlow” — aims to inspire visitors to immerse themselves in the charm of our town and bring commerce with them. Through this campaign, the town intends to uplift our local businesses and attractions through video production, digital marketing materials, and the creation of a new website ([www.getlostinludlow.com](http://www.getlostinludlow.com)) intended to become a hub for all that Ludlow has to offer.

In closing, the Town of Ludlow is a very special and unique place to live. The people and generations of families that are here today understand and appreciate that. As a community, we need to continue to make it the best place to live, thrive, and bring up our families for generations to come. Please take some time and volunteer to serve on one of the many committees that need help. The town belongs to all of us and together we can make it better for all of us.

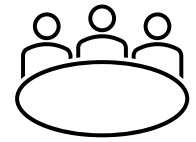
**Respectfully Submitted,**

*Derek DeBarge, Chairperson*



(Drone photo of the Clocktower Courtesy of Dave Sady)





## **CHARTER COMMITTEE**

The Town of Ludlow Charter Committee was created in August 2023 and completed its work in 2024 when the proposed Charter was presented at the October Special Town Meeting.

The Committee was composed of nine town residents from the general public with a variety of experiences and tenure in town; and two current members of the Board of Selectmen. The Committee was supported by two consultants from the Edward J. Collins, Jr. Center for Public Management, who provide guidance and expertise on government structures. Two members initially appointed to the Committee resigned, and alternates were appointed by the Board of Selectmen to replace them.

The Committee met twice a month throughout its tenure. All meetings were open to the public for questions, comments and other feedback. The Committee also hosted a number of public forums, shared regular communications on their Facebook Page, website, Ludlow Community TV and solicited public feedback via email.

The Committee spent six months from September 2023 through February 2024 researching the different options available to Ludlow for changes to the town's government. In February, the Committee made their initial recommendation to move forward with a town council and town manager form of government.

From March through October 2024, the Committee drafted a detailed charter proposal, section by section, supported by additional research throughout the process. As noted above, many opportunities were provided for public input into the proposal. While Committee members sometimes disagreed on specific provisions in the proposal, the Committee voted unanimously in support of the proposed Charter as a whole and submitted it to the Board of Selectmen for consideration.

The Board of Selectmen added the Charter proposal to the October Special Town Meeting warrant. Ultimately, the Town Meeting voted to reject the Charter proposal. The Committee's work is well documented on the Town website and is reflected in the final Charter proposal on file with the Town Clerk. The Committee hopes the work they have done can serve as a valuable resource in any future efforts to evaluate or modify the Town's government structure.

**Respectfully Submitted,**

*Marissa Ribeiro Dahan, Chairperson*

**MEMBERS**

Jennifer Aldworth	Member
Brian Bylicki	Member
Linda Collette	Member
George Costa	Member
Derek DeBarge	Member
Martin Fanning	Member
Kathy Green	Clerk, Vice Chairperson
Michele Manganaro-Thompson	Member
Christopher Pelletier	Member
Marissa Ribeiro Dahan	Chairperson
William Rosenblum	Member

Resigned Members: Judy Breault and Michael Engel



Lou "Coach" Casagrande was our parade Grand Marshal and what an honor it was for the Ludlow 250<sup>th</sup>!



## **250<sup>TH</sup> CELEBRATION COMMITTEE**

What a year it's been as our town celebrated our 250<sup>th</sup> year! The Ludlow, MA 250<sup>th</sup> Semi-Quincentennial Celebration Committee has worked tirelessly for the past three years to create memorable events throughout the year in 2024 for all to enjoy and remember.

We came out of the gate running with our very first celebratory event, appropriately called "First Night", held at Ludlow High School, which had exciting things for all ages to do both indoors and out! There were crafters, fun games and projects for kids, town historical presentations and artifacts, ice and wood carving demonstrations, a dance performance, train rides, great food and music, a bonfire and of course, fireworks! It's not a celebration without cake, and our friends at Chmura's Bakery donated enough delicious cake to serve over 800 people!

The Westover Golf Course hosted us for a 250<sup>th</sup> Golf Tournament in May. It was a great success and a lot of fun. Our biggest events of the year were held on June 15, 2024. Our 250<sup>th</sup> Parade, led by Parade Chairman Bruce Durand, kicked off the day at Ludlow High School. There were many wonderful bands playing throughout the parade, such as our own LHS band, three Mummers bands from Philadelphia, and more. Twenty groups and organizations had great floats to display, including our very own Ludlow 250<sup>th</sup> float that was designed by 8-year-old Sophia Belliveau and created by her parents and little brother Jacob, which featured a patriotic theme and a giant birthday cake which was later displayed in the park and made a great photo-op.

Immediately after the parade we continued our big day with a huge Block Party Picnic held at Memorial Park and Veteran's Memorial Park. In the early morning hours, a crazy storm came through the park, lightning hit a huge old oak tree and it fell into the road. Our amazing Ludlow DPW team came in to remove the tree and no one ever knew it happened! The Block Party Picnic had something for everyone, including amusement rides, crafters, games for all ages, local non-profits, amazing selection of food trucks, great musical line up that lasted all afternoon until late in the evening, and fireworks! It was a perfect weather day and we estimate that over 20,000 people were in attendance throughout the day and evening.

In early October, we held a fantastic 2-day "Falling into Fun" event which was also very successful and a whole lot of fun, featuring crafters, entertainment, delicious food, amusements and so much more! Our Halloween house decorating contest showed us that our townspeople do not disappoint and went all out to entertain us.

December brought us a delicious pancake breakfast with Santa at Harris Brook Elementary School and a great time was had by all. We then participated in the annual town tree lighting held at

Town Hall where we provided fun crafts for the children and families to make, and we served fresh hot popcorn! The Christmas decorating contest was fun too.

Our “First Night” celebration was so well attended and townspeople have asked for more so we’ll end our celebratory year just like we started it with a “Last Night” event to be held on February 22, 2025, at Ludlow High School, bringing the 250<sup>th</sup> events to a close.

This past year has been a whirlwind of fabulous events and we are very happy to have worked and partnered with many other local organizations and town departments to make each one so successful and fun! We couldn’t have done any of this without a great hard-working committee and the best volunteers! We thank our Selectmen for allowing us to make this all happen and for their continued support. Also, a big thank you goes out to our Ludlow Police and Fire Departments, and to our DPW staff. We sincerely thank all of our sponsors and supporters for helping us financially so that our committee could make these memorable events happen. We appreciate you all.

Sincerely,  
Linda Collette, Chairwoman

## Meet the Ludlow, MA 250<sup>th</sup> Semi-Quincentennial Committee



(Paul Chrzan, Tony Curto, Denise Zrakas, Regina Stanek, Kathy Ouimette, Derek DeBarge, Linda Collette, Elaine Hodgman, Cristina Yacono, Bruce Durand & Dave Sady)

## CLERK

### TOWN CLERK & ELECTION REGISTRATION

#### Election and Registration

Nomination papers and petitions were certified by the Registrars in the year 2024. The breakdown of registered voters per precinct as of December 31, 2024, are as follows:

#### VOTER REGISTRATION BY PRECINCT

(As of December 31, 2024)

PRECINCT	DEM	REP	LIB	UNENROLLED	POLITICAL DESIGNATION	TOTAL
01	610	345	7	1770	29	2761
02	562	235	12	1491	22	2322
03	594	455	13	1958	26	3046
04	701	295	11	1659	21	2687
05	425	251	6	1299	17	1998
06	641	378	8	1845	32	2904
<b>TOTAL</b>	<b>3533</b>	<b>1959</b>	<b>57</b>	<b>10022</b>	<b>147</b>	<b>15718</b>

The office of the Town Clerk embraces its role as the gateway where citizens seek information and assistance on all aspects of local and state government. The Town Clerk's office hours are 8:00 a.m. to 4:30 p.m. (Monday, Wednesday, and Thursday); 8:00 a.m. to 5:30 p.m. (Tuesday); 8:00 a.m. to 12 p.m. (Friday). Please call 413-583-5600 Ext. 1 for any questions.

The Town Clerk serves you in a variety of ways.

#### Chief Election Official

- Oversees polling places, election officers, and the general conduct of all elections.
- Directs preparation of ballots, polling places, voting equipment, voting lists, administers Campaign finance laws, certified nomination papers and initiative petitions, and serves on the local Board of Registrars.
- Supervises voter registration and absentee balloting, prepares records, and reports official election results to the Secretary of the Commonwealth.
- Conducts the annual town census, prepares the street list of residents and school list, and furnishes the jury



list to the Office of the Jury Commissioner.

**Town Meeting**

- Records the minutes of the Annual Town Meeting and any Special Town Meeting that transpire. These records are the Town's permanent official records of what was voted on at these meetings.

**Recording Officer**

- Records and certifies all official actions of the Town, including town meeting legislation and appropriations, Planning and Zoning Board decisions, signs all notes for Borrowing, and keeps the Town Seal.

**Registrar of Vital Statistics**

- Registers all vital events occurring within the Community and those events occurring elsewhere to local residents.
- Records and preserves original birth, marriage, and death records providing the basis for the Commonwealth's Central Vital Registration System.

**Public Records Officer**

- Administers the oath of office to all elected and appointed members of local communities and boards and ensures that all elected and appointed officials are informed in writing of the State's Open Meeting and Conflict of Interest Laws. Posts meetings of all governmental bodies.
- Provides access to public records in compliance with State Public Records Law and corresponding regulations.

- Provides certified copies of vital records and conducts or assists with genealogical research for members of the public, and is responsible for maintenance, disposition, and preservation of municipal archival records and materials.
- Maintains records of adopted municipal codes, local bylaws, oaths of office, resignations, and appointments, petitions, publication budgets, meeting minutes, and financial statements.
- Submits bylaws and zoning ordinances to Attorney General for approval.

**Licensing Officer**

- Issues state licenses and permits; including marriage licenses and permits for raffles and bazaars. Issues certificates as mandated by statute or bylaw, which include burial permits, business certificates, dog licenses and fuel storage permits.

**Public Information Officer**

- Responds to inquires from the general public, frequently serving as facilitator with departments, providing knowledge and assistance in a fair and impartial manner to all.
- The Town Clerk's Office is considered the core of local government, the Town Clerk's Office serves as the central information point for local residents and citizens at large.



**Register to Vote online:** [www.RegisterToVoteMA.com](http://www.RegisterToVoteMA.com)

During the past year we conducted 4 elections; The Presidential Primary Election held on March 5, 2024; Annual Town Election on March 25, 2024; State Primary Election September 3, 2024; and the Presidential Election on November 5, 2024. This office received and processed many requests for vote by mail ballots including in-person early voting for those individuals who chose to cast their vote prior to election day.

### **PRESIDENTIAL PRIMARY, MARCH 5, 2024**

A total of 3,745 (24% of 15,643 registered voters) (Democratic 1,705; Republican 1,991; Libertarian 49) ballots were cast. Precinct 1 – 638; Precinct 2 – 387; Precinct 3 – 791; Precinct 4 – 598; Precinct 5 – 560; Precinct 6 – 771; the polls were open from 7:00 a.m. until 8:00 p.m.

### **ANNUAL TOWN ELECTION, MARCH 25, 2024**

Prepared for, administered, and certified the Annual Election held on March 25, 2024

A total of 3,488 (22% of 15,698 registered voters) ballots were cast. Precinct 1 – 568; Precinct 2 – 351; Precinct 3 – 708; Precinct 4 – 640; Precinct 5 – 490; Precinct 6 – 731. The polls were open from 10:00 a.m. until 8:00 p.m.

### **STATE PRIMARY, SEPTEMBER 3, 2024**

A total of 2,081 (13% of 16,049 registered voters) (Democratic 1,332, Republican 741, Libertarian 8) ballots were cast. Precinct 1 – 355; Precinct 2 – 234; Precinct 3 – 373; Precinct 4 – 377; Precinct 5 – 316; Precinct 6 – 426; the polls were open from 7:00 a.m. until 8:00 p.m.

### **STATE PRESIDENTIAL ELECTION, NOVEMBER 5, 2024**

A total of 11,285 (69% of 16,264 registered voters) ballots were cast. Precinct 1 – 1,961; Precinct 2 – 1,424; Precinct 3 – 2,332; Precinct 4 – 1,866; Precinct 5 – 1,520; Precinct 6 – 2,182; the polls were open from 7:00 a.m. until 8:00 p.m.

### **PROCEEDINGS - ANNUAL TOWN MEETING AND SPECIAL WITHIN OF MAY 13, 2024**

**ARTICLE 1:** Voted that the Town accept the reports of the Town Officers as printed in the Annual Town Report for the Calendar Year 2023.

**ARTICLE 2:** Voted that the Town accept the progress of the following committees and to have said committees continue: Capital Improvement Planning Committee, Celebrate Ludlow Committee, Commission on Disability, Fair Housing committee, Industrial Finance Authority, Insurance

Advisory Committee, Ludlow Local Emergency Planning Committee, Ludlow Cultural Council, Mobile Home Rent Control Board, Master Plan Committee, Open Space Planning Committee, Pond Management Committee, Veteran's Memorial Committee, Westover Metropolitan Development Corporation, Westover Advisory Commission and Historic District Study Committee.

**ARTICLE 3:** Voted that the Town vote to appropriate the total sum of **\$84,151,656** for Town Purposes and charges during the Fiscal Year ending June 30, 2025, and that said sum include the following salaries for elected officials:

<u>Position</u>	<u>Number</u>	<u>Annual Salary</u>
Moderator	1	\$ 582
Chairman, Board of Selectmen	1	5,448
Members, Board of Selectman	4	4,276
Chairman, Board of Assessors <sup>1</sup>		5,532
Members, Board of Assessors <sup>2</sup>		4,341
Town Clerk	1	88,933
Chairman, Board of Health	1	3,300
Members, Board of Health	2	3,300
Chairman, School Committee	1	3,000
Members, School Committee	4	2,500
Chairman, Planning Board	1	3,898
Members, Planning Board	4	3,250

and, further, that the Total appropriations be allocated to the various Town Departments in accordance with numbers 1 through 42 of the provided Budget Listing entitled "Town of Ludlow FY25 Town Budget – Article", and using the column headed "FY 2025 Recommended Budget",

and, further, that the sum of **\$176,242** be transferred and appropriated from Free Cash and applied to fund the operating budget; the sum of **\$964,788** be transferred and appropriated from "Fiscal Year 2025 Golf Course Revenues" and applied to fund the Westover Municipal Golf Course Budget item 39; the sum of **\$2,098,687** be transferred and appropriated from "Fiscal Year 2025 Sewer Fund Revenues" and applied to fund the Sanitary Sewer Budget item 40; the sum of **\$313,996** to transferred and appropriated from "Receipts Reserved for Appropriation" and applied to fund the Cable Budget item 42; and that the balance of **\$80,597,943 is to be raised and appropriated** and that such sums be expended only for the purposes as described in the Budget Listing entitled, "Town of Ludlow FY25 Town Budget – Article."

and, further, that the sum of **\$57,000** be transferred and appropriated from "Fiscal Year 2025 Golf Course Revenues" to fund Fiscal Year 2025 Indirect Golf Course costs appropriated in the General Fund and the sum of **\$109,500** be transferred and appropriated from "Fiscal 2025 Sewer Fund Revenues" to fund Fiscal Year 2025 Indirect Sewer Fund costs appropriated in the General Fund.

**Moved and seconded to adjourn the annual Town Meeting at 8:26 p.m.**

## PROCEEDINGS - THE SPECIAL TOWN MEETING WITHIN THE ANNUAL TOWN MEETING MAY 13, 2024

**ARTICLE 1:** Voted that the Town vote to transfer from Free Cash the sum of \$2,900.11 for unpaid bills and/or overexpanded accounts of previous years as follows:

\$2709.34	Baystate Sprinkler for water leak damage repair at 54 Winsor Street
\$ 75.27	Turley Publications for advertisements related to the LHS Sports Complex
<u>\$ 115.50</u>	New England Orthopedics medical bills related to injured-on-duty Police Officer
<u><b>\$2,900.11</b></u>	<b>TOTAL</b>

**ARTICLE 2:** Voted that the Town transfer from Free Cash the sum of \$220,000 to cover the additional overtime expenses incurred by the Police Department.

**ARTICLE 3:** Voted that the Town transfer from Free Cash the sum of \$53,000 to cover the additional overtime expenses incurred by the Department of Public Works.

**Moved and seconded to adjourn the Special Town Meeting at 8:38 p.m.**

## CONTINUATION OF THE MAY 13, 2024, ANNUAL TOWN MEETING

**ARTICLE 4:** Voted that the Town establish the annual expenditure limits for each of the following already established revolving funds for use by the departments, boards, agencies and officers pursuant to Massachusetts General Law Chapter 44, Section 53E ½ as outlined in the Town of Ludlow General Bylaws, Chapter 2, Section 42: Departmental Revolving Funds, as follows:

CPR Training	\$25,000
Vaccine	\$20,000
Consultants	\$50,000
Wetlands	\$80,000
Purple Bags	\$55,000
Dog Park	\$5,000

**ARTICLE 5 (NO ACTION TAKEN):** Voted the Board of Selectmen request that Town Meeting take no action on this article. The Town expects to submit a warrant article in October for a bond authorization to fund the Whitney Park improvements. At this time, we will also resubmit this warrant article, which is the appropriate time according to the state's guidance.

**ARTICLE 6:** Voted that the Town raise and appropriate the sum of \$4,900 to be deposited into a previously established special revenue fund, to be expended by the Commission on Disability,

with the approval of the Board of Selectmen, for expenses relating to trainings, marketing materials, supplies and other miscellaneous expenses; and further, that all gifts and donations for the Commission on Disability be deposited in this special revenue fund to cover expenses related to the Commission's authorized expenditures.

**ARTICLE 7:** Voted that the Town transfer from Free Cash the amount of \$50,000 to be expended by the Board of Selectmen to hire a consultant to create a Feasibility and/or Master Plan for the Veteran's Park area.

**ARTICLE 8:** Voted that the Town accept and appropriate State Chapter 90 Highway Aid Funds for Engineering, Construction, Reconstruction and/or repairs to town roads and bridges and authorize the Board of Selectmen, if necessary, to borrow in anticipation of the receipt of such state aid.

**ARTICLE 9:** Voted that the Town authorize the Board of Selectmen to enter into a contract with the Massachusetts Department of Transportation in the for the Construction and maintenance of Public Roads for the ensuing years.

**ARTICLE 10:** Voted that the Town that the Town transfer and appropriate the total sum of \$2,024,810 from Free Cash and/or the Ambulance subscription account to fund Fiscal Year 2025 Capital Improvements Program as follows:

<i><b>Department</b></i>	<i><b>Description</b></i>	<i><b>Amount</b></i>	<i><b>Funding Source</b></i>
Board of Selectmen	Backup Generator for Town Hall (25% Grant Cash Match)	\$120,000	Free Cash
Fire	Ladder Truck (3 <sup>rd</sup> year of 5-year lease)	\$335,000	Free Cash
Fire	New Ambulance (1 <sup>st</sup> year of 4-year lease)	\$100,000	Ambulance Subscription
Police	Patrol Replacement Vehicles (2)	\$135,000	Free Cash
DPW	Volvo Compact Excavator	\$66,079	Free Cash
DPW	F350 Super Duty Pickup w/Plow	\$59,382	Free Cash
DPW	Volvo L60 GP Wheel Loader (1 <sup>st</sup> year of 3-year lease)	\$68,624	Free Cash
COA	Starcraft Lift Van	\$35,000	Free Cash
Hubbard Memorial Library	Historic Windows Repair	\$219,540	Free Cash



Schools	LHS – Replace Main Gym HVAC	\$85,000	Free Cash
Schools	LHS – Replace Main Gym HVAC	\$85,000	Free Cash
Schools	East Street School – Fire Replacement Panel	\$115,000	Free Cash
Schools	East Street School – Parking Lot & Sidewalk Replacement	\$53,185	Free Cash
Schools	New Pickup Truck to Replace 2011 Chevy Silverado	\$48,000	Free Cash
Schools	LHS Rear Wall Repairs	\$500,000	Free Cash

And, further, that each item listed by voted as a separate appropriation and under the jurisdiction of the department, board or committee indicated.

**ARTICLE 11:** Voted that the Town transfer the total sum of \$222,251 from the Westover Golf Operating Budget and/or Retained Earnings account to fund the Westover Golf Court Fiscal Year 2025 Capital Improvements Program as follows:

Westover Golf	Clubhouse Kitchen Upgrades	\$60,000	Retained Earnings
Westover Golf	Golf Cart Fleet (2 <sup>nd</sup> year lease)	\$73,428	Golf Operating Budget
Westover Golf	Greensmaster 3150Q	\$63,257	Retained Earnings
Westover Golf	Ventrac (2 <sup>nd</sup> year of 3-year lease)	\$16,127	Retained Earnings
Westover Golf	SandPro 3040 (2 <sup>nd</sup> year of 3-year lease)	\$9,439	Retained Earnings
Funding Source		Amount	
Westover Golf Operating Budget		\$73,428	
Westover Golf Retained Earnings		\$148,823	
<b>Total Expenditures</b>		<b>\$222,251</b>	

**ARTICLE 12:** Voted that the Town transfer from Free Cash the sum of \$100,000.00 to be used for the Fiscal Year 2025 Reserve Fund.

**ARTICLE 13:** Voted that the Town transfer \$100,000 from Free Cash to the Building Infrastructure Reserve Fund established by Article 17 at the October 1, 2012, Special Town Meeting, and

authorize the Board of Selectmen to expend such funds for the purpose of assessing and addressing the repairs, maintenance and construction of municipal buildings.

**ARTICLE 14:** Voted that the Town transfer \$300,000 from Free Cash to be deposited into the Stabilization Fund.

**ARTICLE 15:** Voted that the Town transfer \$200,000 from FREE CASH to be deposited into the Other Post-Employment Benefits (OPEB) fund.

**ARTICLE 16:** Voted that the Town vote to transfer and appropriate from the FREE CASH the sum of \$25,0000 (twenty-five thousand dollars) to be expended by the 250<sup>th</sup> Semi-Quincentennial Committee for general expenses related to the town-wide year-long celebration and to further allow gifts and donations to be deposited in an established special revenue fund to cover expenses related to this celebration.

**ARTICLE 17:** Voted that the Town vote, in accordance with M.G.L. Chapter 44, section 53(4) added by section 9 of Chapter 77 of the acts of 2023, to revoke article 6 of the October 2, 2023 Special Town Meeting, which approved the dedication of 100% of the Opioid Settlement funds to be received to the Opioid Settlements Stabilization fund established under M.G.L Chapter 40, Section 5B.

**ARTICLE 18:** Voted that the Town transfer \$134,540 from the FREE CASH into the Opioid Settlement Special Revenue Fund.

**ARTICLE 19:** Voted that the Town vote to borrow and appropriate \$400,000 to pay costs of making HVAC Improvements to the Public Safety Facility, which amount shall be expended in addition to the \$2,400,000 previously appropriated for this project by vote of the Town under Article 20 of the warrant of the Annual Town Meeting held on May 8, 2023.

**ARTICLE 20:** Voted that the Town vote, pursuant to M.G.L. Chapter 59, Section 38H to authorize the Board of Selectman to negotiate and enter into a pilot with the owner, currently known as LUDLOW RENEWABLES LLC, of the solar photovoltaic energy generating facility located in Ludlow at the following parcels:

- 0 East Street (Map 27, Parcel 26)
- 0 East Street (Map 27, Parcel 27)
- 0 East Street (Map 27, Parcel 28)
- 0 East Street (Map 27, Parcel 29)

0 East Street (Map 27, Parcel 30)

0 East Street (Map 27, Parcel 31)

**ARTICLE 21:** Voted that the Town vote, pursuant to M.G.L. Chapter 59, Section 38H, to authorize the Board of Selectman to negotiate and enter into a pilot with the owner, currently known as HECATE ENERGY CENTER STREET ENERGY CENTER LLC, of the proposed battery energy storage system located in Ludlow at 1106 Center Street.

**ARTICLE 22:** Voted that the Town vote to repurpose \$468,484.87 of unexpended bond proceeds originally voted under Article 6 of the May 11, 2015 Special Town Meeting and under Article 3 of the May 9, 2016 Special Town Meeting, and further, to transfer the proceeds to pay costs of constructing Millside Drive on the Ludlow Mills campus or the Ludlow High School sports complex or the Ludlow High School wall repair or design or construction of Whitney Park or Veteran's Park improvements.

**ARTICLE 23:** Voted that the Town vote, pursuant to the authority provided by M.G.L. Chapter 98, Section 56, to change the schedule of weights and measures fees as described in attachment A.23 in the Town Meeting packet.

**ARTICLE 24:** Voted that the Town vote to transfer and appropriate \$15,000 in surplus FY24 Capital Improvement funds remaining from the \$50,000 allocation for a new town vehicle, which was authorized by vote of the Town under Article 10 of the warrant at the Town Meeting held on May 8, 2023.

**ARTICLE 25:** Voted that the Town vote to approved Article 25 as printed in the warrant except that in subsection (i) the reference to the most recent revision date of Right of Way plans be amended to state April 6, 2024, and the reference to the most recent alteration plan be amended to state April 29, 2024.

**ARTICLE 26 (AMENDMENT):** Voted that the Town vote to amend the Senior Citizen Property abatement program as initially approved in Article 15 of the October 2, 2000, Town Meeting (and subsequently amended in 2002 and 2003) by changing Section B as printed in the warrant.

**ARTICLE 27 (AMENDMENT):** Voted that the Town vote to amend Chapter 1, Section 9 of the Town Bylaws as printed in the warrant.

**ARTICLE 28 (DEFEATED):** Voted that the Town vote to amend Chapter IX of the Town Bylaws by changing the chapter title, amending Sections 1-7, and by adding Section 8 as printed in the warrant.

**ARTICLE 29:** Voted that the Town authorize the Board of Selectmen to enter into a 5-year contract with a qualified vendor for the lease of license plate readers and the related software licenses for the police department.

**ARTICLE 30:** Voted that the Town vote to appropriate the sum of \$3,199,000, for the purposes of public infrastructure improvements, including roadwork, parks and recreation, and other infrastructure improvements in the area of the “State Street/Ludlow Mills Improvement District,” which was previously approved in Article 24 of the Special Town Meeting held on June 22, 2020 and amended in Articles 4 & 5 of the Special Town Meeting held on October 2, 2023; and as funding therefor, to authorize the Treasurer, with the approval of the Board of Selectmen, to borrow said sum under and pursuant to the provisions of G.L. Chapter 44, Section 7 PR any other enabling authority.

**ARTICLE 31 (AMENDMENT):** Voted to have the Town vote to amend the Zoning Bylaws of the Town of Ludlow, by removing 3.0.2 Existing Uses Not Affected and 3.0.3 Obstruction at Street Intersection and replacing it with 3.0.3 Visibility at Street Intersections and Driveways Street Entries and adding Figure 1 Diagram in SECTION III: GENERAL USE REGULATIONS: 3.0 GENERAL REGULATIONS, as printed in Article 31 of the May 13, 2024 Annual Town Meeting Warrant.

