



Town of *Dracut*
MASSACHUSETTS

2025 Fall Annual Town Meeting Warrant

November 10, 2025

⚠ Please Take Note ⚠

Town Meeting begins *promptly* at 7:00 PM. If there are a substantial number of voters waiting to be checked in by the Clerk's Staff at that time, the Moderator *may* delay the opening of Town Meeting by fifteen (15) minutes. However, Town Meeting shall begin no later than 7:15 pm, providing the appropriate number of voters are present to constitute a quorum.

<p style="text-align: center;">FALL ANNUAL TOWN MEETING WARRANT TOWN OF DRACUT NOVEMBER 10, 2025</p>

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NOVEMBER 10, 2025**

TO: ANY CONSTABLE IN THE TOWN OF DRACUT

Greetings:

In the name of the Commonwealth of Massachusetts you are hereby required to notify and warn the inhabitants of said Town who are qualified to vote in elections and in Town affairs to meet at the Lester G. Richardson Center for the Performing Arts, Dracut High School, 1540 Lakeview Avenue, on Monday November 10, 2025 at 7:00 PM, then and there to act on the following articles:

**ARTICLE #1
READING OF TOWN MEETING ARTICLES**

To see if the Town will vote to waive the reading of the Town Meeting Articles as printed in the warrant, or take any action related thereto.

Submitted by: Kate Hodges, Town Manager
Recommendations: Affirmative Action - Board of Selectmen

**ARTICLE #2
NEW JOSEPH A. CAMPBELL ELEMENTARY SCHOOL**

To see if the Town will vote to appropriate, borrow or transfer from available funds, an amount of money to be expended under the direction of the Permanent Building Committee for a new Joseph A. Campbell Elementary School to be built adjacent to the existing Joseph A. Campbell Elementary School at 1021 Methuen Street, 1051 Methuen Street and 109 Bellevue Avenue, Dracut, MA 01826. The new school shall replace the existing Joseph A. Campbell Elementary School and Greenmont Avenue Elementary School, of which school facility shall have an anticipated useful life as an educational facility for the instruction of school children of at least 10 years, and for which the Town may be eligible for a school construction grant from the Massachusetts School Building Authority ("MSBA"). The Town acknowledges that the MSBA's grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any project costs the Town incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the Town. Any grant that the Town may receive from the MSBA for the Project shall not exceed the lesser of (1) 63.82 percent (%) of eligible, approved project costs, as determined by the MSBA, or (2) the total maximum grant amount determined by the MSBA.

Submitted by: Dracut School Committee
Recommendations: N/A

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**ARTICLE #3
PARKER AVENUE SCHOOL**

To see if the Town will vote to declare a portion of the Parker Avenue School, located at 77 Parker Avenue, no longer needed for school purposes, said portion being generally described as 18,400 square feet of space including the entirety of the basement, the first floor and the second floor of the building, not including space used by the Dracut Public Schools, as surplus property; and to authorize the School Committee to transfer custody and control of said portion to the Board of Selectmen for the purpose of leasing, selling, or otherwise disposing of said property for municipal purposes; or take any action related thereto.

Submitted by: Dracut School Committee
Recommendations: Affirmative Action - Board of Selectmen

**ARTICLE #4
REPEAL OF PAST ARTICLES**

To see if the Town will vote to repeal the vote taken under Article 30 at the June 1, 2015 Annual Town Meeting and Article #2-1 at the November 2, 2015 Fall Town Meeting thus allowing all revenue generated by and through the Parker School to be used only for the maintenance of that facility each fiscal year and whereby, the balance of funds shall revert to the General Fund to be available for further appropriation, including to the school so the sum shall count toward the Town's minimum net school spending obligation; or take any action related thereto.

Submitted by: Josh Taylor, Selectman
Recommendations: Affirmative Action - Board of Selectmen

**ARTICLE #5
UNPAID BILLS**

To see if the Town will vote to raise and appropriate, or transfer from available funds, a sum of \$107.74, or any other amount of money, to pay unpaid bills of prior fiscal years, including, but not limited to those outlined herein;

Vendor	Department	Amount
W.B. Mason	Engineering	\$63.14; \$33.62
W.B. Mason	Town Clerk	\$10.98

or take any action related thereto.

Submitted by: Katharine Foster, Assistant Town Manager/Finance Director
Recommendations: Affirmative Action - Board of Selectmen

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**ARTICLE #6
PERSONNEL BYLAW AMENDMENTS – CHAPTER 11 AND 13**

To see if the Town will vote to (1) delete Section 11, “*Out of State Travel*”, of Chapter 13 of the Town’s General Bylaw in its entirety; and (2) delete Chapter 11 – “*Personnel, Wage, and Salary Administration Bylaw*” of Town’s General Bylaw in its entirety and replace it with the following:

Chapter 11 – Personnel Bylaw

§11-1 Purpose. *The purpose of Dracut’s Personnel Bylaw is to establish fair and equitable personnel policies and to create a system for personnel administration which ensures the uniform, fair, and efficient application of personnel policies and procedures.*