**ARTICLE 32 (AMENDMENT):** Voted that the Town vote to amend the Zoning Bylaws and Zoning Map of the Town of Ludlow, by changing from Agriculture to Residence A, a parcel of land owned by Kevin and Melissa Lavigne, located at 8-10 Wedgewood Drive (Assessor’s Map #11A, Parcel 160), as described in Article 32 of the May 13, 2024, Annual Town Meeting Warrant.

**ARTICLE 33 (AMENDMENT):** Voted that the Town vote to amend the Zoning Bylaws and Zoning Map of the Town of Ludlow, by changing from Agriculture to Business A, a parcel of land owned by Hajer Brak, located at 191 West Street (Assessor’s Map #2D, Parcel 3), as described in Article 33 of the May 13, 2024, Annual Town Meeting Warrant.

**ARTICLE 34 (AMENDMENT):** Voted that the Town vote to amend the Zoning Bylaws and Zoning Map of the Town of Ludlow, by changing from Residential B to Industrial A, three parcels of land owned by Linton Holdings, LLC (Barry Linton), located at 0 West Street (Assessor’s Map #3, Parcel 66G, 66N, and 66P), as described in Article 34 of the May 13, 2024 Annual Town Meeting Warrant.  
**Town Moderator asked if there was any objection to continue Town Meeting since it was 11:01 p.m. – There was no objection.**

**ARTICLE 35:** Voted that the Town vote to authorize the Board of Selectmen to acquire by gift, purchase, take by eminent domain or otherwise, easements in Riverside Drive, and any

appurtenant easements thereto, as previously laid out by the Board of Selectmen as shown on plan entitled, “Definitive Subdivision Plan Riverside Drive, Ludlow, Massachusetts” prepared for WestMass Area Development Corp dated June 15, 2020, recorded in the Hampden County Registry of Deeds in Plan Book 390, pages 51-56, and accepted as a public way at the October 8, 2022 Special Town Meeting and also to so acquire any appurtenant drainage, utility or other easements related to said ways and/or accept grants thereof and, further, to authorize the Board of Selectmen and other application Town of Ludlow boards and personnel to take all related actions necessary or appropriate to accomplish the purposes of Article 35.

**Moved and seconded to dissolve the Annual Town Meeting and the Special within the Annual of May 13, 2024, at 11:05 p.m.**

#### **PROCEEDINGS - SPECIAL TOWN MEETING OCTOBER 7, 2024**

**ARTICLE 1:** Voted that the town vote to raise and appropriate \$14,925.29 for unpaid bills and/or over-expended accounts of previous fiscal years as follows:

\$1,293.66	Senior Center Royal Steam	Install five condensate pumps for HVAC
\$8,638.76	Senior Center Royal Steam	Repairs for the HVAC System
\$2,130.00	Town of Ludlow CMD Technology	Microsoft 365 licenses
\$1,442.00	250 <sup>th</sup> Celebration Chuck’s Signs	Signs & banners for parade & block party
\$225.50	250 <sup>th</sup> Celebration Chuck’s Signs	Yard signs for 250 <sup>th</sup> events
\$163.50	Animal Control Town of Wilbraham	Shared Dog Expenses—National Grid
\$1,031.87	Animal Control Town of Wilbraham	Shared Dog Expenses—Rene L. Cote Replaced leaking water heater

**ARTICLE 2 (AMENDMENT):** Voted that the town vote to amend Chapter IX of the Town Bylaws by changing the chapter title, amending sections 1-7, and by adding Section 8 as printed in the warrant, except that the references in Section 7 to “Dog Officer”, shall be amended to state “Animal Control Officer”.

**ARTICLE 3:** Voted that the Town vote to authorize the Board of Selectmen to enter into a contract for up to 10 years, commencing July 1, 2025, for the provision of trash and recycling hauling services, upon such terms and conditions as the Board of Selectmen deem necessary and appropriate.



**ARTICLE 4:** Voted that the Town vote to authorize the Board of Selectmen to enter into a contract for up to 10 years, commencing July 1, 2025, for the provision of trash and recycling disposal services, upon such terms and conditions as the Board of Selectmen deem necessary and appropriate.

**ARTICLE 5:** Voted that the Town will vote to authorize the Board of Selectmen, upon terms and conditions as the Board deems in the best interest of the Town, to enter into a 20-year solar Power Purchase Agreement (“PPA”) and Lease on or before October 31, 2024 for a rooftop solar photovoltaic system installation, maintenance, and operation on a portion of the premises known as the Harris Brook Elementary School, 209 Fuller Street.

Voted that the town allows Andreas Schmid to address the town meeting.

DEFEATED - Voted that the town extend the debate on Article 5 by 10 minutes.

**ARTICLE 6 (DEFEATED):** Voted that the Town vote to authorize the Treasurer/Collector, with approval of the Board of Selectmen, per M.G.L. Chapter 44, section 7 and/or any enabling authority, to borrow up to \$5,000,000 for the purpose of planning, designing, improving, and renovating Whitney Park, (which is dedicated to active recreational purposes under M.G.L. Chapter 45, Section 3), including, without limitation all costs incidental or related thereto including professional and legal services; provided, however, that no funds shall be expended until the Town of Ludlow has received a grant commitment or allocation for a portion of such costs under so-called PARC Grant Program (301 CMR 5.00) and/or under any federal and/or other state program for the foregoing project; and further, to (b) authorize the Board of Selectmen and/or its designee to apply for and accept on behalf of the Town funds granted under the PARC Grant Program and/or any other funds, gifts, grants, under federal and/or other state program in any way connected with the scope of this Article, and to enter into all agreements and execute any and all instruments as may be necessary or convenient to effectuate the said project on behalf of the Town of Ludlow.

DEFEATED – Voted that the town extend the debate on Article 6 on each side for 10 minutes.

**ARTICLE 7 (AMENDMENT):** Voted to have the Town vote to amend the Zoning Bylaws of the Town of Ludlow, by adding Site Plan Approval from the Administrative Review Committee (ASPA) to Land Use Classification: Winery, Micro-Winery & Nano-Winery in the Mill Redevelopment District (MRD) in Section 3.2.2 Table 1 Ludlow Table of Principal Uses, as printed in Article 7 of the October 7, 2024 Special Town Meeting Warrant.

**ARTICLE 8 (AMENDMENT):** Voted to have the Town vote to amend the Zoning Bylaws of the Town of Ludlow, by removing and replacing in its entirety, SECTION IV DIMENSIONAL AND DENSITY

REGULATIONS 4.4 MILL REDEVELOPMENT DISTRICT (MRD) Bylaw 4.4.10 Site Plan Approval Process b. by changing six members to five members, as printed in Article 8 of the October 7, 2024, Special Town Meeting Warrant.

**ARTICLE 9 (AMENDMENT):** Voted to have the Town vote to amend the Zoning Bylaws of the Town of Ludlow, by adding **6.13 BATTERY ENERGY STORAGE SYSTEMS (BESS) Bylaw** to **SECTION VI: SPECIAL LAND USE REGULATIONS**, as printed in Article 9 of the October 7, 2024, Special Town Meeting Warrant.

DEFEATED – Voted that the town extend the debate on Article 9 for 10 minutes.

Voted to allow non-resident, Fire Chief Ryan Pease to speak regarding Article 9

**ARTICLE 10 (AMENDMENT):** Voted to have the Town vote to amend the Zoning Bylaws of the Town of Ludlow, by adding Battery Energy Storage System associated with Large Scale Solar Facility, Tier 1 Residential Battery Energy Storage System, Tier 2 Battery Energy Storage System, and Tier 3 and Tier 4 Battery Energy Storage System (Stand-Alone) with the associated uses under the LAND USE CLASSIFICATION/GENERAL USES in Section 3.2.2 TABLE 1 LUDLOW TABLE OF PRINCIPAL USES, as printed in Article 10 of the October 7, 2024, Special Town Meeting Warrant.

**ARTICLE 10A (AMENDMENT):** Voted to amend Article 10 by changing Tier 3 and 4 to not allowed in all Agricultural zones.

**ARTICLE 11 (AMENDMENT):** Voted to have the Town vote to amend the Zoning Bylaws of the Town of Ludlow, by adding Special Permit from the Planning Board Required (SPPB) to the following Land Use Classifications in Business A and/or Business B in Section 3.2.2 TABLE 1 LUDLOW TABLE OF PRINCIPAL USES (Room Rental, Amusement Parks, Automated Teller Machine (ATM), Automated Vending Kiosk, Banks, Bowling Alleys, Dining Establishments, Halls, Hotels/Inns, Motels, Office Buildings, Open Air Parking, Parking Garages, Retail, Roller Rinks, Services, Warehousing, and Wholesale (other than Agriculture), as printed in Article 11 of the October 7, 2024, Special Town Meeting Warrant.

**ARTICLE 12 (DEFEATED):** Voted that the Town will vote to authorize the Board of Selectmen to petition the General Court for a special act creating a Charter for the Town of Ludlow, as recommended by the Town Government Study Committee in the form set forth in Attachment A.12 of this warrant; provided however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approved amendments to the bill before enactment by the General Court; and provided further that the Board of Selectmen is

hereby authorized to approve the amendments which shall be within the scope of the general objectives of this petition.

Voted to have the town extend the debate on Article 12 by 10 minutes.

**Moved and seconded to dissolve the Special Town Meeting of October 7, 2024, at 10:29 p.m.**

#### **VITAL STATISTICS \*\*NOTES INCOMPLETE**

Deaths .....\*\* Births.....\*\* Marriages.....\*\*

	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
<b>Deaths</b>	256	235	239	248	235	238
<b>Births</b>	149	146	145	139	157	163
<b>Marriages</b>	106	71	108	106	87	96

#### **RECEIPTS**

<b>Coloring Books</b>	\$0.00	<b>Sales of Bicentennial Items</b>	\$0.00	<b>Business Certificates &amp; Termination</b>	\$2,040.00
<b>Burial Permits</b>	\$890.00	<b>Marriage Intentions</b>	\$1,500.00	<b>Vital Statistics</b>	\$23,230.00
<b>Marijuana Citation</b>	\$0.00	<b>Maps, Street List, By-Laws</b>	\$524.00	<b>Gas/Oil Storage Permits</b>	\$2,035.00
<b>Raffle Permits</b>	\$40.00	<b>Bylaw Violations</b>	\$1,000.00	<b>Parking Violations</b>	\$740.00
<b>Neut/Spayed Dogs</b>	\$18,075.00	<b>Not Neut/Spayed</b>	\$4,900.00	<b>Late Fee Dogs</b>	\$1,130.00
<b>Dog Boarding</b>	\$120.00	<b>Kennel</b>	\$1,350.00	<b>Stray Dog</b>	\$0.00
<b>250<sup>th</sup> Book</b>	\$2,848.00	<b>Other Revenues Misc</b>	\$253.00		
<b>TOTAL</b>	\$60,675.00				

It is an honor to serve the Town of Ludlow as Town Clerk. I would like to thank my office staff for their continued dedication to the town and their assistance throughout the year. I wish to thank the Board of Registrars and town's wardens and election officers as well as the Ludlow Police Department and Department of Public Works, whose continued dedication to the town makes the election process a smooth and enjoyable one.

**Respectfully Submitted,**

*Kim M. Batista, CMMC, Town Clerk,  
Chief Election Official, Board of Registrar,  
Burial Agent, Parking Clerk,  
Records Access Officer*



(Presentation of the 250<sup>th</sup> history book to our Town Clerk, Kim Batista)

## EDUCATION

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### SUPERINTENDENT OF SCHOOLS

FY2025 budget approved at the annual Town Meeting: \$37,028,442.29

Student Enrollment:

PreK-12 ~- 2,104

Ludlow High School (9-12): 704 including 46 “school choice” students

Paul R. Baird Middle School (6-8): 472 including 24 “school choice” students

Harris Brook Elementary School (2-5): 569 including 0 “school choice” students

East Street Elementary (PreK-1): 359 including 0 “school choice” students

### School Committee Changes

In March at Town elections, the Ludlow School Committee reorganized and elected, Sarah F. Bowler, Chairwoman; Jeffrey A. Laing, Vice Chair; Jeffrey Stratton, Secretary; Ronald G. Saloio, Member and Joao Dias, Member.

Mr. Dias resigned from the Ludlow School Committee as of April 10, 2024. At a joint meeting on May 28, 2024, the Ludlow School Committee and the Select board appointed Mrs. Amanda Codding to fill the spot vacated by Mr. Dias.

### Personnel Changes

On or before the end of the 2024 calendar year, the following employees retired after many years of service to the School Department. Their years of dedication to the students of Ludlow are greatly appreciated.

The district said farewell to the following retirees: Jane Abts, Jeanne Bal, Amy Brown, Kathleen Demetrius, Lisa Diotalevi, Rafael Irizarry, Rosemary Jorge, Lori Gallant Langlois, Frank Murray, Mary Beth Silva, M. Teresa Silva, Cheryl Snyder, Kenneth Tetreault, Renee Wiater and Deborah Ziemba.

The following faculty were newly employed in the 2024 calendar year: **Central Office:** Anabella Alexander, Michael Buhl, Tara Brandt, Stephanie Kirkland and Jenna-Nicole Richard; **East Street Elementary School** Brittany Cripps, Stephanie Brochu, Abby Dolgas, Mandy Marinelli; **Harris Brook Elementary School:** Marc Carrillo, Alyssa Costa, Victoria Croshier, Monica DeVitry, Brielle Hamel, Catherine Kalenoski, Adam Lyon, Katherine Mard, Nicole Riel, Emily Saari, Katie Vitorino,



Christine Webber, Jill Wray; **Paul R. Baird Middle School:** Kevin DaSilva, Kelly Jo Kiltonic, Jeremy Korchak, Pawal Lukaszewicz, Victoria Maleno, Donna Mendonca, Alexander Pettengil, Jessica Torres, Mark Turcotte, Amanda Young; **Ludlow High School:** Christine Callahan, Robert Casacelli, Nicholas Charest, Nicole Court-Mellion, Blanche Hines, Kate Howard-Bender, Bridget Roguz and Amy Underwood.

## Staff Recognition – 20, 25 and 30 years of service awards

Mike Bertini, Tracey Blair, Charles Cangemi, Kathleen Doyle, Beth Jarzabek, Jen Karalekas, Erin Keane, Maria Kites, Erica Marsh, Jo-Ann McNamara, Jennifer Potter, Chris Rea, Mario Santos, Suzana Seara, Teresa Silva, Megan Sweet, Carlee Taggart, Diane Wright, Jill Yarkey-Judd, Elysa Burstein, Michelle D'Amore, Peggy MacDonald, Mary Perkins-Dobek, Kellie Smith, Lisa Vital, Pat Anecchiarico, Tim Brillo, Anna Miranda, Janet O'Neil, Annmarie Santos and Jodi Yarkey

### Pioneer Valley Excellence in Teaching Award Recipients

Rachel Gullberg, Ludlow High School; Peter Wunderlich, Paul R. Baird Middle School and Rachel DeVarennes, East Street Elementary School

## Pioneer Valley Excellence in Teaching Award Nominees

### LUDLOW HIGH SCHOOL

Tammy Cook, Amber Kumpulanian, Kevin McAvoy, Heather Pighetti, Diana Sands, Natalie Smith and Kerry Valentine

### PAUL R. BAIRD MIDDLE SCHOOL

Brian Macintosh

### HARRIS BROOK ELEMENTARY SCHOOL

Andrea Lacey and Nancy Raymond

### EAST STREET SCHOOL

Julie Liszka and Sharon Moore

**Respectfully Submitted,**

*Frank Tiano, Ed. D., Superintendent of Schools*

## **SPECIAL EDUCATION DEPARTMENT**

During the 2024 school year, the Special Education Department continued to provide a variety of programs to address the needs of students with disabilities in the school district and who were receiving special education services per the student's Individualized Education Program (IEP). Special Education services were provided from PreK through 12th grade and post-secondary for our 18 - 21-year-old students. The Special Education Department provided inclusion, partial inclusion and substantially separate programming in most of the schools. The goal of the Special Education staff was to ensure that each student was educated in the least restrictive environment (LRE), in order for each student to receive a free, appropriate, public education (FAPE). The major initiative during the year 2024 was the launching of the new IEP. Professional development for teachers and parents was offered multiple times on this topic. The district converted to the new IEP form on September 1<sup>st</sup>, 2024.

The Transition Program at Ludlow High School continued to provide special education services to our students requiring services until 22 years old. The students continued to attend the Inclusive Concurrent Enrollment (MAICE) program at Westfield State University and they continued working at various internships in the community, including working at East Street Elementary School and Harris Brook Elementary School. We also had a student attending the MAIHE program at HCC for transition services.

The Special Education Department has a variety of partial inclusion and substantially separate programs for students that require a higher level of support and specialized instruction in order to make effective progress in school. The following is a list of the substantially separate programs that were available: PreK Intensive Learning Programs, K- 8 Intensive Learning Programs, 2-12 Structured Individualized Program (SIP), 2-12 FOCUS Program and Life Skills Program at the high school level. If our in-district programs did not meet the needs of the students, the students were placed in out of district schools, per the determination of a Team meeting.

During 2024, we continued with our 2 full day preschool classrooms, for typical peers and for students with disabilities. We also had 3 other preschool classrooms that ran half day programs for students with disabilities and students who are peers. We had 2 intensive programs called the Intensive Learning Program to meet the needs of new preschoolers who were 3 - 5 years old and had significant global delays and/or autism. Depending on the level of student need, some students attended half day programming, while others attended full day programming.

The Special Education Department is also a member of the Lower Pioneer Valley Educational Collaborative (LPVEC). As a member, we had access to other specialized programs that they provided for students who were from member school districts.

The Special Education Department also provided several related services to students such as: speech and language therapy, occupational therapy, physical therapy, adaptive physical therapy, teacher of the deaf services, teacher of the visually impaired services, behavioral support and counseling. During 2024, we continued to support the specialized programs with 3 licensed social workers, to provide daily, therapeutic consultation and support that was needed and required by students' IEPs in our SIP classrooms.

We also had the services from our outside consultants for many of our programs. The following consultants provided support to staff, students and parents: autism consultant, Tate Behavioral (formerly Communicare) consultants and Lindamood Bell consultant. Lindamood Bell provided us with a virtual consultant with monthly PLCs from January through June but was discontinued for the 24-25 school year. In addition to this we also had consultation services for TVI teacher of the visually impaired) from Perkins School. Alex Hirschberg was contracted to provide clinical support to the school social workers and school adjustment counselors on a monthly basis and the BCBAs on a bi-monthly basis.

During the year, our 3 Board Certified Behavior Analysts (BCBA) continued to work with our students with autism in our PreK-12 Intensive Learning Programs, our Grs. 2 -8 Focus Program and our Grs. 9 -12 Life Skills Program. They were supported by 2 Behaviorists who implemented their plans. The Behavioral Support Team provided assistance to the increasing number of children with behavioral needs in our general education classrooms in our schools.

Our full time Teacher of the Deaf continued to provide services to our deaf/hearing impaired students. She also provided speech services at Ludlow High School because she is a certified Speech Language Pathologist Assistant. We also contracted with Clarke School for the Deaf to provide us with maintenance services for our deaf students that require specialized FM systems.

Our Extended School Year Program - ESY (summer services for special education students) continued to run for 4/or 5weeks, Monday - Thursday, from 9:00 - 12:00 during July and August. The 5-week program was for our students with more intensive needs.

During 2024, the Special Education Department continued to provide special education services to students with IEPs who attend St. John the Baptist School. Several Ludlow families took

advantage of the services during this school year. We also provided services to homeschooled students with IEPs this year.

Virtual meetings were initiated during the COVID shutdown and we have continued offering virtual IEP Team meetings unless parents/guardians ask for in-person meetings. This has been a more effective way for parents to meet so that they don't need to miss work for the day. We are offering in person meetings when we determine Initial Eligibility for possible special education services when possible. We increased our Evaluation Team Leader position from 3.0 to 3.6 this year in order to meet the demands of the new IEP.

The Special Education Parent Advisory Council (PAC) meets virtually the second Wednesday of the month during the school year. All parents were welcome to attend the virtual meetings. One of our co-presidents was elected as the sole president this year and the secretary was also re-elected.

**Respectfully Submitted,**

*Jean Fontaine, Director of Special Education*

The Rag Shag Parade... then and now.





## **INFORMATION TECHNOLOGY DEPARTMENT**

The Ludlow Public Schools IT Department understands and takes pride in knowing that our key mission is to ensure the continued success of teaching and learning by going the extra mile to make certain our Faculty, Administrators, Staff and Students have the best technological support, experience, resources and encouragement they need to be successful in their roles. As you will see in the next pages to follow, we again continued to do just that in 2024. Our small yet robust IT foundation is supporting and securing hundreds of users and thousands of students with support, access and use of technology. What is not readily described in these pages is the vitality, joy, and commitment that our staff bring to work each and every day. It is their dedication and passion for our teachers, students and the district's mission that makes the Department of Information Communication Technology (ICT) successful. We have had another very strong year in 2024 as the contents of our Annual Report are made clear and we are proud of what we accomplished for our District in 2024.

From managing and securely configuring multiple networks, devices, wireless access, card access, phone/PA systems and classroom technology to high tech lighting and building security control access systems, this past year was another extremely busy year. The successful completion of our projects further enforced our understanding that we can accomplish anything with the right team and plan in place.

A few of our larger projects of completion this year focused on the implementation of a new Chromebook classroom management software. The migration and update of our new ADA compliant public website along with several projector and interactive display upgrades. We were also awarded \$145,000.00 for physical school security upgrades through a grant from the Governor's office used to expand exterior camera coverage, replacement of four faulty exterior doors with card access integration and expansion of our Capital Improvement card access project at LHS, BMS and East Street. Lastly we worked with engineers on the finalization of our new athletic track bringing fiber optic cable from our high school into our athletic compounds press box, setting up network access, Wi-Fi and also surveillance cameras on the fields.

This past summer we also focused on the implementation of a new Chromebook classroom management tool fully integrated with our Aspen Student Information System (SIS). This was the first-year teachers were able to communicate directly to student devices, view student activity and keep students digitally focused in class. Being our first year using this we have several ideas and plans of data refinement to continue making the system as easy as possible. Another large endeavor was the new Massachusetts IEP form implementation in Aspen, over two years of testing, training staff and updating systems. This new form is available and has been successfully used this school year.

We also implemented digital hall passes for our Middle School, installing e-hall sign-out kiosks in all classrooms utilizing re-purposed older Chromebooks to allow for monitoring and easy bathroom and other classroom breaks limiting classroom disruptions and allowing for data capture and review.

Another large project was converting and upgrading our public website to an ADA compliant model. Extensive work was done recreating our site designs for all school locations. The new system also automatically posts urgent messages to our homepage and is integrated with our emergency communication system.

On top of our large projects, we continue to make changes to more centralized processes, addition of over 400 new one-to-one chrome books and a boatload of new to the district security technology; we find ourselves facing large nationwide price increases and some limited availability on technology equipment and support resources for this new equipment.

Continuing to move forward in 2025, our plans are to continue to:

1. Utilize every available resource and continue operating within a responsible budget model and continue with in-house installations whenever possible.
2. Take advantage of and promote our existing systems and new building technologies to their full extent to support teaching and learning with professional development.
3. Develop online replacements and workflows for paper-based business processes.
4. Continue to upgrade our oldest school's classroom technology.
5. Review our systems and use of school-based applications for effectiveness.
6. Continue to train staff, review and stay on top of security challenges.

It is anticipated the Technology Department team will continue to meet quarterly to discuss progress and tweak plans based on the needs and financial capabilities of our District each year. We recognize that IT organizations themselves are being transformed by advances in technology and financial constraints. It is important to understand that funding challenges don't necessarily mean we should do less because we have less, but rather they provide an opportunity to innovate and to do more with less because, honestly, it's the right thing to do.

We continue supporting over 700 desktop computers, 16 servers, 30+ network switches, 5 VOIP systems, building security access systems and 2600+ chrome devices. Along with the hardware we also support almost 2100 students and over 400 staff in their use of district computers, network access, cafeteria point of sale systems, library systems, nursing systems and online learning resources.

Every transition involves change, which can be difficult, as it's stepping out of a comfortable more well-known situation into an unknown. Change is about movement, a force of its own. As a team, we continually identify how we will change and adapt to technological changes, and we have seized every opportunity we have found.



Our ultimate goal is to be able to support and provide superb technology services with excellent access to safe technology at Ludlow Public Schools to achieve our mission and advance teaching and learning of unsurpassed quality for our students in today's new age of technology.

This past year we have again updated, increased and improved several systems, applications, and classroom and infrastructure items listed below. However, a constant flow and commitment is needed to continue to keep on top of the ever-changing technical world we live in.

Some of the work and completed projects we accomplished over the past year are:

- Installation and support of several new technologies in our Buildings; from the latest network configurations, switching hardware and classroom technology upgrades.
- Setup, Integrated and launched our new ADA compliant website.
- Supported, configured and integrated Clever with Elevation, Read Now and other application systems for automatic data updates for the Elementary and Middle Schools testing use (grades 1-8).
- Supported the Celebrate Ludlow 250<sup>th</sup> parade with wired internet access in front of East Street Elementary School for radio broadcasting and internet access.
- Added additional live office view surveillance screens at LHS, Baird MS, East Street and Harris Brook Elementary Schools.
- Upgraded and repurposed over 22 desktop computers at LHS, Baird and East Street Elementary School.
- In-House installation of 10 new Wi-Fi 6 Access points across LHS, BMS and East Street School and upgraded 12 end of life devices to continue improving network access and reliability including over 1000' of new Cat 6 plenum Ethernet wiring installed across LHS, BMS and East. New exterior cameras on the backside exterior of the High School.
- Added additional Google Chromebox systems for expanded kiosk usage and digital signage use.
- Provided ongoing training and support to secretaries on system use and efficiencies, and to teachers on technology options and online security practices.
- Upgraded and completed in house installation of a dozen new IP Cameras at LHS, Baird and East Street.

- Completed E-Rate submission of Category 1 Network reimbursement of 50% for Internet Services and 50% Category 2 reimbursement for one new MCAS caching server, 256 wireless access point license renewals.
- Replaced or updated all outdated and end of life battery backup systems at all the schools to continue to provide backup system up-time, reliability, monitoring and availability during power bumps/failures.
- Facilitation and support of our Capital Improvement Project for East Street School fire panel and detector replacements.
- Integration of our MAP student testing data with our STMath and Ellevation reading products to focus student growth using testing results.
- MCAS pre-setup of the new state cognia testing system for student testing to ensure proper accommodations and testing sessions are in place and being met.
- Environmentally friendly recycling of over .5 ton of broken or damaged computer equipment including shredding of any and all hard drives containing sensitive information.
- Installation of Classroom ceiling mounted speakers, amplifiers and laser projection systems at LHS, Baird MS and East Street elementary school.
- Upgrade of our Middle School Auditorium Sound and Projection System which was over 30 years old including new surveillance space cameras, new Speakers, amplifier and laser projector.

In addition to the projects above, IT support staff solved over 92% of our roughly 1100 support ticket requests last year within 48 hours.

Our Library services continuously ramp up technology support throughout the year by assisting both students and staff as the first level of support for any online technical problems they were able to solve. This past year they were reduced in number from an illness and a part-time coverage model used. The library is our front-line level 1 support for student support and Chromebook management within the schools. By partnering with and supporting them based at the schools we are expanding our IT support arm and complementing our mission through their work and engagement. We would not have been able to complete many of our projects on time without the help of our Library staff again this past year.

We take pride in maintaining and improving our infrastructure and systems, which in turn provides excellent reliability and performance and allows us time to support our staff and

students with the use of the technology tools available today so we can ensure our students will be prepared to thrive tomorrow.

District-wide, teachers overall continue to learn from IT staff, professional development training and one another as they work together with access to newer and better equipment.

In addition to the above the IT Department also validated and certified the State and Federal reports below:

DESE SIMS (October 1, March 1 and end-of-year)

DESE SCS (October 1 and with final grades at end-of year)

DESE EPIMS (October 1, end-of year)

DESE SSDR (July)

Federal ERATE application project planning and filings

P-EBT State Data feeds

Federal CRDC Reporting

**Respectfully Submitted,**

*Michael Assaf, Director of Technology*



(Fundraiser at River Hollow Family Golf)

## **OFFICE OF CURRICULUM & INSTRUCTION**

The Ludlow Public Schools (LPS) Office of Curriculum and Instruction oversees curriculum renewal and instructional practice, professional growth and development, grants, English language learning, and assessment. In addition to these primary functions, this office is also the liaison for homeschool programming. This review of the 2024 calendar year highlights accomplishments, progress, and insight into each of these areas.

### **Curriculum**

The Massachusetts Department of Elementary and Secondary Education (DESE) continually strives to make improvements and grow to reflect current knowledge and practice in education. This attention to growth results in an ongoing evolution of curriculum and instruction.

#### **Curriculum Review Cycle**

This cycle is a 5-year process that provides a set time for identified disciplines to focus on the renewal of curriculum. Renewal includes but is not limited to the examination of and alignment to State frameworks, writing and publishing of curriculum maps, and the evaluation of current and/or new primary and secondary materials and resources. LPS has initiated Year 1 renewal for K-12 core Math programming, along with the K-12 Health and Physical Education Courses (sponsored through a grant).

#### **Literacy Alignment**

After an internal analysis of instructional practices and resources during Fall 2024, LPS will expand its partnership with Hill for Literacy in order to improve vertical alignment of literacy programming. Starting in Winter 2025, LPS will launch a District Literacy Leadership Team made up of leaders and educators from across all four schools. This team will be tasked with developing a common vision for literacy instruction and outcomes in alignment with the latest research in the subject area. Additionally, Harris Brook and East Street teachers will have access to Science of Reading virtual courses, guided grade level literacy meetings, and direct instructional coaching from the vendor.

### **Professional Development**

Curriculum implementation and instructional practices are most successful when thoughtfully supported through professional development that mirrors the curriculum's intent, effectively addresses content and skill, and links learning to practice. With the development of a District-

wide strategic plan and focused District Improvement Plan (DIP), professional development is laser focused with the intention of achieving a defined set of goals.

In preschool through grade 12, all educators of all content areas have reviewed their instruction for alignment with the Frameworks. This has been an important process given the reauthorization of numerous Frameworks in the past 5 years. In addition, all educators are working with their grade level or department to align common standards-based assessments. The alignment of assessments allows for validation points on whether students are successfully meeting the targeted learning standards.

The district has adopted a [core pathway](#) of professional learning through which a majority of educators are progressing from August through May. The scope and sequence of learning aligns to the district's strategic plan, which prioritizes research-based instruction and the implementation of our Multi-Tiered System of Support (MTSS). Sessions are geared towards holistically looking at our students' social-emotional development, behavioral health and academic growth.

Particular subgroups of professionals have targeted PD throughout the year. Some of these include Preschool professional development through the Collaborative for Educational Services, Mental Health First Aid, clinical consultancy with Hirshberg Behavioral Health Services, and more.

## Grants

Annually, the Ludlow Public Schools (LPS) receive state and federal grant funding. The funding formula for entitlement grants is calculated based on enrollment and other factors including the Town census and the number of Ludlow families that indicate a socio-economic need. Other grants may be competitive or "needs based" in their funding allocation. Regardless of eligibility criteria, most LPS grant allocations are based on a fiscal year as opposed to a calendar year.

LPS's FY 25 federal entitlement grants saw a decrease in all grants, Title I, Title IIA, Title III and Title IVA. Title I is the largest entitlement grant that Ludlow receives. In prior years, funds were earmarked solely for grades kindergarten through grade 5. For 2024-2025, we have expanded to include services and support for our middle school, as the need is close to that of our elementary schools. Title I funds are used to supplement instructional programming - including tiered support services in reading and math. Funds also allow for curriculum advancement, family engagement, and professional development. Title I also funds opportunities for students including extended year programs, curriculum supplies and curriculum materials in an effort to increase the academic outcomes of disadvantaged students.

Our *Educator Quality* grant, commonly known as Title IIA, is also a federal entitlement grant. The funds support stipends for Ludlow's mentorship and induction program, a licensure requirement that districts must provide for new teachers. Title IIA also supports contracted and in-house funding professional development opportunities for educators preschool through grade 12. Also covered by this grant is our student data dashboard, Open Architects, which is used to support MTSS implementation. Lastly, supplies and materials related to professional learning are also purchased through Title IIA.

Title III funds support EL instructional materials, professional development for ESL teachers, and tutoring for ELL students.

The focus of the Title IVA *Student Support and Academic Enrichment* grant is to support social emotional learning (SEL) and wellness initiatives as well as technology. Title IVA funds are used to supplement the cost of Panorama, our SEL survey tool with accompanying evidenced-based instructional materials for teachers. In addition, Title IVA is also used to support wellness programming and to offset limited local hardware costs.

New for the school year 2024-2025, LPS was awarded a \$50,000 grant - *Promoting Safe and Healthy Learning Environments: Elevating Student Voice and Well-Being*. Specifically, the focus of our application addresses the implementation of the new Comprehensive Health and Physical Education Framework. Funds from this grant support professional learning for Health and Physical Education teachers, along with curriculum alignment analyses, and the purchase of high-quality instructional materials.

Ludlow is also the Lead Educational Agency for the competitive Ludlow Coordinated Family & Community Engagement (CFCE) Pathways for Parents and Parent Child Plus (PC+) grant. These paired and highly competitive grants total \$251,644 in funding for children aged birth to age 8 in Ludlow and 7 neighboring communities: Longmeadow, East Longmeadow, Hampden, Wilbraham, Southwick, Tolland, and Granville. The Ludlow CFCE prides itself on ensuring that we service our Ludlow community in providing playgroups, early literacy learning opportunities and family engagement.

## English Language Education

As of December of 2024, LPS is educating 150 EL students, PK-12. This is down from 169 students at the same time last year. Among our 150 students, there are 22 spoken languages of which the three most common languages are Portuguese, Spanish, and Turkish. In order to streamline



documentation and manage our EL data effectively, LPS has invested entitled funds into the ESL platform *Ellevations*.

## Assessment

Assessment is a natural part of education. Teachers are regularly assessing student acquisition of content knowledge, both formally and informally, throughout the school year. Formal summative assessments include tests such as the Massachusetts Comprehensive Assessment System (MCAS), Assessing Comprehension and Communication in English State-to-State (ACCESS), Scholastic Aptitude Test (SAT), Preliminary SAT (PSAT), and Advanced Placement (AP). Local formative assessments include Measures of Academic Progress (MAP) Growth, Dynamic Indicators of Basic Early Literacy Skills (DIBELS), Universal Screeners for Number Sense (USNS), Math Recovery diagnostic assessments, and FUNdations.

At Ludlow High School (LHS) the PSAT was given to all 10th graders, free of charge and eleventh graders were able to pay to take the assessment again. In 2024, the MCAS assessment was administered for English, mathematics and science. Also included was the MCAS Civics project that must be completed by all high school students prior to graduation. In addition, students in grades 11 and 12 completed and sat for 341 AP exams. Internal formative assessments continue to take place regularly. Measures of Academic Progress (MAP) Growth is administered at Grade 9 three times over the course of the year so that educators can track student progress and gains to inform instruction and support.

At Baird Middle School (BMS) students in grades 6-8 engaged in MCAS English Language Arts and Mathematics, and grade 8 students completed the Science Technology and Engineering (STE) MCAS and the Civics project. Additionally, Measures of Academic Progress (MAP) Growth is administered at all grades at BMS three times over the course of the year so that educators can track student progress and gains to inform instruction and support.

At the elementary level, Harris Brook students in grades 3-5 engage in the English language arts and Math MCAS and grade 5 students complete the STE MCAS. Grades 2 and below do not take MCAS. Harris Brook and East Street Schools, like BMS, also administer Measures of Academic Progress (MAP) Growth in kindergarten through grade 5. LPS educators in grades K-5 continue to implement the Dynamic Indicators of Basic Early Literacy Skills (DIBELS) as a required screener/progress monitoring instrument. Fall of 2024, the district piloted a district-wide assessment team, composed of the K-5 Literacy Interventionists. This team is tasked with completing the three-times-per-year benchmarks in a timely fashion and with optimal fidelity.

New for SY 24-25, LPS is implementing ForeFront's Universal Screeners for Number Sense (USNS) in grades K-2. These are based on the diagnostic, interview-style assessments connected to the U.S. Math Recovery Council trainings. Math Interventionists at ESE and HBES serve as liaisons for this work and assist teachers in unpacking the data.

## Homeschooling

The Office of Curriculum and Instruction also oversees homeschool requests and monitors homeschool programming. Our average participation rate is 40. For the 2024-2025 school year, we currently have 42 students on homeschool programs. Plans for homeschool students require a minimum of 180 days and 900 (elementary) or 990 (secondary) hours over the course of a self-defined year. Students engage in learning experiences outlined by their parent/guardian who is responsible for program oversight and instruction. Evidence of academic progress is required to be submitted in accordance with the [Care and Protection of Charles Act](#) at a minimum of 1 time per year.

**Respectfully Submitted,**

*Tara Brandt, Ed.D, Director of Curriculum & Instruction*

Tony Tavares, owner of the Villa Rose Restaurant is a great supporter of the Ludlow250<sup>th</sup>! Thank you for always helping support Ludlow's organizations.





(Town-Wide Community Clean-Up Day)



## LUDLOW HIGH SCHOOL

The calendar year of 2024 at Ludlow High School was a very busy year for our students. In May we graduated 188 students in the Class of 2024. Approximately 81% of the senior class entered higher education; 2% to the military, 12% entering the workforce and 5% undecided. Fifty-three graduating seniors were awarded the John and Abigail Adams scholarship which reflects high achievement on the state exam MCAS. Ludlow High School was recognized as meeting targets from the MA Department of Secondary Education. LHS awarded 3 students the Commonwealth Seal of Biliteracy. They demonstrated through an extensive exam proficiency in both English and a world language. Ludlow High School had above average scores for advanced placements exams and our MCAS scores continued to show growth.

Ludlow High School continues to provide support for students in English and Math by implementing a tiered instructional model. Students may choose advanced placement courses, honors courses, standard level courses and/or tiered support classes to enrich their learning. All students have equal opportunities to experience these four instructional levels. Our advanced

placement courses, which are supported by a grant received from the Massachusetts Math and Science Initiative, are Biology, Calculus AB, Chemistry, English Literature and Composition, English Language and Composition, Statistics, Spanish, Portuguese, French, US Government & Politics, Environmental Science, US History and Computer Science. Teachers have received extensive professional development to enrich student learning in these classes and promote success. Students have been supported by the grant by receiving extra help on Saturday Study Sessions to support them in passing the AP exam. All departments at Ludlow High School spent all school year aligning their curriculum to Massachusetts state standards and all assessments were standards based.

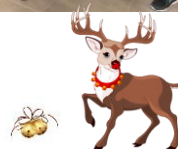
Ludlow High School continued many traditions for calendar year 2024, such as all senior events, a homecoming dance, a homecoming spirit week, support for Red Ribbon Week, Suicide Awareness Week, Mental Health Week, and many clubs met to celebrate their traditions. All teachers were certified in Mental Health First Aid. Ninth graders for the first time participated in MAP testing in order to assess their growth in ELA and math.

**Respectfully Submitted,**

*Lisa Nemeth, Principal*



Pancake Breakfast with Santa  
2024



(Santa's Helper's Hannah, Malina & Keeley)





## **PAUL R. BAIRD MIDDLE SCHOOL**

As a result of the continued hard work and dedication of staff, parents, and community partners, Paul R. Baird Middle School students participated in a variety of learning opportunities as members of a supportive and welcoming learning community. Currently, the enrollment stands at 515 students. The administrative team, Principal Jason Taylor and Assistant Principal Jessica Torres are in their first year working together at Baird Middle School.

The focus for the 2024 school year is to meet the individual needs of students by developing positive, respectful relationships; providing high quality academic instruction; and building strong partnerships with families. The BAIRD acronym remains to communicate the expectations of all students and staff: Be All In, Attentive, Intuitive, Respectful and Disciplined. Additionally, the Renaissance program is a component utilized to help foster culture and climate. Each term students have the opportunity to earn a Renaissance Card based on their achievements in the areas of academics, attendance, and attitude. Each card has perks for students to redeem throughout the term.

The core curriculum instruction (English Language Arts, Mathematics, Science, and Social Studies) is delivered by dedicated, qualified teachers in distinct grade-level teams. Additionally, Baird offers “Specials” to support the development of a wide range of skills and knowledge for students. STEM, Financial Literacy, Art, Health, Physical Education, and Music provide students the space to explore and experience a range of learning opportunities that form them into well-rounded individuals. In addition to these electives, the enrichment block continues to be designed to provide students with additional learning opportunities in English Language Arts, Mathematics, Science and Social Studies. This block also provides the opportunity for tiered instruction classes for students in need of targeted support in closing learning gaps that may exist in Reading and Math; and any further interventions to meet the individual needs of students. All of these classes are offered in addition to the core content classes.

After school clubs will continue to be offered at the benefit to Baird students. Staff from Baird recognize the importance of these enrichment activities and how they extend our students’ learning by providing a wide variety of opportunities: Jazz Band, Mindful Minutes Club, Volleyball

Club, Wrestling/Fitness Club, Digital Photography Club, Yearbook Club, Art Club, Dungeons & Dragons Club, Travel Club, and Student Council. We believe that these experiences are an essential ingredient in connecting classroom learning with real-world experiences that allow our students to develop and apply lifelong learning strategies and build relationships.

The 2024 calendar year includes the retirement of Deborah Ziemba, Grade 8 Math, and Renee Wiater, School Nurse. We thank them for their many years of dedication to Ludlow Public Schools and, in particular, to the Baird Community. In closing, on behalf of our entire school community--students, faculty, and staff--I offer my heartfelt gratitude to the citizens of Ludlow for their continued generosity and support of the Paul R. Baird Middle School.

**Respectfully Submitted,**

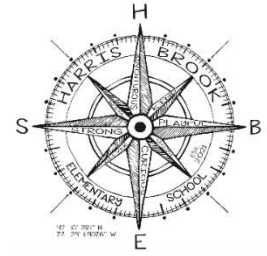
*Jason Taylor, Principal*



Cabin Fever Dinner Dance Fundraiser







## **HARRIS BROOK ELEMENTARY SCHOOL**

We started January 2024 with 117 members of the Harris Brook Elementary staff. There were 143 second grade students, 162 third grade students, 167 fourth grade students and 153 fifth grade students. This gave us a grand total of 625 students.

In January, MAP testing was done for all grades. Collins Writing and ACCESS testing were also administered. Clubs started up again and included Student Ambassadors, Grow the Good Club and Chorus Club. We celebrated January Spirit Days every Friday with Crazy Sock Day, Crazy Hair Day, etc. Student Ambassadors were led by Andrea Lacey and this was the first of its kind here at HBES. Fifth grade students were hand selected based on their academic standing, as well as their exemplary behavior with staff and their peers. They were able to accomplish community outreach as well as support our younger students especially during special events. The program proved to be an overwhelming success. Service Team met weekly on Days 1 and 2.

In February, Dibels Testing was administered. Frank Murray retired on February 16, 2024, after 26 years of teaching. Nicole Riel accepted his position. Oliver MacFadden joined HBE as our new band teacher to replace Andrew Armstrong. Ian Thompson accepted a position as a building substitute.

In March, Reading Week was a success and spearheaded by our reading interventionists. We had readers from the community come in to read with classes, Buddy Classroom reading to each other and lots of fun reading activities throughout the week including dressing like our favorite book characters. During this time, Mr. and Mrs. Trudeau were recognized for their generous donation of books through Links to Libraries with a plaque honoring their generosity over the years.

Our second graders enjoyed a field trip to Worcester to The Hanover Theater to see The Magic School Bus. MCAS Alts were completed. STMath and One Foundations visited HBE to see the impressive work the staff and students have been doing with their progress of reaching our goal of 80% by the end of the year. We were at 62% in March. We kicked off March Mathness to boost up the excitement around math. On April 8, 2024, we were able to witness the Solar Eclipse as a community. This was a rare event.

At the close of the 2023 -2024 school year, Jane Abts (Art) retired after 50 years in our district. Amy Brown (Grade 5 ELA) also retired. Sue Rodio (Grade 5 Math) moved back to Baird. Jennifer Donovan (Grade 5 ELA) also accepted a position at Baird. Alyssa Costa was hired as a self-contained classroom in grade 5. Katie Vitorino (Grade 2 Inclusion) went back to East Street School. Monica De Vitry was hired as our new art teacher. Christine Webber was hired as our new LICSW. Catherine Kalenoski was hired as our new SAC. Brittany Charron (RN) moved to Baird and a new LPN (Marc Carillo) was hired.

In August, Chrissy Fernandes and Jen Potter won the ST MATH Golden Skateboard. The Golden Skateboard is awarded to educators who have contributed and helped to enhance the ST Math community. Those awarded the honor have also shown exceptional support and creativity to motivate students with the help of teachers to achieve success with the ST Math program.

We started our fourth school year at Harris Book with 594 students and 118 staff members. Staff and students were welcomed into school with a red-carpet level entrance and a “Life is a Movie” theme for Red Ribbon week has been ongoing. During the fall we made a play announcement for the first time in five years. Mrs. Fernandes and Ms. Hamel will co-direct “Finding Nemo Jr.” in the spring of 2025. An Inflatables Race fundraiser was created by Mrs. Sara Sweeney and the PTO. A grand time was had by all and it will now become a tradition.

A Peer Pals mentorship between our fourth and second grade students and our third and fifth grade students was created and has been well received. It is a positive way for our students to interact with their younger peers. Red Ribbon Week went off without a hitch. Mrs. Dobek continued the tradition of planting tulip bulbs with our fifth-grade students. Students walked the red carpet and students were highlighted and displayed for their acts of kindness. Movie themed lunches were a big hit and students and staff dressed like movie stars.

We had a PD Day in November for Universal Design for Learning. There was a review of our Panorama Survey. SEL Lessons were being taught each week in the classroom. Our school exceeded the school-wide ST Math percent progress goal of 28% for November and we were working toward the December goal of 35% by Friday, December 20.

Links to Libraries resumed with our community readers visiting each week. Our friends from Keystone Commons started their visits again to read to our second-grade students.

Wreaths across America fundraising was in full swing in November as well as a collaboration with Project 351 and LHS students for a Holiday Toy Drive.

Student Spirit Week Holidays (SEL) were also celebrated during the last week of December. Mr. A and Mrs. Yarkey started 4th and fifth grade enrichment for basketball and jump rope. All in all, it was a very full and successful start to our school year.

**Respectfully Submitted,**

*Nikki Reed, Principal, Harris Brook Elementary School*



(Addie & Isla Bouchard with Boomer from the Springfield Thunderbirds)



## **EAST STREET ELEMENTARY SCHOOL**

East St. School began the New Year, 2024, with 369 students. We were able to bring back our music teacher full-time this school year. All students received a specials class every day. The specials classes were Music, Art, and Physical Education.

We continue to see an increase in the number of ELL students. Both of our ELL teachers have a full slate of ELL groups ranging from non-English speaking to dual language learners.

Our Preschool Teachers have fully implemented the “Get Set for School” curriculum and our students are making steady progress with the new program. Our Kindergarten and 1st grade teachers began using another assessment tool that allows them to see specific reading deficits that a student may have and then use the suggested learning plans to assist that student in improving their reading skills. We now have planned data meetings every 6 weeks to discuss our students’ reading progress and to devise plans for those students who may be struggling in certain areas of reading.

Currently we have five integrated Preschool classrooms, seven Kindergarten classrooms and six 1st Grade classrooms. In addition, we have four Individualized Learning Plan classrooms. We were able to use one librarian between Harris Brook and East St School. The librarian rotates between schools every two weeks. A library para works in the opposite school so that our libraries can remain open every week. Our student/teacher ratio remains 15:1, in kindergarten it is 19:1, and in 1st Grade 22:1.

The state continues to focus on Dyslexia detection and Early Literacy instruction in the classroom. Our decision to implement more phonics-based instruction based on the “Science of Reading” has resulted in our students making more progress as evident in our Dibels scores.

At East St School we continue to use our “Have You Filled A Bucket?” initiative building wide to assist students in learning how to become good citizens within a school community. Together with the Life Is Good SEL Classroom Kits we are helping our students acclimate to the school setting after covid interrupted their first couple years of their education. Each month we concentrate on a new “Superpower” with games, activities and resources staff can use with students to help with

their social, emotional needs. The 10 Superpowers are Gratitude, Creativity, Authenticity, Love, Courage, Compassion, Simplicity, Humor, Openness and Fun. All are based on the central theme of Optimism. We have also introduced the CASEL competencies to our staff and students. These competencies are used to educate ourselves in the area of Social Emotional Learning. Being able to navigate the social and emotional aspects of a learning community is essential to educating the whole child. The competencies are self-awareness, self-management, social awareness, relationship skills, and responsible decision-making. This fall we added monthly all school assemblies highlighting our students who display attributes of the Superpower that we are promoting that month. Our music teacher, Megan Provost, has written a school song we sing at each assembly. Our School Adjustment Counselor, Maura Ricardi, plans and MCs the monthly assembly.

Our teachers continue to meet at least once a week to discuss best practices, plan units, and review student data. In addition, teams meet once a month at their grade level meeting and on early release days. Administration monitors meeting agendas and attends these meetings periodically. Teachers continue to set goals and collect data within the Educator Evaluation Program process which correlates with the state's educator evaluation system.

The learning community at East St School continues to remain positive and work with the diversity of our students. I continue to be encouraged by the amount of collaboration between staff and their ability to meet the demands of a diverse population of students. They continue to ensure that their students receive the best possible education, not only in academics but also in social emotional learning.

**Respectfully Submitted,**

*Thomas Welch, Principal*



## FINANCE

### BOARD OF ASSESSORS

FY2025 was an interim year, the work was successfully completed and approved by the Department of Revenue. Values increased as a result of the revaluation by approximately 6% to 9%. The total valuation of the Town increased by 9%.

#### TAX RATE FIGURES

Fiscal Year	Tax Rate	Personal Property Valuation	Real Estate Valuation	Total Valuation	Gross Amount Appropriated	Net Amount to be Raised by Taxation
2023	19.51	\$241,933,410	\$2,281,341,610	\$2,523,275,020	\$83,608,671.00	\$49,229,096.00
2024	17.35	\$270,477,230	\$2,813,975,770	\$3,084,453,000	\$90,446,143.54	\$53,515,259.56

#### ABATEMENTS

Fiscal Year	Real Estate		Personal Property		Senior Work-off		Veteran Work-off	
2023	53	\$72,541.00	2	\$1,183.59	62	\$46,500.00	5	\$7,500.00
2024	56	\$34,495.26	4	\$6,872.20	75	56250.00	9	\$13,500.00

#### EXEMPTIONS

Fiscal Year	Cl.22 Vets Exemptions	Cl.37A Blind Exemptions	Cl.41C (over 70) Exemptions	Total Amount Exempted
2023	246	18	17	\$245,162.19
2024	249	19	15	\$235,445.55



**MOTOR VEHICLE EXCISE**

Levy Year	Number of Bills	Tax Amounts	Number of Abatements	Amounts
2023	24117	\$3,005,260.14	558	\$57,805.39
	(2022) 402	\$14,549.70	(2022) 34	\$2,751.91
			(2021) 5	\$460.77
			(2020) 1	\$52.44
2024	24260	\$3,195,792.27	566	60,816.93
	(2023) 1075	\$65,682.13	(2023) 32	\$2,961.25
			(2022) 4	\$333.80
			(2020) 3	\$134.35

**MISCELLANEOUS**

Deeds		Building Permits/Inspections	
2023	531	2023	877
2024	570	2024	966

Ludlow's GIS website (geographical informational system) which allows taxpayers to explore their property lines online via maps and property record cards has been updated. This is a great tool for the residents of the Town of Ludlow.

The Board would like to extend its sincere appreciation to Jose Alves, Assistant Assessor, Maria Fernandes, Associate Assessor and Clerk Paula Mahoney for the work they performed in order for the Department and the Board to continue to meet Department of Revenue deadlines.

For Fiscal Year 2025 Mike O'Rourke was nominated the Chairman of the Board, along with board members Tony Rosa and John Urban.

**Respectfully Submitted,**

*Mike O'Rourke, Chairperson*



## **FINANCE COMMITTEE**

The primary duties of the Finance Committee are to advise and make recommendations to the Town Meeting on the annual operating budget and other financial matters. We are responsible for submitting our recommendations on the Annual Budget to the Town Meeting and provide recommendations on all articles coming before the Town Meeting. During the year, our statutory responsibility is managing the Town's Reserve Fund and authorizing transfers from the funds to town departments for unforeseen or emergency necessities. We take our responsibility as custodian over these funds seriously and ensure that any emergency transfers meet an appropriate standard and do not circumvent the Town Meeting action.

As a committee we provided budget oversight and analyzed the town's budget proposals to ensure they are fiscally responsible and aligned with the town's priorities. Assisted in the development of long-term financial plans and strategies to address the town's needs and goals. Recommended financial policies and procedures to promote transparency, accountability, and efficient use of resources. Reviewed financial reports and statements to ensure accuracy and compliance with legal and regulatory requirements. Collaborated with town officials and stakeholders to facilitate effective financial management and communication. Overall, the

Finance Committee served as a critical advisory body, providing oversight and guidance to ensure the town's financial health and stability.

The Finance Committee meets on the third Wednesday of each month in the Board of Selectmen's Conference Room in the Ludlow Town Hall. Meetings are scheduled from September through June with a recess during July and August. Emergency meetings can be called during the recess to handle the necessary town financial business. All meetings are posted with the Town Clerk with as much advance notice as possible.