§11-2 Personnel Policies and Procedures. *The Town Manager, in administering the personnel policies and procedures under the Charter, may draft and recommend Personnel Policies and Procedures to the Board of Selectmen for adoption. The Town Manager may consult with other boards, commissions, officers, and employees in drafting such policies. The policies will be effective upon approval by the Select Board.*

§11-3 Classification and Compensation Plans. *The Classification and Compensation Plan, as amended from time to time, shall be incorporated by reference into the Personnel Policies Document as an Appendix. Amendments to Plan shall be approved by Town Meeting, except in the case of urgent necessity, whereby the Town may establish interim positions and temporarily classify those positions for purposes of compensation until formally established by affirmative vote at the next Town Meeting.*

§140-4 Applicability. *All Town departments and positions shall be subject to the provisions of this bylaw and the associated policies adopted hereunder except for elected officers, elected town officials, and employees of the school department. Employees with personal contracts and employees covered by collective bargaining agreements shall be subject to the provisions of this bylaw and adopted policies to the extent that those provisions are not superseded by, or contrary to, any contractual term or condition in the personal contract or collective bargaining agreement. Nothing in this bylaw shall be construed to limit the rights of employees pursuant to Massachusetts General Laws;*

Or take any action related thereto.

Submitted by: Kate Hodges, Town Manager

Recommendations: Affirmative Action - Board of Selectmen

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**ARTICLE #7
AMENDMENT TO CHAPTER 13- RECREATIONAL BOATING ON GREAT PONDS**

To see if the Town will vote to amend Chapter 13 of the Town's General Bylaws by adding a new Section 14B entitled, "*Chapter 14B – Recreational Boating on Great Ponds*", as follows:

Section 14B – Recreational Boating on Great Ponds

§14B-1. *Public Use.* Consistent with M.G.L Ch. 131 §45 Lake Mascuppig, as Great Pond of the State, is open to all inhabitants of the Commonwealth for fishing purposes and subject to the making and enforcement of rules and regulations relative to hunting, fishing and boating thereon.

§14B-2. *Regulations.* Hold for future use.

§14B-3. *Motorboat Limitations.* No motorboat may be operated under power within a distance of two hundred feet (200') from the shore of Willowdale Beach (Town Beach), or any other public bathing beach recognized by the Board of Selectmen and the Dracut Local Board of Health, between the hours of 9 A.M. and one (1) hour after sunset.

§14B-4. *Boat Parking.* No motorboat shall be parked or beached along any public shoreline along Lake Mascuppig except in the case of emergency.

§14B-5. *Enforcement.* The provisions of Article #7 shall be enforced by the Dracut Police Department and/or other duly authorized law enforcement agency including those of the State or other Municipal Agencies. Fines for violations of Article #7 shall be \$150 for the first offense, and \$250 for each subsequent offense;

Or take any action related thereto.

Submitted by: Kate Hodges, Town Manager

Recommendations: Affirmative Action - Board of Selectmen

**ARTICLE #8
AMEND TOWN BYLAW CHAPTER 14 ARTICLE VIII, SECTION 1**

To see if the Town will vote to amend the Town Bylaw, Chapter 14, Article VIII, Section 1, by deleting Paragraph 4 and replacing it with the following:

Existing language:

~~A yearly cash deposit or certified check shall be paid, payable to the Town of Dracut, in the amount of \$300 per permit, up to a maximum of \$1,500. Said cash deposit or certified check shall be refunded by June 1st of the following calendar year. Upon notification by the Board that deficiencies exist for any work undertaken during the immediately preceding 18-month period, failure by the licensee to remedy said deficiencies within twenty-four (24) hours of notification by the Board, shall result in the Board authorizing others to remedy the deficiencies. The amount incurred to make corrections shall be deducted from the deposit and forfeited by the licensee.~~

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New language: All individuals or entities applying for a contractor license within the Town of Dracut must meet the requirements outlined herein prior to the issuance or renewal of any license. As a condition of obtaining and maintaining a valid contractor license, each contractor shall be required to furnish a surety bond in the amount of five thousand dollars (\$5,000). This bond shall serve as a financial guarantee that the contractor will comply with all applicable laws, codes, ordinances, and regulations of the Town of Dracut, and will perform work in a professional, safe, and lawful manner. The bond also serves to protect the public and clients from potential financial harm due to the contractor's failure to fulfill contractual or legal obligations. The bond must be issued by a surety company licensed to operate in the Commonwealth of Massachusetts and must remain in full force and effect throughout the term of the contractor's license. Proof of the bond must be submitted at the time of license application and again upon each renewal. In the event of a violation or failure by the contractor to meet legal or contractual obligations, a claim may be made against the bond by any injured party. The contractor remains liable to reimburse the surety for any amounts paid out under the bond. Failure to provide a valid surety bond as described in this section shall be grounds for denial, suspension, or revocation of the contractor license issued by the Town of Dracut. Furthermore, upon notification by the Board that deficiencies exist for any work undertaken during the immediately preceding one-year period, failure by the licensee to respond to said deficiencies within twenty-four (24) hours shall result in the Board authorizing others to remedy the deficiencies. All costs incurred by the Town in remedying such deficiencies may be recovered from the contractor's surety bond, and the contractor shall remain liable for any additional expenses not covered by the bond; or take any action related thereto.