**Respectfully Submitted,**

*Antonio Sanchez, Chairperson*

#### MEMBERS

Aneta Lombardi, Vice Chair  
Susan Boyea  
Darlene Cincone  
Matias Goncalves

Michael Kelley  
Michael Kelliher



## **TOWN COLLECTOR**

### **Real Estate & Personal Property**

Real estate and personal property bills for the Town of Ludlow continue to be due on a quarterly basis: August 1st, November 1st, February 1st, and May 1st. The Board of Selectmen voted to adopt a single tax rate of \$17.35 per thousand for both residential and commercial properties for FY 2025. The amount of \$53,660,397.32 was committed to us for collection. Over 9800 real estate and personal property bills were printed, processed, and mailed. To accommodate our residents, real estate and personal property taxes for the Town of Ludlow may be paid online. We realize the importance of keeping up with the times and offering this online payment option. This payment method serves to accommodate those Ludlow residents who want the convenience of paying their taxes online, anytime day or night. We are fortunate to have found a banking partner, who has years of financial experience and who adheres to strict security methods to protect our residents' personal information. UniBank uses state-of-the industry encryption methods which safely handle these transactions so that town employees never gain access to bank account information. The process for residents to pay online is simple: with your bill and checkbook in hand, 1) Go to: [www.ludlow.ma.us](http://www.ludlow.ma.us) 2) Click on: Taxes & Sewer 3) Complete each screen to process payment. If paying from a checking account a nominal fee of 50 cents will be charged. If using a credit card (Mastercard, Visa or Discover), a fee will be assessed by the credit card service provider.

### **Motor Vehicle Excise**

Over 24,000 vehicle excise bills totaling \$3,218,312.35 million dollars were printed, processed, and mailed from the Collector's Office throughout the year. Payments of auto excise are due 30 days from the date the tax notice is mailed. 90% of the committed bills are paid by their due date. Automobile owners are advised not to ignore their bills, for a \$5.00 tax bill can jump to \$70.00, loss of license and registration within two months if late notices go unanswered. According to Chapter 60A of the Massachusetts General Laws, "failure to receive a notice shall not affect the validity of the excise". Thus, a person who does not receive a bill is still liable for the tax plus interest and charges accrued. Therefore, it is important to keep the Registry and Post Office informed of your current name and address so that your tax bills can be delivered promptly. The Registry will be notified of any excise bill that remains outstanding. The Registrar then marks the individual's registration preventing the renewal of their motor vehicle registration and the owner's driver's license until such time as the Registrar is notified that full and final payment has been made to the Town of Ludlow.

As with real estate and personal property bills, to accommodate our residents, timely motor vehicle excise payments are now being accepted online. Additionally, there is a night/weekend drop off box in the back of the Town Hall.

### Municipal Lien Certificates

Upon written requests from attorneys, banks, mortgage companies and real estate agencies, the Collector shall furnish a certificate of all outstanding taxes and other assessments and charges which constitute a lien on a parcel of land. The Collector consults with the Board of Assessors, DPW and other departments to secure required information. In accordance with Mass General laws, a \$50.00 fee is charged for each certificate prepared. Once again, many hours were spent researching and preparing these certificates. We ask attorneys and other agencies requesting such information to cooperate and mail their application to us as early as possible so that we can complete and return them in a timely manner.

### Payroll Distribution

Gross Payroll	\$42,768,063.71
FICA	\$624,052.64
Federal Withholding	\$3,663,972.20
State Withholding	\$1,975,242.74
Retirement	\$5,338,369.92
United Fund	\$256.00
Annuities	\$501,566.09
Health Insurance	\$1,921,954.05
Life Insurance	\$13,906.79
Credit Union & Banks	\$30,502,796.17
Union Dues	\$377,999.16
Deferred Compensation	\$633,864.00
Dental	\$162,447.93
Aflac	\$38,640.23
Vision	\$8,213.84
Other Withholdings	\$42,544.02

### Health and Life Insurance

The Town of Ludlow, through the Board of Selectmen, entered into a contract with Boston Mutual Life Insurance Company for one more year and Network Blue, Blue Care Elect-PPO, Network Blue Select and Managed Blue for Senior, Medex II and Dental Blue contracts were signed with effective dates running from July 1, 2024, to June 30, 2025. The following rates prevail: Monthly Premium

Monthly Premiums			
	Town's Share	Employee's Share	Total
<b>Blue Care Elect-PPO</b>			
Individual	\$ 768.71	\$ 216.82	\$ 985.53
2 Person	\$ 1,537.42	\$ 433.63	\$ 1,971.05
Family	\$ 2,106.27	\$ 594.07	\$ 2,700.34
<b>HMO Blue NE</b>			
Individual	\$ 628.33	\$ 177.22	\$ 805.55
2 Person	\$ 1,256.67	\$ 354.45	\$ 1,611.12
Family	\$ 1,721.65	\$ 485.59	\$ 2,207.24
<b>Network Blue Select</b>			
Individual	\$ 546.65	\$ 154.18	\$ 805.55
2 Person	\$ 1,093.31	\$ 308.37	\$ 1,401.68
Family	\$ 1,497.83	\$ 422.46	\$ 1,920.29
<b>Senior Plans (Effective 1/1/2025-12/31/2025)</b>			
Medex II	\$ 246.39	\$ 91.90	\$ 417.75
Managed Blue for Seniors	\$ 325.85	\$ 246.39	\$ 492.78



<b>Boston Mutual Life Insurance</b>			
\$10,000.00 coverage for active employees	\$ 2.56	\$ 2.56	\$ 5.12
\$2,000.00 coverage for retirees	\$ .51	\$ .51	\$ 1.02

<b>Dental Blue Freedom</b>			
Individual	\$ 11.93	\$ 11.93	\$ 23.86
Family	\$ 34.68	\$ 34.68	\$ 69.36
<b>Dental Blue Freedom High</b>			
Individual		\$ 54.66	\$ 54.66
Employee & Spouse		\$ 109.33	\$ 109.33
Family		\$ 191.31	\$ 191.31



250<sup>th</sup> Committee member David Sady #LudlowDroneGuy takes amazing drone photography.



## **TOWN TREASURER**

### **Real Estate & Personal Property**

Real estate and personal property bills for the Town of Ludlow continue to be due on a quarterly basis: August 1st, November 1st, February 1st, and May 1st. The Board of Selectmen voted to adopt a single tax rate of \$17.35 per thousand for both residential and commercial properties for FY 2025. The amount of \$53,660,397.32 was committed to us for collection. Over 9800 real estate and personal property bills were printed, processed, and mailed. To accommodate our residents, real estate and personal property taxes for the Town of Ludlow may be paid online. We realize the importance of keeping up with the times and offering this online payment option. This payment method serves to accommodate those Ludlow residents who want the convenience of paying their taxes online, anytime day or night. We are fortunate to have found a banking partner, who has years of financial experience and who adheres to strict security methods to protect our residents' personal information. UniBank uses state-of-the industry encryption methods which safely handle these transactions so that town employees never gain access to bank account information. The process for residents to pay online is simple: with your bill and checkbook in hand, 1) Go to: [www.ludlow.ma.us](http://www.ludlow.ma.us) 2) Click on: Taxes & Sewer 3) Complete each screen to process payment If paying from a checking account a nominal fee of 50 cents will be charged. If using a credit card (Mastercard, Visa or Discover), a fee will be assessed by the credit card service provider.



### **Motor Vehicle Excise**

Over 24,000 vehicle excise bills totaling \$3,218,312.35 million dollars were printed, processed, and mailed from the Collector's Office throughout the year. Payments of auto excise are due 30 days from the date the tax notice is mailed. 90% of the committed bills are paid by their due date. Automobile owners are advised not to ignore their bills, for a \$5.00 tax bill can jump to \$70.00, loss of license and registration within two months if late notices go unanswered. According to Chapter 60A of the Massachusetts General Laws, "failure to receive a notice shall not affect the validity of the excise". Thus, a person who does not receive a bill is still liable for the tax plus interest and charges accrued. Therefore, it is important to keep the Registry and Post Office informed of your current name and address so that your tax bills can be delivered promptly. The Registry will be notified of any excise bill that remains outstanding. The Registrar then marks the individual's registration preventing the renewal of their motor vehicle registration and the owner's driver's license until such time as the Registrar is notified that full and final payment has been made to the Town of Ludlow.

As with real estate and personal property bills, to accommodate our residents, timely motor vehicle excise payments are now being accepted online. Additionally, there is a night/weekend drop off box in the back of the Town Hall.

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(People's Bank is a BIG supporter of the Ludlow 250<sup>th</sup> – Thank you for your generosity)

## HUMAN SERVICES

### BOARD OF HEALTH

The Board of Health reorganized in 2024 with Kelly Lamas, Chairman; Adrienne DeSantis, Secretary; and Antonio Tavares, Member. In March, Kelly Lamas was elected to serve a three (3) year term on the Board of Health. The Board of Health meets monthly and can be reached through the Health Department at (413) 583-5600 ext. 1271.

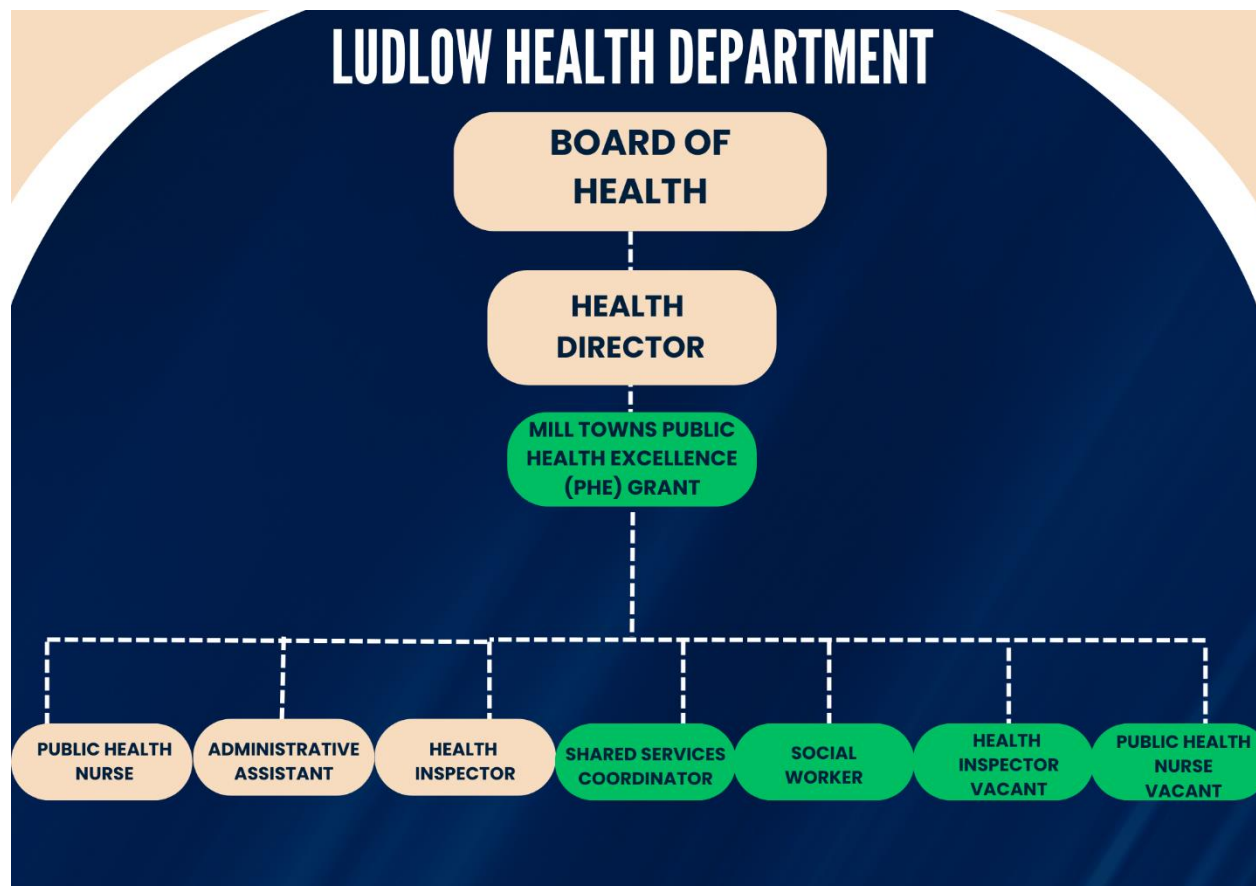
### HEALTH DEPARTMENT

**HEALTH DIRECTOR:** Paulina Matusik, MPH

**HEALTH INSPECTOR:** Emily Quinn

**PUBLIC HEALTH NURSE:** Angela Kramer, MS, RN

**ADMINISTRATIVE ASSISTANT:** Tereza Crosby



On February 9<sup>th</sup>, Tim Fontaine resigned from his position as Health Inspector. We wish him all the best in his future endeavors. In May 2024 the Ludlow Health Director completed and obtained



her Massachusetts Title 5 Soil Evaluator's License. On June 24<sup>th</sup> the department welcomed their new Health Inspector Emily Quinn.

Throughout 2024, all the department staff participated in numerous community events:

- The Valentines gift bag project with the Ludlow CARES coalition in February
- Ludlow 250<sup>th</sup> Celebrations throughout the year (see picture on left below)
- Lion's Club Presentation in April
- The Slide into Summer Safety event at the Boy and Girls club in June
- A Red Ribbon Week talk at the Senior Center in October
- The Open House with Police and Fire Departments in October (see picture on right below)
- The Rag Shag at the Boys and Girls Club in October





## **NARCAN**

The Health Department continues to offer free Narcan, Narcan kits and free Naloxboxes. A NaloxBox is a small clear box labeled "Opioid Rescue Kit" that is mounted on the wall and contains four doses of Naloxone (commonly known as Narcan), a medication designated to reverse an opioid overdose. Each box is equipped with a rescue-breathing mask, medical gloves, and step-by-step instructions. Narcan, or naloxone, is a medicine that rapidly reverses an opioid overdose. It is an opioid antagonist. This means that it attaches to opioid receptors and reverses and blocks the effects of other opioids. Residents can request these items by email, phone or in person. More information on Narcan, obtaining Narcan and the good Samaritan Law can be found on the town website by searching for the "Ludlow Health Department."

## **INTERNSHIPS**

The Ludlow Health Department was chosen by the Massachusetts Department of Public Health's (MDPH) Division of Epidemiology to host a graduate student intern during the summer for a 2<sup>nd</sup> (second) year in a row. The student focused on the previous year's community needs assessment survey, to combine the residents' reported top concerns and increase the health department's social media and online presence to increase community health outcomes. 73.9% of the 2023 Community Health Survey respondents indicated that they received most of their health information from internet searches, community-wide health alerts, and social media. In collaboration with the Health Director, the intern created over 200 (two hundred) creative and engaging flyers to be posted to the health department's Facebook page and website. Topics ranged from UV and vaccination awareness, suicide prevention, substance use, Alzheimer's awareness to a Ludlow Health department "Did you Know" section.

The department also hosted a Ludlow High School youth Intern in 2024. Hosting a high school intern within our department is important because it provides valuable hands-on experience in public health and inspires and fosters community engagement. The internship allows the student to learn about health education, and local health initiatives while contributing to real-world projects. Our intern this year created new logo's for both the Ludlow Health Department and Mill Towns Public Health Collaborative.

This information and more can be found on the department's Facebook page. Residents can find a lot of extremely important information on this site by searching "Ludlow Health Department" on Facebook.

## **MILL TOWNS PUBLIC HEALTH SHARED SERVICES (MTPHSS)**

**SHARED SERVICES COORDINATOR:** Erin McMurray, MPH

**SOCIAL WORKER:** Ashley Jediny, LCSW

**TITLE 5 CONTRACTOR:** Felix Garcia

**PUBLIC HEALTH NURSE:** Vacant

**HEALTH INSPECTOR:** Vacant



The Mill Town's Public Health Shared Services (MTPHSS) was created through a grant from the state's Public Health Excellence program. This grant gives an opportunity for improvement in local public health capacity and is an investment in providing core public health services to the community for the future of local public health in Massachusetts. MTPHSS is comprised of four municipalities: Ludlow, Palmer, Warren and West Brookfield. The main goal of MTPHSS is to collaboratively pool resources, increase staff capacity and expertise, attract additional funding, and deliver better health protections, programs, and outcomes.

This past year, three new positions were added and filled through the shared services collaborative. On March 18<sup>th</sup> Erin McMurray started her position as the Shared Services Coordinator. On May 20<sup>th</sup> Ashley Jediny started her position as the shared services social worker. This is a brand-new position not only for Ludlow, but for all the communities within the collaborative. In June 2024 Felix Garcia started his position as the shared services Title 5 Contractor. A "Mill Towns Public Health" section was created and added to the Town of Ludlow website, as well as a "Mill Towns Public Health" Facebook page. Residents can find a lot of extremely important information on these sites by searching "Mill Towns Public Health" on Facebook and online. Through these channels, the shared services coordinator had the opportunity to teach people about the importance of food and kitchen safety around the holidays when cooking.

## SOCIAL WORKER SERVICES

In July 2024 Ashley Jediny started her monthly Social Worker drop-in hours at the Ludlow Hubbard Memorial Library. These drop-in hours are held on the 1<sup>st</sup> (first) Wednesday of the month from 11AM-1PM. More information on social work services available can be found on the town website by searching “Mill Towns Public Health.”

## EMERGENCY PREPAREDNESS

Public health plays a vital role in emergency preparedness. After major disasters, public health workers are often called upon to participate in a coordinated response and to protect residents from disease outbreaks and other hazards due to contaminated food and water, chemical releases, insect-borne diseases, and unmet medical needs. Ludlow has a great group of about forty-five (45) emergency preparedness volunteers. The goal is to increase participation and interest with the volunteers by doing training, workshops, and engaging activities.

## INSPECTIONS AND PERMITS

HEALTH INSPECTOR INSPECTIONS-PERMIT REVIEWS 2024	
Bathing Beach Water Testing	12
Beaver Permits	3
Body Art Inspections	4
Complaints	104
Food Establishment Inspections	70
Housing Inspections	23
Housing Pre-Occupancy Inspections	2
Lead Determination	0
Mobile Server Inspections	17
Percolation Tests	35
Pool Inspections	2
Recreational Camp Inspection	1
Septic Plan Reviews	36
Septic Final Inspections	32
Tobacco Violation Orders	3
Well Permit Reviews	29

## MONEY COLLECTED

MONEY COLLECTED BY THE BOARD OF HEALTH IN 2024	
Nursing Services	\$ 12,360.00
Immunizations	\$ 140.00
Sharps Containers/Disposal	\$ 76.00
2024 Flu Clinic Reimbursement	\$ 7,472.00
Body Art Establishment Permit	\$ 2,000.00
Body Art Practitioner Permits	\$ 800.00

Food Service Licenses	\$ 7,720.00
Retail Food Permits	\$ 3,610.00
Trailer Park Licenses	\$ 600.00
Mobile Food Server Permits	\$ 4,570.00
Frozen Dessert Licenses	\$ 400.00
Hotel/Motel License	\$ 300.00
Funeral Director Licenses	\$ 150.00
Non-Alcoholic Beverage License	\$ 100.00
Tobacco Permits	\$ 6,600.00
Removal of Garbage/Hauler Permits	\$ 1,800.00
Dumpster Permits	\$ 4,440.00
Well Construction Permits	\$ 2,465.00
Disposal Works Construction Permits	\$ 9,000.00
Septic Repair Permits	\$ 850.00
Septic Installer's Permits	\$ 2,625.00
Percolation Test Fees	\$ 11,100.00
<b>TOTAL</b>	<b>\$ 79,918.00</b>

## MEDICAL EQUIPMENT

Ludlow residents can donate and borrow gently used and clean durable medical equipment from our "Lending Closet". The most requested items we receive are shower benches/chairs, wheelchairs, transport wheelchairs, commodes, walkers, walkers with seats, and canes. Due to the limited storage space, we ask that you please contact the Health Department prior to bringing in any equipment (to return or donate). We also offer transport wheelchairs to rent for short periods of time. Thank you to all who have donated equipment. Your donations are truly valued!

## SHARPS/MEDICATION DISPOSAL

The Health Department is proud to offer FREE sharps disposal for town residents. This service is in connection with the syringe service program (SSP) that was voted in by the Board of Health and approved by the Bureau of Infectious Disease and Laboratory Sciences in 2023. Residents can drop off their sharps/needles at the Health Department or can call/text 413-270-3277 to have them picked up by Tapestry Health. Ludlow's SSP is hosted through Tapestry Health. Syringe Service Programs (SSPs) are community-based prevention programs that can provide a range of services, including linkage to substance use disorder treatment; access to and disposal of sterile syringes and injection equipment; and vaccination, testing, and linkage to care and treatment for infectious diseases. Residents can now contact Tapestry health on a as needed basis for these services.

## PUBLIC HEALTH NURSE

Public Health nursing is a specialty practice within nursing and public health and is defined as the practice of promoting and protecting the health of populations using knowledge from nursing, social, and public health sciences. Public health nursing focuses on promoting the wellbeing of populations, with the goal of promoting community health, as well as, preventing disease, maternal and family health, chronic disease, injury prevention, environmental public health, communicable disease control and linkage to equitable clinical care.

The Ludlow Public Health Nurse has been a part of the Conference Committee and Advisory Committee for developing the Foundations of Public Health Nursing, that are starting to be implemented across the state. This past year she has continued to do home visits to assist residents in their overall health and well-being in addition to providing foot care and administering vaccines as needed. A physician's order is required before the nurse can visit the client and there is a fee of twenty dollars (\$20.00) for services provided.

The Public Health Nurse continued to perform Foot Care and Nail Care Clinics at the Senior Center on Thursdays from 8:30am to 12:30pm. Appointments can be made by contacting the Senior Center. A total of one hundred and ninety-seven (197) patients were seen at these clinics in 2024, with one hundred and twenty-seven (127) being new patients.

Blood Pressure Clinics continue to be provided on Fridays from 10:00AM to 11:30AM at the Senior Center, as well as the Veterans' Center on the second Tuesday of the month along with their Veteran's Lunch. A total of seventy-one (71) Veterans were seen.

## VACCINES

The Department of Public Health Vaccine Division continues to supply municipalities with State Supplied Vaccines. Between our homebound residents, in-house appointments, and Flu Clinics, we have administered one hundred ninety-five (195) flu vaccines this year and held six (6) flu clinics. We still have Flu Vaccine available, and appointments can be made by calling the office.

## MAVEN

The Massachusetts Virtual Epidemiologic Network, MAVEN is a web-based surveillance system for infectious diseases. Confirmed cases are investigated by the Public Health Nurse in the Town of Ludlow. Surveillance was done on the following diseases:

MAVEN 2024	
Babesiosis	1 Case
Borrelia Miyamotoi Infection	1 Case
Calicivirus/Norovirus	21 Cases
Campylobacteriosis	9 Cases
Cryptosporidiosis	1 Case
Enterovirus	1 Case

Giardiasis	6 Cases
Group A Streptococcus	5 Cases
Hepatitis A	1 Case
Hepatitis B	7 Cases
Hepatitis C	49 Cases
Human Granulocytic Anaplasmosis	3 Cases
Influenza	174 Cases
Legionellosis	2 Cases
Lyme Disease	25 Cases
Novel Coronavirus SARS	381 Cases
Pertussis	1 Case
Salmonellosis	4 Cases
Shigellosis	1 Case
Streptococcus Pneumoniae	2 Cases
Tuberculosis	4 Cases
Tularemia	2 Cases
Varicella	1 Case
Yersiniosis	1 Case

## OUR VISION FOR THE FUTURE

In looking forward to 2025, this Department has some exciting goals. The Board of Health/Health Department would like to strengthen the workforce through the Public Health Shared Services collaborative, by hiring a Public Health Nurse and Health Inspector. We will also be providing BLS level CPR classes, car seat safety, and Narcan education classes. In addition, more education around health department regulations, food safety and Title 5 will also be offered. Our goal is to continue providing the services we have but also expand to offer more education and prevention to residents and businesses within town.

**Respectfully Submitted,**

*Kelly Lamas, BOH Chair*





## **COMMISSION ON DISABILITY**

Federal law defines a disability as “any physical or mental impairment that substantially limits one or more of the major life activities of an individual”. The 2000 Ludlow census revealed that many Ludlow residents are disabled. The figures showed that among those ages 5 – 20, 9.3% are disabled, among those ages 21 – 64, the rate increases to 19.2% and then further rises to 39.8% in those ages 65 and over. These numbers are staggering and are gradually increasing every year. The latest 2010 Census figures, however, no longer track disability. We can only assume the numbers have increased in Ludlow.

The Ludlow Commission on Disability was established by the Board of Selectmen, in accordance with the Americans with Disabilities Act, to help ensure that those individuals with disabilities are considered and included in all aspects of community life, including access to all municipal services, programs, meetings and employment opportunities.

In addition to receiving complaints and suggestions regarding accessibility throughout the Town, the Commission remains busy throughout the year reviewing plans submitted to the Planning Board for new construction or additions to determine accessibility for all new public buildings by all patrons. Working closely with the Building Commissioner, compliance issues are reviewed with suggestions for possible improvements. We also investigate grievances regarding the access to public buildings and services and can help facilitate problem resolution to achieve reasonable accommodations.

Two major goals of the Commission on Disability are education and increasing public awareness. Commission members continue to review new construction plans for public buildings to be constructed in Town. Not only must they meet ADA requirements but suggestions are sometimes made by commission members to help make the building more user friendly to those with disabilities. This may include parking that is close in proximity to the entrance.

With new members revitalizing this Board, it has been very busy and rewarding 2023. The commission participated in Celebrate Ludlow on October 14<sup>th</sup> with a booth which was manned by the Commission members. Many citizens stopped by the booth to learn what services were available and it was considered a great success.

The Commission also met with the Parks and Rec dept and the library to not only bring education and awareness but to assist in adaptable programs and equipment.

Currently the Commission is working hard to make all Town services accessible, such as emergency notifications for the hard of hearing.

Members also continue to work in "getting the word out" regarding the Commission on Disability and how we can help the citizens of Ludlow in accessing programs, services and buildings. Access to recreational activities sponsored in the Town or by the Town is a key priority for the commission.

As we serve our community, we welcome, and encourage you, the citizens, to enlighten us on possible physical or service-related barriers in Town. We are here to assist wherever we can in making Ludlow's services available to all. If you would like to join us as a member, please contact the Selectmen's office at 583-5600 x 0.

In closing, I would personally like to thank those on the Commission who have stepped up to the plate and taken responsibilities normally earmarked for the Chairman. Beverly had to take a leave of absence due to health concerns and members, Tara Bronner, Julie DeCesare, Harry Mills, Diane Walton and Joanne Odat-Staeb, new members Christopher Harkins and Jennifer Wright have proven their dedication to the Commission and I thank them from the bottom of my heart.