Submitted by: Dracut Sewer Commission
Recommendations: Affirmative Action - Board of Selectmen

**ARTICLE #9
STORMWATER AND EROSION CONTROL BYLAW**

To see if the Town will vote to amend the Stormwater and Erosion Control Bylaw, Chapter 24 of the Town of Dracut General Bylaws, as outlined below; or take any action related thereto:

1. Add to Section II Definitions

COMMON PLAN OF DEVELOPMENT OR SALE: A contiguous area where multiple separate and distinct construction activities may be taking place at different times on different schedules under one common plan. The "common plan" of development or sale may be demonstrated by any announcement or piece of documentation (including a sign, public notice or hearing, sales pitch, advertisement, drawing, permit application, zoning request, computer design, etc.) or physical demarcation (including boundary signs, lot stakes, surveyor markings, etc.) indicating construction activities may occur on a specific plot.

POLLUTANT: Any element or property of sewage, agricultural, industrial or commercial waste, runoff, leachate, heated effluent, dredged spoil, incinerator residue, filter backwash, sewage sludge, munitions, chemical wastes, biological materials, heat, wrecked or discarded

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equipment, cellar dirt, concrete truck wash out, chemicals, sanitary waste, municipal waste or other matter whether originating at a point or non-point source, that is or may be introduced into any sewage treatment works or Waters of the Commonwealth.

Pollutants shall include without limitation:

- (1) paints, varnishes, and solvents;
- (2) oil and other automotive fluids;
- (3) non-hazardous liquid and solid wastes and yard wastes;
- (4) refuse, rubbish, garbage, litter, or other discarded or abandoned objects, ordnances, accumulations and floatables;
- (5) pesticides, herbicides, and fertilizers;
- (6) hazardous materials and wastes; sewage, fecal coliform and pathogens;
- (7) dissolved and particulate metals;
- (8) animal wastes;
- (9) rock, sand, salt, soils;
- (10) construction wastes and residues including discarded building materials; and
- (11) noxious or offensive matter of any kind.

WATERS OF THE COMMONWEALTH: All waters within the jurisdiction of the Commonwealth, including, without limitation, rivers, streams, lakes, ponds, springs, impoundments, estuaries, wetlands, coastal waters, and groundwater and Waters of the United States as defined under the Federal Clean Water Act (33 U.S.C. § 1251, et seq.) as hereafter amended.

2. Amend Section IV. Applicability by removing the language struck through below and adding the language shown in **bold**.
 - A. No person shall alter land above the thresholds established within the Town of Dracut without having obtained a stormwater management permit (SWP). The Stormwater Permitting Authority may seek input from town departments during the review of the storm water permit application. Town departments shall provide input to the Stormwater Permitting Authority, upon request.
 - B. This By-Law shall be applicable to all new development and redevelopment, land disturbance and any other activity that may result in an increased amount of stormwater runoff or Pollutants, or changes to drainage characteristics causing an increase in runoff, flowing from a parcel of land. This By-Law shall apply to land or parcels of land that are held in common ownership (including ownership by related or jointly-controlled persons or entities) ~~as of the effective date of this By-Law~~ **or is part of a larger Common Plan of Development or Sale** if the total land-disturbing activities on said land or parcels, considered as a whole, would presently or ultimately exceed the minimum thresholds in Section IV.C and are not exempted by Section V. A development shall not be segmented or phased in a manner to avoid compliance with the By-Law.

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- ~~C. A single or two family residence project (outside of a proposed subdivision), yielding less than 2,500sf of impervious area, is presumed to meet the intentions of the Dracut Bylaw and Regulations if the following conditions are met:~~
- ~~1. Submission of a site plan showing test pit location(s), property lines, proposed building(s), retention walls, driveway(s) and existing and proposed topography;~~
 - ~~2. At least one (1) deep hole test pit is excavated per lot, ideally in the vicinity of any proposed stormwater infiltration.~~
 - ~~3. Storage and infiltration of stormwater is proposed for a minimum of one inch (1") of water over the entire impervious area of the proposed site. Design shall show at least two feet (2') of separation between the infiltration base elevation and estimated high groundwater.~~
 - ~~4. Design includes appropriately graded and vegetated rain garden, swale areas, dry wells and similar elements which illustrate generally the intent to not alter runoff conditions at any of the property lines, including those shared with the Town of Dracut for public roadways.~~
 - ~~5. Document(s) are shared outlining the function and maintenance required of the stormwater elements to be protected by the owner. Deed language shall be included to prohibit alteration of stormwater elements and to require routine maintenance of infiltration devices.~~
- C. A Minor Stormwater Permit must be obtained prior to the commencement of land disturbing activity on any project:
- 1. Construction of any new impervious area in excess of 1,000sf; or**
 - 2. Any land disturbance exceeding an area of 20,000sf but less than 40,000sf.**
- ~~1. which will have less than 2,500sf of impervious area upon completion; or~~
- ~~2. that includes ONLY in kind replacement of existing impervious areas – typical examples include repaving an existing roadway or parking lot without any expansion.~~
- D. A Major Stormwater Permit must be obtained prior to the commencement of land disturbing activity on any project:
- 1. Construction that is not related to a single or two family residence, adding impervious area totaling more than 2,500sf in any five year period;**
 - 2. Any land disturbance in excess of 40,000sf;**
 - 3. Reconstruction of any public or private way by any non-governmental entity; or**
 - 4. Replacement of existing parking lot and/or driveway over 2,500sf.**
- ~~1. which upon completion will yield a site with 2,500sf or more of impervious area;~~
- ~~2. requesting a waiver of any Stormwater Permitting Requirement; or~~
- ~~3. required to submit a Notice of Intent to the Conservation Commission.~~
3. By removing from Section VI. Fees – Paragraph B. Consultant Fee.

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The applicant may withdraw the application or request within five (5) business days of the date notice is given without incurring any costs or expenses.

4. Amend Section VII. Administration Paragraph Stormwater Permitting Authority Approval Process Section 3. Major Stormwater Management Permit by removing the language struck through below and adding the language shown in **bold**
3. Major Stormwater Management Permit - Each application for a Major Stormwater Management Permit that complies with the Regulations, and is determined to be a complete application by the Stormwater Permitting Authority, or their designated agent, ~~including projects found to not comply with Design Standards under a Minor Stormwater Management Permit Application, or projects requesting one or more waivers, and~~ shall be acted upon within sixty (60) days of the date of filing unless such application has been withdrawn from consideration.

- ~~i. A Public Hearing is required for all Major Stormwater Management Permits including those where a previous decision is being appealed or waivers have been requested. Notice of Public Hearings shall be published in a newspaper of general circulation for two (2) consecutive weeks. The first publication date shall be published not less than fourteen (14) days before the day of the hearing. A copy of the hearing notice shall be posted in the office of the Town Clerk for not less than fourteen (14) days before the date of the hearing. Copies of the notice shall be mailed, postage prepaid, to the applicant, property owner (if different) and to abutters within 100' as they appear on the most recent Assessor's list.~~

The Stormwater Permitting Authority may take any of the following actions following ~~the close of the public hearing for~~ **consideration of** an application for a Major Stormwater Management Permit

- a. Approve the Major Stormwater Permit Application and issue a permit if it finds that the performance standards and requirements set forth herein have been met according to this Bylaw and the Stormwater Regulations;
 - b. Approve the Permit Application with conditions, modifications or restrictions that are required to ensure that the project will protect water resources and meets the objectives and requirement of this By-Law and the Stormwater Regulations; or
 - c. Disapprove the Permit Application if the proposed plan will not protect water resources or fails to meet the objectives and requirements of this By-Law and the Stormwater Regulations.
- F. Appeals of Action by the Stormwater Permitting Authority. A decision **made by staff designated to act by the SWPA shall be appealable to the SWPA.** ~~of the Stormwater Permitting Authority shall be final.~~ Further relief of a decision by the Stormwater Permitting Authority made under this By-Law shall be to a court of competent jurisdiction.

A Public Hearing is required for all Stormwater Management Permit appeals. Notice of Public Hearing shall be published in a newspaper of general circulation for once not less than seven (7)

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days prior to the day of the hearing. A copy of the hearing notice shall be posted in the office of the Town Clerk for not less than seven (7) days before the date of the hearing. Copies of the notice shall be mailed, postage prepaid, to the applicant, property owner (if different) and to abutters within 100' as they appear on the most recent Assessor's list.