**Respectfully Submitted,**

*Tara Bronner, Chairperson*

#### **MEMBERS**

Tara Bronner, Chairperson

Joanne Odat-Staeb, Secretary

Julie DeCesare – Treasurer

Jennifer Wright - Member

BJ Church, ADA Coordinator

Beverly Barry, Vice Chairperson

Diane Walton - Member

Harry Mills – Member

Christopher Harkin - Member

*Incorporation Day, February 28, 2024***SENIOR CENTER***...who we are 2024...*

I think it is worth reminding people who we are and what we do. I forget that unless you have ever spent time in a Senior Center, you have absolutely no clue what happens here. No one lives here and we do not sit around and play bingo. Nothing is further from the truth. We are constantly on the move and no two days are ever the same. No two Centers are the same!

We are a Town Department called the Council on Aging. The building we work in is called the Senior Center. We serve as the Town's social service agency for its 6,400 older adults, which makes up 29% of the population in Ludlow. As part of a comprehensive community strategy to meet the needs older adults, the Senior Center is the initial access point for information and referral by the Town's older adults and their family members. The Senior Center offers services and activities within the Center and links participants with resources offered by other agencies. The Senior Center programs consist of a variety of individual and group services and activities.

The Center also serves as a resource for the entire community for information on aging, support for the family caregivers, training of professionals, leaders and students, and for the development of innovative approaches to addressing aging issues. Unlike other social service agencies, we do not say no or have an initial waiting list. We assist older adults and their families to the best of our abilities regardless of whether they have limited income or generous pensions. We pick up the pieces when other agencies limit access to services because of stringent guidelines or when families are absent or do not exist. We are here to assist older adults when no one else does.

The Senior Center is not a recreation center. Do we offer recreational programming? Yes, we do. We also offer educational programming, benefits counseling, wellness services and checks, nutrition, transportation, fitness education, arts and culture, information and referral, crisis management and so much more. We take advantage of grants and to be honest, are very frugal so that we can bring most of our program and services with no or little cost to our older adults. In FY 2024 we serviced more than 2550 different individuals. We had 85,589 sign ins, provided 10,000 rides, 31,800 meals, and offered at least 12 different activities each day. That was up from 9 daily activities in 2023. And that doesn't include lunch, outreach and the Cafe. We had over 180 activities each month ranging from exercise to caregiving; cooking to meditation. We also had dental support, hearing clinic, Reiki, grief support and caregiver support. That is pretty remarkable with a budget that is less than 1% of the entire Town budget and with a staff of 13...not all of whom are full-time. We help older adults stay active, independent and give them the ability to remain in their homes. We help to create healthy lifestyles, relationships and balance. Again, this is remarkable with a small budget and limited staffing.

Thankfully we continued to have a great relationship with the Health Department, Scantic Valley YMCA, SHINE, WestMass ElderCare and other Town departments, all of whom offered services to our older adults.

The Friends of the Ludlow Senior Center continued to support the Center and many of its activities. They helped purchase a new van and have pledged 20% toward a coming grant funded van. They continued to pay for almost all the entertainment throughout the year and supplemented many of our exercise classes so that they remained affordable for our participants. The Friends of the Ludlow Senior Center were such an integral part of the Center and will continue to be in the years to come.

Our volunteers were once again, a huge part of the Center's success. Over 160 volunteers gave over 15,700 hours of volunteering. That is a savings of \$161,000! Thank you never seems like enough, but we are so very thankful to all our volunteers!

The Senior Center community hopes that in the coming year you will take the time to come and visit our current facility. The building is now 4 years old but has given back to the community all that we had hoped it would! We offer great programs and activities so we hope that you will take advantage of all that we have to offer and come see what all the buzz is about! We are the Ludlow Senior Center and so very proud of all that we have accomplished!

**Respectfully Submitted,**

*Jodi Zepke and the Staff of the Ludlow Senior Center* – Heather Jolicoeur, Debbie Johnson, Maria Ardolino, Deb Borecki, Christine Toelken, Dennis Frodema, Jack Alves, John Garcia, Tammy Laselle, David Snyder, Mike Lebel and Mick Barr

Council on Aging Board Members: Diane Peacey, Chairman; Bob Mishol, Vice Chairman; Karen Martins, Secretary; John DaCruz, Treasurer; members: Rosalind Forti, Helen Grabowski, Bob Radowski, Debbie Potter, Kara Ribeiro, Fernando Barroso and Debbie Johnson.



(Town Centenarian Claire MacNeal)

## **FIRST MEETING HOUSE COMMITTEE**

The First Meeting House Committee was appointed by the Board of Selectmen for the purpose of overseeing the maintenance of the Meeting House building and premises. The Meeting House, built in 1783-84, will eventually be available for groups wishing to schedule their meetings and other functions. The building is a centrally situated historic town property located in Ludlow Center and is one of the few surviving examples remaining in the Connecticut River Valley of New England barn-type meeting houses. Historic objects and collections, important to the town's history, will be displayed and be available for public viewing when restorations are completed.

The DPW plans to apply for a historical grant to fund improvements to make the building useable and continues to maintain the physical integrity of the building and grounds.

Members of the committee are Thomas Haluch, Jerry Kavka, Betty Kibbe and Marilyn Paul-Lewis. We were saddened by the loss of Bert Ramage this year.

The committee will continue to work to promote, maintain, and improve our town's historic Meeting House.

**Respectfully Submitted,**

*Jerry Kavka, Chairperson*

## **HUBBARD MEMORIAL LIBRARY**



The Town of Ludlow celebrated its 250<sup>th</sup> anniversary. The library staff participated in several events and provided exciting performers at the special events that commemorate the Town's anniversary year. One of those events was the Ludlow 250<sup>th</sup> Parade on June 15, 2024. The library's parade contingent consisted of the entire library staff and some of their family members, Board of Trustees co-secretary Ruth Saunders, and several library volunteers. Upon the parade's end, the contingent walked into the library and discovered that on the eve of the parade, Hubbard Memorial Library experienced significant flooding due to severe thunderstorms and torrential downpours that overwhelmed the drains in front of the library door the night before, causing significant flood damage. Both the main and basement levels of the library were damaged. The adult stacks were hit hard with a loss of 387 books with cover costs totaling \$11,000.23. The remediation and repairs cost \$108,740.72, which was covered by the town's insurance. Both levels received new carpeting, repairs to the walls, and paint. The basement also received new



drop ceiling tiles. Future flood mitigation efforts were guided by the officials at the Department of Public Works and included additional drainage paid for by a grant from MIIA in the amount of \$9,850 and a new exterior door at a cost of \$9,480 paid for by the Town's ARPA funds. This was not all; 2024 was marked by significant renovations at the library. We started off the year by refurbishing all window seat cushions at a cost of \$2,673. In March and June, crumbling walls were repaired and painted in the conference room and the program room. The main staircase and the director's office were painted. In the spring, a new service desk was installed in the Youth Room, and the Reference Desk was expanded to allow for more space to perform archival work. The workstations in the staff room were also updated. Also in May, the HVAC bathroom exhaust fan on the roof was repaired by installing a new motor, sheave, shaft, and belt. In August, the library experienced water in the basement boiler room due to a malfunction of the pressure reducer and secondary valve on the main water line and was subsequently repaired. In late summer, we replaced our photocopier with a new Xerox photocopier. Due to leaks, the roof was repaired in November and in December the library's masonry was re-pointed.

At the beginning of the summer, we received the Community Space Public Wi-Fi Grant of \$11,000 from the Community Foundation of Western Massachusetts and Berkshire Taconic Community Foundation with funding from the Alliance for Digital Equity and Baystate Health to expand public Wi-Fi, a project that was completed by the end of summer. This grant not only allowed the library to provide improved Wi-Fi quality in the library, but to expand the open wi-fi access to Veteran's Memorial Park and the vicinity. The library's original 2003 website unexpectedly reached its end-of-life and was temporarily replaced by the Aspen Discovery layer, a free option provided by our consortium, CWMARS. The Aspen Discovery layer kept us going so we experienced little down time, but it has limited functionality. In November, we began to work with Town Administrator Marc Strange and John Guilfoil Public Relations to create a new website for the library that will be part of the Town's website.

The library continued to maintain and develop new partnerships in the community. Reference & Technology Librarian, Olivia Eberli was commended by the 250<sup>th</sup> Semi-Quintennial Book Committee for her research work for the new Ludlow History book. The Youth Room partnered with the Ludlow Cultural Council for the Ludlow Community Market, facilitated crafts and shared library information at the Ludlow CARES annual dance, presented story times and participated in the Rag Shag Parade at the Ludlow Boys & Girls Club, hosted numerous programs in collaboration with Pathways for Parents and participated in Ludlow Public School's *Read Across America*. We partnered with the Ludlow Lions Club to not only collect reading glasses, but to provide non-prescription reading glasses to the public on a walk-in basis. Our partnership with the Ludlow Health Department allowed us to distribute COVID tests and to provide a monthly social worker open office hours at the library. We held food drives for the Ludlow Veterans' Center and the

Community Survival Center. We served as a drop-off location for both Toys for Tots and Zonta International Period Project. The Friends of the Library generously supported the library's museum pass program. The Ludlow Cultural Council has again generously supported library programs through giving grants to the library or to presenters or performers to present or perform at the library.

Hubbard Memorial Library welcomed 32,933 in-library visitors in 2024. This number does not include people who have attended programs on the library lawn. The staff answered 1,357 reference questions. The library has seen an increase in attendance of our programs despite renovation closures. In fiscal year 2024 we offered 838 live programs at the library with an attendance of 12,481 people. In addition, we entertained and educated 1,298 people at 12 offsite library programs. We offered 4 virtual programs that 27 people enjoyed. Finally, 4,038 patrons took the initiative to take part in our 141 self-directed programs. These numbers represent a total of 17,429 attendees at 846 library programs, representing a 2.38% increase in attendees from one year ago. A highlight in this year's programming and partnerships includes in April, we distributed nearly 1,000 solar eclipse glasses around the community, including at the Senior Center, the Boys & Girls Club, and the Town Hall. We hosted nearly 200 patrons for a watch party on our lawn. The glasses were provided by a grant from SEAL (Solar Eclipse Activities for Libraries). We collected over 100 used glasses after the eclipse to be sent to Astronomers Without Borders for reuse.

We were granted a second Youth Room assistant position and filled an open position left vacant due to a promotion, welcoming two new employees. The staff consisted of seven full-time staff members and 4 part-time staff members. We provided one internship to a Westfield State University undergraduate student from Ludlow who is interested in pursuing a career in librarianship. Our seven senior abatement volunteers completed over 360 hours of service. Some stayed on board when their hours were complete and became regular library volunteers. Our non-subsidized volunteers, including 160 youth volunteers, completed over 2,016 hours of volunteer work.

The library gives special thanks to the Department of Public Works both for sharing their maintenance, construction, engineering, and architectural knowledge and for their dedication to the upkeep, repair, restoration, and mitigation projects of the library's physical plant and surrounding area. This has been another year that community members and leaders have supported the library through and through, for which the Board of Trustees and library staff are grateful.



(Martin Fanning, Sandra Stanek, Brian Bylicki, Olivia Eberli, HML reference Librarian, Linda Collette, Mary Beth Silva, and Bruce Fenney. We presented a copy of the 250th history book to Olivia Eberli as a thank you for her invaluable assistance with the book and obtaining pictures and history of Ludlow.)

### **Respectfully Submitted,**

*Linda Collette, Chairwoman, Board of Library Trustees*

Melissa Rickson, Library Director  
**Board of Trustees**

Linda Collette  
Chairwoman

Kathleen Ouimette  
Secretary

Ruth Saunders

### **Staff of Hubbard Memorial Library**

Melissa Rickson

July Siebecker

Olivia Eberli

Amanda Lemieux

Morgan Stapleton

Patrick Nazim

Michael Cramer

Kristin Santos

Amy Brown

Angela Tobiasz

Bridget Schneider

## LUDLOW COMMUNITY TELEVISION

### Overview

Ludlow Community Television is a public access television station located inside Ludlow High School. We provide resources for the town to communicate with residents through cable television. LCTV broadcasts channels 191, 192, and 193 on Spectrum cable in Ludlow and provides live streaming and video-on-demand at [www.ludlowtv.org](http://www.ludlowtv.org).

### Year In Review

In 2024 we produced 137 government meetings and 175 programs and other videos, for a total of approximately 299 hours of original, local programming.

In the past year we invested in a newly redesigned website that provides a more modern look and easier navigation with some added capabilities. We produced several new local programs and continued to provide coverage of town meetings and events. We continued to work closely with Ludlow High School students and staff, providing resources to meet their video production needs. We invested in several equipment and software improvements to further enhance our technological capabilities and better serve the community.

### The Future

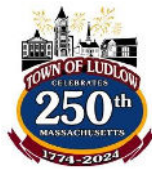
As always, we will continue to look at ways in which we can grow, improve, and increase the number of local programs we produce. We hope that the future will also bring an expanded video production program to the high school, as well as the other schools.

**Respectfully Submitted,**

*Michael Hill, LCTV Manager*



WWLP "Mass Appeal" has helped us spread the word about our fabulous Ludlow 250<sup>th</sup> events!



## **LUDLOW HOUSING AUTHORITY**

The Ludlow Housing Authority, formed in 1959, provides affordable housing to eligible low-income seniors, handicapped and families. The Ludlow Housing Authority has one hundred fifty (150) units of state-aided elderly/handicapped housing and includes two congregate living units, Colonial Sunshine Manor located on Wilson Street, State Street Development and Chestnut Street Development. The Ludlow Housing Authority also owns eight (8) single family homes located on scattered sites within Town, one (1) duplex on Howard Street and six (6) units called the John Thompson Manor located on Benton & Butler Streets.

The Commonwealth of Massachusetts, Executive Office of Housing and Livable Communities (EOHLC), fund public housing programs and establish eligibility rules and guidelines. Applicants who meet the qualification and eligibility guidelines are placed on appropriate waiting lists for their households.

- Elderly/handicap low-income applicants must be sixty (60) years of age or disabled to apply for housing. Residents who work or live in the Town of Ludlow may receive a preference when reviewed and verified by the Authority. Rents for elderly/handicap units are based on 30% of the tenant's net adjusted gross income, per housing guidelines and include heat, hot water, and electricity.
- Family units are based on 27% of the tenant's net adjusted gross income, per housing guidelines and tenants are responsible for their own utilities.
- 760CMR (5) Local Resident regulation: a person who has a principal residence or a place of employment in a city or town at the time of application to the housing authority in that city or town and at the time of final determination of eligibility and qualification. Temporary residence with relatives or friends in the city or town is not sufficient unless the person's last residence and domicile was in the city or town. In the case of an applicant determined by the housing authority to be homeless, the applicant may select one community for local preference, either the community from which he or she was displaced through no fault of his or her own, or the community in which he or she is temporarily place.
- Veteran: any Veteran applying for elderly/handicap low-income housing also receives a preference if they provide a DD214 form.
- EOHLC has hired a company that will approve or deny emergency applications. This company will make the decision based on information received by the applicant and to adhere that the applicant is qualified for the priority that they claimed on their application. The Housing Authority cannot override their outcome.



The Massachusetts State Centralized Waiting List for applicants (CHAMP), is fully active. Applicants can go to <https://mass.gov/champ> and apply online, retrieve their application and/or make any changes necessary to their current application.

The Executive Office of Housing and Livable Communities revises income limit guidelines. Effective May 12, 2023, the income limits for Ludlow Housing Authority are:

One-person family: \$55,800	Four-person family: \$79,700
Two-Person family: \$63,800	Five-person family: \$86,100
Three-person family: \$71,750	Six-person family: \$92,500

Ludlow Housing Authority would like to thank the Ludlow Fire Department, Ambulance crew and the Ludlow Police Department for their support and dedicated responses to the needs of our residents at all hours of the day or night and under all circumstances and weather conditions.

Ludlow Housing Authority is always seeking further funding from EOHLC and other programs to become energy efficient, improve outdated units and maintains its commitment to affordable housing.

The LEAN program supplied and installed weatherization and insulation at our Chestnut Street Development.

We have also received some ARPA funds to accomplish some much-needed improvements to make needed upgrades to our building envelope.

Ludlow Housing Authority received five (5) year funding for a RSC (resident service coordinator) for our tenants. Although Ludlow holds the funding, the position is regional and is shared with the Granby Housing Authority. The RSC position is still active with having two (2) positions.

We are now in the process of wrapping up the installation of all replacement flooring in the common areas and hallways, and the replacement of crank-out windows at the Chestnut Street Development. We have replaced two (2) buildings roofs at State Street Development and we have received vacancy initiative monies to upgrade eight (8) vacant apartments, which two (2) first floor apartments will be made ADA compliant over at the State Street Development. We have also received funds to upgrade several apartments at the Wilson and Chestnut Street Developments, including but not limited to new flooring and cabinets.

It has been a pleasure working with Exit 7 with updating and expanding their use area, which will allow them to offer more activities.

In 2025, we look forward to many more upgrades. We are working with the State to provide funding to complete our vacancies with needed improvements, so we can house from the CHAMP application list and get applicants into our empties. We have funding for two (2) 705 family homes to be upgrades and one (1) 705 to be made ADA compliant. Ludlow Housing Authority has many other projects in the works and we are excited to make these improvements.



Ludlow Housing Authority Board of Commissioners would like to thank all of our Town agencies for their help whenever we need or request it and working together to make our Town of Ludlow a safe and healthy place to live.

**Respectfully Submitted,**

*Robin Carvide, Executive Director, LHA*

### MEMBERS

Susan Stanek, Chairperson  
Raymond Anderson  
Kimberly Babin  
Audrey Polmanteer

The Lupa family graciously donated the use of the fabulous Lupa Zoo for a 250<sup>th</sup> fundraiser in June of 2023. So many families came out to enjoy the animals and a great time was had by all!



## **RECREATION COMMISSION**

The Recreation Department offers most programs for Ludlow resident children only. This allows parents of Ludlow an affordable place for their children to go that is safe and well supervised. In 2024 we ran a Summer Program from June to August, a Before/Afterschool Program, Campership Fund, hired Lifeguards for the Thompson Memorial State Pool, hired an assistant Pool Manager, scheduled the use of all parks/athletic fields and the sign at the Town Gazebo. Haviland Pond reopened this year with limited staff and hours, and the Easter Egg Hunt returned in March.

### **Gazebo**

The Gazebo is utilized for prom photos, wedding ceremonies/photos, family portrait sittings, preschool graduations, Christmas Caroling, Tree Lighting, church services, and Concerts in the Park. This facility must be booked through the Recreation Department to eliminate any obstacles on that special day.

The Recreation Department wishes to express their appreciation to the Parks Department and their employees and the rest of the park employees for their excellent up-keep of all the town fields and parks.

We would also like to thank the DPW/Park Department for always being there to help when needed. Thanks also go out to the participants in the Concerts in the Park series which runs from June – September. These concerts are performed by various artists who either put on a free concert or obtain sponsors to promote themselves and/or band. These concerts are very entertaining and enjoyed by all who attend. A thank you also goes out to the Ludlow Cultural Council for making sponsorships available to entertainers to be able to perform at the Mack Donnelly Gazebo.

### **Summer Recreation Program**

The 2024 Whitney Park Summer Program continued with both the All Day and Preschool (half day) Programs being combined. This year the Summer Program hours for both programs were from 9:00am – 5:00pm.

The same time frame applied to drop off no earlier than 8:30am and pick up must be by 5:00pm. Another change that was made to these programs was their availability to non-residents that “work” in Ludlow. Parents are required to provide the same information as a resident in addition to providing their 2 most recent pay stubs as proof of employment in town and children’s birth certificates.

The guidelines and restrictions that needed to be in place were adjusted. All equipment, arts & crafts, and playground equipment were still washed and sanitized after each use. The children

and staff also washed & sanitized their hands after every activity and before & after lunch. The 4–6-year-olds still had the option of signing up for the ½ day program with the full day program being available also for those ages. Those parents who still wished to only send their 4-6 year olds half day had the choice of signing them up for the 9:00am – 1:00pm session or 1:00pm – 5:00pm session.

In any event both programs had participated in a variety of fun, safe and recreational activities. The all-day program operated from 9:00 a.m. to 5:00 p.m., Monday through Friday, June 24<sup>th</sup> to August 9<sup>th</sup>, 2024. Both programs were under the direct supervision of Victoria Melanson & Isabella Martinez. The counselor staff for these programs included: Yadiel Acevedo, Ava Rose Augusto, Kayla Bourcier, Alani, Isabella Fernandes, Dominic Fialho, Ryan Goncalves, Daudy Guerrero, Husamettin Ibas, Ibrahim Ibas, Rhymenice Jones, Aaron Landers, Kathryn McGraw, Matthew Mendez, Kayliana Moret, Maiya Natal, Jasiyan Patterson, Vincent Ribeiro, Cayden Robar & Braeden Schwartz.

The Recreation Commission increased the fee to be able to hire more counselors. Unfortunately, that affected the enrollment for the 2024 program which was 93 children with an average daily attendance of 85. The daily activities included arts and crafts, outdoor sports, co-operative games, & swimming. There was a field trip to Sonny's Place which the entire camp participated in the event.

The closing ceremony began with the lowering of the flag and ended with a summary of the events of the day.

### **Preschool Summer Program**

The summer of 2024 was the 26<sup>th</sup> year for the Preschool Program at Whitney Park, it served children ages 4 to 6. Preschool program was also under the direct supervision of Victoria Melanson & Isabella Martinez.

The ratio of 1 counselor for every 5 children is imperative to the success of the program (the ratios are mandated by the State) which also makes it easier to provide the extra attention needed for the younger children.

The intent of the Preschool Program is to provide recreation for children ages 4-6 that normally would not have a program to attend until the age of 6. The program combined recreational activities with academic games, arts and crafts, swimming & physical education.

We also have a Health Care Provider on staff from 10:00am-4:00pm. This position was held by Mackenzie Charest. Mackenzie is a certified EMT and is an invaluable asset to our program who did an excellent job in training our staff & campers that attended our programs as to what was to be expected of them to make sure the park remained safe for everyone. Mackenzie is an asset to our program. She performs her duties with care and professionalism.

We continued with the Remind app for parents to check if the programs were cancelled due to

inclement weather. This seems to work really well as otherwise, there would be no way to communicate a closing to the parents until they showed up at the park. This will continue to be used.

### **Thompson Memorial State Pool**

In a joint effort between Senator Gale Candaras, Representative Thomas Petrolati, the State (DCR), Recreation Commission, Board of Selectmen and the BPW the Thompson Memorial State Pool was reopened in June of 2010. The pool is a partnership between the State (DCR) and the Town which means that the State remains the owner of the facility, but the town (Recreation Department) is in charge of operations.

The hours of operation were: Public swimming hours Mon-Fri 12:00-7:00 Sat & Sun 10:00-7:00. Mon, Thurs, Fri 9:30-11:30 (senior swim). Pool passes are available every year at Whitney Park beginning April 1st. Swim lessons were available on Wednesdays & Thursdays beginning July 10<sup>th</sup> & 11<sup>th</sup> with an ability test done on July 3<sup>rd</sup>, 2024.

The pool offers a concession stand with drinks, ice cream & snacks. This year the pool was visited 4,056 times. Not included in that amount is the Whitney Park Summer Program which visits the pool daily for the 7 weeks that it is in operation, birthday parties, other camps and the seniors that attended for senior swim. The daily entry fee for the pool is included in the enrollment fee for the Summer Program.

The Headguards were Grace Pastore & Matthew Favata. The lifeguards were Jack Favata, Abigail Korny, Devlin Murphy, Abigail Pastore, Katherine Pearson, Amanda Riley & Arianna Silva.

The main responsibility of the lifeguards is for the safety of all swimmers, secondary duties are to keep the facility and its grounds clean and free of all debris and trash. Headguards are to perform weekly skill training and rescue training with the lifeguards to keep them aware of incidents that could happen during the course of the day. In addition to these duties a daily report is to be filled out with such information as weather conditions, number of bathers, accidents and incidents and any other pertinent information or comments that they feel are necessary to be brought to the attention of the Pool Manager and Recreation Commission.

The Assistant Pool Manager position this year was Maxwell Sands. The Assistant Pool Manager has the responsibility for the safety and control of all people in and around the pool as well as managerial, administrative, and facility duties. This position works under the direct supervision of the Recreation Commission and the Certified Pool Operator Manager. All pool equipment and bathrooms were still cleaned and sanitized before and after summer program and whenever a safety check was called.

### **Haviland Beach**

Haviland Pond reopened this year with limited staff and hours. The headguards were Felicia

Pacheco & Taylor Foster. Lifeguards were Caden Smith & Nathan Winters. These guards also were subs at the pool when necessary. The summer of 2024 estimated serving 326 patrons. 160 were Ludlow residents and 166 were nonresidents. The pond was open June 20<sup>th</sup> – August 18<sup>th</sup> from 10:30am-7:00pm, Thursday & Friday, Saturday & Sunday 9:30am-7:00pm (providing staffing was available).

The lifeguard responsibilities are for the safety of the swimmers, but also, for the upkeep of the beach area, bathhouse, and lifeguard shack. In addition to these duties, they are required to give a daily report, which includes such information as weather conditions, approximate number of bathers, accidents and incident reports, and any other comments that they feel should be brought to the attention of the Recreation Commission. Unfortunately, a lot of factors went into the lack of revenue this year like the weather, lack of parking and limited hours.

## **Campership Fund**

The Campership Fund is a program in need of donations. These donations allow children of low-income families to attend the program even though they are unable to pay the one-time registration fee.

## **Whitney Park Before and After School Program**

The Ludlow Recreation Department offered a **Before & After School Programs** for the 2023/2024 year. Our programs are able to have an enrollment of 40 children, we had a total enrollment of 34. The **Before school** program had an attendance of 22 children. The hours of operation are 6:15am-8:30am which is when the bus picks them up to take them to their assigned school. We offer limited breakfast items and a drink for children should it be necessary. We have vacation weeks (we are open 9:00-5:00) and holidays providing staff is available. **Afterschool** program at Whitney Park is growing. This year the program had an enrollment of 28 children. (we are licensed for 40 children) through the Department of Early Education and Care. This program is offered to Ludlow Residents with children in grades K-5 with buses available through the Ludlow Public Schools Business Office. The hours of operation were Monday-Friday, from 3:00pm.-6:00pm. with the exception of, school vacations when the times of operation are 9:00am-5:00pm, early release days, & half days (providing staff is available).

Cleaning and sanitizing procedures are still in place. All equipment, arts & crafts, tables etc. were sanitized after each use including staff and children's hands and before and after having snacks & drinks.

The program Director is Isabella Martinez, the group leaders are Ava Rose Augusto, Grace McBride, Ashlyn Moquin & Vincent Ribeiro. The Before School Program director is Grace McBride. Being our, seventeenth Year we feel that this program is a great success and are confident that in the future our 40 slots will continue to be filled. We offer homework help, use of computers, arts & crafts, play games, watch movies, and encourage outdoor play as much and

whenever possible. The children are also provided with a daily drink & snack. We decorated pumpkins for Halloween, the children made decorations for Thanksgiving and also made a chart of what they were thankful for. At Christmas we had a Santa's workshop where the children could make gifts for their parents. Mr. & Mrs. Claus stopped by for a visit and to get one last list from the kids.

## **Whitney Park Easter Egg Hunt**

For the past 25 years the Recreation Department has been putting on an Easter Egg Hunt at Whitney Park for Ludlow children aged 2-8. This event is free and scheduled for the Saturday before Easter at 11:30 am. The event is held rain or shine. We had approximately 64 children this year who came with their bags, baskets and pails waiting to fill them with eggs. After the hunt all are welcomed back into the clubhouse for a snack and Easter Basket raffle.

The 2024 total revenue from this department is \$116,171.00 consisting of \$10,284.00 from pool entry, \$5,611.00 from pool concessions, \$503.00 miscellaneous (gazebo rentals, field lining & pool parties), \$1,080.00 from swim lessons, \$1,820.00 from pool passes & \$783.00 from pond entry.

Collected \$17,570.00 from September-December 2023 and \$29,360.00 from January – June 2024 for Before/Afterschool Program tuition, and \$49,160.00 collected from camp fees.

**Respectfully Submitted,**

*John Archambeau, Chairperson*

### **MEMBERS**

Sean McBride	Vice Chairperson
Shawn Lebeau	Member

## **VETERANS SERVICES**

The Town of Ludlow Veterans' Services mission is to honor and recognize the service and sacrifice of our military Veterans and their families. By serving as their principal advocate, we are ensuring to serve and support Veterans, service members, and their families by providing comprehensive resources, advocacy, and assistance. We are dedicated to ensuring access to healthcare, education, employment opportunities, and benefits that honor their service and sacrifice. Through community engagement and tailored support programs, we strive to enhance the quality of life for all who have served our nation.

This past year our Veterans' Center located at 487 Holyoke Street has provided the following:

- Over 300k pounds of food
- served over 350 families per week.



- Hosted over 1100 Veterans and their guests for our monthly lunch
- Provided over 100 Veterans with free dental cleaning and exams
- Provided over 350 Veterans with turkeys & fixings for the holiday
- Assisted over 70 Veterans with filing VA claim filing

In addition to the above, the Veterans' Service Department provided approximately \$251,926 in benefit payments to Veterans and widows in need in fiscal year 2024. 75% of this amount is reimbursed back to the town by the Commonwealth of Massachusetts under Massachusetts General Law Chapter 115.

Federal benefit payments made by the Veterans' Administration to Ludlow residents totaled approximately \$818,255 this past year ending October 31, 2024, an increase of over \$77,000 from last year. These payments include, VA compensation for a disability due to military service, pensions payments for Non-Service-Connected Disability, which is a benefit paid to wartime Veterans with limited income who are no longer able to work, and Dependency and Indemnity Compensation (DIC) payments, which is a tax free monetary benefit paid to eligible survivors of military service members who died in the line of duty or eligible survivors of Veterans whose death resulted from a service-related injury or disease, and Survivors Pension benefit, which may also be referred to as Death Pension, is a tax-free monetary benefit payable to a low-income, un-remarried surviving spouse and/or unmarried child(ren) of a deceased Veteran with wartime service.

The Veterans' Services Department is also responsible for conducting patriotic events which showcase the town's deep commitment to our military and Veterans. These events include the Annual Memorial Day Parade, Veteran's Day Ceremony, Hero Banner Program and Wreaths Across America. Our department is also responsible for replacing flags at all our Veteran's graves just before Memorial and Veteran's Day and as needed throughout the year.

If we can be of any assistance or have questions concerning any of the above programs and services, please call or us at 413-707-5050, email: [esegundo@ludlow.ma.us](mailto:esegundo@ludlow.ma.us) or visit our website at [www.ludlowveterans.us](http://www.ludlowveterans.us).

**Respectfully Submitted,**

*Eric Segundo, Director of Veterans' Services*



(Vanished Valley Brewing created a special brew – LUDLOW LAGER)



## WESTOVER MUNICIPAL GOLF COURSE

The Westover Golf Commission would like to take this opportunity to thank the entire staff at the course for their efforts in making the 2024 golf season a great success. Golf Professional Bill Kubinski and Course Superintendent Ryan Linton and their staff did a great job throughout the year providing our customers with an exceptional experience at Westover Municipal Golf Course.

We continued our clubhouse improvements by undergoing a kitchen upgrade and with the installation of a new security camera system which will help improve public safety while on the property of Westover Municipal Golf Course. The golf course remained extremely busy during the 2024 season, especially with the prolonged drought providing optimal playing conditions through late fall. We're extremely fortunate to have our loyal season pass holders, leagues, outings and daily fee golfers who continue to support Westover Municipal Golf Course. Along with the golf course, the property also continues to be a popular destination for individuals and families looking to go for a walk, bike ride, picnic or fishing in Wade Lake.

The Westover Golf Commission remains confident that Westover Municipal Golf Course is moving in the right direction and is excited to see continued improvements moving forward. Thank you to the Town of Ludlow for allowing us to serve the local community and we look forward to seeing everyone this upcoming golf season!

**Respectfully Submitted,**

*Sean McBride, Chairperson*



(Golf Tournament)

## OUR HERITAGE

### AGRICULTURAL COMMISSION



Engine of Harmony: The Ludlow Agricultural Commission continues to be an Engine of Harmony for the town. It is a board of 7 Ludlow residents, including farmers interested in creating and maintaining an amiable environment concerning Ludlow's agriculture and small farms. The board has been in existence since 2007 and has worked to promote local agriculture and educate the public about the importance of small farms. We have been successful in helping to pass a Right to Farm bylaw which helps townspeople and farmers co-exist comfortably.

Summary of 2024: 2024 was another quiet year for us. The Agricultural Commission helped support one of its own on October 8, 2024, when Secretary Mike Hogan fielded a neighbor's complaint about his chickens and roosters. Mike temporarily had a large number of roosters which he was able to quickly rehome and satisfied all questions from the Board of Health.

The Agricultural Commission is always available to help guide and educate landowners with issues involving their land or animals; we also are here for landowners that are trying to keep parcels of land in their family. We can show them ways to hang onto their land for the enjoyment of future generations. We also give landowners direction and information to help them with their intent to farm, be it on 5 acres or 50.

We look forward to a hopefully more active but serene 2025 for our commission.

**Respectfully Submitted,**

*Karen Pilon, Chairperson*

#### MEMBERS

Michael Hogan, Secretary	Ann Chenier
William Ellison	Betty Kibbe
Don Roberts	Beverly Landers
Jay Chenier	



(FT Custom Printing and Embroidery created all the 250<sup>th</sup> Apparel)

## **HISTORICAL COMMISSION**

The Historical Commission's mission is to preserve, protect and develop the historic and archaeological assets of the Town. The Commission shall conduct research for places of historic and archaeological value, in cooperation with the State Archaeologist. The Commission continues to work closely with the Massachusetts Historical Commission.

2024 marked the 250<sup>th</sup> anniversary of the Town's incorporation. The 250<sup>th</sup> Celebration Committee provided a year-long celebration filled with numerous activities. Their work also included the publishing of the 250<sup>th</sup> history book, which is available in the Town Clerk's office. The Commission wishes to thank the 250<sup>th</sup> Celebration Committee for all their hard work.

Throughout the year, we continue to write letters in support of obtaining Federal tax credits for both WestMass Area Development Corporation and WinnCompanies. Obtaining tax credits is part of the process in the redevelopment of the Ludlow Mills. 2024 brought the completion of restoration work for Mill 8. Mill 8 now provides 95 housing units on the second and third floors. The first floor will provide commercial space. The iconic clock tower has been restored to its former glory. Building 44, the former carpentry shop, is in the process of a conversion into a bakery/eatery.

The Commission continues to work with the Hubbard Memorial Library to preserve and protect accumulated photographs and documents that have been obtained over the years.

**Respectfully Submitted,**

*John Moll, Chairperson*

**MEMBERS**

Betty Kibbe

Karen Pilon

James Harrington

Allison DeLong

Angela Tierney



(First Meetinghouse Bench-Artwork by Larry Goodreau)

## PUBLIC SAFETY

### DEPARTMENT OF INSPECTIONAL SERVICES

Calendar year 2024 saw an increase in permits overall from the year 2023. The construction of new single-family homes increased by thirty-three (33) from last year. Residents are consistently finding ways to keep their homes energy efficient with the installation of solar panels, insulation, new doors and windows. Commercial additions/renovations have almost doubled from last year.

Our department is projecting 2025 to be a busy year for new residential construction due to the availability of vacant lots and approval of new subdivisions in town. We will continue to strive towards excellence by ensuring that the permit process is as smooth and easy as possible for all contractors, residents and business owners and we look forward to being of service for all your building and inspectional needs.

The following is a breakdown of the permit activity for the calendar year 2024:

No. of Permits	Type of Permit	Estimated Value
65	Single Family Dwellings	\$20,530,853.00
0	Condominium Dwellings	\$0.00
0	Two-Family Dwellings	\$0.00
63	Dwelling – Additions & Alterations	\$2,838,210.04
1	Footing & Foundation	\$14,100.00
10	Commercial – New Construction	\$20,104,261.00
50	Commercial – Renovations/Additions	\$6,694,025.53
3	Commercial – Demolition	\$70,000.00
1	Commercial – Cell Tower Antennas/Equipment	\$35,000.00
3	Commercial – Fire Suppression Systems	\$29,114.00
2	Commercial – Footing & Foundation	\$30,000.00
6	Commercial – Roofing	\$173,894.65
1	Commercial – Solar Panels/Arrays	\$941,832.00
21	Commercial – Signs	\$76,452.00
8	Commercial – Temporary Stage & Tents	\$63,946.62
1	Repair of Fire Damaged Structures	\$156,750.00
10	Decks	\$66,025.00
25	Swimming Pools/Hot Tubs	\$499,100.35
13	Fences	\$85,175.15
101	Re-shingle	\$1,491,851.04
9	Siding	\$251,498.00
133	Window & Door Replacement	\$1,517,059.58
13	Sheds, Barns, Garages	\$233,017.50
1	Temporary Structures	\$6,000.00



18	Chimneys, Wood-Burning, Pellet Stoves, etc.	\$84,396.90
148	Solar Panels/Arrays	\$4,692,847.20
226	Insulation	\$1,365,959.04
0	Retaining Walls	\$0.00
6	Permits to Demolish	\$76,800.00
939	<b>TOTAL</b>	<b>\$62,128,168.60</b>

2015 Permits Issued at an estimated value of \$63,048,248.60.

Total Fees Collected \$746,400.64

Number of ELECTRICAL Permits Issued: 646

Fees Collected \$74,975.00

Number of PLUMBING & GAS-FITTING Permits Issued: 404

Fees Collected \$55,354.00

Number of SHEET METAL permits issued: 26

Fees Collected \$4,582.20

Annual Inspection Fees Collected \$4,240.00

**TOTAL FEES COLLECTED FOR 2023 \$864,743.37**

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
1-Family	20	24	21	11	24	19	22	23	26	20	32	65
2-Family	0	0	1	1	0	1	1	0	1	1	0	0
Multi-Family 3+	29	0	0	0	0	0	0	0	0	0	0	0
Condominium Units	10	3	10	29	2	8	11	5	5	2	0	0
Additions/Alterations	92	86	67	77	70	64	60	42	57	79	61	63

I would like to thank all my inspectors, Mr. Robert Costa, Electrical Inspector; Mr. Steven Lopes, Plumbing & Gas Inspector; Mr. Paul Adzima, On-Call Local Building Inspector, Mr. Paul Vona, Assistant Plumbing/Gas Inspector, for their extra hard work and extreme dedication.

**Respectfully Submitted,**

*BJ Church, Building Commissioner*



(Regina Stanek, Dave Sady, John Diotalevi and Bruce Durand)



## **FIRE DEPARTMENT**

The Fire Department continued to provide the Town with fire and emergency services twenty-four hours a day, seven days a week, with a dedicated staff of Firefighter/EMT's and Paramedics. Services included fire suppression, hazardous materials response, rescue, paramedic level ambulance service, carbon monoxide response, fire prevention and inspection, and fire education.

2024 was the busiest year on record for the Fire Department. The Fire Department responded to 5,304 fire, rescue, and emergency medical service calls, reflecting an increase of 85 fire/rescue responses and an increase of 71 medical responses. This represented a 3% increase in our overall call volume, and a 1.7% increase in ambulance responses. Over the past twenty-four years, we have seen a 140% increase in our overall call volume, while our calls for Emergency Medical Services have increased by 195% during that same period. Since the year 2000, Fire Department staffing has increased by only 19%. Keeping up with the increasing demand for services with limited staffing is, and will continue to be, the greatest challenge facing the Department now and in the future.

The Board of Selectmen appointed one firefighter/paramedic to replace the vacancy created by the retirement of Firefighter Rene Dubois. Joseph Black started with the department on June 17, 2024.

To commemorate the twenty-third anniversary of the September 11, 2001, terrorist attacks in New York, Washington, D.C., and Shanksville, PA, and to honor all those affected by the events of that day, a Remembrance Ceremony was held on September 11 at the Town's 9/11 Memorial at the Public Safety Complex. Approximately 100 people, including firefighters, police officers, town employees, dignitaries, and members of the public, were present at this annual service.

The Department's Annual Open House was held on October 27th and was an enormous success. Visitors to the Fire Department were able to view emergency vehicles and equipment and meet numerous members of the Fire Department Staff. Highlights for many were "Sparky" the robotic fire dog, and the demonstration of the "Jaws of Life."

In July of 2024 the Ludlow Fire Department received delivery of two new ambulances replacing 2013 and 2016. Because of manufacturing delays, even though the ambulances were ordered two years apart we received both in July.

The Fire Department responded to 1223 fire/rescue calls during 2024. The breakdown of these calls is as follows:

Structure Fires	36
Other Fires ( <i>vehicle, brush, rubbish, etc.</i> )	45
Rescue, Vehicle Accidents, Assist Ambulance	526
Alarm Activations	281
Hazardous Materials Responses	90
Other Hazardous Responses	7
All Other Responses: ( <i>Carbon Monoxide Incidents, lockouts, flooded basements, investigations, burning complaints, etc.</i> )	238

The Fire Department billed the Massachusetts Department of Transportation \$20,800.00 for fees accumulated for emergency responses to Interstate 90.

The Department received a Firefighter Safety Equipment Grant from the Department of Fire Services for \$19,000 that was used to purchase turnout gear for the firefighters.

### **Ambulance Service**

The Department continued to provide paramedic level ambulance service to the Town. We are currently licensed for, and are operating, three paramedic level transport ambulances, and one paramedic level non-transport ambulance. Staffing is provided by firefighters' cross-trained as EMT's - 37 EMT/Paramedics.

The Department continued its affiliation with Mercy Medical Center; Dr. Matthew Cauchon serves as our Affiliate Hospital Medical Director.

The Department responded to 4081 emergency medical calls in 2024, an increase of 71 medical calls over the previous year. Comstar continued to provide the Town's ambulance billing service, collecting a total of \$2,042,883.53 for FY2024. All revenues from ambulance billing are deposited into the Town's General Fund.

The Ambulance Subscription Program continues to be successful. The \$50 subscription fee covers balances after insurance company payments are made for emergency ambulance services provided by the Ludlow Fire Department for residents enrolled in the program. All residents living in the same household are covered under one subscription payment. Currently there are 2,414 households subscribed to the program, resulting in \$120,700.00 being deposited into the Ambulance Subscription Fund. The balances remaining in this fund are used to offset ambulance service capital expenses, including the purchase of new ambulances. Total revenue generated by the Ludlow Fire Department Ambulance Service was \$2,302,594.53 in 2024. Ambulance revenues increased \$238,343.33 over 2023.

### **Emergency Management**

Fire Chief Ryan Pease currently serves as the Town Emergency Management Director. His duties include coordinating all emergency management and response activities during Town-wide emergencies and events; serving on the Town's Emergency Planning Committee; updating the Town's Comprehensive Emergency Plan; coordinating mandated National Incident Management Training for employees and officials; and serving as the point of contact between the Massachusetts and Federal Emergency Management Agencies.

The Town renewed its contract with Connect GOV, formerly Blackboard Connect, the provider of the Town-wide Mass Notification System. The system allows Town officials to create, and immediately disseminate, important safety and time-sensitive information, including extreme weather warnings, road closures, safety warnings, Amber Alerts, and other important data. The system is utilized by numerous Town departments. On a regular basis Fire, Police, Department of Public Works, the Board of Health, and the Board of Selectmen can quickly and efficiently deliver messages to the public, town employees, contractors, and volunteers within each agency.

The Town's Local Emergency Planning Committee, or LEPC, held regular meetings throughout the year. The committee is certified through the Massachusetts Emergency Management Agency and the State Emergency Response Commission. The committee consists of representatives from all pertinent Town Departments, including Fire, Police, Department of Public Works, Board of Health, Schools, Town Administrator, Cable Access, industry, citizen, and MEMA representatives.

### **Fire Prevention Report**

Captain Seth Falconer continued the duties of Fire Prevention Officer for the Ludlow Fire Department. Captain Falconer attended training sessions concentrating on Inspections, Code Enforcement, Blasting, Report Writing, Fireworks, Oil Burners, Plans Review, Smoke Detector

Inspections, Sprinkler Systems, Building Code Classes, and Arson Investigation. He conducted fire drills at schools, businesses and institutions, performed fire and life safety inspections, reviewed building and site plans, performed 21-E site assessments, investigated complaints of fire hazards, conducted fire origin and cause investigations, and assisted residents and businesses with fire code compliance issues. The Fire Prevention Office investigated nine structure fires in 2024.



The Student Awareness of Fire Education Program (S.A.F.E.) program was delivered in all the Town schools to children in pre-kindergarten through grade five. Firefighters Jan Thornton and Zac Ellison coordinated and delivered the program with assistance from many members of the fire department. Due to cooperative efforts by the Fire Department, School Department, Parent Teacher Organizations and the Ludlow Rotary Club, the S.A.F.E. program was again successfully provided to the students. Since the inception of the program statewide in 1995 fire deaths have fallen 92% for children under the age of 18. Unfortunately, 55 people lost their lives to fire in Massachusetts last year, including 54 civilians and one firefighter who passed away due to injuries sustained in a prior-year fire. This represents a 22% increase over the 45 fatalities reported in 2023. Of the 54 civilian fire deaths reported across Massachusetts in 2024, 40 took place in residential settings. The victims ranged from 9 to 93 years old and included three children under 18, 14 adults between 18 and 64, and 22 adults aged 65 and older. In 2024, unsafe use or disposal of smoking materials was the most likely cause in at least 12 fatal fires – triple the number recorded in 2023. In five of these cases, home oxygen equipment was located at the scene. 75% of Massachusetts fire deaths took place at home last year.

One of the most important measures to take to keep your family safe at home is to be sure you have working smoke & carbon monoxide alarms on every level of your home, test them every month, and replace them every 10 years- this cannot be stressed enough. Residents with questions regarding placement or maintenance of smoke detectors may find more information on our website, found under [ludlow.ma.us](http://ludlow.ma.us) or by calling the Ludlow Fire Department at 413-583-8332. In addition to the S.A.F.E. program, additional public fire education efforts continued throughout the year. Fire extinguisher training and fire and life safety education programs were provided to various schools, businesses, and civic organizations.



The following is a list of permits issued by the Fire Prevention Office.

Smoke Detector .....	289	Tank Removal Permits .....	18
PV Solar Array Plan Review ...	126	Sprinkler System Permits .....	5
Battery Energy Storage System	1	Hot Works Permit .....	1
Oil Burners & Tanks.....	40	Fire Alarm Permits .....	3
LP Gas Permits.....	58	Cannon Permits .....	0
Flammables Permits.....	15	Fire Suppression Permits .....	1
Tank Truck Permits. ....	87	Fireworks Permits .....	1
Black Powder Permits .....	0	Vent Free Gas Heater Permits ...	0
Blasting Permits .....	5	Hazardous Process Permits .....	1

A total of 651 permits were issued.

Permit fees collected totaled \$30,515.00

In closing, I would like to take this opportunity to thank the Fire Officers, Firefighters and Staff of the Department for their hard work and dedication. I would like to thank all the members of the Department for their assistance and continued support in delivering exceptional emergency services to the Town. On behalf of the Fire Department, I would also like to thank the Board of Selectmen, all Town Departments, and members of the community for your cooperation and assistance during the past year.

I would like to remind all residents that properly installed and maintained smoke detectors and carbon monoxide alarms play a critical role in reducing related illnesses, injuries, and deaths. To keep you and your family safe, please install and maintain working smoke detectors and carbon monoxide alarms in your home.

**Respectfully Submitted,**

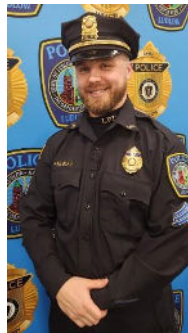
*Ryan M. Pease, Fire Chief*







## POLICE DEPARTMENT



In the calendar year 2024, the Ludlow Police Department saw a small decrease in the number of calls for service received, in total the police department processed 17,659 calls for service. Incident reports stayed almost even from 2024 at 1,755 incident reports (written reports by police officers as official department records). The police officers made 305 custodial arrests and processed 343 criminal complaint summonses/warrants for a total of 648 criminal arrest applications, up slightly from 2023. The police department also responded to 533 accident (collision) reports, down slightly - possibly attributable to increased traffic enforcement (State OGR Traffic Grant Enforcement) and the continued use of traffic safety equipment (speed signage, message boards) more upgrades are expected for 2025.

The police department was also awarded grants in 2024 from different State agencies: State 911, Edward J. Byrne Grant, MA Gaming Commission, MIIA Wellness, NHTSA, EOPSS MSR/OGR Traffic Enforcement Grant, and the COSSAP Grant. Approximately \$348,588 was awarded to the Police Department in fiscal year 2024. Grants are primarily administered for fiscal years and not calendar years so many funds carry over on two calendar years.

Administrative summary: the Records Department processed 1,355 record requests; 604 MA Firearms Permits for a total of \$11,512. \$91,027 was collected from processing administrative fees of police officer traffic & security details. \$740 was collected from parking fines, \$2,264 from solicitor & fingerprinting fees, and \$2,130 from Buy-Crash collision reports.

Concerning police department personnel changes in 2024: Detective Lieutenant David Kornacki was permanently appointed to his rank, along with the permanent Sergeant Civil Service promotions of Jhon Wielblad and Andrew Roxo, congratulations gentlemen! The police department did see the hiring of 3 new police officers: Officer Brandon Martins, Officer Lucas Dantas, and Officer Corey Rodrigues. Each of these police officers have completed police academy training and are progressing through field training. Dispatcher Jasmine Colon left the police department after nearly three years to move to Florida, we wish her well with relocating. The police department currently has 41 full-time Police Officers with one vacancy, 8 full-time Dispatchers with one vacancy, 3 per-diem Dispatchers, one Executive Assistant, two Administrative Assistants, one Animal Control Officer, one Custodian, and 19 appointed Special Police Officers.

I urge all town residents to visit our Ludlow Police Department website for posted information to include news, photos, monthly arrest logs and call activity. Please follow us on our social media pages.

Chief Daniel J. Valadas

### **MPAC CERTIFICATION Program**

In February 2024, the Ludlow Police Department will be re-awarded with certification by the Massachusetts Police Accreditation Commission. The MPAC determined that the Ludlow Police Department has been maintaining all professional certification standards that have been established by the MPAC. This was the Police Department's 3<sup>rd</sup> award. The purpose of the MPAC's accreditation program is to ensure that the delivery of public safety/law enforcement services by participating agencies is in keeping within the best practices and professional standards. The Police Department's next scheduled assessment will be in 2026. The Ludlow Police Department's Accreditation Manager is Lt. Michael N. Brennan. He has managed the Police Department's accreditation program since its inception in 2017. In 2024, Sgt. Bradford Tierney was named Assistant Accreditation Manager. Sgt. Tierney will now be assisting with the maintenance of all MPAC accreditation standards.

### **EACC Data Analysis Pilot Program – Partnership with EOPSS**

During 2024, the Ludlow Police Department continued to participate in a pilot program being conducted by the Massachusetts Executive Office of Public Safety and Security (EOPSS). This pilot program involves collection, transmission, development, and testing of Law Enforcement Data transmitted into a Cross Tracking Platform which is currently being developed. To date, requested police department data (fingerprints, arrests) are being transmitted to EOPSS.

Lieutenant Michael Brennan

**Detective Bureau**

The Ludlow Police Department Detective Bureau in 2024 expanded by adding Detective Sergeant Stephen Ricardi as the second shift Detective Bureau Supervisor and Detective Peter Gallagher to the dayshift. The Detective bureau enters 2025 with a full complement of trained investigators to serve the residents and visitors of the Town of Ludlow. The Detectives also work in tandem with the Hampden County District Attorney's Office State Police Detectives in the most serious and violent incidents that occur in our town.

The Detective Bureau responsibilities are comprised of managing the traditional roles of Criminal Investigations, which include 24/7 365 availability for crime scene processing, collection of evidence, interview and interrogation, case preparation for Court, writing and executing search warrants and working as liaison with surrounding agencies; and Narcotics Investigations which consist of developing actionable information, conducting surveillance, intelligence gathering, and the writing and execution of search warrants. The Ludlow Police Detective Bureau continues to work alongside other State and Federal Law Enforcement Agencies to include Hampden County Narcotics Task Force, CINRET (Commonwealth Interstate Narcotics Reduction Enforcement Team) and the United States Secret Service (USSS) - New England Electronic Crimes Task Force (NEECTF). The Detective Bureau continues to manage School Resource Officer operations as well as continuing to provide ALICE (Alert Lockdown Inform Counter Evacuate) Training, and the CRASE (Civilian Response to Active Shooter Events) to all Ludlow Schools, to some Town Employees through their respective departments, and to community partners such as Encompass Health.

The Detective Bureau continues to partner with CHD to connect members of the community with services as needed by creating a community outreach team. The team is chaired by the Detective Lieutenant and consists of Police, Fire, and Health Department representatives as well as a CHD Clinician and Recovery Coach. The process, with a focus on mental health, harm reduction and opiate misuse, involves ongoing case screenings and bi-weekly referral meetings with a CHD Crisis Clinician dedicated to the Town of Ludlow.

Detective Lieutenant David Kornacki

**Training**

During 2024, sworn personnel at all levels completed as much professional development and specialized training as possible in furtherance of the best practices of Policing, in addition to a set schedule of in-service training required by the Municipal Police Training Committee (MPTC) and the Peace Officer Standards and Training Commission (POSTC).

In-service training included academic classes on legal updates, officer wellness, motor vehicle law, Operating Under the Influence investigations, report writing and courtroom testimony, First Responder medical training, and police reform. Practical/hands-on training involved semi-annual firearms and rifle qualification, semi-annual firearms and rifle training, multi-disciplinary

response to the aftermath of an active shooter, CPR/AED certification, Hazardous Materials and Communicable Diseases training, training to maintain Massachusetts Office of Alcohol Breath-Testing certification, and Massachusetts Office of Emergency Medical Services (OEMS) EMT/First Responder continuing education.

Members across the ranks took part in Town-mandated driver simulation training held at the station during the summer season. The length and scope of the training required that it be primarily taken in addition to regular duties.

Personnel who attended notable specialized training courses include:

SRO Nathan Goodrow and Officer Paulo Carvalho participated in Crisis Intervention Team training presented by the Behavioral Health Network, Inc.

Sergeants Sean Knox and Stephen Ricardi became certified as Sexual Assault Investigators after completing an MPTC-approved forty (40) hour course. Sergeant Knox separately became certified as an instructor for both ALICE and Civilian Response to Active Shooter Events.

Officers Mateusz Cieslak, Adam Roach, and Brandon Teixeira attended a Principles and Practice of De-Escalation training sponsored by the US DOJ COPS Office.

Sergeant Bradford Tierney and Officers Carvalho, Roach, Geovanny Da Costa, Oguzhan Karaaslan, and Darian Saraiva became certified in LIDAR field operation. They were instructed by Special Police Officer Edward Hiney who continues to maintain his Speed Measurement instructor certification.

Sergeants Knox, Tierney and Andrew Roxo completed a Rescue & Resilience Supporting Veterans from the Frontline course sponsored by the U.S. Department of Veterans Affairs.

\*\*\*Of special note, the Ludlow Police Department received the FBI-LEEDA's Agency Trilogy Award during the summer after the entire Command Staff and additional supervisory personnel completed a series of leadership courses (Supervisor Leadership Institute, Command Leadership Institute, and the Executive Leadership Institute). The mission of FBI-LEEDA is, *"To advance the science and art of law enforcement leadership and promote the exchange of information to improve law enforcement management practices through training, education, and networking among police professionals across the United States and beyond."* The current serving Individual Trilogy Awardees are Chief Valadas; Lieutenants Brennan, Irwin, and Kornacki; and Sergeants Shameklis, Knox, and Ricardi.

Lieutenant David Irwin

### **Ludlow Central Dispatch**

The Ludlow Central Dispatch Center continues to serve the Town of Ludlow, during another busy year, as the primary 911 Public Safety Answering Point (PSAP) for both Police and Fire.

Central Dispatch is the critical lifeline for emergency response, orchestrating all communication—radio, phones, walk-ins, and data entry into the Computer Aided Dispatch (CAD) program—while ensuring Police and Fire personnel and assets are dispatched swiftly and effectively to protect lives and property in moments of crisis.

Our staff consists of 9 full-time dispatchers, 2 dispatchers working per shift, 24/7/365 coverage. Additionally, there are 3 per-diem dispatchers who assist with shift coverage as needed and EMD quality control. After 17 years of service, Dispatcher Ashlee Korny was elevated to the title of Lead Dispatcher, assisting Sgt. Shameklis and Lt. Irwin with the day-to-day operations of dispatch including scheduling, staffing, grant writing and overall supervision of the dispatch staff.

Below is a summary of all the emergency 911 calls and business line calls Central Dispatch received in 2024:

- Emergency 911 calls: 7,759
- Business Line calls: 35,855
- 21.6% of the calls Central Dispatch receives are emergency 911 calls.

All dispatchers continue to train throughout the year to maintain the many certifications required through the State 911 Department. Dispatchers are required to be certified in Emergency Medical Dispatch (EMD), CPR, Hazmat and Communicable Diseases and must complete a minimum of sixteen (16) hours of continuing education courses each year. In 2024, the dispatchers went above and beyond their regular training by completing additional critical incident training: Active Attack Integrated Response (AAIR) and Rapid Intervention Team (RIT) for both the Police and Fire Departments. Central Dispatch has also trained in health and wellness courses, particularly the Behavioral Health Crisis and a 2-day Struggle Well course which emphasizes transforming the struggles and difficult experiences first responders face from negative to positive.

Central Dispatch also provides mutual aid to surrounding departments. Ludlow Central Dispatch serves as the backup agency to the Wilbraham Regional Emergency Communications Center (WRECC), which provides emergency communication services to the towns of Wilbraham, Belchertown, and Hampden.

Of note, Dispatchers Samantha Jordan and Michael Lynch received Certificates of Commendation from the Ludlow Board of Selectman for their exceptional service during the response during a critical mutual aid incident involving a Wilbraham officer involved shooting/officer down event.



Central Dispatch personnel also functioned as an off-site secondary dispatch, stationed in a MEMA trailer, for the Ludlow Police and Fire Departments during the Our Lady of Fatima annual Festa and the town of Ludlow's 250th Anniversary celebration.

Additionally, the female dispatchers served as matrons where they assisted with the booking search and transporting female prisoners/arrestees.

Ludlow Central Dispatch is the gateway to emergency response, connecting first responders to this town and to other communities. In addition, Central Dispatch remains committed to serving our community with honor, integrity, and professionalism.

Dispatcher Ashlee Korny

### **Special Police Unit**

The Special Police Unit continues to serve an essential role in effectively delivering public safety services throughout the Town. It is strongly represented at the major town events that occur over the course of the year – including the Memorial Day Parade, OLOF Festa, and the Rag Shag Parade. The Unit remains involved in events that highlight the members' commitment to community policing, like the Special Olympics Torch Run and the Police Unity Tour.

Of special note, the Unit was the lead entity in providing safety and security to spectators and participants during the June 15<sup>th</sup> parade to highlight the 250<sup>th</sup> anniversary of the Town. Along with mutual-aid partners, the Special Police were instrumental in ensuring the spotlight remained solely on this 250<sup>th</sup> event.

The Special Police Unit continued in 2024 under the direction of Operations Lieutenant David Irwin, with Sergeant Jhon Wielblad and Officer Jerome Mayou primarily assisting in the day-to-day operations throughout the year. Special Police Sergeant Saraiva continues to coordinate and implement directives at town events.

Special Police Officers N. Ramos, S. Ramos, Ribeiro, C. Rodrigues, N. Rodrigues, Rubner, and SPO Sgt. Saraiva completed the MPTC Bridge Academy by successfully testing out in the first few months of 2024. Pursuant to the police reforms enacted in An Act Relative to Justice, Equity and Accountability in Law Enforcement in the Commonwealth as signed into law by Governor Baker on December 31, 2020, these officers were required to attend a 200-hour hybrid academy combining online instruction on various subjects with in-person instruction on Defensive Tactics, Firearms, and Emergency Vehicle Operations.

The Special Police Unit ended the year with nineteen (19) members. Justin Cruz departed from the Unit in good standing during the Summer to accept a full-time position with the Amherst Police Department. We wish him all the best as he furthers his career in the law enforcement profession.



**K-9 Program**

The Ludlow Police Department's K-9 Unit entered its 23<sup>rd</sup> year in 2024. Officer Whitney and K9 Max continue to partner together as an effective team. This was Max's seventh full year of completed service. Officer Whitney and Max remain assigned to the 3pm-11pm patrol shift but are available for callouts outside of normal working hours and to assist area communities with mutual aid requests. They re-certified in the disciplines of Patrol and Narcotics Detection through the North American Police Work Dog Association in May. Officer Whitney continues to maintain his Master Trainer status in Utility/Patrol and has worked on a national level to train handlers and advance the use of K-9.



(Officer Whitney and Max)

With the continued support of the citizens of Ludlow, the program continues to thrive and is well-supported by our community. While there are many individuals and organizations who actively support and promote the K-9 Unit, Officer Whitney would like to specifically thank the Polish American Citizen's Club for another successful fundraiser, the staff at the Eastfield Hospital for Animals for their continued care, and all who donated to further the mission of the K-9 team.

Lieutenant David Irwin

**Community Relations and Events**

The Ludlow Police Department actively participated in a diverse array of community events throughout 2024, continuing its mission to strengthen bonds with residents and foster mutual trust. Building on the success of past initiatives, the department has expanded collaborations with key community groups, including the Ludlow High School soccer team and Central Dispatch.

These year-round events include impactful initiatives such as food drives and the "Stuff a Cruiser" toy drive, as well as meaningful partnerships with Ludlow CARES for events like the Walk to Remember and Red Ribbon Week. The department also proudly participated in community favorites, such as Trunk or Treat at the Boys and Girls Club, Slide into Summer, safety presentations at the Senior Center, and Hero's Night at the Springfield Thunderbirds game.

A major highlight of 2024 was Ludlow's 250th Anniversary Celebration, where the Police Department played an integral role. Officers contributed by providing event security and actively engaging with the community during several commemorative activities, underscoring their commitment to ensuring safety while celebrating this historic milestone.

Through their involvement in these events, the Ludlow Police Department remains dedicated to fostering positive connections, promoting community trust, and enhancing the overall well-being of Ludlow residents. These efforts reflect the department's steadfast dedication to maintaining strong, supportive relationships with the people it serves.

### **D.A.R.E. Program**

In 2024, the Ludlow Police Department continued its commitment to the Drug Abuse Resistance Education (D.A.R.E.) program, delivering vital lessons to third-grade students at St. John's School. Utilizing the evidence-based "Keepin' it Real" curriculum, the program equips students with essential skills to make responsible decisions, resist peer pressure, and lead drug- and violence-free lives.

The D.A.R.E. program was conducted from March to May, with ten engaging sessions delivered every Wednesday at the end of the school day. These lessons, led by a dedicated instructor, not only taught critical life skills but also fostered positive relationships between students and law enforcement.

The "Keepin' it Real" curriculum, developed in 2008, emphasizes decision-making, self-awareness, effective communication, relationship building, and the ability to navigate challenges responsibly. To ensure the highest quality instruction, D.A.R.E. officers complete an 80-hour training course to become certified in the program.

Looking ahead to 2025, the program will continue under the leadership of Sergeant Wielblad, who played a pivotal role in its success this past year. Sgt. Wielblad, a member of the D.A.R.E. Massachusetts Board, actively contributes to curriculum development and recruitment efforts, ensuring the program's ongoing impact within Ludlow and beyond.

The Ludlow Police Department is proud to continue empowering young minds through this vital educational initiative, fostering a safer and more informed community.

**Bike Patrol Unit**

The Ludlow Police Department's Bike Patrol continues to foster positive community relations through its community-focused approach to patrolling. Officers assigned to this unit bring accessibility and approachability to law enforcement, promoting trust and building strong connections with residents.

Officers on the Bike Patrol Unit maintain their certification through the International Police Mountain Bike Association (IPMBA) by completing a rigorous 32-hour course. This comprehensive training covers bike operations, patrol procedures, tactics, night operations, scenario-based training, and essential bike maintenance skills, including both on- and off-road repairs.

Usually operating in pairs, Bike Patrol officers ensure a dynamic and visible presence while engaging with community members throughout their shifts. In 2024, the Bike Patrol played a crucial role in community outreach, prioritizing key areas such as schools, sporting events, summer camps, pools, walking and bike paths, public parks, the Senior Center, the Veterans' Center, Lupa Zoo, and the Boys and Girls Club.

Beyond their daily patrols, the unit provided essential support for special events, including the annual Festa Weekend and the Sgt. Desforges Race, enhancing security and community engagement. During their patrol season, which ran from April to September 2024, officers covered over 300 miles.

One of the most impactful aspects of Bike Patrol's work is their ability to connect with citizens through countless positive interactions. Their presence has earned widespread appreciation, as their approachability makes officers more accessible to community members. A standout initiative in 2024 was the partnership with Elsie's Creamery, where the creamery provided ice cream vouchers for officers to distribute to children who were observed practicing safe biking habits, such as wearing proper protective equipment.

The Ludlow Police Department remains committed to strengthening community connections through the Bike Patrol Unit. Looking ahead, the department aims to expand these efforts, continuing to prioritize safety, accessibility, and constructive engagement with Ludlow residents.

Sergeant Jhon Wielblad

**Hampden County Special Response Team (HCSRT) Annual Report - 2024**

The Hampden County Special Response Team (HCSRT) continues to be a critical regional asset, composed of law enforcement officers from the Hampden County Sheriff's Office and the police departments of Ludlow, Palmer, Ware, Easthampton, West Springfield, and Chicopee. The team includes agencies from both Hampden and Hampshire Counties which have expanded their number of resources and opportunities. This collaborative initiative allows the HCSRT to effectively respond to high-risk situations, including barricaded subjects, high-risk warrant services, and crisis interventions, in support of our communities across Hampden County. The

team operates under the leadership of Sergeant Kyle Gribi of the Easthampton Police Department.

In 2024, the HCSRT has remained committed to adhering to the National Tactical Officers Association (NTOA) guidelines, while also incorporating updates to ensure compliance with Massachusetts Police Training Council (MPTC) regulations and the Police Officer Standards and Training (POST) guidelines. This unified policy framework ensures that the team operates with the highest standards of professionalism, safety, and legal compliance, aligning both with national best practices and Massachusetts law.

The team's composition continues to evolve, with a growing number of regional agencies joining forces to enhance our collective capabilities. In addition to the founding members from the Hampden County Sheriff's Office and participating police departments, the team has welcomed new recruits from various agencies.

The Ludlow Police Department has had some attrition of many of the former Ludlow team members but is proud to announce the addition of newly appointed members, Officer Adam Roach and Officer Geovanny Da Costa. They will soon complete NTOA Swat Basic training and begin the arduous task of learning, crafting, and perfecting their tactical skills as they train and operate with the team.

To further enhance our response capabilities, HCSRT has established ongoing partnerships with local and state agencies. These partnerships include cross-training with members of the Massachusetts State Police STOP team, Springfield Police Department, and the Berkshire County SRT allowing us to share resources, knowledge, and expertise.

The HCSRT continues to specialize in high-risk operations, including:

- Barricade incidents
- High-risk warrant services
- Active shooter response
- Crisis intervention

Additionally, our team has been working with specialized units like the Medical Emergency Response Team (MERT), Crisis Negotiation Team (CNT), Drone teams, and K9 units to provide comprehensive responses to critical situations. These units act as branches of the HCSRT which train and operate throughout all the team's functions.

Maintaining operational readiness remains a cornerstone of our mission. Each HCSRT member is required to complete a minimum of 232 training hours per year, ensuring that they are well-prepared to handle any critical incident. The team's Training Unit continues to develop, implement, and organize training programs that meet or exceed NTOA standards and comply with Massachusetts legal and regulatory guidelines.

The HCSRT's commitment to maintaining top-tier equipment continues to be a priority. In 2024, former team commander Sergeant Sean Knox was able to secure a grant from the Edward J. Byrne Memorial Justice Assistance Grant (JAG), totaling approximately \$48,000. This funding has been used by the Ludlow Police Department to acquire updated ballistic vests, helmets, and other tactical gear, significantly enhancing the safety and effectiveness of our officers during high-risk operations.

Looking ahead, the HCSRT remains committed to expanding both its capabilities and its partnerships. We aim to grow our base of participating agencies, continue to cross-train with regional and state partners, and pursue funding opportunities through agency participation and grants to equip our team with life-saving tools and resources.

Our focus in 2025 will include:

- Responding and resolving applicable incidents that require the service the team provides
- Expanding training initiatives
- Continuing to pursue critical equipment
- Ensuring our team remains prepared to protect and serve the citizens of Hampden and Hampshire County with the highest level of professionalism

The Hampden County Special Response Team remains dedicated to maintaining the highest standards of training, operational readiness, and community safety. As we look forward to another year, we are committed to growing the team, strengthening inter-agency cooperation, and continuously enhancing our ability to respond to life-threatening situations.

Officer Ryan Churchill  
HCSRT Operator

### **AED & EMT Program**

The Ludlow Police Department continues to update crucial lifesaving equipment, specifically A.E.D.'s. A.E.D.'s can be found in every patrol vehicle, and a few different locations within the Police Department. They are an important part when responding to cardiac arrest. They can save lives by restoring a normal heart rhythm after a sudden cardiac arrest. Annually, the police department purchases one new A.E.D. to replace an old one and keep these items as new as possible. Whenever possible, the purchase of these items is done using a state grant.

The police department currently has 13 certified EMT-Basic police officers through MA Office of Emergency Medical Services. There are many medical emergency calls that the police officer is the first responder to arrive and to begin life-saving measures. Each police officer must continue to maintain their annual recertifications and continuing education requirements.

**Crossing Guards**

The Ludlow Police Department currently oversees four (4) Crossing Guards, and they are posted in specific locations daily. These Crossing Guard posts have specific times that work in conjunction with student arrival to and departure from school. When a Crossing Guard is unable to be at their post, a patrol officer from the Ludlow Police Department fills the void, whenever possible (call volume). Currently a 5th Crossing Guard is being hired to replace an open spot.

Sergeant Jason Chelo

**ANIMAL CONTROL**

2024 was a busy year for animal control. Overall, between animal control calls & police calls, we had over 1900 animal related calls. These calls ranged from stranded turtles to loose dogs, injured cats and sick raccoons. Our Wilbraham kennel had a whopping 91 animals in and out of the doors in 2024. This number does not reflect the dogs that are returned home by our police officers. Animal Control had 11 successful adoptions with our many abandoned cats & dogs in 2024. Many others were transferred to other rescues and shelters.

Wanting to bring Animal Control programs into the public eye, Officer Anderson and Hubbard Memorial Library created a fun Read to Karl program, using her therapy Bullmastiff, Karl who loved being read to by our younger residents. We hope to bring back this program and others in the upcoming year.

Animal Control & Friends of Ludlow Animal Control participated in the yearlong celebration of Ludlow's 250<sup>th</sup>. We also hosted our 3<sup>rd</sup> annual Halloween Pet Costume Party, 2<sup>nd</sup> annual Christmas Photos at Town Hall, along with a couple of painting events & others at Vanished Valley & Iron Duke brewing companies. All money raised goes directly to Friends of Ludlow Animal Control, our nonprofit group that was formed to raise money to support injured and stray animals found in Ludlow. In 2025, we hope to concentrate on raising money for a much-needed animal shelter in Ludlow.

Animal Control has three confirmed positive rabid raccoons and two negative bats in 2024. Remember, do not approach, attempt to capture or touch wildlife and feral cats. Call the non emergency police number to be connected with Animal Control. If you or your pet experiences an animal bite or scratch, please report it immediately to the LPD.

According to state laws, all dogs, cats, and ferrets six months and older must be vaccinated against rabies. Please remember that this is either a yearly, or 3-year vaccine. According to the State and Town Bylaws, all dogs six (6) months or older must be licensed annually. The licensing period begins March 1<sup>st</sup> and expires March 31<sup>st</sup> the following year. Cost is \$15.00 per year for spayed/neutered dogs and \$20.00 per year for intact dogs. Mail in forms for licensing can be found on the Town website and can be handled by mail or dropped off at Town Hall. Owners must



provide proof of a current rabies vaccination showing the expiration date and proof of spay/neuter (if necessary). After July 1<sup>st</sup>, a \$10.00 late fee will be applied per dog. Please put the license tag on your dog collar, this will help ensure you can be identified as the dog's owner, and the dog can be returned to you much faster should he/she become lost. Also, please consider microchipping your pets, this is a very inexpensive way to identify animals and return them home quickly.

Animal Control had zero dog hearings in 2024! Working directly neighbor to neighbor Animal Control was able to resolve animal control issues without having to have a hearing.

As stated in the town's by-laws "The Dog Officer or any resident may file a written complaint and request an adjudicatory hearing with the Board of Selectmen if aggrieved by any unresolved complaint of nuisance behavior, which cannot be otherwise resolved by the action of the Dog Officer acting alone." Please contact Animal Control if you have any questions or concerns.

Please be a responsible pet owner and a respectful neighbor. Pets are extensions of our families, and it is our responsibility as pet owners to always keep them safe. If you find yourself unable to care for your pet, PLEASE do not abandon him/her. There are many options available, your ACO can help find a suitable option with no judgment. Domestic animals are not able to survive on their own, this includes domestic cats.

Please remember that all calls for Animal Control are being taken by the Ludlow Police Department non-emergency number at 413-583-8305 extension 0.

**Respectfully Submitted,**

*Octavia J. Anderson, Animal Control Officer, Animal Health Inspector*



Pictured above during Festa 2024: Detective Lieutenant David Kornacki, Portuguese Boston Consul Tiago Araujo, Police Chief Daniel Valadas, Portuguese Ambassador to the United States Francisco Duarte Lopes, and Special Police Sergeant Armand Saraiva, September 1, 2024.



Pictured above during Reading Across America, Harris Brook Elementary School: Sergeant Brandon Vigneault, Chief Daniel Valadas, Sergeant Sean Knox, and Detective Sergeant Stephen Ricardi, March 1, 2024.





Pictured above recipients of the FBI-LEEDA (Law Enforcement Executive Development Association) Trilogy Award: Sergeant Brian Shameklis, Lieutenant David Irwin, Detective Lieutenant David Kornacki, Chief Daniel Valadas, Lieutenant Michael Brennan, Detective Lieutenant Stephen Ricardi, and Sergeant Sean Knox July 2, 2024.



Pictured above: Municipal Police Accreditation Commission President Russell Stevens - Hamilton, MA Police Chief, Ludlow Police Chief Daniel Valadas, Lieutenant Michael Brennan, Sergeant Brad Tierney, and MPAC Vice President Christopher Delmonte - Bridgewater, MA Police Chief, February 7, 2024.

In closing, I would like to thank my Command Staff and Supervisory personnel for presenting these end-of-year reports and most importantly, I wish to commend my entire Police Department staff for all their dedicated service throughout 2024. It is an honor to serve with all of you.

**Perseverance - Integrity - Pride - Honor!**

**Respectfully Submitted,**

Daniel J. Valadas, Chief of Police



## **SAFETY COMMITTEE**

The Committee meets on the second Thursday of the month, at Town Hall, to review requests for Class I, II, and III licenses, site plans, and special permits. This Committee also reviews requests submitted by residents for signs, traffic lights and other traffic issues which they feel are of concern. The Safety Committee in turn makes a recommendation to the Board of Selectmen for further action. Members will sometimes make a request that those applicants applying for licenses, special permits, and/or site plan approvals appear before the Safety Committee in order to address any issues that may be pertinent for review. This is done in the hope of clarifying any issues that cannot be ascertained by a review of any submitted plans.

2024 was another busy but constructive year for the Committee. Decisions and recommendations were made that would help to ensure safety to the residents and motorists alike. Some of the recommendations to the Board of Selectmen included, but was not limited to, placing numerous “Stop” signs throughout the town to slow down the flow of traffic, recommendations that traffic studies be done in key areas throughout the town and before new construction sites were allowed to progress.

The Committee again saw many changes within our group this year. With the onboarding of the Town’s new Building Commissioner, we welcomed BJ Church. The community representative vacancy was filled by Melissa Graf and the resignation of long-time member Ryan Churchill left a vacancy that was quickly filled by Sharon Martins.

The Safety Committee wishes to thank the Board of Selectmen and the Department of Public Works for their cooperation in implementing our recommendations and all Town Departments for their assistance in these matters. To the citizens of the Town of Ludlow, we continue to request your input and suggestions. We can be reached by email at [safety@ludlow.ma.us](mailto:safety@ludlow.ma.us).

**Respectfully Submitted,**

*Sgt. Brian Shameklis, Chairperson*

### **MEMBERS**

Sgt. Brian Shameklis	Chairperson	Police Department
Peter Gallagher	Vice-Chair	Police Department
Capt. Seth Falconer	Member	Fire Department
Dep. Chief Jeff Lavoie	Alternate Member	Fire Department
BJ Church	Member	Building Commissioner
Jamie Tomas	Member	Department of Public Works
Christopher Coelho	Member	Planning Board
Sharon Martins	Member	Community
Melissa Graf	Member	Community



## PUBLIC WORKS

### DEPARTMENT OF PUBLIC WORKS

The Department of Public Works is pleased to present this Annual Report to the Town of Ludlow which summarizes and describes the activities performed by the Department of Public Works during the 2024 calendar year.

#### Highway Division

The DPW provides services to maintain the Town's public ways and streets in a safe, passable condition for the convenience of the community. The administration office utilizes a computerized work order program to electronically record and log all inquiries from the public to systematically respond and address street and infrastructure deficiencies and problems in the public way and/or on public properties. The staff entered 991 inquiries into the system. The DPW appreciates and encourages the community to report public improvement or facility problems to the Department of Public Works' Administration Office.

Road maintenance, rehabilitation and reconstruction projects continued throughout the year with funds appropriated by the Town through the annual budget process and with funds received through the Commonwealth Chapter 90 Highway Program. Chapter 90 funds are generated from gasoline taxes and are distributed to towns annually for the maintenance of accepted public ways. The Town received \$684,585.56 in Chapter 90 funds plus \$35,479.00 from the Rural Roads supplement for a total of \$720,064.56 in 2024. The Town has approximately 135 public road miles to maintain.

During the 2024 calendar year, the road reconstruction projects included the following streets:

<b>STREET</b>	<b>FROM</b>	<b>TO</b>
Cady Street	West Street	Chicopee Town Line
Grimes Street	Cady Street	End
Grimard Street	Cady Street	End
Willard Avenue	Grant Avenue	End
Laconia Street	East Street	Winsor Street
Merrimac Street	East Street	Cambridge Street
Cambridge Street	East Street	Merrimac Street
State Street	Stevens Street	Oakridge Street

In addition to the street paving projects, the DPW provides routine maintenance and improvements to the infrastructure. For example, the DPW maintains roadway markings, crosswalks, and line striping, replaces, and installs street signs, performs roadside mowing, and does street sweeping. The Department has continued with a preventative maintenance program including pavement crack sealing to extend the life of the asphalt pavement.

During the 2024 construction season, approximately 168 Construction within the Public Way Permits for projects within the public way were issued, resulting in \$28,972.00 in permit fees and \$27,800.00 in bonds collected typically for the construction of new driveways and installation of utility services.

## **Sanitary Sewer Division**

The DPW, through the Sewer Enterprise Fund, is responsible for the operation, inspection and maintenance of the sanitary sewer collection system including four (4) sanitary sewer lift stations located at Chapin Street, Lawton Street, First Avenue and Riverside Drive. The four pump stations are equipped with mission control and communication systems to allow staff to monitor pump operation remotely and receive alarm notifications. The DPW has developed a sanitary sewer line maintenance program to flush and clean the sewer collection lines. The division responds on a 24-hour basis to sewer line obstructions and/or other problems with the system.

The DPW issued or renewed nineteen (19) Drain Layer Licenses which generated \$950.00 in fees and issued one hundred two (102) Sewer Service Connection Permits. The division collected a total of \$81,300.00 in sewer connection fees during 2024.



## **Forestry Division**

The DPW provides tree maintenance for the town shade trees located within the public ways and on select public properties. The Division is responsible for the planting, trimming, pruning and/or removal of damaged, diseased, or dangerous town trees. The trees and branches are chipped and stockpiled for use on town projects. Wood chips are available at the compost area for the residents as the supply allows.

## **Park Division**

The DPW is responsible for the maintenance of the town playgrounds, parks, and athletic fields as well as providing routine maintenance to the School Department's athletic fields. The activities consist of lawn maintenance, athletic field striping for various sporting events and the restoration of the fields as funds allow.

DPW personnel assisted at special events during the year which are sponsored by the Town and/or organizations that included the Sunday Concerts in the Park, Veteran's Day activities, Christmas Tree Lighting Ceremonies, Ludlow Cultural Council Community Market, Ludlow's 250<sup>th</sup> Committee Events, and other functions conducted throughout the town.

## Cemetery Division

The DPW maintains and operates the six cemeteries within the town: the largest cemetery is the Island Pond Cemetery located on Center Street. The other town cemeteries include the Ludlow Center Cemetery, Sikes Cemetery, Fuller Street Cemetery, The East "Ould" Cemetery, and the newly finished Reservoir Cemetery.

The following is a summary of activities and fees collected during Calendar Year 2024:

Number of lots sold	60	Income from lots sold	\$61,400.00
Number of burials	89	Income from burials	\$74,450.00
Number of monument foundations	37	Income from foundations	\$5,100.00
Total Income	\$140,950.00		

## Engineering Division

The Engineering Division maintains the records for plans, plots, and maps for the community. In addition, this Division maintains plan files for the Planning Board and Assessors Office, including the annual updates of the Town Street Maps, Assessors maps, Zoning maps and Voter Precinct maps. This Division provides engineering and survey assistance and information to other departments, boards, and committees upon request. The Engineering staff provides analyses and recommendations to the Planning Board for the various projects during the year including subdivisions and commercial developments. The Division provides site inspections of all public and private improvement projects. They file all necessary state and federally mandated reports as well as file for grants and reimbursement paperwork for declared emergencies. They meet with consultants to discuss and review major projects proposed and ongoing in Town.

The department completed the annual Massachusetts Small MS4 General Permit under the National Pollutant Discharge Elimination System with consultant Mott MacDonald to meet the requirements of reporting to the Environmental Protection Agency and Massachusetts Department of Environmental Protection.

The Town with the City of Springfield completed repairs to the West Street Bridge connecting Ludlow to Springfield.

The Town working with the Town of Wilbraham completed repairs to the Cottage Avenue/Miller Street Bridge connecting Ludlow to Wilbraham.

MassDOT awarded the project worked on with Town for the Bridge Replacement on Piney Lane over Broad Brook to Tully Construction Corporation.

## **Solid Waste Collection and Disposal, Recycle Center/Transfer Station**

The DPW operates the Solid Waste Transfer Station and Recycling Center for the residential community at the DPW facility on Sportsmen's Road which provides for the collection and disposal of trash and recycle material needs of the community. The DPW yard is accessed from Claudia Way for composting and brush disposal.

Residential curbside collection of trash and recyclables was provided by a private vendor. The recyclables are collected and transferred to the Materials Recycling Facility (MRF) in Springfield. The combination of the curbside trash collection and drop-off at the Transfer Station accounted for 5,385 tons of trash. This recycling program generated 738 tons of paper, 597 tons of mixed containers (glass and cans), 78 tons of scrap metal, and approximately 1,338 tons of vegetative material was processed for compost. The compost/loam is used on town projects.

The Solid Waste Collection and Disposal operational costs were augmented by fees generated from the sale of residential permits for the use of the Transfer Station. The DPW issued 3,178 permits to the residents, which generated \$23,790.00 in fees. Also, the DPW provided recycling bins at no charge to residents to encourage the recycling effort by the town. The DPW issued permits for the disposal of products identified as bulk materials that generated \$44,030.50 in disposal fees. The DPW issued waste reduction bags that generated \$172,350.00 in fees.

The Department worked very hard in reviewing and negotiating a new trash contract for collection and disposal of residential trash and recycling as the current contract expires on June 30, 2025. The Town was able to secure a five-year contract for the collection and disposal of residential trash and recycling that will commence on July 1, 2025. The new program will be automated and consist of every resident receiving two carts, one 65-gallon cart for trash which will be collected weekly, and one 95-gallon cart for single stream recycling which will be collected every other week. The Department is very satisfied with the contract and cost savings for the residents of Ludlow.

## **Grants**

The following is a list of grant applications and awards made during the past year:

- MassDEP Recycling Dividends Funds under the Sustainable Materials Recovery Program in the amount of \$6,160.00 to be used on recycling equipment.
- MIIA Risk Management Grant in the amount of \$9,850 used on drainage improvements at Hubbard Memorial Library
- Accelerated Bridge Program Federal Aid in the amount of \$5,290,800 for the replacement of Piney Lane Bridge.

## Acknowledgement

The Department of Public Works wishes to take this opportunity to acknowledge and thank the staff for their commendable efforts and performance during the year.

**Respectfully Submitted,**

*Jamie Tomas, Director*

Ludlow DPW... always getting it done!  
Thank you for your assistance in helping with all of the  
Ludlow 250<sup>th</sup> events.



The Block Party Picnic was held at Veteran's Memorial Park. The night before the picnic, a rainstorm raged through town. Lightning struck a large oak tree in the park, right where the picnic was to take place. Our Ludlow DPW team came to the rescue in the early morning hours to remove the fallen part of the tree and its branches so that the picnic area would be cleared of all debris. They did a fantastic job cleaning up. By the time our committee arrived at the park at 6 a.m., there was no sign that this had happened. Not a wood chip was to be seen. Kudos to our Ludlow DPW!

## PLANNING AND DEVELOPMENT

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### BOARD OF APPEALS

The Board of Appeals is charged with hearing appeals or petitions for Variances, Section 6 Findings, and Special Permits according to Massachusetts General Law, Chapter 40A, and the Town of Ludlow Zoning Bylaws. The Board of Appeals meets on an as needed basis at Ludlow Town Hall in the Selectmen's Conference Room, third floor at 6:00 PM, upon receipt of a request for a Hearing, Appeal, Variance, Section 6 Finding or Special Permit.

The Board of Appeals consists of five regular members and three associate members who are all volunteers appointed by the Board of Selectmen.

During the year 2024, there were seven (7) requests for Special Permits; four (4) Special Permits were granted; one (1) Special Permit was denied, and two (2) Special Permits were withdrawn without prejudice. There were four (4) requests for Variances; four (4) variances were granted.

A special thanks to the Building Department, Board of Selectmen's Office, Planning Board, Assessors Office, and the Town Clerk's Office; without their help the task of obtaining the needed documentation and information would be extremely difficult.

**Respectfully Submitted,**

*Manuel Lopes, Chairperson*

#### **MEMBERS**

Alan Aubin, Vice Chair

Joseph Wlodyka

Elaine Hodgman

Mike Parker

Val Rodrigues



## **CONSERVATION COMMISSION**

The Ludlow Conservation Commission is a State mandated board comprised of volunteers appointed by the Board of Selectmen for three-year terms. The Conservation Commission works on the Town's behalf in administering the Massachusetts Wetlands Protection Act (M.G.L. Chapter 131, § 40), Rivers Protection Act, and Town of Ludlow Conservation Commission Bylaws (Chapter XV). The Commission is dedicated to the preservation of Ludlow's wetland resources for the benefit of our present and future residents.

Regular meetings of the Conservation Commission were held on the first Wednesday evening of each month at 6:30 p.m. Site inspections were scheduled on an as needed basis and attended by any/all members.

The Commission began 2024 with four (4) members and one (1) vacancy on the Commission. The year ended with four (4) members, one (1) associate member, and one (1) vacancy.

During 2024, the Conservation Commission worked on nine (9) Notices of Intent and one (1) ANRAD wetland delineation. Eleven (11) Requests for Determination of Applicability were filed with the Commission, all of which resulted in a negative determination. There is one Enforcement Order that remains in effect until Spring 2025. Emergency Certifications are requested when a project must take place immediately to prevent danger to individuals and/or damage to property. The Commission issued three (3) Emergency Certifications in 2024. Wetland Regulations do not require a Public Hearing prior to the issuance of emergency permits. Otherwise, all permits issued by the Commission require a Public Hearing process. Only specific permit requests, however, mandated under the Massachusetts Wetlands Protection Act that abutters are individually notified.

Projects under the Conservation Commission's purview in 2024 continued to range from those as simple as brush clearing to the Ludlow High School Track & Field Replacement Project. We also continued to work with WestMass on the Ludlow Mills projects including maintenance of the Riverwalk. In addition, the Commission worked with the Town Pond Management Committee for the ecological restoration and treatment project of various ponds within the Town. We continue to support the dog park at Camp White and are pleased with the installation of the new Camp White Conservation Area / Barks and Recreation Dog Park sign. The total monies collected by the Conservation Commission in 2024 were \$7,088.00, which were received from application filing fees.

The Town of Ludlow approved a new Conservation Restriction for the property located at 0 Center Street. The purpose of this Conservation Restriction is to assure that the premises will be maintained in perpetuity for conservation purposes, in a natural, scenic and undeveloped condition, and to prevent any use or change that would materially impair or interfere with its conservation and preservation values. The Town of Ludlow's 2013 Open Space and Recreation Plan identifies a wide range of open space that should be preserved to maintain the Town's rural

character and provide connections with already protected open space. The Premises is immediately adjacent to the Springfield Reservoir of the City of Springfield and the Conservation Restriction will add to the protected land in the vicinity of the reservoir.

Commissioners continue to enjoy attending MACC Conferences twice each year as well as other training classes that may be offered. These educational conferences assist Commissioners with staying informed about changes in regulations and/or policies and provide us with the necessary training so that we can remain current in our knowledge of conservation/wetland regulations, allowing us to make informed decisions on projects that require our involvement. Additionally, we continue to work with our local office of the Department of Environmental Protection when we need assistance with answering a complicated question or resolving difficult issues. The D.E.P. Circuit Rider Program allows us to have a personal contact at the Department and has provided us with guidance on many such occasions.

Members of the Conservation Commission continue to participate on committees such as the Administrative Review Committee for the Ludlow Mills, Open Space and Recreation Committee, and the Hazard Mitigation Committee. Additionally, we work in conjunction with other town departments to maintain consistency with permitting procedures. We also review all permit applications submitted to the Planning Board, Building Department, and Board of Health, some of which require a sign-off from the Commission Office. G.I.S. continues to be a valuable asset to us in this review process.

**Respectfully Submitted,**

*Angela Tierney, Chairperson*

#### **MEMBERS**

Cameron Covill

Penny Lebel

Helder Cerqueira

Jason Martowski, Associate Member



(Friends of the 250<sup>th</sup> selling popcorn)

## **PLANNING BOARD**

### **ZONING**

#### **CHANGES TO THE ZONING BYLAW**

- SECTION 3.2.2 TABLE 1 TABLE OF PRINCIPLE USES, LAND USE CLASSIFICATION/BUSINESS USES by adding Site Plan Approval from the Administrative Review Committee (ASPA) to WINERY, MICRO-WINERY & NANO-WINERY in the Mill Redevelopment District (MRD) and to amend Table 1 to reflect this change.  
– Passed May Town Meeting
- SECTION IV DIMENSIONAL AND DENSITY REGULATIONS 4.4 MILL REDEVELOPMENT DISTRICT (MRD) Bylaw 4.4.10 Site Plan Approval Process b. by changing six members to five members  
– Passed October Town Meeting
- SECTION VI: SPECIAL LAND USE REGULATIONS: by adding 6.13 BATTERY ENERGY STORAGE SYSTEMS (BESS)  
– Passed October Town Meeting
- SECTION 3.2.2 TABLE 1 TABLE OF PRINCIPLE USES, LAND USE CLASSIFICATION/GENERAL USES by adding Battery Energy Storage System associated with Large Scale Solar Facility, Tier 1 Residential Battery Energy Storage System, Tier 2 Battery Energy Storage System, and Tier 3 and Tier 4 Battery Energy Storage Systems (Stand-alone) with the associated uses to the Table of Principal Uses and to amend Table 1 to reflect these changes  
– Passed October Town Meeting
- SECTION 3.2.2 TABLE 1 TABLE OF PRINCIPLE USES by adding Special Permit from the Planning Board required (SPPB) under zoning district Business A (BA) and/or Business B (BB) to uses: Room Rental, Amusement Parks, Automated Teller Machine (ATM), Automated Vending Kiosk, Banks, Bowling Alleys, Dining Establishments, Halls, Hotels/Inns, Motels, Office Buildings, Open Air Parking, Parking Garages, Retail, Roller Rinks, Services, Warehousing, Wholesale (other than Agriculture) and to amend Table 1 to reflect these changes.  
– Passed October Town Meeting

#### **ZONE CHANGES**

- Kevin Lavigne – 8-10 Wedgewood Drive (Map 11A, Parcel 160) – Agricultural to Residence A  
Action Taken: Passed – May Town Meeting
- Linton Holdings LLC – 0 West Street (Map 3, Parcel 66G) – Residence B to Industrial A  
Action Taken: Passed – May Town Meeting
- Linton Holdings LLC – 0 West Street (Map 3, Parcel 66N) – Residence B to Industrial A  
Action Taken: Passed – May Town Meeting
- Linton Holdings LLC – 0 West Street (Map 3, Parcel 66P) – Residence B to Industrial A

Action Taken: Passed – May Town Meeting

- Hajer Brak – 191 West Street (Map 2D, Parcel 3) – Agricultural to Business A  
Action Taken: Passed – May Town Meeting

## SUBDIVISION CONROL

There were not any applications for **DEFINITIVE SUBDIVISIONS** submitted.

**Nine (9)** applications for **APPROVAL NOT REQUIRED SUBDIVISIONS** were endorsed:

- |   |  |
|---|--|
| • 0 Center Street (Map 25, Parcel 48C)  | Paul Adzima (Miller Gap LLC)                   |
| • 601 Center Street (Map 16B, Parcel 96)  | David Beauregard ( <i>Waiver of Frontage</i> ) |
| • 0 Deroche Circle<br>(Map 11B, Parcels 29A & 29B)                                | Peter Miccoli / Akehurst Homes LLC             |
| • 0 & 45 Deroche Circle<br>(Map 11B, Parcels 29B & 65)                            | Peter Miccoli                                  |
| • 0 Grandview Avenue (Map 12B, Parcel 29)   | John Moltenbrey                                |
| • 164 & 0 Lyon Street<br>(Map 24, Parcels 39A & 39B)                              | Alyse Enderle                                  |
| • 8-10 & 0 Wedgewood Drive<br>(Map 11A, Parcels 160 & 218)                        | Kevin Lavigne                                  |
| • 0 West Street<br>(Map 3, Parcels 66N,66P,66G)                                   | Barry Linton                                   |
| • 0 West Street & Brook Street<br>(Map 7, Parcels 18,19,21,24 & Map 8, Parcel 11) | JASCA Group, LLC                               |

## SPECIAL PERMITS

**Twenty-nine (29)** applications for **SPECIAL PERMITS** were approved except as noted:

- |                        |                                 |
|------------------------|---------------------------------|
| • 97 Allison Lane      | Home Occupation                 |
| • 10 Autumn Ridge Road | Home Occupation                 |
| • 735 Center Street    | Home Occupation                 |
| • 1087 Center Street   | Home Occupation                 |
| • 259 Chapin Street    | Home Occupation                 |
| • 386 Chapin Street    | Home Occupation                 |
| • 41 Crest Street      | Home Occupation                 |
| • 118 Highland Avenue  | Home Occupation                 |
| • 0 Kendall Street     | Estate Lot ( <i>withdrawn</i> ) |
| • 0 Kendall Street     | Estate Lot                      |
| • 115 Laconia Street   | Home Occupation                 |

• 68 Letendre Avenue	Home Occupation
• 164 Lyon Street	Home Occupation
• 186 Lyon Street	Home Occupation
• 218 Lyon Street	Home Occupation
• 356 Lyon Street	Home Occupation
• 519 Moore Street	Home Occupation
• 19 Munsing Avenue	Home Occupation
• 143 Parker Lane	Home Occupation
• 140 Paulding Road	Home Occupation
• 55 Pleasantview Street	Home Occupation
• 149 Poole Street	Home Occupation
• 827 Poole Street	Home Occupation
• 6 Rosewood Drive	Home Occupation
• Lot 82 Turning Leaf Road	Accessory Apartment
• 191 West Street	Mixed Use
• 126 Winsor Street	Home Occupation
• 28 Woodland Place	Home Occupation
• 77 Yale Street	Home Occupation

## SITE PLANS

**Four (4)** applications for **SITE PLANS** were approved except as noted:

• 20-56 East Street	Marco Vieira (V & V Properties LLC)
• 190 Moody Street	Boomerang Realty LLC c/o Mr. Scott George
• 191 West Street	Hajer Saad Zaben Brak
• 40 Westover Road	CA Real Estate Holdings, LLC

**Eight (8)** applications for **SITE PLAN ADDENDUMS** were approved:

• 433 Center Street	Volta Charging, LLC c/o Raquel Clement
• 480-500 Chapin Street	Frank A. Tiano/Ludlow Public Schools
• 766 Chapin Street	Frank A. Tiano/Ludlow Public Schools
• 313-319 East Street	New England Equities, LLC
• 508 East Street	Frank A. Tiano/Ludlow Public Schools
• 1 Moody Street	Lyon Offices LLC
• 76 Ravenwood Drive	Jim Blackburn, PE, PMP (Hopkinton LNG Corp d/b/a Eversource Energy Service Co.)
• 407 West Street	Linton Holdings LLC

**Twenty-four (24)** applications for **CHANGES OF OCCUPANCY** were approved:

- 12 Cady Street
  - 135 Carmelina's Circle
  - 123 Center Street
  - 546 Center Street
  - 447 Center Street
  - 481 Center Street
  - 733 Chapin Street, Ste 102
  - 70 East Street
  - 85 East Street
  - 289 East Street
  - 319 East Street
  - 6-8 Fuller Street
  - 473 Holyoke Street
  - 483 Holyoke Street, Suite 2
  - 36 Hubbard Street
  - 239 Hubbard Street
  - 137 Letourneau Lane #3
  - 104 Moody Street, Suite 2
  - 150 Moody Street
  - 114 Sewall Street
  - 330 Sewall Street
  - 330 Sewall Street
  - 100 State Street, Stockhouse #121/221
  - 100 State Street, Suite 122
- Pop-N-Kork
  - Kate's Cleaning Services
  - Lair O'Lilith LLC
  - USave Food Store LLC
  - Matt's Auto
  - KFC
  - Pulse Homecare LLC
  - Pizza Corner
  - Fluff N Mutt
  - Mystic Willow, LLC
  - Ernesto Quinteros (restaurant)
  - Brookside Café
  - C and R Auto Repair
  - Maple Brook LLC dba Align Fitness Boutique
  - Dolce Lashes
  - T & J Auto Body
  - Details Cars1 Collision
  - The Watch Wellness Group Inc.
  - Slate Roof Repair LLC
  - Lewis Divine Clothing Co.
  - Elevated Auto Detailing
  - Sewall Street Auto Center
  - Techflex Enterprises Inc.
  - Nicholas Morin, Iron Duke Brewing d/b/a
  - Sole Syndicate Winery

## OTHER NEWS

During the March election, Planning Board member Christopher Coelho ran unopposed and was re-elected to a five-year term. Mr. Coelho has served on the Planning Board since November 2007. The Board reappointed Kathleen Houle as the Associate Planning Board Member. The Board would like to also acknowledge and thank their staff, Town Planner Douglas Stefancik and Administrative Assistant Susan Urban, for all their efforts and hard work.

Construction is well under way on the Mill #8 site (the clock tower building) at the Ludlow Mills with the creation of ninety-five residential units for tenants aged fifty-five and over on the upper floors. Fifty-five units will be affordable for households earning less than 60% of Area Median Income (AMI), with twelve units further restricted for households earning less than 30% of AMI, including some households making the transition from homelessness. Mill #8 will also feature approximately 48,000 square feet of commercial space on the first floor. The potential tax revenue is forecast to be between \$600,000 to \$900,000 once the housing and commercial units are filled.



The Ludlow Mills Clock Tower has been fully restored. It's a wonderful sight to see this beautiful piece of Ludlow history return to its former glory. The scope of the restoration work on the Clock Tower consisted of abatement, sandblasting, select demolition, interior and exterior façade repair, roofing repair, structural stabilization, fire protection, LED lighting and clock repair.

All the lots on the Ludlow `Mills Site have been split and are selling at a fast pace, attracting lots of new businesses to Ludlow. The redevelopment of this historic mill complex over the next fifteen to twenty years is projected to create 2,000 jobs, leverage \$200,000,000 to \$300,000,000 in private investment, and increase annual municipal property tax revenues to the Town of Ludlow by \$2,000,000 at buildout.

The four site plan activities that occurred this year included Marco Vieira (V & V Properties LLC) located at 20-56 East Street who updated the site plan for a gym and café, Boomerang Realty, LLC which was approved to reuse the existing building at 190 Moody Street for a moving business and warehousing facility. Hajer Saad Zaben Brak was approved for an auto repair shop on a mixed-use parcel at 191 West Street. At 40 Westover Road, CA Real Estate Holdings, LLC was approved for a +/- 26,000 SF addition to the existing facility with associate site improvements.

There were eight site plan addendums. Frank A. Tiano/Ludlow Public Schools was approved to install sheds at East Street School, Harris Brook School, and at the High School. New England Equities updated their site plan to add sit down dining for 24 people. Volta Charging, LLC was approved to convert seven parking stalls into six electric vehicle (EV) parking stalls & one accessibility aisle at 433 Center Street. Hopkinton LNG Corporation d/b/a Eversource Energy Service Company (Eversource) was approved for construction of an approximately 12,000 square foot electrical yard with associated work, and construction of a 24,000 square foot electric building inside the existing facility fence-line at 76 Ravenwood Drive. An installation of a playscape area was approved at 1 Moody Street for Lyon Offices LLC (Autism Cares). Linton Holdings at 407 West Street was approved for the placement of a 14' x 40' storage building.

During the year, the Planning Board issued twenty-nine special permits for home-based businesses. The Board continues to see a demand for home businesses, which range from contractors, landscapers, consultants, bakers, and artisans. A special permit was issued for an Accessory Apartment, which allows family members to live with their family in a separate housekeeping unit, within the primary residence. The Board also approved a special permit for an estate lot, allowing for two larger sized lots with reduced frontage for single family homes to be built on the properties. In addition, nine ANR plans (Approval Not Required) were approved, allowing the property owners to further subdivide the existing parcels.

It is also very important to mention Ludlow's small business community. There were twenty-four Change of Occupancy applications approved by the Planning Board. These are some of the new businesses that have chosen to make Ludlow their home: Fluff N Mutt at 85 East Street, Pulse Homecare LLC located at 733 Chapin Street, Suite 102, Kate's Cleaning Services at 135 Carmelina's Circle, Mystic Willow, LLC at 289 East Street, and Dolce Lashes at 36 Hubbard Street. See the complete list of new businesses under Changes of Occupancy. Please consider shopping locally and supporting these and all our local businesses. They all need our support to succeed.

Total fees generated by the Planning Board were **\$26,824.00**.

**Respectfully Submitted,**

*Raymond Phoenix, Chairperson*

#### **MEMBERS**

Joel Silva

Christopher Coelho

Joshua Carpenter

Joseph Queiroga

Kathleen Houle, Associate Member



The Ludlow 250<sup>th</sup> parade Chairman, Bruce Durand, was the recipient of the John M Kulig Memorial award.

Congratulations!



Eric Segundo, Selectman Derek DeBarge, Bruce Durand, and Mrs. John Kulig.

## **IN MEMORIAM**

<b>Beverly Barry</b> <i>Ludlow Town Hall Board of Assessors &amp; Commission on Disability</i>	<b>1957 – 2024</b>
<b>Roberta Bennett</b> <i>Ludlow Public Schools Food Services</i>	<b>1935 – 2024</b>
<b>Donald Cameron</b> <i>Engineering Department &amp; Recreation Commissioner</i>	<b>1936 – 2024</b>
<b>John Carlin</b> <i>Ludlow Public Schools Teacher</i>	<b>1942 – 2024</b>
<b>Verna Charron</b> <i>Ludlow Public Schools Teacher</i>	<b>1935 – 2024</b>
<b>Robert Derouin</b> <i>Ludlow Fire Department</i>	<b>1942 – 2024</b>
<b>Helen Garrow</b> <i>Ludlow Town Hall Treasurer, Board of Selectmen, Safety &amp; Finance Committee Ludlow Housing Authority</i>	<b>1931 – 2024</b>
<b>Robert Johnston</b> <i>Ludlow Public Schools Teacher</i>	<b>1947 – 2024</b>
<b>Aldore Laramie</b> <i>Westover Golf Course</i>	<b>1937 – 2024</b>
<b>Lois Lavarriere</b> <i>Ludlow Town Hall Board of Assessors</i>	<b>1934 – 2024</b>
<b>Lillian Lewison</b> <i>Ludlow Public Schools Teacher</i>	<b>1926 – 2024</b>
<b>James Lonczak</b> <i>Ludlow Public Schools Teacher</i>	<b>1946 – 2024</b>
<b>Victorina Robbins</b> <i>Ludlow Town Hall Tax Collector &amp; Clerk's Offices</i>	<b>1927 – 2024</b>

<b>Robert Rodrigues</b> <i>Ludlow Police Department</i>	<b>1949 – 2024</b>
<b>Mary Jane Sheehan</b> <i>Ludlow Public Schools Teacher</i>	<b>1939 – 2024</b>
<b>Audrey Craven Stanley</b> <i>Ludlow Town Hall Board of Health</i>	<b>1937 – 2024</b>
<b>David “Zeb” Yelle</b> <i>Ludlow Community Center/Randall Boys &amp; Girls Club &amp; Ludlow Town Hall Custodian</i>	<b>1953 – 2024</b>
<b>Jack Ziemba</b> <i>Ludlow Public Schools Custodian</i>	<b>1957 – 2024</b>

**TELEPHONE NUMBERS**

TO REPORT AN EMERGENCY	911
Community TV	547-1187
Department of Public Works	583-5625
Fire Department	583-8332
To Report a Fire	911
Hubbard Memorial Library	583-3408
Ludlow Community Center/Randall Boys & Girls Club	583-2072
Ludlow Housing Authority	589-7272
Police Department	583-8305
Emergency Calls	911
Recreation Commission	583-8856
Senior Center	583-3564
Town Engineer	583-5625
TTY Phone	583-5668
Veterans' Services	707-5050
Westover Golf Course	583-8456
Pro Shop	547-8610

**School Department:**

Superintendent's Office	583-8372
Business Office	583-5663
Instructional Services	583-5665
Ludlow High School	589-9001
Paul R. Baird Middle School	583-5685
Harris Brook Elementary School	583-5031
East Street School	589-9121

**Ludlow Town Hall Main Numbers:**

	583-5600
Accounting Department	x 5
Animal Control	x 9
Board of Appeals	x 3
Board of Assessors	x 4
Board of Health	x 6
Board of Selectmen/Town Administrator	x 0
Building & Inspectional Services	x 3
Conservation Commission	x 7
Human Resources	x #
Planning Board	x 7
Procurement Department	x 8
Sealer of Weights & Measures	x 3
Town Clerk	x 1
Town Collector/Treasurer	x 2



A HUGE THANK YOU TO ANITA GONCALVES  
FOR ALL YOUR HELP



Town of Ludlow



[www.ludlow.ma.us](http://www.ludlow.ma.us)