5. Amend Section VII. Administration Paragraph G. Waivers by removing the language struck through below.

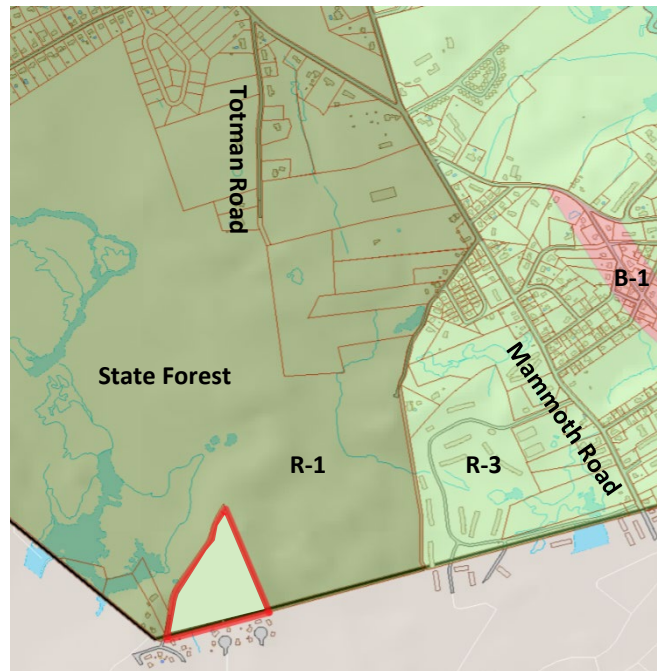
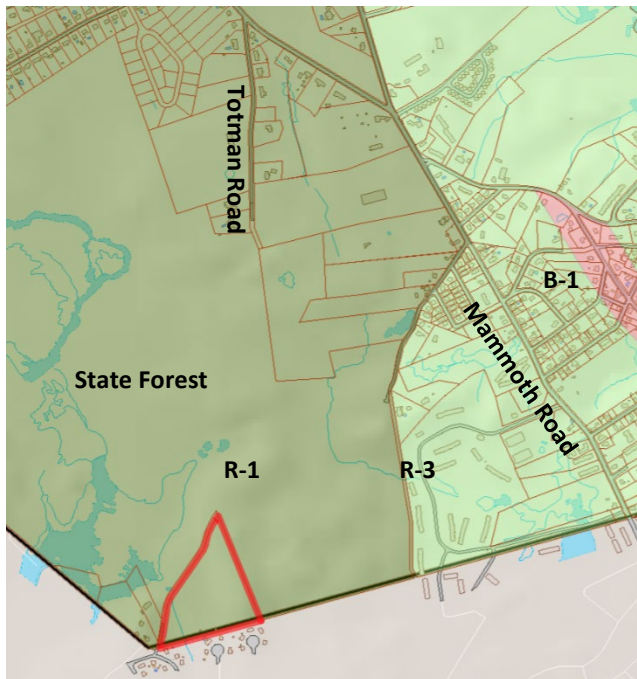
Any request from an Applicant for a waiver of these rules shall be submitted, in writing, to the Stormwater Permitting Authority at the time of submission of the ~~Major~~ Stormwater Management Permit application.

Submitted by: Alison Manugian, Assistant Town Manager/Community Development Dir.

Recommendations: Affirmative Action - Board of Selectmen

**ARTICLE #10
ZONING BYLAW MAP UPDATE: 275 TOTMAN ROAD**

To see if the Town will vote to change the zoning for 275 Totman Road, Dracut, MA from R-1 to R-3, to allow for duplex house the create additional housing stock that can be used for first time home buyers; or take any action related thereto.



Submitted by: Voter Petition

Recommendations: Determination Provided at Town Meeting

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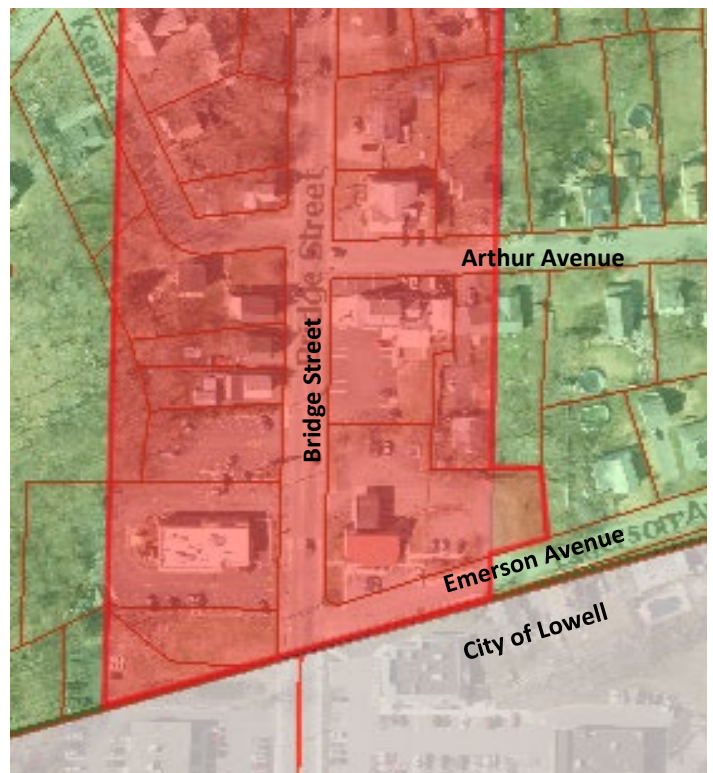
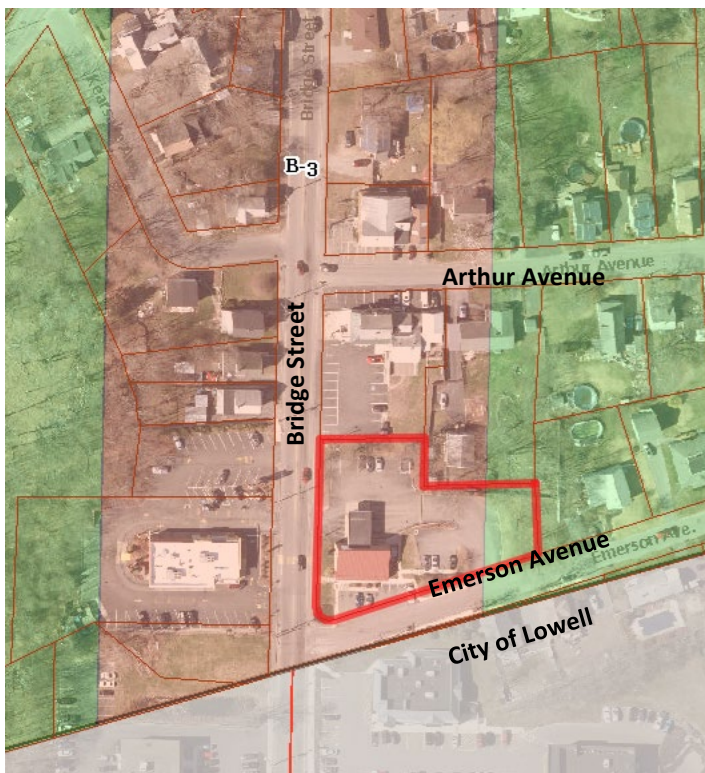
**ARTICLE #11
AUDIT OF THE DRACUT PUBLIC SCHOOLS**

To see if the Town will vote to raise and appropriate or transfer from available funds, a sum not to exceed \$25,000, or any other sum, to be expended under the direction of the Board of Selectmen for an audit of the Dracut Public Schools or take any other action relative thereto.

Submitted by: Board of Selectmen
Recommendations: Affirmative Action - Board of Selectmen

**ARTICLE #12
ZONING BY-LAW ZONING MAP UPDATE: 1255 BRIDGE STREET**

To see if the Town will vote to amend the Town of Dracut's Zoning Map by altering the limits of the B-3 zoning district to include the entirety of 1255 Bridge Street (Tax Map 50, Lot 238 (0.67 Acres), within the B-3 zoning district, as shown on the plan below; or take any action related thereto.

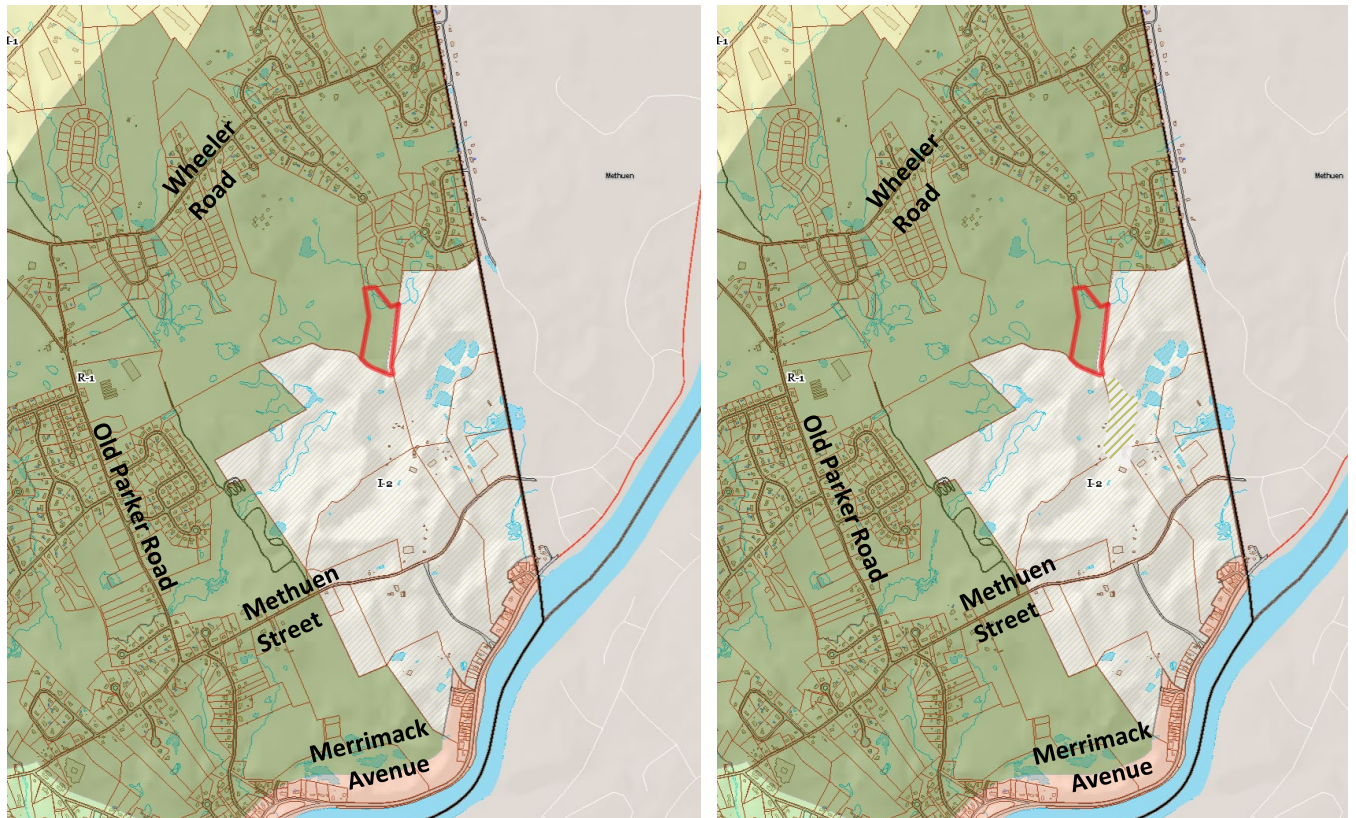


Submitted by: Alison Manugian, Asst. Town Manager/Community Development Dir.
Recommendations: Affirmative Action - Board of Selectmen
Affirmative Action – Planning Board

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**ARTICLE #13
ZONING BY-LAW-ZONING MAP UPDATE: 65 ELIZABETH DRIVE**

To see if the Town will vote to amend the Zoning Map by rezoning the parcel known as 65 Elizabeth Drive (Tax Map 39, Lot 53-24 (11.05 acres)) from the R-1 zoning district to the I-2 zoning district, as shown on the plans below; or take any action related thereto.



Submitted By: Alison Manugian, Asst. Town Manager/Community Development Dir.

Recommendations: Negative Action - Board of Selectmen
Affirmative Action – Planning Board

**ARTICLE #14
EASEMENT – DENBY PLACE**

To see if the Town will vote to:

1. Transfer a certain sewer easement within Tax Map 50, Lot 1-1, said easement being shown on a plan entitled: "Sewer Easement Plan, 14 Denby Ave., Dracut, Massachusetts," prepared by Promised Land Survey, LLC of Londonderry, NH, dated November 5, 2003, and recorded in the Middlesex North Registry of Deeds in Book 214, Page 101, to the Board of Selectmen pursuant to G.L. c. 40, § 15A for the purposes of abandoning said easement, and authorize the Board of Selectmen to abandon said easement; and

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2. Authorize the Board of Selectmen to acquire by gift, eminent domain, or otherwise on behalf of the Town a perpetual easement for the purpose of installing and maintaining sewer piping and associated infrastructure over, under, and across a portion of Tax Map 50, Lot 1-1 as shown on a plan entitled "Sewer Easement Plan, Dracut Tax Map 50, Block 1 Lot 1, North End of Genest Street, Dracut, MA" dated September 23, 2025, and which plan is on file with the Town Clerk;

or take any action related thereto.

Submitted by: Alison Manugian, Asst. Town Manager/Community Development Dir.

Recommendations: Affirmative Action - Board of Selectmen

ARTICLE 15
ZONING BY-LAW UPDATE: BUSINESS 2 (B-3) DISTRICT PARCEL SIZE

To see if the Town will vote to amend Section 4.4 of the Town of Dracut Zoning Bylaw by amending Table of Standard Dimensional Requirements to reduce the Minimum Lot Area required in the B-3 District to 29,000 square feet as shown below (insertion shown in bold and deletion shown as struck through); or take any action related thereto.

Dimension	B1	B3	B4	B5
Minimum Lot Area (Square Feet)	22,000	30,000 29,000	40,000	40,000
Minimum Lot Frontage (Lin. Feet)	125	150	200	200
Minimum Lot Width (Lin. Feet)	20	20	50	50
Minimum Front Yard (Lin. Feet) 4*	10	50	50	50
Minimum Side Yard (Lin. Feet) 2*	20	30	30	30
Minimum Rear Yard (Lin. Feet) 2*	15	20	40	40
Maximum Building Height (Stories/Lin. Feet)	2.5/36	3/40	3.5/45	3.5/45
Maximum Lot Coverage (Percentage)	75	75	65	65

Submitted by: Voter Petition

Recommendations: Affirmative Action – Board of Selectmen
Affirmative Action – Planning Board

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**ARTICLE #16
CITIZEN’S PETITION – CHANGE IN RETIREE BENEFITS FOR OFC. M. FARLEY**

Be it ordained by the voters of Town Meeting of the Town of Dracut that a petition be filed with the General Court to the end that legislation be adopted as follows. The General Court may make clerical or editorial changes of form only to the bill, unless Town Meeting voters approve amendments to the bill before enactment by the General Court. Town Meeting voters are hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition.

SECTION 1. Notwithstanding the provisions of any general or special law to the contrary, the Middlesex Retirement Board is hereby authorized and directed to modify the retirement of Megan Farley, who as a police officer of the Town of Dracut sustained injury while in the performance of her duties on July 13, 2021. She is totally and permanently incapacitated from performing the essential duties of a police officer. This determination is in accordance with the requirements of section 7 of chapter 32 of the General Laws that she is unable to perform the essential duties of a police officer and that such inability is likely to be permanent and she is retired.

The annual amount of pension payable to Megan Farley shall be fixed in an amount equal to the regular rate of compensation which would have been paid had she continued in service as a police officer of the Town of Dracut at the grade held by her at the time of her retirement up until her death or reaching the mandatory retirement age whichever comes first. The additional

benefits granted herein shall be funded and administered by the Middlesex Retirement Board, consistent with and subject to chapter 32 of the General Laws, except that section 8 and 91A of Chapter 32 of the General Laws shall not apply.

SECTION 2. Upon attaining the mandatory retirement age or the age that would be commensurate with thirty-two (32) years of service, Megan Farley will receive a pension equal to 80 percent of the annual rate of her regular compensation on the date such injury was sustained or such hazard was undergone, or equal to 80 percent of the average annual rate of her regular compensation immediately preceding the date her retirement allowance became effective, whichever is greater. Such retirement shall become effective as of the date following the last day she received regular compensation.

SECTION 3. This act shall be effective upon passage.

Submitted by: Voter Petition
Recommendations: Determination Provided at Town Meeting

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**ARTICLE #17
CITIZEN'S PETITION: SCHOOL BID RESULTS ON TOWN WEBSITE**

To see if the town will vote to clarify the intent of Chapter 6, Section 3 of the By Laws of the Town of Dracut, to assert that the list of bid results on the town website, provided for in this bylaw, should include school department bids for any goods or services where town hall staff play a role in oversight. This is an addition to items bid out exclusively by the town, Or act in any other way relative thereto.

Submitted by: Voter Petition

Recommendations: N/A *(Schools have their own website; language should reflect that site, not the Town's.)*

**ARTICLE #18
CITIZEN'S PETITION: CONDUCT OF BOARD & COMMITTEE MEMBERS**

To see if the town will vote to add the following section to the Town bylaws, or act in any way relative thereto:

Purpose: To encourage civil dialogue, cooperation, and mutual respect among elected and appointed officials.

1. Participants in town boards or committees are expected to treat fellow board members, staff, and residents they interact with in their service to the town with respect, dignity, honesty, and fairness. They should refrain from attacking the character of fellow members, town staff, or residents with business before the town. This includes, but is not limited to name-calling, slurs, character assassination, unsubstantiated allegations, false representation using AI, doxxing, stalking, intimidation or insults based on stereotype of race, religion, place of birth, gender, gender identity or orientation. etc. During town meeting, all participants shall be subject to these guidelines.
2. These guidelines shall cover in-person communications, digital correspondence, and other forms of organized dissemination.
3. Participants in town boards or committees shall refrain from giving orders or directions to the town manager or to department heads for action as an individual board/committee member.
4. Participants in town boards or committees should refrain from disseminating anonymously leaked information. Memos or documents obtained through committee report requests, or open records requests may be disseminated.
5. Individuals who regularly post online under their non-official social media accounts or who participate in media interviews should include a disclaimer that the views expressed on town related matters are their own and not the views of the entire committee, unless the committee has clearly expressed those views in open session.

**FALL ANNUAL TOWN MEETING WARRANT
TOWN OF DRACUT
NOVEMBER 10, 2025**

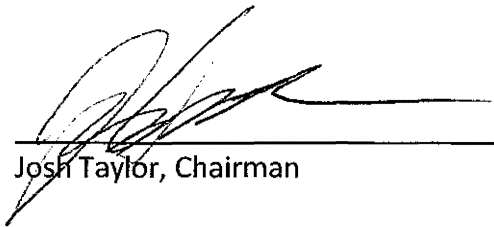
6. This code of conduct shall take effect on December 1, 2025, and is designed to be self-enforcing. The selectmen shall reevaluate the self enforcement mechanism after January 1, 2027, to determine if the self enforcement mechanism is sufficient or may need to be enhanced. The town clerk shall provide board and committee members with a copy of this policy and an option to sign upon swearing in or reappointment.


Submitted by: Voter Petition
Recommendations: Determination Provided at Town Meeting

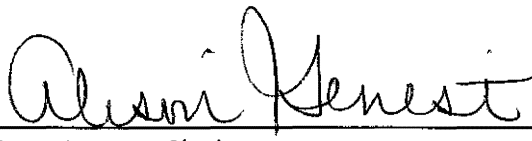
FALL ANNUAL TOWN MEETING WARRANT
TOWN OF DRACUT
NOVEMBER 10, 2025

Given under hands this 14th day of October, 2025


Dracut Board of Selectmen:



Josh Taylor, Chairman

Heather Santiago-Hutchings, Vice-Chairman

Alison Genest, Clerk


Tony Archimski, Member

Don Plummer, Member

FALL ANNUAL TOWN MEETING WARRANT
TOWN OF DRACUT
NOVEMBER 10, 2025

October 15, 2025 I have this date posted up attested copies of the above warrant at the following places as designed in the Bylaws of the Town of Dracut:

Precincts 1, 5, & 6A	Senior Center, 951 Mammoth Road
Precincts 2, 3, 6, 7, and 9	Richardson Middle School, 1570 Lakeview Ave
Precincts 4 & 8	Parker Memorial Library, 28 Arlington St
Town Hall, 62 Arlington Street	Inside and Outside



True Copy Attest: