



# Chelmsford School Department School Committee

## Notice of Public Meeting

Email Posting to [townclerk@townofchelmsford.us](mailto:townclerk@townofchelmsford.us) Thank you.

Filed with Town Clerk:

As required by G.L. c. 30 A, §18-25

**DATE: Tuesday June 18, 2019 TIME: 6:00 p.m. ROOM: Conf. Room 1**

**PLACE: CPS Central Administration Office ADDRESS: 230 North Road**

## AGENDA

### CALL TO ORDER

### PLEDGE OF ALLEGIANCE

### CHAIR OPENING STATEMENT

### CONSENT AGENDA

1. Approval of the minutes of the regular school committee meeting of June 4, 2019

### CHS STUDENT REPRESENTATIVE ANNOUNCEMENTS

### GOOD NEWS

**PUBLIC COMMENTS:** The School Committee will hear from members of the public on items listed under New Business on the posted agenda.

### NEW BUSINESS

1. Announcement of Special Education Administrative Chairperson: Ms. Megan McGuirk
2. Presentation: SEPAC Community Awards
3. 2018/19 End of Year Review: School Nutrition Services
4. Vote: FY20 Budget Adjustments
5. CPS/CHS MCC Dual Enrollment Report
6. Update: CHS Junior Job Shadow Day – Student Externship Opportunity
7. 2018/19 Evaluation of the Superintendent
8. MSBA Accelerated Repair Project Update
9. Mill Road/Turnpike Road Housing Developments: School Assignments
10. Personnel Report: May 2019
11. School Committee Policy Updates

### REPORTS

1. Liaison Reports

### ACTION/NEW ITEMS

1. Request for Reports & Updates

**PUBLIC COMMENTS:**

The School Committee will hear from members of the public on general matters of education interest.

**EXECUTIVE SESSION:**

M.G.L. Ch. 30A, Section 21(a)(3) - The Chelmsford School Committee provides public notice of its intent to convene in executive session to discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect on the bargaining or litigating position of the public body.

M.G.L. Ch. 30A, Section 21(a)(2) - The Chelmsford School Committee provides public notice of its intent to convene in executive session to conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel.

**ADJOURNMENT**

**CHELMSFORD SCHOOL COMMITTEE  
REGULAR MEETING  
June 4, 2019  
Meeting Minutes**

**Members Present:** Mr. Dennis King (Chair), Ms. Maria Santos (Secretary), Ms. Donna Newcomb and Mr. Al Thomas

**Also present:** Dr. Jay Lang (Superintendent), Dr. Linda Hirsch (Assistant Superintendent) and Ms. Joanna Johnson-Collins (Director of Business and Finance)

**Call to Order**

6:00 p.m.

**Pledge of Allegiance**

The Chair welcomed all and stated that the meeting will be recorded and televised by Chelmsford Telemedia.

**Consent Agenda**

1. **Approval of the minutes of the regular school committee meeting of May 21, 2019.**

**Mr. Thomas motioned to approve the minutes of the regular School Committee meeting of May 21, 2019. Ms. Newcomb seconded. Motion carries 4-0.**

**Good News**

Dr. Hirsch shared that students who are members of the American Legion's Math League compete monthly. Aiden Hennessey scored the highest individual score of seven out of ten, which as his first time competing was outstanding! Last night 161 kindergarten and first grade students from CPS signed up for summer reading at the Chelmsford Public Library. Summer professional development is being set up with collaborations and meeting times being scheduled. Grades five through eight teachers will be working on biology. Civics project planning will happen for grades eight and eleven. Programs will be offered for the 1:1 computer roll out to take place when school opens. Last week the "Mock Car Crash" was held for the graduating seniors. The prom will be tomorrow night. "Senior Week" this week will be filled with many activities. Graduation will be held on Saturday. Dr. Lang, along with Dr. Hirsch, thanks the Chelmsford Police and Fire Departments for all the collaborations which take place throughout the year.

**Public Comments**

None

## **New Business**

- 1. Announcement of Assistant Principals:  
Ms. Donna Omobono – Center Elementary School  
Ms. Karen Grabowski – Harrington Elementary School**

Both came to the table to introduce themselves and expressed excitement about their new positions. They were welcomed warmly and given a round of applause.

- 2. Announcement of Coordinator of World Language & Exchange Programs:  
Ms. Jessica Nollet**

Dr. Hirsch introduced Ms. Nollet and welcomed her to the table. Ms. Nollet is excited to be coming to the Chelmsford Public Schools.

- 3. Spotlight on the Departments: Community Education Program**

Ms. Robyn Adams, Director of Community Education, shared a presentation and slide show which provided highlights of the ongoing work in our community education program. She was joined at the table by her assistant director, Stephanie Fields. Highlights include the child care programs and adult education classes including karate, cooking, art classes and many more. Each semester different classes are offered, inspired by community input. Summer programs include Summerfest for elementary children and Enrichment and Recreation, which include music lessons, sports lessons and clinics, and enrichment classes. The Program meets the needs from ages 18 months through senior citizens. New to the Program are: streamlined online registration; the new playground (for toddler to school age which is handicapped accessible); the STEM classroom (which includes learning and enrichment); and SummerQuest. SummerQuest is a program meeting the needs and interests of middle school students during the summer and includes daily exploration trips. The Community Education Program is fiscally self-sustaining. The entire presentation may be viewed on Chelmsford Telemedia/YouTube.

- 4. Recognition of LGBTQ Pride Month – June 2019**

Dr. Christy Whittlesey, Coordinator of Fine Arts, and Ms. Laraine Wilson, Coordinator of Social Emotional Learning and School Counseling Services, provided documents in tonight's agenda packet to share some of the district-wide efforts to acknowledge and celebrate Pride Month in the Chelmsford Public Schools.

- 5. Proposed School Committee Meeting Schedule: July 2019 – June 2020**

**Mr. Thomas motioned to approve the School Committee meeting schedule for July 2019 through June 2020, as presented. Ms. Newcomb seconded. Motion carries 4-0.**

- 6. Discussion on School Committee Summer Workshops**

Chairman King will contact MASC to arrange for summer workshops concerning "Team Building" and "Communication".

**7. Follow-Up: Substitute Staffing Report Vote**

**Mr. Thomas motioned that the Director of Personnel be granted the ability to evaluate candidates, on a case by case basis, who have attained an Associate's Degree to serve as substitute teachers beginning in the 2019/20 school year. Ms. Newcomb seconded. Motion carries 4-0.**

**8. FY20 Valley Collaborative Board Member Appointment**

**Mr. Thomas motioned to appoint Dr. Lang to the Valley Collaborative FY20 Board of Directors. Ms. Newcomb seconded. Motion carries 4-0.**

**9. Follow-Up: 2019/2020 Superintendent's Evaluation Process**

Dr. Lang included a memorandum detailing his self-assessment for 2018/2019 professional practice goals. The completed summative evaluation will be on the agenda for the June 18, 2019, regular Committee meeting.

**10. Discussion on a Districtwide Communications and Media Strategy**

Dr. Lang's memorandum in tonight's packet details the reasons we need to see a Communications position created for the Chelmsford Public Schools. Additionally, he has included a job description and requirements for the posting of a "Communication and Media Director" for the Chelmsford Public Schools. His proposal was met with good discussion and feedback from The Committee.

**Mr. Thomas motioned for the Chelmsford School Committee to approve the development of a communication and media strategy and hire appropriate personnel to begin that process. Ms. Newcomb seconded. Motion carries 4-0.**

**11. CHS Course Enrollment: 2019/20 School Year**

Dr. Lang's memorandum and CHS class enrollments expected for the fall are included in tonight's agenda packet. The projected enrollments keep class sizes desirable, even with the reductions of an art, mathematics and social studies teacher position. Discussion ensued and questions were answered. Clarifications were presented on numbers of students acceptable in "honors" classes. Also, these enrollments are not fixed and will change before school reopens this August.

**12. FY20 Non-Affiliated Rate/Salary Increases**

**Mr. Thomas motioned to approve the 2 percent increase to the annual salary or hourly rate of pay for the non-affiliated employees for the school year 2019/2020. Ms. Newcomb seconded. A roll call vote was taken. Motion carries 4-0.**

### 13. FY19 Recommended Budget Transfers

**Mr. Thomas motioned to transfer \$60,801.96 from identified DESE function code categories to complete the purchase of interactive classroom televisions. Ms. Newcomb seconded. A roll call vote was taken. Motion carries 4-0.**

**Mr. Thomas motioned to approve the transfer of \$15,000 from the account specified. Ms. Newcomb seconded. A roll call vote was taken. Motion carries 4-0.**

### 14. Approval of Conference and Field Trip Requests

**Mr. Thomas motioned to approve the conference and field trip requests as presented. Ms. Newcomb seconded. Motion carries 4-0.**

## Reports

### Liaison Reports

Ms. Santos attended the Harrington PTO meeting where a completely new board was elected. The board approved a significant amount of money to cover the cost of a new piece of equipment for the school.

Mr. Thomas added that the Rotary Club hosted the May and June "Students of the Month". He describes this as a rewarding experience and wishes the whole Committee could attend. He also commended Dan Hart, Athletic Director, for pushing forward with new programs and procedures.

Ms. Newcomb asked if it would be possible for the district to provide teachers with tissues, etc. at the beginning of the school year. Dr. Hirsch said that could be considered.

The Chair wished the students and staff a safe and fun-filled summer vacation. CHS graduation will be this Saturday at 4:00 and Dr. Lang expressed gratitude for a great school year. Ms. Santos wanted to thank this year's retirees and wish them the best. Mr. Thomas appreciated that all retiring staff were honored at the district party.

### Public Comments

None

### Adjournment

**Mr. Thomas motioned to adjourn tonight's meeting at 7:58 p.m. Ms. Newcomb seconded. Motion carries 4-0.**

**Tonight's meeting may be viewed in its entirety on Chelmsford Telemedia You Tube.**

*Respectfully submitted by Sharon Giglio*

# CHELMSFORD PUBLIC SCHOOLS

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Jay Lang, Ed.D., Superintendent

## **Memorandum**

To: Members of the School Committee  
From: Jay Lang, Ed.D., Superintendent of Schools  
Date: June 14, 2019  
Re: Announcement of Special Education Administrative Chair: Ms. Megan McGuirk

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Ms. Amy Reese, Director of Student Support Services, shared the message below with staff announcing the recent appointment of Ms. Megan McGuirk as a new Administrative Chairperson in the special education department. I have invited Ms. McGuirk to attend our next school committee meeting and be introduced to the community.

I am delighted to welcome Ms. Megan McGuirk to Chelmsford as a new Administrative Team Chairperson. Megan will be assuming the role held by Patty Doherty who is retiring from Chelmsford. Megan will be the Team Chair for Byam, Harrington, and Parker Schools. Megan comes to us most recently from North Andover where she has been an Elementary Team Leader. Prior to that, Megan spent several years in the Gardner Public Schools as a Special Education Coordinator at the PK – 1 level. While in Gardner, Megan wore many hats. Not only did she coordinate the integrated preschool program and chair most IEP meetings, but Megan also stepped in as the teacher in the intensive preschool classroom midway through the year when the staffing need arose. Megan comes to Chelmsford with glowing references from both current and former colleagues and supervisors. One of Megan's many strengths is her ability to unite general education and special education teachers with a common purpose. Her solid understanding of the special education process and her skill working with families will be an asset to the Student Services Department and the district as a whole.

Please help me in welcoming Megan to Chelmsford. She will be starting on July 1<sup>st</sup>.

# SEPA C Community Awards

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Nominations of  
Leaders who have  
made a positive  
impact in a child or  
families life.



57 Nominations

“He made himself available to just stop by and visit, providing a strong role model and Mentor for my son.”

“I never knew I had anything worth anything until I had [her] as a teacher”.

“Having a student with disabilities graduate high school is one of the most challenging and rewarding experiences a parent faces. [She] helped us every step of the way. I do not know how my child would ever navigate the high school and college experience without her.”

“She has taken hours out of her busy schedule to provide our family with advice and guidance and has done the same for many families. If she doesn't know the answer to something, she finds it out. She is a strong advocate for our students and schools.”

# Special Education Teachers/ Staff

- Melanie Mazares
- Amelia Hennig
- Mary Ellen Forty
- Lisa Curran
- Abby Berry
- Karen Dussourd
- Katelyn Sullivan
- Cheryl Crowell
- Kristen True Mello



# Special Education Teachers/ Staff

- Dana Degen
- Loretta Hamilton
- Brooke Tager
- Emily Porten
- Nicole Vecchi
- Kimberly Lefebvre
- Holly Manson-Durkin
- Mary Castonguay
- Roberta Clix



# Teachers

- Susan Dooley
- Ashley Walsh
- Joan Murphy
- Erin Suchecki
- Nancy Arena
- Stephen McClure
- Mary Martin
- Adam Felzani
- Steve Wurtzler



# Teachers

- Abigal Patriquin
- Loretta Hamilton
- Katherine Hill
- Teresa Karangioze
- Sara Carson
- Mary Todd
- Jennifer Sanborn
- Elaine Connolly
- Eugene Schwanb





# Administrative Staff

- Dianna Fulreader
- Jason Fredette
- Kerry Calobrisi
- Matthew Beyranevand
- Jayson Ramalho



# School Staff

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- Officer Dan Sullivan
- Donna Foley
- Pedro “Gaby” Arias
- Karen McGrade
- Wally Jrzcinski
- Lori Kulis
- Steve Seidl
- Jennifer Orsini
- Deidre Brogan
- Paul (Bus Driver #29)
- Adelaide Andrezza

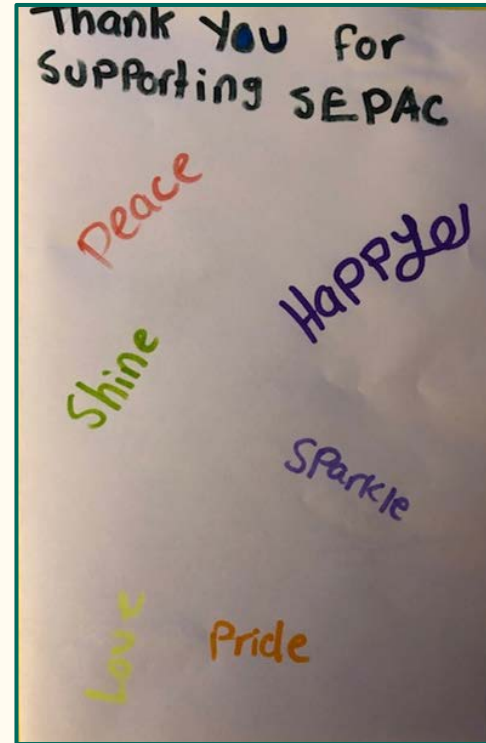




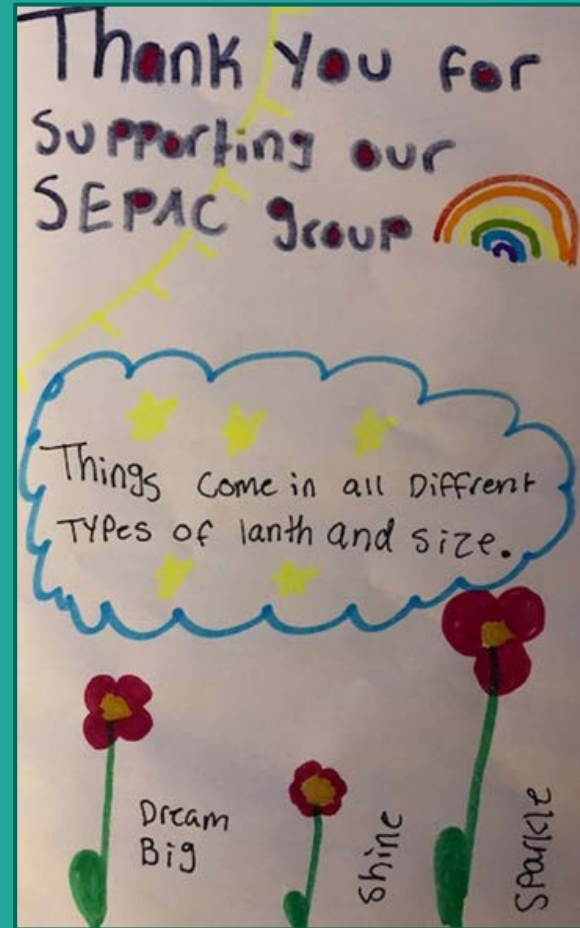
# Community Members

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- Matt Mulholland, Scout Leader
- Trish Murray, Coach, Patriot League
- Sara Dempster, Librarian, CPL
- Tricia Woodward, REC Center Owner, Especially Sweet Needs
- Brian Ubele, Special Services Officer
- Donna Newcomb, School Committee Member



Thank you



# CHELMSFORD PUBLIC SCHOOLS

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## Memorandum

TO: Jay Lang, Ed.D., Superintendent of Schools  
Members of the School Committee

FROM: Joanna Johnson-Collins, Director of Business & Finance

CC: Nancy Antolini, Director of School Nutrition

DATE: June 14, 2019

RE: School Nutrition Services – 2019/2019 End of Year Review

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The Director of School Nutrition, Mrs. Nancy Antolini, will address the committee at the June 18, 2019 school committee meeting. The items Mrs. Antolini will address are a year in review summary, student participation rates, meal prices (remaining level), and a summary of the bid awards (by product, vendor, and amount) for the 2019/2020 school year.

Looking ahead to the July 2019 school committee meeting, I will ask for the school committee to vote and approve a transfer from the general fund to the food service revolving fund in the amount of approximately \$ 23,000 to cover the meal price when a student was unable to pay for a meal (uncollected debt). I will provide a list of the balances, with a partial student ID #, grade level and dollar amount as well.

These negative balances are a result of the situation where a student is not able to pay for a meal that day(s). The student is still able to receive a meal and collection efforts continue thereafter. The collection efforts involve automatic e-mails to the family (two times per month). If the balance grows, more formal letters are sent home. There is also outreach to the family by the principal/admin staff, typically when the unpaid balance is over \$ 300. Once a family pays the balance, their account is updated to reflect payments. Currently there are approximately 50 families who have a balance over \$ 300, which accounts for most of the uncollected debt.

In closing, I would like to thank Mrs. Antolini for her leadership in directing the school nutrition program over the past year, particularly with the expansion of preparing meals in house for the elementary schools, expanding the menus and rolling out a broader breakfast program. She has made many positive contributions to the program and continues to do great work as she shares her ideas for the next set of enhancements to the program that are within our funding abilities.



# Chelmsford School Nutrition

## OVERVIEW OF 2018/2019 SCHOOL YEAR

NANCY ANTOLINI

DIRECTOR OF SCHOOL NUTRITION

JUNE 18, 2019

# Meals Served

Reimbursable lunches served per day -1662 on average

Represents an 8.3% increase over 2017/2018

Participation rate of 37%

# Breakfast and Lunch Pricing

**Breakfast:** \$1.50 all schools

**Lunch:**

High School and Middle School: \$3.10

Elementary Schools: \$2.65

No price increase is recommended for the 2019-2020 school year



# Professional Development 2018-2019

- \*18 staff members received ServeSafe Certifications
- \* Leads attended John Stalker/DESE summit (culinary skills & management training)
- \*All staff received Sanitation Training
- \*All staff received three PD days of in-house training (delivering exceptional customer service, gluten free training, CN labeling, production records and inventory)
- \*All staff received ALICE Training
- \*CHS staff received training on new equipment at the CHS Commissary
- \*One CHS staff member, Leah Perry, won State and Regional Employee of the Year

# Professional Development 2019-2020

- \* Introducing a “Chef to School” Program
- \* Working with local farms to bring fresh fruits and vegetables
- \* Enhancing the teambuilding activities for the food service staff
- \* Continuing the development of scratch cooking methods and recipes



# Accomplishments 2018-2019

- All breakfasts and lunches for all elementary schools were prepared in house
- Meals are prepared with state of the art equipment at the high school (commissary) and delivered to the elementary schools daily
- Implemented breakfast in the classroom in all elementary schools and breakfast in the cafeteria in the middle schools (pilot year for all except Harrington Elementary School and CHS)
- Increased Meals Served
- Introduced New Menu Items (i.e. Deli Bar, Chipotle Bar) elementary level (i.e. power packs, salads, cold sandwiches, hot meals)
- Successfully completed DESE administrative review and DESE procurement review
- Continued to develop professional relationships with the staff and community
- Re-evaluated the needs of the school district and adapted the plans to meet those needs
- Participated in PTO meetings
- Continued as the Professional Development Committee Chair – SNA of MA

# The Future

- Implement kitchen capital improvement plans at several schools
- Learn from the breakfast expansion pilot and enhance the breakfast program menu
- Pilot breakfast carts at CHS to improve participation
- Utilize social media more effectively for promoting school nutrition
- Add theme days to the menu
- Continue to hire and training qualified staff (3 retirees in FY2019)

# Procurement

## 2019 – 2020 Metro North Collaborative Bid Awards:

*Paper: Mansfield	\$ 43,000
*Dairy: New England Ice Cream (includes milk and ice cream)	\$ 85,000
*Grocery: Thurston	\$325,000
*Bread: Fantini	\$ 16,000
*Fresh pizza: (roll over) Gill's pizza	\$ 57,000
Total	\$526,000



Thank you

Nancy Antolini  
School Nutrition Director  
[antolinin@Chelmsford.k12.ma.us](mailto:antolinin@Chelmsford.k12.ma.us)  
978-251-5111 X5642

# CHELMSFORD PUBLIC SCHOOLS

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## Memorandum

TO: Jay Lang, Ed.D., Superintendent of Schools  
Members of the School Committee

FROM: Joanna Johnson-Collins, Director of Business & Finance

DATE: June 14, 2019

RE: FY20 Budget Adjustments – Shifts to Appropriate DESE Function Code Category and Final Vote

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The FY20 local operating budget approved by the school committee in February 2019 had dollar estimates (set asides referred to as salary reserve COLA) for wage increases due to the pending collective bargaining agreement negotiations. Since that time, and as presented at a March 2019 school committee meeting, the Chelmsford School Administrators Association (CAA) has reached a tentative agreement to a new 3- year contract that includes a 2% COLA increase in FY20 as well as increases for obtaining advanced degrees (i.e. CAGS, Ph.D./Ed.D.).

Additionally, in April 2019, the school committee approved a FY20 staffing recommendation to not fund the Certified Occupational Therapy (COTA) position and instead fund an additional Occupational Therapist position in the budget. This results in a nominal change in salary.

I am requesting that the FY20 budget dollars be shifted from the salary reserve COLA line into the appropriate DESE function code line items within the FY20 budget before we post in MUNIS. Below please find a summary of the changes.

From		To:	Amount
2300	Salary Reserve COLA	2110 Curriculum Directors	27,743
		2310 Curriculum Directors Special Education	10,098
		2210 School Leadership	20,445
		3510 Athletic Director	2,015
		Subtotal CAA	60,301
2300	Salary Reserve COLA	2320 Medical/Therapeutic Services	1,092
		Total Budget Transfer	61,393

I am also requesting a shift of budget dollars within the Transportation Category of the FY20 local operating Budget. As presented at the May 21, 2019 school committee meeting regarding a FY19 budget transfer, this new account was added to more easily quantify and report to DESE the cost for transporting students in foster care. This recommended action is funding the line in the FY20 budget as well.

From		To:	Amount
3300	Transportation Homeless	3300 Transportation Foster	10,000

Also attached, please find a copy of the FY20 budget document reflecting the budget adjustments recommended above.

*I recommend the school committee vote to approve the revised FY20 local operating budget for the Chelmsford Public Schools totaling \$61 million, as presented, and further vote to approve the Summary Level distribution of the FY20 local operating budget as outlined on page 13 of the FY20 Budget.*

Thank you for your consideration.

**Chelmsford Public Schools FY2020 BUDGET TRANSFER**

<b>DESCRIPTION IN FY2020 BUDGET BOOK</b>	<b>ORIGINAL AMOUNT</b>	<b>NEW AMOUNT</b>	<b>CHANGE</b>	<b>From DESE Category</b>	<b>To DESE Category</b>
CURRICULUM COORDINATORS	\$ 1,116,547	\$ 1,144,290	\$ 27,743	2300	2110
SPECIAL EDUCATION ADMINISTRATIVE CHARIPERSON	\$ 399,191	\$ 407,174	\$ 7,983	2300	2110
COORDINATOR OF INTEGRATED PRE-SCHOOL (CHIPS)	\$ 105,746	\$ 107,861	\$ 2,115	2300	2110
ASSISTANT PRINCIPALS - ELEMENTARY	\$ 395,461	\$ 403,370	\$ 7,909	2300	2210
ASSISTANT PRINCIPALS - MIDDLE	\$ 207,817	\$ 212,933	\$ 5,116	2300	2210
DEANS	\$ 323,990	\$ 331,410	\$ 7,420	2300	2210
SALARY RESERVE FOR COLA	\$ 888,967	\$ 827,574	\$ (61,393)		
OCCUPATIONAL THRAPISTS	\$ 218,599	\$ 270,025	\$ 51,426		
CERTIFIED OCCUPAITONAL THEREAPY ASSISTANT (COTA)	\$ 50,334	\$ -	\$ (50,334)	2320	2320
NET DIFFERENCE = 1,092				2300	2320
ATHLETIC DIRECTOR	\$ 100,730	\$ 102,745	\$ 2,015	2300	3510
	<b>\$ 3,807,383</b>	<b>\$ 3,807,383</b>	<b>\$ 0</b>		
TOTAL BUDGET TRANSFER FROM SALARY RESERVE COLA TO OTHER DESE CATEGORIES			\$ 61,393	2300	SEE ABOVE



#### SCHOOL COMMITTEE MEMBERS

Dennis F. King, II, Chair

John W. Moses, Vice-Chair

Maria L. Santos, Secretary

Donna M. Newcomb

W. Allen Thomas, Jr.

#### CENTRAL ADMINISTRATION

Dr. Jay Lang, Superintendent

Dr. Linda Hirsch, Assistant Superintendent

Joanna Johnson-Collins, Director of Business & Finance

*Approved by the School Committee*

*June 18, 2019*

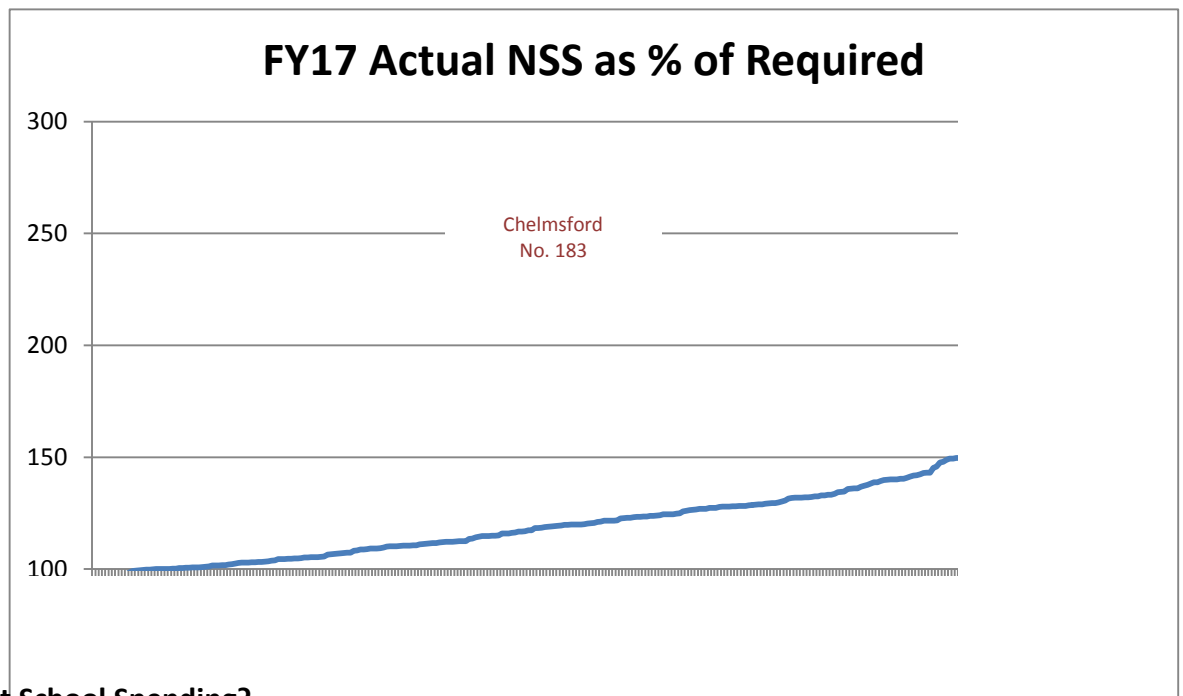


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## Chelmsford Public Schools General Fund Operating Budget Overview

The Massachusetts Department of Elementary and Secondary Education (DESE) tracks budgeted and actual spending in districts from year to year. DESE's most recently published actual figures are for FY2017, which ended June 30, 2017. From the reported and audited actual figures for each district, DESE determines each district's compliance with its net school spending obligation in dollars and in percentage of required spending. DESE annually publishes required net school spending and actual net school spending for each district in Massachusetts. In FY2017, 9 districts spent less than their required net school spending as computed by DESE; 313 districts exceeded their required net school spending. Chelmsford exceeded its required net school spending by 33% in FY2017, which is above the state median value of 23.2%. Across the state, 182 communities spent less than Chelmsford, whereas 139 communities spent more than Chelmsford as a percentage of total spending in excess of required net school spending, as illustrated in the graph below.



### What Is Net School Spending?

The Massachusetts school finance statute, Chapter 70 of the General Laws, establishes an annual net school spending requirement for each school district. Net school spending includes each town school department's general fund expenditures (operating budget) as well as the town's direct spending for schools, but it excludes capital expenditures, transportation, grants,

and revolving funds. Required net school spending is the annual *minimum* that must be spent on schools, including carryover from previous years. As stated previously, Chelmsford exceeded its required net school spending requirement by 33% in FY2017 and in FY2018 is budgeted to exceed its required net school spending requirement by 38.8%.

To determine net school spending for the upcoming school year, the state uses school department enrollment data as of October 1 of the current school year (i.e., the October 1, 2018 student headcount is the basis for determining the FY2020 foundation budget and net school spending requirement). This is called foundation enrollment and is used to calculate the district's foundation budget. The foundation budget is the state's estimate of the *minimum* funding level needed in each district to provide an adequate educational program.

Massachusetts uses a complex formula that considers many factors, including each district's grade-level configuration, programs, and demographics. The formula also considers each community's relative wealth and determines each community's "required local contribution" toward the educational program.

**Comparable Community Analysis: Demographic Data**

Although it is important to compare Chelmsford to the state average with regard to spending and academic performance, it is also necessary to assess Chelmsford's spending and academic performance with its most comparable peer communities across the state. Table I provides general demographic data for Chelmsford and its ten most comparable districts as determined by DESE.

**Table I. DESE Comparable Districts: General Demographic Data**

District	Total Enrollment	Econ. Dis. (%)	SWD (%)	ELL (%)
<b>Billerica</b>	4,779	17.1	18.3	1.6
<b>Chelmsford</b>	4,994	12.9	16.6	4.0
<b>Easton</b>	3,722	12.3	17.7	1.3
<b>Marshfield</b>	4,178	12.5	16.7	1.1
<b>Melrose</b>	3,909	11.9	13.8	4.3
<b>Milton</b>	4,211	10.5	15.4	1.9
<b>Natick</b>	5,507	9.4	14.2	3.1
<b>North Andover</b>	4,806	14.4	16.1	2.1
<b>North Attleborough</b>	4,282	16.0	15.9	3.5
<b>Wakefield</b>	3,505	12.8	16.3	1.8
<b>Walpole</b>	3,804	10.9	14.5	2.7

With regard to the number of economically disadvantaged students enrolled, Chelmsford falls in the top third of its most comparable districts. Seven districts have a lower percentage of students and three districts have a higher percentage of students designated economically disadvantaged. Some 12.9% of all Chelmsford Public School students are identified as economically disadvantaged. This is an increase from last year (2016-17), when 11.2% of all students were identified as economically disadvantaged and in 2014-15 when 8.2% of all Chelmsford Public School students were identified as economically disadvantaged.

With respect to the number of students identified with disabilities (SWD), Chelmsford falls in the top third of its most comparable districts. Of all Chelmsford Public School students, 16.6% have disabilities and require special education services, as outlined in their Individual Education Plan (IEP). Seven districts have a lower percentage of students and three districts have a higher percentage of students identified with disabilities.

The percentage of students classified as English language learners (ELL) in the Chelmsford Public Schools is higher than nine of its ten most comparable communities. Only one comparable community, Melrose, has a higher percentage of ELL students.

### **Comparable Community Analysis: Financial Support**

Within the last few years, DESE has tried to make district and school demographic and performance data more accessible to district staff and the general public. The District Analysis and Review Tools (DARTs) provided by DESE allow users to track and analyze data over time to make comparisons to state and comparable districts. The DARTs select the ten most comparable school districts in the state based on student enrollment characteristics, special populations, and grade-span groupings (i.e., K-12, elementary, secondary). Grade-span groupings are an important point of comparison because districts are often compared with their neighbors based solely on geography. However, a district's comparison to similar districts across the state is often more valuable when balancing programs and services against level of spending and student achievement.

Table II highlights actual net school spending in FY2017 as a percentage of required net school spending for the ten most comparable districts to Chelmsford, as determined by DESE.

**Table II. DESE Comparable Districts: Actual Percentage of Required Net School Spending**

<b>District</b>	<b>FY2017 Actual % of Required NSS</b>
<b>Milton</b>	140.8
<b>Natick</b>	138.1
<b>Wakefield</b>	136
<b>Chelmsford</b>	133
<b>Billerica</b>	132.1
<b>Walpole</b>	131.5
<b>Easton</b>	124.2
<b>MA State Average</b>	123.2
<b>North Andover</b>	116.8
<b>Marshfield</b>	105.8
<b>North Attleborough</b>	105.1
<b>Melrose</b>	104

Table II shows that seven comparable districts—Billerica, Walpole, Easton, North Andover, Marshfield, North Attleborough and Melrose—spent less than Chelmsford in FY2017 as a percentage in excess of the district's required net school spending. Three comparable districts—Milton, Natick and Wakefield—spent more than Chelmsford in FY2017 as a percentage in excess of the district's required net school spending. In addition to the ten comparable districts as determined by DESE, the FY2017 state median spending in excess of required net school spending is listed at 123.2%.

DARTs also analyze other aspects of comparable districts, including staff-to-student ratios. DESE reports the most recent staff-to-student data for FY2017, which ended June 30, 2017. Table III presents the overall student-teacher ratio in Chelmsford, its ten most comparable districts as determined by DESE, and the state average.

**Table III. DESE Comparable Districts: FY2017 Student-Teacher Ratio**

District	Student : Teacher Ratio
<b>Billerica</b>	12.7 : 1
<b>Marshfield</b>	12.9 : 1
<b>MA State Average</b>	13.0 : 1
<b>Chelmsford</b>	13.4 : 1
<b>Walpole</b>	13.4 : 1
<b>Natick</b>	13.6 : 1
<b>Wakefield</b>	13.6 : 1
<b>Easton</b>	14.0 : 1
<b>Milton</b>	14.1 : 1
<b>Melrose</b>	14.6 : 1
<b>North Attleborough</b>	15.0 : 1
<b>North Andover</b>	16.0 : 1

Table III shows that among its most comparable districts in the state, Chelmsford's student-teacher ratio is better than eight of its peer communities (Walpole, Natick, Wakefield, Easton, Milton, Melrose, North Attleborough and North Andover). However, two of its peer communities (Billerica and Marshfield) have a better student-teacher ratio than Chelmsford. The average student-teacher ratio among all Massachusetts school districts is also lower than Chelmsford's. Even though Chelmsford has had an enrollment decline of 661 students in its foundation enrollment between FY2008 and FY2018, its current student-teacher ratio is still higher than the state average.

The student-teacher ratio is helpful for gauging a district's overall standing with regard to its comparable communities, but it does not give a true picture of the district's student-teacher ratio. This calculation takes all students reported on the October 1 headcount and divides them by the number of teachers in the district. The ratio does not consider special programs with lower-than-average class size (e.g., self-contained special education programs). At the regular meeting of the Chelmsford School Committee on December 18, 2018, grade-by-grade breakdowns of student enrollment at each elementary and middle school in the district were reported. These figures are more useful for budgeting purposes because they depict actual homeroom class size. The October 1, 2018 student enrollment report is included as Appendix A.

Another measure commonly referred to when reviewing spending among school districts is average teacher salaries. Table IV lists the data for each comparable district and the state.

These data show that Chelmsford’s average teacher salary is higher than six of its peer communities (North Attleborough, Wakefield, Walpole, Natick, Marshfield and Melrose) and lower than four peer communities (Milton, Billerica, North Andover and Easton). The average teacher salary for all school districts in the state is higher than Chelmsford's average.

**Table IV. DESE Comparable Districts: FY2017 Average Teacher Salary**

District	Average Teacher Salary
Milton	\$83,287
Billerica	\$82,312
North Andover	\$80,461
MA State Average	\$78,708
Easton	\$78,689
Chelmsford	\$74,592
North Attleborough	\$74,467
Wakefield	\$73,902
Walpole	\$73,201
Natick	\$73,189
Marshfield	\$72,172
Melrose	\$65,368

Another measure often used to compare districts is the amount of money spent to educate each student in the district, often referred to as the per-pupil expenditure. This cumulative figure includes all district expenditures on administration; instructional leadership; teachers; teaching services; professional development; instructional materials and equipment (including technology); guidance, counseling, and testing services; pupil services; operations and maintenance; and employee benefits. Table V presents the FY2017 per-pupil expenditure for each of Chelmsford’s comparable districts.

**Table V. DESE Comparable Districts: FY2017 Per-Pupil Expenditures**

District	Expenditure per in-District Pupil
Billerica	\$15,473
MA State Average	\$15,459
Natick	\$14,509
Walpole	\$14,339
Wakefield	\$14,147
Milton	\$13,879
Chelmsford	\$13,335
Easton	\$12,762
Marshfield	\$12,522
Melrose	\$11,753
North Andover	\$11,670
North Attleborough	\$11,601

DESE provides the per-pupil expenditures for in-district students. As Table V shows, five of our comparable districts (Billerica, Natick, Walpole, Wakefield and Milton) spent more overall per pupil than Chelmsford, and five comparable districts (Easton, Marshfield, Melrose, North Andover and North Attleborough) spent less. The median per-pupil expenditure for all districts in the state is \$2,124 higher than Chelmsford.

### **Conclusion**

The Chelmsford Public School District provides an exceptional education to the students entrusted to our care. The district effectively uses the resources appropriated annually by Town Meeting to serve the needs of an ever-diversifying student population. Although Chelmsford exceeds minimum net school spending on public education, and spends slightly more than the state average of district spending above net school spending, Chelmsford spends \$ 2,124 less per-pupil than the state median per-pupil expenditure statewide. In Chelmsford, average teacher salaries are lower and student-teacher ratios are higher than the state average, but they are in the mid-range of comparable districts. Per-pupil spending is lower than the state average but in the mid-range of per-pupil spending in comparable districts.



Additional funding would enhance the educational experience of Chelmsford students, however the programs and services currently provided yield exceptional results, as demonstrated by standardized testing measures. Overall, our students' academic achievement makes it clear that the town of Chelmsford is receiving a positive return on its investment in public education. Chelmsford's students are also involved in athletics, community service, and fine and performing arts, thereby fulfilling the roles of productive and valued members of the community.

## **FY2020 Budget Overview**

Several budget assumptions underlie the FY2020 budget. The town manager has included a \$ 2 million increase in funding for the Chelmsford Public Schools, an increase from \$ 59 million to \$ 61 million in the Town of Chelmsford FY2020 general operating budget. Following is a list of the assumptions that have been incorporated into the FY2020 superintendent's recommended budget.

- All FY2020 salaries have been increased in accordance with the applicable collective bargaining and individual employment agreements. "Step" increases and "lane changes" have been incorporated into the FY2020 recommended budget figures. Anticipated teacher vacancies from announced retirements have been budgeted at \$56,967 (Step 3 on the master's degree salary schedule).
- Most collective bargaining agreements with union personnel expire on June 30, 2019. For budget planning purposes, each 1% cost-of-living-allowance (COLA) equates to \$440,000 in base salary expenses in the FY2020 budget. A 2% across-the-board COLA is included in the recommended budget, adding \$880,000 to base salary expenses in FY2020.
- The FY2020 budget reflects a decrease of \$ 719,000 in anticipated out-of-district special education tuition costs, offset by a decrease of \$50,000 in anticipated special education circuit-breaker reimbursement, as well as a decrease of \$ 75,000 in school choice funds offset, resulting in a net decrease of approximately \$600,000 in out-of-district special education tuition costs.
- The FY2020 budget reallocates 2.0 middle school teacher (7<sup>th</sup> grade) positions at McCarthy Middle School. During the 2017/18 school year 2.0 middle school teacher (5<sup>th</sup>

grade) positions were reallocated from McCarthy Middle School. During the 2018/19 school year 2.0 middle school teacher (6<sup>th</sup> grade) positions were reallocated from McCarthy Middle School. We are continuing to reduce two sections (classes) each year at McCarthy Middle School making it possible to add other positions in the district while maintaining student:staff ratios in-line with district policy.

- The FY2020 budget adds an instructional classroom at the CHIPS Integrated Pre-School Program due to a projected increase in enrollment. Funding to provide a 1.0 Integrated Pre-School Teacher position and 2.0 paraprofessional positions has been incorporated into the recommended budget.
- The FY2020 budget includes an additional \$ 99,000 in contracted special education student transportation costs associated with the projected enrollment increase in the CHIPS Integrated Pre-School Program.
- The FY2020 budget adds a 1.0 Social Worker position at the Parker Middle School to provide a more appropriate student:staff counseling ratio. Parker currently employs 2.0 school counselor positions, while McCarthy Middle School employs 3.0 school counselor positions. This action brings the Parker student:staff counseling ratio from 351:1 to 236:1 in support of Goals I and II of the district's strategic plan.
- The FY2020 budget adds a .5 Special Education Teacher position at the Parker Middle School to provide required services in accordance with students' Individual Education Plans (IEP).
- The FY2020 budget adds 2.0 Elementary School Assistant Principal positions in support of Goals I and II of the district's strategic plan. During the 2018/19 school year a .5 FTE assistant principal position was added at the Byam, Center, Harrington and South Row Elementary Schools. During the 2019/20 school year an additional .5 FTE assistant principal position will be added at the Byam, Center, Harrington and South Row Elementary Schools providing a full-time assistant principal at each of our elementary schools.
- The FY2020 budget reinstates a 1.0 Curriculum Coordinator – World Language & Exchange Programs position previously eliminated during the 2017/18 school year. In addition to administering the district's world language program, this reinstated position will be charged with the development and support of a student exchange program at

the middle and high school levels of the district. This action is in support of Goal I of the district's strategic plan.

- The FY2020 budget adds a 1.0 Special Education Administrative Chairperson position in support of Goals I and II of the district's strategic plan. This action will improve special education chair:student ratios with the intent to better communication, responsiveness to parent and teacher inquiries, and provide additional support of the district's intensive special education programming.
- Beyond the additional staffing in support of Goal I and Goal II of the district's strategic plan as outlined above, the FY2020 budget further supports families and students in a few significant ways:
  - Funding for a 1:1 computer initiative in the 2019/20 school year has been incorporated to provide all incoming 5<sup>th</sup> grade students at McCarthy and Parker Middle Schools and 9<sup>th</sup> grade students at Chelmsford High School with a district-issued computer (Chromebook) for use at home and school. Additional computer technician staffing is included in the technology department to support this new 1:1 computer initiative.
  - Funding to support "student service" and/or "student recognition" activities and clubs has been incorporated in the FY2020 budget. This action eliminates student activity fees for clubs at McCarthy and Parker Middle Schools and Chelmsford High School designated as "service" and/or "recognition" activities and clubs. A list of the proposed FY2020 (2019 /20 school year) "fee free" clubs may be referenced in Appendix B.
  - Funding to support a reduction in student activity and club fees has been incorporated in the FY2020 budget. A reduction from \$ 125/year to \$ 100/year is proposed at Chelmsford High School and a reduction from \$ 100/year to \$ 75/year is proposed at McCarthy and Parker Middle Schools.
  - Funding to support the elimination of student parking fees at Chelmsford High School has been incorporated in the FY2020 budget. The current student parking fee of \$ 200/year is proposed to be eliminated (\$ 0/year) in FY2020 (2019/20 school year).

The FY2020 superintendent's recommended budget continues to include Circuit Breaker, School Choice, and the Valley Collaborative reimbursement as revenue offsets in support of the Chelmsford Public Schools.

The superintendent's recommended FY2020 budget was crafted in support of the district's strategic plan, specifically the academic and social emotional goals and initiatives that have been and will continue to be the focus of our collective work in the years to come.

On January 28, 2019, Town Manager Cohen released his recommended FY2020 budget for the Town of Chelmsford. Included in his recommended budget is a \$2 million increase, \$ 59 million to \$ 61 million, to support the Chelmsford Public Schools. I will be working closely with the schools on enrollment projections, especially the middle schools and high school, as they complete their course registration and selection process for 2019/20. I look forward to working with the school committee to review and present to town meeting a FY2020 local operating budget for the Chelmsford Public Schools that not only maintains the integrity of the programs and services we offer, but continues to align our available resources to meet the identified district goals and objectives for the 2019/20 school year.

Yours truly,

Jay Lang, Ed.D.  
Superintendent of Schools

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Summary Level Totals

	2017-2018	2017-18	2018-2019	2018-19	2019-20	2019-20
	FPE	ACTUAL	FPE	BUDGET	FPE	BUDGET
1110 SCHOOL COMMITTEE	0.0	20,600	0.0	27,120	0.0	29,900
1210 SUPERINTENDENT	2.0	281,674	2.0	313,709	2.0	378,903
1220 ASST. SUPERINTENDENT	2.0	219,156	2.0	228,502	2.0	234,784
1230 DISTRICT WIDE	0.0	505,969	0.0	534,950	0.0	570,700
1410 BUSINESS AND FINANCE	6.0	362,629	6.0	383,218	6.0	397,916
1420 HUMAN RESOURCES	3.7	239,867	3.7	266,745	3.7	301,807
1430 - 1435 LEGAL SERVICES & SETTLEMENTS	0.0	128,184	0.0	125,000	0.0	140,000
1450 DISTRICTWIDE MIS	9.0	998,060	9.0	1,150,115	9.0	1,261,747
2110 CURRICULUM DIRECTORS - REGULAR EDUCATION	9.0	890,449	11.0	1,119,845	12.0	1,257,838
2110 CURRICULUM DIRECTORS - SPECIAL EDUCATION	7.0	611,344	8.0	745,260	9.0	855,817
2210 SCHOOL LEADERSHIP	37.0	2,148,062	39.0	2,415,505	41.0	2,650,802
2300 - 2305 CLASSROOM TEACHERS - REGULAR EDUCATION	293.8	22,277,860	290.6	22,759,642	288.6	23,433,930
2310 TEACHERS SPECIALISTS - REGULAR EDUCATION	19.0	1,445,255	20.0	1,543,557	20.0	1,535,799
2310 TEACHERS SPECIALISTS - SPECIAL EDUCATION	75.5	5,474,113	77.5	5,677,415	79.0	5,760,385
2320 MEDICAL/THERAPEUTIC SERVICES	5.4	357,646	5.4	368,146	5.4	372,797
2325 SUBSTITUTES	0.0	554,490	0.0	550,000	0.0	581,000
2330 PARAPROFESSIONALS	210.5	3,630,454	214.5	3,824,491	219.5	3,954,960
2340 LIBRARY/MEDIA CENTER	13.0	631,209	13.0	657,347	13.0	680,849
2357 PROFESSIONAL DEVELOPMENT	0.0	129,175	0.0	154,675	0.0	157,925
2410 - 2415 TEXTBOOKS & INSTRUCTIONAL MATERIALS	0.0	510,510	0.0	614,800	0.0	522,350
2420 INSTRUCTIONAL EQUIPMENT	0.0	92,716	0.0	136,700	0.0	171,650
2430 GENERAL SUPPLIES	0.0	423,848	0.0	521,425	0.0	540,725
2440 OTHER INSTRUCTIONAL SERVICES - SPECIAL ED	0.0	167,462	0.0	211,150	0.0	215,150
2451 - 2455 CLASSROOM INST TECHNOLOGY & SOFTWARE	0.0	360,368	0.0	419,000	0.0	512,000
2710 - 2800 GUIDANCE & PSYCHOLOGICAL SERVICES	27.0	1,952,814	27.0	2,093,491	28.0	2,183,530
3200 MEDICAL & HEALTH SERVICES	9.9	787,015	9.9	773,792	9.9	790,244
3300 TRANSPORTATION	4.0	3,511,994	4.0	3,554,535	4.0	3,715,533
3400 FOOD SERVICES	1.0	231,362	1.0	104,560	1.0	117,512
3510 ATHLETIC DEPARTMENT	3.4	538,412	3.4	577,659	3.4	638,592
3520 OTHER STUDENT ACTIVITIES	0.0	106,486	0.0	102,010	0.0	153,940
3600 SCHOOL SECURITY	4.0	196,182	4.0	165,873	4.0	201,279
4110 - 4210 - 4230 CUSTODIAL SERVICES	11.3	1,491,738	11.3	1,585,203	11.3	1,720,247
4120 - 4130 HEATING OF BUILDINGS & UTILITY SERVICES	0.0	1,135,943	0.0	1,097,900	0.0	1,173,250
5150 EMPLOYEE SEPARATION COSTS	0.0	237,742	0.0	78,672	0.0	228,486
9300 TUITIONS	0.0	4,349,212	0.0	4,117,988	0.0	3,557,653
<b>Grand Total</b>	<b>753.5</b>	<b>57,000,000</b>	<b>762.3</b>	<b>59,000,000</b>	<b>771.8</b>	<b>61,000,000</b>

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Category Level Detail

	FY2017 ACTUAL	FY2018 ACTUAL	FY2019 FPE	FY2019 BUDGET	FY2020 FPE	FY2020 BUDGET
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**1110 SCHOOL COMMITTEE**

RECORDING SECRETARY	\$ 4,420	\$ 3,910	-	\$ 4,420	-	\$ 5,200
Total Personnel	\$ 4,420	\$ 3,910	0.0	\$ 4,420	0.0	\$ 5,200
OTHER EXPENSES	\$ 15,815	\$ 16,477	-	\$ 22,500	-	\$ 24,500
SUPPLIES	\$ 299	\$ 213	-	\$ 200	-	\$ 200
Total Non-Personnel	\$ 16,114	\$ 16,690	0.0	\$ 22,700	0.0	\$ 24,700
<b>Total 1110 SCHOOL COMMITTEE</b>	<b>\$ 20,534</b>	<b>\$ 20,600</b>	<b>0.0</b>	<b>\$ 27,120</b>	<b>0.0</b>	<b>\$ 29,900</b>

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	FY2017 ACTUAL	FY2018 ACTUAL	FY2019 FPE	FY2019 BUDGET	FY2020 FPE	FY2020 BUDGET
<b>1210 SUPERINTENDENT</b>						
SUPERINTENDENT OF SCHOOLS	\$ 174,869	\$ 180,000	1.0	\$ 192,500	1.0	\$ 196,350
SUPERINTENDENT - PERFORMANCE BONUS & BUYBACK	\$ 12,807	\$ 12,895	-	\$ 18,664	-	\$ 18,918
ADMINISTRATIVE ASSISTANT	\$ 63,164	\$ 53,428	1.0	\$ 54,496	1.0	\$ 55,586
Total Personnel	\$ 250,840	\$ 246,323	2.0	\$ 265,660	2.0	\$ 270,854
CONTRACTED SERVICES	\$ -	\$ -	-	\$ -	-	\$ 60,000
OTHER EXPENSES	\$ 26,760	\$ 31,054	-	\$ 38,049	-	\$ 38,049
SUPPLIES	\$ 6,406	\$ 4,298	-	\$ 10,000	-	\$ 10,000
Total Non-Personnel	\$ 33,166	\$ 35,352	0.0	\$ 48,049	0.0	\$ 108,049
<b>Total 1210 SUPERINTENDENT</b>	<b>\$ 284,006</b>	<b>\$ 281,674</b>	<b>2.0</b>	<b>\$ 313,709</b>	<b>2.0</b>	<b>\$ 378,903</b>

Notes:

A new "contracted services" line item is added to provide for the costs associated with a review and upgrade of CPS community-home-school communications including, website, social media platforms, mailings, newsletters, etc.

Category Level Detail

	FY2017 ACTUAL	FY2018 ACTUAL	FY2019 FPE	FY2019 BUDGET	FY2020 FPE	FY2020 BUDGET
<b>1220 ASSISTANT SUPERINTENDENT</b>						
ASSISTANT SUPERINTENDENT OF SCHOOLS	\$ 132,000	\$ 140,000	1.0	\$ 145,000	1.0	\$ 150,000
ASST. SUPERINTENDENT - PERFORMANCE BONUS & BUYBACK	\$ 4,895	\$ 11,140	-	\$ 11,360	-	\$ 11,579
ADMINISTRATIVE ASSISTANT	\$ 51,078	\$ 52,100	1.0	\$ 53,142	1.0	\$ 54,205
Total Personnel	\$ 187,973	\$ 203,240	2.0	\$ 209,502	2.0	\$ 215,784
OTHER EXPENSES	\$ 8,906	\$ 14,416	-	\$ 15,000	-	\$ 15,000
SUPPLIES	\$ 3,520	\$ 1,500	-	\$ 4,000	-	\$ 4,000
Total Non-Personnel	\$ 12,426	\$ 15,916	0.0	\$ 19,000	0.0	\$ 19,000
<b>Total 1220 ASSISTANT SUPERINTENDENT</b>	<b>\$ 200,399</b>	<b>\$ 219,156</b>	<b>2.0</b>	<b>\$ 228,502</b>	<b>2.0</b>	<b>\$ 234,784</b>



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Category Level Detail

FY2017      FY2018      FY2019      FY2019      FY2020      FY2020  
 ACTUAL      ACTUAL      FPE      BUDGET      FPE      BUDGET

1230 DISTRICT WIDE

ADVERTISING	\$ -	\$ 1,014	-	\$ 1,500	-	\$ 1,500
COPIERS	\$ 244,537	\$ 288,632	-	\$ 305,250	-	\$ 325,000
DUES & CONFERENCES (COORDINATORS)	\$ 10,336	\$ 9,507	-	\$ 12,000	-	\$ 13,000
POSTAGE	\$ 32,500	\$ 30,551	-	\$ 36,200	-	\$ 36,200
ADMINISTRATIVE SOFTWARE	\$ 19,107	\$ 176,264	-	\$ 180,000	-	\$ 195,000
Total Non-Personnel	\$ 306,480	\$ 505,969	0.0	\$ 534,950	0.0	\$ 570,700
<b>Total 1230 DISTRICT WIDE</b>	<b>\$ 306,480</b>	<b>\$ 505,969</b>	<b>0.0</b>	<b>\$ 534,950</b>	<b>0.0</b>	<b>\$ 570,700</b>

Notes:

The 5-year contract with Ricoh for the lease of photocopier equipment and print services expires in August, 2019. Additional funds have been incorporated in the "copiers" line item for a new lease or purchase of equipment to begin the 2019/20 school year.

The "administrative software" line item is increased to provide an upgrade of the personnel management (SchoolSpring) software system utilized in the Chelmsford Public Schools.

Category Level Detail

	FY2017 ACTUAL	FY2018 ACTUAL	FY2019 FPE	FY2019 BUDGET	FY2020 FPE	FY2020 BUDGET
<b>1410 BUSINESS AND FINANCE</b>						
DIRECTOR OF BUSINESS & FINANCE	\$ 115,000	\$ 117,300	1.0	\$ 119,646	1.0	\$ 125,222
BUSINESS OFFICE STAFF	\$ 226,843	\$ 232,557	5.0	\$ 240,972	5.0	\$ 242,878
Total Personnel	\$ 341,843	\$ 349,857	6.0	\$ 360,618	6.0	\$ 368,100
CONTRACTED SERVICES	\$ 22,951	\$ 9,500	-	\$ 15,000	-	\$ 15,000
OTHER EXPENSES	\$ 3,394	\$ 1,043	-	\$ 4,500	-	\$ 11,716
SUPPLIES	\$ 1,370	\$ 2,229	-	\$ 3,100	-	\$ 3,100
Total Non-Personnel	\$ 27,716	\$ 12,772	0.0	\$ 22,600	0.0	\$ 29,816
<b>Total 1410 BUSINESS AND FINANCE</b>	<b>\$ 369,558</b>	<b>\$ 362,629</b>	<b>6.0</b>	<b>\$ 383,218</b>	<b>6.0</b>	<b>\$ 397,916</b>

Notes:

The "contracted services" line item includes the costs associated with the MA DESE End-of-Year Report financial audit and one (1) student activity account audit annually.

Category Level Detail

	FY2017 ACTUAL	FY2018 ACTUAL	FY2019 FPE	FY2019 BUDGET	FY2020 FPE	FY2020 BUDGET
<b>1420 HUMAN RESOURCES</b>						
DIRECTOR OF PERSONNEL & PROFESSIONAL LEARNING	\$ 110,738	\$ 120,360	1.0	\$ 122,767	1.0	\$ 128,222
HUMAN RESOURCES OFFICE STAFF	\$ 77,034	\$ 86,695	2.0	\$ 84,064	2.0	\$ 85,746
SUBSTITUTE COORDINATOR	\$ 28,560	\$ 29,131	0.7	\$ 29,714	0.7	\$ 30,308
Total Personnel	\$ 216,333	\$ 236,186	3.7	\$ 236,545	3.7	\$ 244,276
CONTRACTED SERVICES	\$ -	\$ -	-	\$ 25,000	-	\$ 45,000
OTHER EXPENSES	\$ 1,705	\$ 2,080	-	\$ 3,200	-	\$ 10,531
SUPPLIES	\$ 2,677	\$ 1,601	-	\$ 2,000	-	\$ 2,000
Total Non-Personnel	\$ 4,381	\$ 3,680	0.0	\$ 30,200	0.0	\$ 57,531
<b>Total 1420 HUMAN RESOURCES</b>	<b>\$ 220,714</b>	<b>\$ 239,867</b>	<b>3.7</b>	<b>\$ 266,745</b>	<b>3.7</b>	<b>\$ 301,807</b>

Notes:

A new "contracted services" line item was included in FY19 to provide for the costs associated with providing staff employment accommodations necessitated by medical documentation. This is an ongoing cost.

The "contracted services" line item is increased in FY20 to provide for the consulting services related to the upgrade of the personnel management (SchoolSpring) software system utilized by the Chelmsford Public Schools.

Category Level Detail

FY2017      FY2018      FY2019      FY2019      FY2020      FY2020  
 ACTUAL      ACTUAL      FPE      BUDGET      FPE      BUDGET

**1430 - 1435 LEGAL SERVICES & SETTLEMENTS**

LEGAL FEES - GENERAL & COLLECTIVE BARGAINING COUNSEL	\$ 112,092	\$ 109,838	-	\$ 70,000	-	\$ 75,000
LEGAL FEES - SPECIAL EDUCATION COUNSEL	\$ 14,891	\$ 17,164	-	\$ 35,000	-	\$ 45,000
LEGAL SETTLEMENTS - SPECIAL EDUCATION	\$ 38,284	\$ 1,182	-	\$ 20,000	-	\$ 20,000
Total Non-Personnel	\$ 165,267	\$ 128,184	0.0	\$ 125,000	0.0	\$ 140,000
<b>Total 1430 - 1435 LEGAL SERVICES &amp; SETTLEMENTS</b>	<b>\$ 165,267</b>	<b>\$ 128,184</b>	<b>0.0</b>	<b>\$ 125,000</b>	<b>0.0</b>	<b>\$ 140,000</b>

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Category Level Detail

	FY2017 ACTUAL	FY2018 ACTUAL	FY2019 FPE	FY2019 BUDGET	FY2020 FPE	FY2020 BUDGET
<b>1450 DISTRICTWIDE MIS</b>						
DIRECTOR OF INFO., COMM., & TECHNOLOGY SERVICES	\$ 113,008	\$ 120,360	1.0	\$ 122,767	1.0	\$ 125,222
NETWORK OFFICE STAFF	\$ 167,231	\$ 182,793	3.0	\$ 185,272	3.0	\$ 188,977
TECHNOLOGY OFFICE STAFF	\$ 234,186	\$ 244,100	5.0	\$ 295,776	5.0	\$ 357,048
Total Personnel	\$ 514,425	\$ 547,252	9.0	\$ 603,815	9.0	\$ 671,247
CONTRACTED SERVICES	\$ 60,340	\$ 59,834	-	\$ 60,000	-	\$ 60,000
OTHER EXPENSES	\$ -	\$ -	-	\$ -	-	\$ 7,500
EQUIPMENT	\$ 30,397	\$ 30,383	-	\$ 35,000	-	\$ 40,000
NETWORK SERVICES	\$ 328,403	\$ 327,314	-	\$ 379,000	-	\$ 389,000
SECURITY	\$ 25,200	\$ 25,169	-	\$ 61,300	-	\$ 75,000
SUPPLIES	\$ 4,001	\$ 3,327	-	\$ 6,000	-	\$ 10,000
TRAVEL	\$ 3,111	\$ 4,780	-	\$ 5,000	-	\$ 9,000
Total Non-Personnel	\$ 451,451	\$ 450,807	0.0	\$ 546,300	0.0	\$ 590,500
<b>Total 1450 DISTRICTWIDE MIS</b>	<b>\$ 965,877</b>	<b>\$ 998,060</b>	<b>9.0</b>	<b>\$ 1,150,115</b>	<b>9.0</b>	<b>\$ 1,261,747</b>

Notes:

The "technology office staff" line item is increased to provide three (3) part-time computer technicians to support the 1:1 computer initiative at the McCarthy and Parker Middle Schools and Chelmsford High School.

Category Level Detail

	FY2017 ACTUAL	FY2018 ACTUAL	FY2019 FPE	FY2019 BUDGET	FY2020 FPE	FY2020 BUDGET
<b>2110 CURRICULUM DIRECTORS</b>						
CURRICULUM COORDINATORS	\$ 679,478	\$ 798,019	10.0	\$ 1,014,475	11.0	\$ 1,144,290
CURRICULUM STIPENDS	\$ 37,000	\$ 23,000	-	\$ 9,000	-	\$ 9,000
SECRETARY FOR CURRICULUM COORDINATORS	\$ 29,732	\$ 35,339	1.0	\$ 35,870	1.0	\$ 36,048
Total Personnel	\$ 746,210	\$ 856,358	11.0	\$ 1,059,345	12.0	\$ 1,189,338
CONTRACTED SERVICES	\$ 15,870	\$ 14,456	-	\$ 30,500	-	\$ 35,000
EQUIPMENT	\$ 1,200	\$ 1,255	-	\$ 1,500	-	\$ 5,000
PROFESSIONAL DEVELOPMENT	\$ 10,104	\$ 9,961	-	\$ 10,000	-	\$ 10,000
SOFTWARE	\$ 66,176	\$ 745	-	\$ -	-	\$ -
SUPPLIES	\$ 345	\$ 1,439	-	\$ 1,500	-	\$ 1,500
TRANSLATION SERVICES	\$ -	\$ -	-	\$ 7,000	-	\$ 7,000
TUITION REIMBURSEMENT	\$ 7,730	\$ 6,236	-	\$ 10,000	-	\$ 10,000
Total Non-Personnel	\$ 101,425	\$ 34,091	0.0	\$ 60,500	0.0	\$ 68,500
<b>Total 2110 CURRICULUM DIRECTORS</b>	<b>\$ 847,635</b>	<b>\$ 890,449</b>	<b>11.0</b>	<b>\$ 1,119,845</b>	<b>12.0</b>	<b>\$ 1,257,838</b>

Notes:

The "curriculum coordinators" line item is increased to reinstate a 1.0 Curriculum Coordinator - World Language & Exchange Programs position.

Category Level Detail

	FY2017 ACTUAL	FY2018 ACTUAL	FY2019 FPE	FY2019 BUDGET	FY2020 FPE	FY2020 BUDGET
<b>2110 CURRICULUM DIRECTORS - SPECIAL EDUCATION</b>						
DIRECTOR OF STUDENT SUPPORT SERVICES	\$ 126,673	\$ 120,360	1.0	\$ 122,767	1.0	\$ 125,222
ASSISTANT DIRECTOR OF STUDENT SUPPORT SERVICES	\$ -	\$ -	1.0	\$ 102,510	1.0	\$ 104,560
SECRETARIES - SPECIAL EDUCATION	\$ 93,959	\$ 79,708	2.0	\$ 83,208	2.0	\$ 84,250
SPECIAL EDUCATION ADMINISTRATIVE CHAIRPERSON	\$ 290,497	\$ 295,814	3.0	\$ 305,963	4.0	\$ 407,174
COORDINATOR OF INTEGRATED PRE-SCHOOL (CHIPS)	\$ 93,812	\$ 90,090	1.0	\$ 104,462	1.0	\$ 107,861
<b>Total Personnel</b>	<b>\$ 604,941</b>	<b>\$ 585,973</b>	<b>8.0</b>	<b>\$ 718,910</b>	<b>9.0</b>	<b>\$ 829,067</b>
COMPUTER EQUIPMENT	\$ 2,697	\$ 3,989	-	\$ 5,000	-	\$ 3,500
DUES/OTHER	\$ 8,000	\$ 13,954	-	\$ 15,000	-	\$ 15,000
PAC EXPENSES	\$ -	\$ 450	-	\$ 750	-	\$ 750
SUPPLIES	\$ 2,000	\$ 1,439	-	\$ 3,000	-	\$ 4,500
TRAVEL	\$ 4,725	\$ 5,540	-	\$ 2,600	-	\$ 3,000
<b>Total Non-Personnel</b>	<b>\$ 17,422</b>	<b>\$ 25,372</b>	<b>0.0</b>	<b>\$ 26,350</b>	<b>0.0</b>	<b>\$ 26,750</b>
<b>Total 2110 CURRICULUM DIRECTORS - SPECIAL EDUCATION</b>	<b>\$ 622,362</b>	<b>\$ 611,344</b>	<b>8.0</b>	<b>\$ 745,260</b>	<b>9.0</b>	<b>\$ 855,817</b>

Notes:

The "special education administrative chairperson" line item is increased to add a 1.0 Administrative Chairperson position to improve chair:student service ratios.

Chelmsford Public School District  
 FY2020 School Committee Approved Budget  
 June 18, 2019

Category Level Detail

	FY2017 ACTUAL	FY2018 ACTUAL	FY2019 FPE	FY2019 BUDGET	FY2020 FPE	FY2020 BUDGET
<b>2210 SCHOOL LEADERSHIP</b>						
PRINCIPALS	\$ 780,300	\$ 821,869	7.0	\$ 838,106	7.0	\$ 856,669
ASSISTANT PRINCIPALS - ELEMENTARY	\$ -	\$ -	2.0	\$ 196,486	4.0	\$ 403,370
ASSISTANT PRINCIPALS - MIDDLE	\$ 206,606	\$ 212,490	2.0	\$ 216,660	2.0	\$ 212,933
DEANS	\$ 297,978	\$ 312,749	3.0	\$ 321,430	3.0	\$ 331,410
SECRETARIES	\$ 397,855	\$ 423,245	12.0	\$ 420,351	12.0	\$ 415,860
SCHOOL CLERKS	\$ 219,314	\$ 224,115	11.0	\$ 227,266	11.0	\$ 226,863
COPY CENTER CLERKS	\$ 31,336	\$ 32,345	2.0	\$ 33,179	2.0	\$ 33,705
<b>Total Personnel</b>	<b>\$ 1,933,389</b>	<b>\$ 2,026,813</b>	<b>39.0</b>	<b>\$ 2,253,478</b>	<b>41.0</b>	<b>\$ 2,480,810</b>
ADMIN INST, CONFERENCES & DUES	\$ 13,056	\$ 15,675	-	\$ 40,240	-	\$ 40,740
COMPUTER SUPPLIES & MAINTENANCE	\$ 17,465	\$ 17,245	-	\$ 24,500	-	\$ 28,000
CHS GRADUATION	\$ 18,314	\$ 21,192	-	\$ 22,734	-	\$ 24,234
PRINTING	\$ 9,025	\$ 17,135	-	\$ 21,528	-	\$ 21,543
SOFTWARE	\$ 45,514	\$ 30,807	-	\$ 31,000	-	\$ 31,000
SUPPLIES	\$ 15,687	\$ 19,196	-	\$ 22,025	-	\$ 24,475
<b>Total Non-Personnel</b>	<b>\$ 119,062</b>	<b>\$ 121,249</b>	<b>0.0</b>	<b>\$ 162,027</b>	<b>0.0</b>	<b>\$ 169,992</b>
<b>Total 2210 SCHOOL LEADERSHIP</b>	<b>\$ 2,052,451</b>	<b>\$ 2,148,062</b>	<b>39.0</b>	<b>\$ 2,415,505</b>	<b>41.0</b>	<b>\$ 2,650,802</b>

Notes:

The "assistant principals - elementary" line item is increased to add 2.0 Assistant Principals at the elementary level resulting in a full-time assistant principal assigned to each elementary school beginning in the 2019/20 school year.



Chelmsford Public School District  
 FY2020 School Committee Approved Budget  
 June 18, 2019

Category Level Detail

	FY2017 ACTUAL	FY2018 ACTUAL	FY2019 FPE	FY2019 BUDGET	FY2020 FPE	FY2020 BUDGET
<b>2300 - 2305 CLASSROOM TEACHERS - REGULAR EDUCATION</b>						
LONGEVITY	\$ 78,108	\$ 50,626	-	\$ 49,402	-	\$ 39,280
SALARY RESERVE FOR LEVEL (LANE) CHANGES	\$ -	\$ -	-	\$ 126,000	-	\$ 110,096
SALARY RESERVE FOR COLA	\$ -	\$ -	-	\$ -	-	\$ 827,574
ELEMENTARY TEACHERS	\$ 4,773,937	\$ 5,109,334	68.0	\$ 5,203,490	69.0	\$ 5,234,668
KINDERGARTEN TEACHERS	\$ 547,249	\$ 1,105,299	17.0	\$ 1,162,015	16.0	\$ 1,141,148
MIDDLE SCHOOL TEACHERS - GRADES 5 & 6	\$ 2,730,864	\$ 2,713,161	32.0	\$ 2,621,790	32.0	\$ 2,581,346
TEACHERS - ART	\$ 960,380	\$ 902,350	11.4	\$ 908,540	11.4	\$ 882,974
TEACHERS - BUSINESS	\$ 204,725	\$ 238,479	3.0	\$ 239,079	3.0	\$ 214,144
TEACHERS - ENGLISH	\$ 1,841,208	\$ 1,892,937	25.0	\$ 1,967,468	24.5	\$ 1,963,015
TEACHERS - FAMILY CONSUMER SCIENCE	\$ 77,178	\$ 81,840	1.0	\$ 81,902	1.0	\$ 81,902
TEACHERS - HEALTH	\$ 456,672	\$ 551,136	7.0	\$ 552,834	7.0	\$ 555,742
TEACHERS - MATHEMATICS	\$ 2,003,918	\$ 2,085,525	27.0	\$ 2,125,339	26.5	\$ 2,146,299
TEACHERS - MUSIC	\$ 1,009,637	\$ 1,094,235	14.4	\$ 1,122,669	14.4	\$ 1,117,805
TEACHERS - PHYSICAL EDUCATION	\$ 977,492	\$ 1,009,440	13.2	\$ 1,021,041	13.2	\$ 1,032,800
TEACHERS - SCIENCE	\$ 1,805,660	\$ 1,923,013	25.0	\$ 1,937,327	24.5	\$ 1,889,758
TEACHERS - SOCIAL STUDIES	\$ 1,647,641	\$ 1,786,175	24.0	\$ 1,912,209	23.5	\$ 1,882,650
TEACHERS - TECHNOLOGY	\$ 475,222	\$ 552,938	8.0	\$ 545,190	8.0	\$ 585,006
TEACHERS - WORLD LANGUAGE	\$ 1,075,516	\$ 1,120,064	14.6	\$ 1,122,033	14.6	\$ 1,083,916
STIPENDS - PRINCIPAL DESIGNEE (ELEMENTARY & MIDDLE)	\$ 6,936	\$ 7,074	-	\$ 7,075	-	\$ 7,362
STIPENDS - TEAM LEADERS & SPECIALISTS (ELEMENTARY)	\$ 27,744	\$ 28,296	-	\$ 28,299	-	\$ 29,449
STIPENDS - TEAM LEADERS & FACILITATORS (MIDDLE)	\$ 25,432	\$ 25,938	-	\$ 25,941	-	\$ 26,995
Total Personnel	\$ 20,725,518	\$ 22,277,860	290.6	\$ 22,759,642	288.6	\$ 23,433,930
<b>Total 2300 - 2305 CLASSROOM TEACHERS - REGULAR EDUCATION</b>	<b>\$ 20,725,518</b>	<b>\$ 22,277,860</b>	<b>290.6</b>	<b>\$ 22,759,642</b>	<b>288.6</b>	<b>\$ 23,433,930</b>

Notes:

The "salary reserve for COLA" line item includes the equivalent of a 2% salary increase for all employees covered by collective bargaining agreements set to expire on June 30, 2019.

2.0 Teacher (7th Grade) positions have been reduced at the McCarthy Middle School due to the projected 2019/20 student enrollment. Class sizes will continue to be within the adopted school committee guidelines and will not affect grade level programming.

Category Level Detail

	FY2017	FY2018	FY2019	FY2019	FY2020	FY2020
	ACTUAL	ACTUAL	FPE	BUDGET	FPE	BUDGET

**2310 TEACHER SPECIALISTS - REGULAR EDUCATION**

TUTORING	\$ 10,494	\$ 12,222	-	\$ 15,000	-	\$ 15,000
TEACHERS - ENGLISH LANGUAGE LEARNERS	\$ 356,157	\$ 396,967	7.0	\$ 468,170	7.0	\$ 476,774
TEACHERS - READING	\$ 985,155	\$ 1,036,066	13.0	\$ 1,060,387	13.0	\$ 1,044,025
Total Personnel	\$ 1,351,806	\$ 1,445,255	20.0	\$ 1,543,557	20.0	\$ 1,535,799
<b>Total 2310 TEACHERS SPECIALIST - REGULAR EDUCATION</b>	<b>\$ 1,351,806</b>	<b>\$ 1,445,255</b>	<b>20.0</b>	<b>\$ 1,543,557</b>	<b>20.0</b>	<b>\$ 1,535,799</b>

Category Level Detail

	FY2017 ACTUAL	FY2018 ACTUAL	FY2019 FPE	FY2019 BUDGET	FY2020 FPE	FY2020 BUDGET
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**2310 TEACHER SPECIALISTS - SPECIAL EDUCATION**

OUT-OF-DISTRICT COORDINATOR	\$ 77,178	\$ 64,704	-	\$ -	-	\$ -
BOARD CERTIFIED BEHAVIOR ANALYST (BCBA)	\$ 151,746	\$ 164,358	3.0	\$ 245,706	3.0	\$ 242,936
TEACHERS - INTEGRATED PRE-SCHOOL	\$ 469,396	\$ 494,422	7.0	\$ 525,230	8.0	\$ 580,552
Less: Offset to CHIPS Revolving Fund	\$ -	\$ -	-	\$ (115,000)	-	\$ (115,000)
TEACHERS - SPECIAL EDUCATION	\$ 3,444,946	\$ 3,598,402	53.5	\$ 3,855,383	54.0	\$ 3,889,898
TEACHERS - SPEECH LANGUAGE PATHOLOGIST	\$ 873,555	\$ 1,046,797	14.0	\$ 1,069,596	14.0	\$ 1,065,499
TEACHERS - SUMMER SCHOOL	\$ 95,307	\$ 105,430	-	\$ 96,500	-	\$ 96,500
Total Personnel	\$ 5,112,128	\$ 5,474,113	77.5	\$ 5,677,415	79.0	\$ 5,760,385
<b>Total 2310 TEACHER SPECIALISTS - SPECIAL EDUCATION</b>	<b>\$ 5,112,128</b>	<b>\$ 5,474,113</b>	<b>77.5</b>	<b>\$ 5,677,415</b>	<b>79.0</b>	<b>\$ 5,760,385</b>

Notes:

The "teachers - integrated pre-school" line item is increased to add a classroom at the CHIPS program in the 2019/20 school year due to projected student enrollment.

The "teachers - integrated pre-school" line item is offset by \$ 115,000 (in FY2019 and FY2020) allocated to the CHIPS Revolving Fund.

Category Level Detail

	FY2017 ACTUAL	FY2018 ACTUAL	FY2019 FPE	FY2019 BUDGET	FY2020 FPE	FY2020 BUDGET
<b>2320 MEDICAL/THERAPEUTIC SERVICES</b>						
PHYSICAL THERAPISTS	\$ 82,925	\$ 97,562	1.4	\$ 101,983	1.4	\$ 102,772
OCCUPATIONAL THERAPISTS	\$ 198,158	\$ 212,843	3.0	\$ 215,829	4.0	\$ 270,025
CERTIFIED OCCUPATIONAL THERAPY ASSISTANT (COTA)	\$ 43,403	\$ 47,241	1.0	\$ 50,334	0.0	\$ -
Total Personnel	\$ 324,485	\$ 357,646	5.4	\$ 368,146	5.4	\$ 372,797
<b>Total 2320 MEDICAL/THERAPEUTIC SERVICES</b>	<b>\$ 324,485</b>	<b>\$ 357,646</b>	<b>5.4</b>	<b>\$ 368,146</b>	<b>5.4</b>	<b>\$ 372,797</b>

Category Level Detail

	FY2017 ACTUAL	FY2018 ACTUAL	FY2019 FPE	FY2019 BUDGET	FY2020 FPE	FY2020 BUDGET
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2325 SUBSTITUTES

SUBSTITUTES - PARAS AND SECRETARIES	\$ 119,512	\$ 90,821	-	\$ 125,000	-	\$ 136,000
SUBSTITUTE TEACHERS - DAY-TO-DAY	\$ 282,012	\$ 246,777	-	\$ 300,000	-	\$ 320,000
SUBSTITUTE TEACHERS - LONG TERM	\$ 136,533	\$ 216,893	-	\$ 125,000	-	\$ 125,000
Total Personnel	\$ 538,056	\$ 554,490	0.0	\$ 550,000	0.0	\$ 581,000
<b>Total 2325 SUBSTITUTES</b>	<b>\$ 538,056</b>	<b>\$ 554,490</b>	<b>0.0</b>	<b>\$ 550,000</b>	<b>0.0</b>	<b>\$ 581,000</b>

Category Level Detail

	FY2017 ACTUAL	FY2018 ACTUAL	FY2019 FPE	FY2019 BUDGET	FY2020 FPE	FY2020 BUDGET
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**2330 PARAPROFESSIONALS**

LUNCH & RECESS AIDES	\$ 333,090	\$ 395,357	50.0	\$ 421,071	50.0	\$ 426,066
PARAPROFESSIONALS - SPECIAL EDUCATION	\$ 3,074,268	\$ 3,226,547	164.5	\$ 3,391,820	169.5	\$ 3,517,294
PARAPROFESSIONALS - TOILETING STIPEND	\$ 5,380	\$ 8,550	-	\$ 11,600	-	\$ 11,600
Total Personnel	\$ 3,412,739	\$ 3,630,454	214.5	\$ 3,824,491	219.5	\$ 3,954,960
<b>Total 2330 PARAPROFESSIONALS</b>	<b>\$ 3,412,739</b>	<b>\$ 3,630,454</b>	<b>214.5</b>	<b>\$ 3,824,491</b>	<b>219.5</b>	<b>\$ 3,954,960</b>

Category Level Detail

	FY2017	FY2018	FY2019	FY2019	FY2020	FY2020
	ACTUAL	ACTUAL	FPE	BUDGET	FPE	BUDGET

**2340 LIBRARY/MEDIA CENTER**

LIBRARIANS	\$ 209,724	\$ 223,341	3.0	\$ 228,205	3.0	\$ 231,252
LIBRARY AIDES	\$ 161,533	\$ 179,545	4.0	\$ 189,178	4.0	\$ 198,899
LIBRARY CLERKS - CIRCULATION	\$ 45,268	\$ 46,673	2.0	\$ 48,376	2.0	\$ 49,362
TECHNOLOGY ASSISTANTS	\$ 163,516	\$ 181,649	4.0	\$ 191,588	4.0	\$ 201,336
Total Personnel	\$ 580,041	\$ 631,209	13.0	\$ 657,347	13.0	\$ 680,849

<b>Total 2340 LIBRARIANS/MEDIA CENTER</b>	<b>\$ 580,041</b>	<b>\$ 631,209</b>	<b>13.0</b>	<b>\$ 657,347</b>	<b>13.0</b>	<b>\$ 680,849</b>
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Category Level Detail

FY2017      FY2018      FY2019      FY2019      FY2020      FY2020  
 ACTUAL      ACTUAL      FPE      BUDGET      FPE      BUDGET

**2357 PROFESSIONAL DEVELOPMENT**

MENTOR STIPENDS	\$ 30,654	\$ 35,075	-	\$ 28,000	-	\$ 28,000
Total Personnel	\$ 30,654	\$ 35,075	0.0	\$ 28,000	0.0	\$ 28,000
COURSE REIMBURSEMENT - SECRETARIES & PARAPROFESSIONALS	\$ 400	\$ 5,000	-	\$ 5,000	-	\$ 5,000
COURSE REIMBURSEMENT - TEACHERS	\$ 59,718	\$ 60,000	-	\$ 75,000	-	\$ 75,000
DUES & CONFERENCES	\$ 30,583	\$ 29,100	-	\$ 46,675	-	\$ 49,925
Total Non-Personnel	\$ 90,701	\$ 94,100	0.0	\$ 126,675	0.0	\$ 129,925
<b>Total 2357 PROFESSIONAL DEVELOPMENT</b>	<b>\$ 121,355</b>	<b>\$ 129,175</b>	<b>0.0</b>	<b>\$ 154,675</b>	<b>0.0</b>	<b>\$ 157,925</b>



Category Level Detail

	FY2017 ACTUAL	FY2018 ACTUAL	FY2019 FPE	FY2019 BUDGET	FY2020 FPE	FY2020 BUDGET
<b>2410 - 2415 TEXTBOOKS &amp; INSTRUCTIONAL MATERIALS</b>						
CONTRACTED SERVICES - REBINDING	\$ -	\$ 1,586	-	\$ 4,000	-	\$ 4,000
CONTRACTED SERVICES - LIBRARY	\$ 11,032	\$ 10,948	-	\$ 11,000	-	\$ 11,000
CURRICULUM EXPENSE - SPECIAL EDUCATION	\$ 14,002	\$ 29,868	-	\$ 35,000	-	\$ 35,000
SUMMER CURRICULUM DEVELOPMENT	\$ 46,524	\$ 56,060	-	\$ 50,000	-	\$ 50,000
SUPPLIES - LIBRARY	\$ 34,000	\$ 34,978	-	\$ 36,000	-	\$ 33,000
TEXTBOOK ADOPTIONS - DISTRICT-WIDE	\$ 147,278	\$ 135,062	-	\$ 158,500	-	\$ 155,000
TEXTS - GENERAL	\$ 11,000	\$ 1,669	-	\$ 11,000	-	\$ 11,000
TEXTS - BUSINESS	\$ 12,000	\$ 11,990	-	\$ 4,000	-	\$ 4,000
TEXTS - ENGLISH LANGUAGE LEARNERS	\$ -	\$ 2,516	-	\$ 2,500	-	\$ 3,000
TEXTS - ENGLISH LANGUAGE ARTS	\$ 32,355	\$ 31,906	-	\$ 34,000	-	\$ 38,800
TEXTS - FOREIGN LANGUAGE	\$ 1,690	\$ 849	-	\$ 11,800	-	\$ 11,800
TEXTS - HEALTH	\$ 2,974	\$ 1,019	-	\$ -	-	\$ -
TEXTS - MATHEMATICS	\$ 3,565	\$ 50,498	-	\$ 82,000	-	\$ 93,000
TEXTS - MUSIC	\$ 5,726	\$ 7,545	-	\$ 8,000	-	\$ 8,000
TEXTS - READING	\$ 6,000	\$ 5,187	-	\$ 6,000	-	\$ 5,750
TEXTS - SCIENCE	\$ 80,655	\$ 114,475	-	\$ 137,000	-	\$ 35,000
TEXTS - SOCIAL STUDIES	\$ 13,757	\$ 14,355	-	\$ 24,000	-	\$ 24,000
Total Non-Personnel	\$ 422,559	\$ 510,510	0.0	\$ 614,800	0.0	\$ 522,350
<b>Total 2410 - 2415 TEXTBOOKS &amp; INSTRUCTIONAL MATERIALS</b>	<b>\$ 422,559</b>	<b>\$ 510,510</b>	<b>0.0</b>	<b>\$ 614,800</b>	<b>0.0</b>	<b>\$ 522,350</b>

Notes:

The "texts - science" line item decreased significantly as the Foss Science Kit adoption is complete and only consumables require refreshment each year.

Category Level Detail

FY2017      FY2018      FY2019      FY2019      FY2020      FY2020  
 ACTUAL      ACTUAL      FPE      BUDGET      FPE      BUDGET

**2420 INSTRUCTIONAL EQUIPMENT**

EQUIPMENT & MAINTENANCE - GENERAL (SCHOOL)	\$ 50,100	\$ 49,143	-	\$ 65,000	-	\$ 71,000
EQUIPMENT & MAINTENANCE - ART	\$ 493	\$ 1,128	-	\$ 1,500	-	\$ 1,500
EQUIPMENT & MAINTENANCE - PHYSICAL EDUCATION	\$ 22,471	\$ 25,009	-	\$ 43,000	-	\$ 44,100
EQUIPMENT & MAINTENANCE - SCIENCE	\$ 3,480	\$ 16,644	-	\$ 17,000	-	\$ 33,100
EQUIPMENT & MAINTENANCE - TECHNOLOGY	\$ 2,000	\$ 792	-	\$ 10,200	-	\$ 21,950
Total Non-Personnel	\$ 78,543	\$ 92,716	0.0	\$ 136,700	0.0	\$ 171,650
<b>Total 2420 INSTRUCTIONAL EQUIPMENT</b>	<b>\$ 78,543</b>	<b>\$ 92,716</b>	<b>0.0</b>	<b>\$ 136,700</b>	<b>0.0</b>	<b>\$ 171,650</b>

Category Level Detail

	FY2017 ACTUAL	FY2018 ACTUAL	FY2019 FPE	FY2019 BUDGET	FY2020 FPE	FY2020 BUDGET
<b>2430 GENERAL SUPPLIES</b>						
SUPPLIES - COPY PAPER	\$ 75,497	\$ 48,008	-	\$ 77,000	-	\$ 77,000
SUPPLIES - ENGLISH LANGUAGE LEARNERS	\$ 2,319	\$ 3,000	-	\$ 3,000	-	\$ 2,500
SUPPLIES - EVALUATIONS - SPECIAL EDUCATION	\$ 43,272	\$ 44,063	-	\$ 42,500	-	\$ 42,500
SUPPLIES - GENERAL (SCHOOL/CLASSROOM)	\$ 103,557	\$ 113,597	-	\$ 151,375	-	\$ 156,825
SUPPLIES - ART	\$ 50,089	\$ 49,369	-	\$ 50,550	-	\$ 50,550
SUPPLIES - BUSINESS	\$ 1,004	\$ 2,000	-	\$ 4,000	-	\$ 7,500
SUPPLIES - ENGLISH LANGUAGE ARTS	\$ 15,182	\$ 13,470	-	\$ 17,200	-	\$ 14,000
SUPPLIES - FOREIGN LANGUAGE	\$ 4,343	\$ 5,004	-	\$ 6,800	-	\$ 6,800
SUPPLIES - HEALTH	\$ 3,188	\$ 3,506	-	\$ 3,800	-	\$ 4,000
SUPPLIES - TECHNOLOGY	\$ 26,096	\$ 25,369	-	\$ 26,000	-	\$ 40,000
SUPPLIES - MATHEMATICS	\$ 15,475	\$ 18,216	-	\$ 18,350	-	\$ 18,350
SUPPLIES - MUSIC	\$ 41,304	\$ 38,296	-	\$ 41,750	-	\$ 41,750
SUPPLIES - PHYSICAL EDUCATION	\$ 163	\$ 113	-	\$ 200	-	\$ 200
SUPPLIES - READING	\$ 6,326	\$ 4,390	-	\$ 6,600	-	\$ 5,250
SUPPLIES - SCIENCE	\$ 87,837	\$ 44,021	-	\$ 57,000	-	\$ 55,500
SUPPLIES - SOCIAL STUDIES	\$ 10,439	\$ 11,430	-	\$ 15,300	-	\$ 18,000
Total Non-Personnel	\$ 486,092	\$ 423,848	0.0	\$ 521,425	0.0	\$ 540,725
<b>Total 2430 GENERAL SUPPLIES</b>	<b>\$ 486,092</b>	<b>\$ 423,848</b>	<b>0.0</b>	<b>\$ 521,425</b>	<b>0.0</b>	<b>\$ 540,725</b>

Category Level Detail

	FY2017	FY2018	FY2019	FY2019	FY2020	FY2020
	ACTUAL	ACTUAL	FPE	BUDGET	FPE	BUDGET

**2440 OTHER INSTRUCTIONAL SERVICES - SPECIAL EDUCATION**

CONTRACTED SERVICES - SPECIAL EDUCATION	\$ 198,016	\$ 118,905	-	\$ 162,150	-	\$ 142,150
CRISIS INTERVENTION/CONTINGENCY - SPECIAL EDUCATION	\$ 14,730	\$ 17,632	-	\$ 25,000	-	\$ 45,000
TUTORING - SPECIAL EDUCATION	\$ 22,322	\$ 30,925	-	\$ 24,000	-	\$ 28,000
Total Non-Personnel	\$ 235,068	\$ 167,462	0.0	\$ 211,150	0.0	\$ 215,150
<b>Total 2440 OTHER INSTRUCTIONAL SERVICES - SPECIAL ED</b>	<b>\$ 235,068</b>	<b>\$ 167,462</b>	<b>0.0</b>	<b>\$ 211,150</b>	<b>0.0</b>	<b>\$ 215,150</b>

Category Level Detail

	FY2017 ACTUAL	FY2018 ACTUAL	FY2019 FPE	FY2019 BUDGET	FY2020 FPE	FY2020 BUDGET
<b>2451 - 2455 CLASSROOM INSTRUCTIONAL TECHNOLOGY &amp; SOFTWARE</b>						
COMPUTER EQUIPMENT & SUPPLIES	\$ 212,506	\$ 213,368	-	\$ 234,000	-	\$ 257,000
CONTRACTED SERVICES - 1:1 LAPTOP INITIATIVE LEASE	\$ -	\$ -	-	\$ -	-	\$ 75,000
Less: School Choice Funds Offset	\$ -	\$ -	-	\$ -	-	\$ (75,000)
COMPUTER SUPPLIES - FOREIGN LANGUAGE	\$ 10,000	\$ 10,000	-	\$ 10,000	-	\$ 10,000
COMPUTER MAINTENANCE	\$ 800	\$ -	-	\$ -	-	\$ -
INSTRUCTIONAL SOFTWARE	\$ 238,203	\$ 137,000	-	\$ 175,000	-	\$ 245,000
Total Non-Personnel	\$ 461,509	\$ 360,368	0.0	\$ 419,000	0.0	\$ 512,000
<b>Total 2451 - 2455 CLASSROOM INST TECHNOLOGY &amp; SOFTWARE</b>	<b>\$ 461,509</b>	<b>\$ 360,368</b>	<b>0.0</b>	<b>\$ 419,000</b>	<b>0.0</b>	<b>\$ 512,000</b>

Notes:

A new "contracted services - 1:1 laptop initiative lease" line item is added to provide for the costs associated with the lease of laptops for all incoming 5th grade students at McCarthy and Parker Middle Schools and incoming 9th grade students at Chelmsford High School. The annual lease expense is offset to the School Choice Revolving fund.

The "instructional software" line item is increased to provide for the per-student license fee as the district fully implements the iReady student diagnostic universal screening/intervention software program.

Category Level Detail

	FY2017 ACTUAL	FY2018 ACTUAL	FY2019 FPE	FY2019 BUDGET	FY2020 FPE	FY2020 BUDGET
<b>2710 - 2800 GUIDANCE &amp; PSYCHOLOGICAL SERVICES</b>						
GUIDANCE COUNSELORS	\$ 1,072,046	\$ 1,137,410	16.0	\$ 1,170,034	16.0	\$ 1,195,825
GUIDANCE COUNSELORS - STIPEND - EXTENDED YEAR CHS	\$ 7,916	\$ 8,888	-	\$ 10,800	-	\$ 10,800
GUIDANCE SECRETARIES	\$ 69,012	\$ 75,716	2.0	\$ 75,411	2.0	\$ 75,786
MTSS/SEL BUILDING LEADER STIPENDS	\$ -	\$ -	-	\$ 45,000	-	\$ 45,000
PSYCHOLOGISTS	\$ 499,119	\$ 714,743	9.0	\$ 735,739	9.0	\$ 742,675
SOCIAL WORKERS	\$ -	\$ -	-	\$ -	1.0	\$ 56,967
<b>Total Personnel</b>	<b>\$ 1,648,092</b>	<b>\$ 1,936,757</b>	<b>27.0</b>	<b>\$ 2,036,984</b>	<b>28.0</b>	<b>\$ 2,127,053</b>
GUIDANCE SUPPLIES	\$ 19,388	\$ 16,056	-	\$ 56,507	-	\$ 56,477
<b>Total Non-Personnel</b>	<b>\$ 19,388</b>	<b>\$ 16,056</b>	<b>0.0</b>	<b>\$ 56,507</b>	<b>0.0</b>	<b>\$ 56,477</b>
<b>Total 2710 - 2800 GUIDANCE &amp; PSYCHOLOGICAL SERVICES</b>	<b>\$ 1,667,480</b>	<b>\$ 1,952,814</b>	<b>27.0</b>	<b>\$ 2,093,491</b>	<b>28.0</b>	<b>\$ 2,183,530</b>

Notes:

A new "social worker" line item is added to provide a 1.0 social worker position to improve student:counselor ratios at Parker Middle School.

Category Level Detail

	FY2017 ACTUAL	FY2018 ACTUAL	FY2019 FPE	FY2019 BUDGET	FY2020 FPE	FY2020 BUDGET
<b>3200 MEDICAL &amp; HEALTH SERVICES</b>						
SCHOOL NURSES	\$ 682,935	\$ 691,135	9.9	\$ 684,216	9.9	\$ 698,449
SCHOOL NURSES - SUBSTITUTE COVERAGE	\$ 34,974	\$ 51,089	-	\$ 38,000	-	\$ 38,000
TOWN HEALTH EDUCATOR	\$ 20,000	\$ 21,937	-	\$ 22,935	-	\$ 23,979
Total Personnel	\$ 737,909	\$ 764,160	9.9	\$ 745,151	9.9	\$ 760,428
CONTRACT SERVICES - INTERFACE & AED SUPPORT	\$ 9,283	\$ 7,707	-	\$ 9,300	-	\$ 9,300
COURSE REIMBURSEMENT (NURSE)	\$ 1,759	\$ 1,028	-	\$ 3,000	-	\$ 4,000
EQUIPMENT & MAINTENANCE (NURSE)	\$ 1,280	\$ 2,100	-	\$ 2,600	-	\$ 2,600
INSURANCE (NURSE)	\$ 805	\$ 645	-	\$ 1,300	-	\$ 1,375
SUPPLIES (NURSE)	\$ 7,644	\$ 9,251	-	\$ 9,241	-	\$ 9,341
TRAVEL (NURSE)	\$ 200	\$ 25	-	\$ 700	-	\$ 700
SCHOOL DOCTOR	\$ 2,075	\$ 2,100	-	\$ 2,500	-	\$ 2,500
Total Non-Personnel	\$ 23,046	\$ 22,855	0.0	\$ 28,641	0.0	\$ 29,816
<b>Total 3200 MEDICAL &amp; HEALTH SERVICES</b>	<b>\$ 760,955</b>	<b>\$ 787,015</b>	<b>9.9</b>	<b>\$ 773,792</b>	<b>9.9</b>	<b>\$ 790,244</b>

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Category Level Detail

	FY2017 ACTUAL	FY2018 ACTUAL	FY2019 FPE	FY2019 BUDGET	FY2020 FPE	FY2020 BUDGET
<b>3300 TRANSPORTATION</b>						
CROSSING GUARDS	\$ 4,985	\$ 3,751	3.0	\$ 10,800	3.0	\$ 10,800
TRANSPORTATION COORDINATOR	\$ -	\$ 45,000	1.0	\$ 45,900	1.0	\$ 46,818
Total Personnel	\$ 4,985	\$ 48,751	4.0	\$ 56,700	4.0	\$ 57,618
REGULAR TRANSPORTATION: BASE CONTRACT	\$ 1,592,857	\$ 1,719,743	-	\$ 1,811,340	-	\$ 1,863,540
Less: Offset to Transportation Revolving Fund	\$ (304,897)	\$ (337,705)	-	\$ (266,700)	-	\$ (266,700)
REGULAR TRANSPORTATION: LATE BUS RUNS	\$ 27,929	\$ 33,442	-	\$ 43,200	-	\$ 52,080
REGULAR TRANSPORTATION: FOSTER	\$ -	\$ -	-	\$ -	-	\$ 10,000
REGULAR TRANSPORTATION: HOMELESS	\$ 40,990	\$ 44,918	-	\$ 55,000	-	\$ 45,000
REGULAR TRANSPORTATION: MID DAY KINDERGARTEN BUS RUNS	\$ 120,960	\$ -	-	\$ -	-	\$ -
Less: Mid-Day Kindergarten Bus offset to Comm Ed	\$ (120,960)	\$ -	-	\$ -	-	\$ -
SPECIAL EDUCATION TRANSPORTATION	\$ 1,723,192	\$ 1,997,850	-	\$ 1,850,000	-	\$ 1,949,000
SOFTWARE	\$ 11,360	\$ 4,995	-	\$ 4,995	-	\$ 4,995
Total Non-Personnel	\$ 3,091,430	\$ 3,463,243	0.0	\$ 3,497,835	0.0	\$ 3,657,915
<b>Total 3300 TRANSPORTATION</b>	<b>\$ 3,096,415</b>	<b>\$ 3,511,994</b>	<b>4.0</b>	<b>\$ 3,554,535</b>	<b>4.0</b>	<b>\$ 3,715,533</b>

Notes:

Fees collected for student riders (Grades 7 - 12 AND all students living under 2 miles from school) offset the cost of contracted student transportation.

The "special education transportation" line item is increased to provide additional buses associated with the projected enrollment in the CHIPS integrated pre-school program.



Category Level Detail

	FY2017 ACTUAL	FY2018 ACTUAL	FY2019 FPE	FY2019 BUDGET	FY2020 FPE	FY2020 BUDGET
<b>3400 FOOD SERVICES</b>						
DIRECTOR OF SCHOOL NUTRITION	\$ 76,500	\$ 85,459	1.0	\$ 79,560	1.0	\$ 92,512
SUPPORT STAFF	\$ -	\$ 120,000	-	\$ -		\$ -
<b>Total Personnel</b>	<b>\$ 76,500</b>	<b>\$ 205,459</b>	<b>1.0</b>	<b>\$ 79,560</b>	<b>1.0</b>	<b>\$ 92,512</b>
CONTRACTED SERVICES	\$ 21,073	\$ 9,734	-	\$ 25,000	-	\$ 25,000
OTHER EXPENSES - UNCOLLECTED DEBT	\$ 11,452	\$ 16,169	-	\$ -	-	\$ -
<b>Total Non-Personnel</b>	<b>\$ 32,525</b>	<b>\$ 25,903</b>	<b>0.0</b>	<b>\$ 25,000</b>	<b>0.0</b>	<b>\$ 25,000</b>
<b>Total 3400 FOOD SERVICES</b>	<b>\$ 109,025</b>	<b>\$ 231,362</b>	<b>1.0</b>	<b>\$ 104,560</b>	<b>1.0</b>	<b>\$ 117,512</b>

Notes:

The "director of school nutrition" line item has increased to reflect a change in the annual works days of the director.

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Category Level Detail

	FY2017 ACTUAL	FY2018 ACTUAL	FY2019 FPE	FY2019 BUDGET	FY2020 FPE	FY2020 BUDGET
<b>3510 ATHLETIC DEPARTMENT</b>						
ATHLETIC DIRECTOR	\$ 104,151	\$ 99,894	1.0	\$ 99,487	1.0	\$ 102,745
ATHLETIC TRAINER	\$ 46,280	\$ 47,205	1.0	\$ 48,150	1.0	\$ 49,113
SECRETARY SALARY	\$ 23,890	\$ 18,653	1.0	\$ 22,622	1.0	\$ 23,712
ATHLETIC STUDENT ASSISTANT	\$ 6,840	\$ 9,838	0.4	\$ 11,902	0.4	\$ 12,344
ATHLETIC COACH STIPENDS	\$ -	\$ -	-	\$ -	-	\$ 366,180
Less: Offset to Athletic Revolving Fund (Athletic Fees & Gate Receipts)	\$ -	\$ -	-	\$ -	-	\$ (345,000)
<b>Total Personnel</b>	<b>\$ 181,161</b>	<b>\$ 175,589</b>	<b>3.4</b>	<b>\$ 182,161</b>	<b>3.4</b>	<b>\$ 209,094</b>
ATHLETICS DEPARTMENT STADIUM LIGHTS	\$ 81	\$ 927	-	\$ 2,000	-	\$ 2,000
INSURANCE	\$ 24,801	\$ 26,721	-	\$ 26,860	-	\$ 27,935
EQUIPMENT RECONDITIONING	\$ 17,908	\$ 12,274	-	\$ 18,963	-	\$ 18,963
MEDICAL SUPPLIES	\$ 4,881	\$ 5,884	-	\$ 6,000	-	\$ 6,000
GAME OFFICIALS/POLICE DETAILS	\$ 77,599	\$ 69,650	-	\$ 85,075	-	\$ 95,000
OTHER EXPENSES	\$ 45,946	\$ 56,701	-	\$ 34,600	-	\$ 38,600
POOL & ICE RENTALS	\$ 57,574	\$ 60,987	-	\$ 64,000	-	\$ 74,000
SUPPLIES	\$ 32,370	\$ 25,207	-	\$ 55,000	-	\$ 60,000
TRANSPORTATION	\$ 91,020	\$ 104,471	-	\$ 103,000	-	\$ 107,000
<b>Total Non-Personnel</b>	<b>\$ 352,180</b>	<b>\$ 362,823</b>	<b>0.0</b>	<b>\$ 395,498</b>	<b>0.0</b>	<b>\$ 429,498</b>
<b>Total 3510 ATHLETIC DEPARTMENT</b>	<b>\$ 533,341</b>	<b>\$ 538,412</b>	<b>3.4</b>	<b>\$ 577,659</b>	<b>3.4</b>	<b>\$ 638,592</b>

Notes:

The projected student athletic participation fees and estimated revenue from athletic contests (gate receipts) is included as an offset to the Athletic Department budget to provide a more complete picture of the overall operating costs associated with the Chelmsford High School interscholastic athletic program.

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Category Level Detail

	FY2017 ACTUAL	FY2018 ACTUAL	FY2019 FPE	FY2019 BUDGET	FY2020 FPE	FY2020 BUDGET
<b>3520 OTHER STUDENT ACTIVITIES</b>						
MIDDLE SCHOOL REGIONAL KNOWLEDGE BOWL ADVISORS	\$ -	\$ -	-	\$ 3,000	-	\$ 3,000
NIGHT SCHOOL INSTRUCTORS	\$ 16,504	\$ 15,698	-	\$ 5,000	-	\$ 5,000
STUDENT ACTIVITY ADVISORS	\$ 139,204	\$ 82,712	-	\$ 83,560	-	\$ 132,990
Total Personnel	\$ 155,708	\$ 98,410	0.0	\$ 91,560	0.0	\$ 140,990
OTHER EXPENSES - CHS NEWSPAPER	\$ -	\$ -	-	\$ -	-	\$ 1,000
OTHER EXPENSES - DESTINATION IMAGINATION	\$ 2,300	\$ 2,300	-	\$ 2,300	-	\$ 2,300
OTHER EXPENSES - MATHEMATICS TEAM	\$ 2,244	\$ 2,010	-	\$ 2,750	-	\$ 2,750
OTHER EXPENSES - NATIONAL HONOR SOCIETY	\$ 2,134	\$ 1,772	-	\$ 3,400	-	\$ 4,900
OTHER EXPENSES - SCIENCE CLUB	\$ 1,941	\$ 1,993	-	\$ 2,000	-	\$ 2,000
Total Non-Personnel	\$ 8,620	\$ 8,076	0.0	\$ 10,450	0.0	\$ 12,950
<b>Total 3520 OTHER STUDENT ACTIVITIES</b>	<b>\$ 164,327</b>	<b>\$ 106,486</b>	<b>0.0</b>	<b>\$ 102,010</b>	<b>0.0</b>	<b>\$ 153,940</b>

Notes:

The "student activity advisors" line item is increased to 1) provide additional funding for the "student service" and "student recognition" activities and clubs at McCarthy and Parker Middle Schools and Chelmsford High School to be "fee free" for eligible and participating students and 2) to provide additional funding to decrease the student activity fees at the middle and high school levels. A reduction from \$ 125/year to \$ 100/year is proposed at Chelmsford High School and a reduction from \$ 100/year to \$ 75/year is proposed at McCarthy and Parker Middle Schools.

Chelmsford Public School District  
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Category Level Detail

	FY2017	FY2018	FY2019	FY2019	FY2020	FY2020
	ACTUAL	ACTUAL	FPE	BUDGET	FPE	BUDGET

**3600 SCHOOL SECURITY**

SUPERVISOR OF STUDENTS	\$ 196,427	\$ 196,182	4.0	\$ 190,173	4.0	\$ 192,279
Less: Offset to Transportation Revolving Fund	\$ -	\$ -	-	\$ (33,300)		\$ -
CPS COURT LIAISON	\$ -	\$ -	-	\$ 9,000		\$ 9,000
Total Personnel	\$ 196,427	\$ 196,182	4.0	\$ 165,873	4.0	\$ 201,279
<b>Total 3600 SCHOOL SECURITY</b>	<b>\$ 196,427</b>	<b>\$ 196,182</b>	<b>4.0</b>	<b>\$ 165,873</b>	<b>4.0</b>	<b>\$ 201,279</b>

Notes:

The current Chelmsford High School student parking fee of \$ 200/year is proposed to be eliminated in the 2019/20 school year.

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Category Level Detail

	FY2017 ACTUAL	FY2018 ACTUAL	FY2019 FPE	FY2019 BUDGET	FY2020 FPE	FY2020 BUDGET
<b>4110 - 4210 - 4230 CUSTODIAL SERVICES</b>						
DIRECTOR OF FACILITY SERVICES	\$ 95,000	\$ 96,900	1.0	\$ 101,745	1.0	\$ 106,832
SECRETARY - FACILITY SERVICES	\$ 12,240	\$ 12,485	0.3	\$ 12,734	0.3	\$ 12,989
DAYTIME LEAD BUILDING CUSTODIANS	\$ 351,174	\$ 393,720	10.0	\$ 385,258	10.0	\$ 412,965
CUSTODIAL OVERTIME - GENERAL	\$ 16,744	\$ 14,312	-	\$ 5,000	-	\$ 15,000
CUSTODIAL OVERTIME - SNOW & ICE REMOVAL	\$ -	\$ 7,971	-	\$ 8,800	-	\$ 10,000
<b>Total Personnel</b>	<b>\$ 475,158</b>	<b>\$ 525,387</b>	<b>11.3</b>	<b>\$ 513,537</b>	<b>11.3</b>	<b>\$ 557,786</b>
CONTRACTUAL SERVICES	\$ 726,432	\$ 784,702	-	\$ 818,344	-	\$ 883,811
OTHER EXPENSES	\$ -	\$ -	-	\$ -	-	\$ 6,500
Less: Offset to Community Education Revolving Fund	\$ (28,493)	\$ (33,474)	-	\$ (29,678)	-	\$ (32,050)
SUPPLIES - AUDITORIUM & PAC	\$ 11,588	\$ 12,000	-	\$ 12,000	-	\$ 12,000
SUPPLIES - CUSTODIAL	\$ 169,966	\$ 179,365	-	\$ 215,000	-	\$ 232,200
GENERAL MAINTENANCE	\$ 5,000	\$ 5,000	-	\$ 30,000	-	\$ 30,000
EQUIPMENT	\$ 15,000	\$ 13,654	-	\$ 20,000	-	\$ 24,000
CLOTHING ALLOWANCE	\$ -	\$ 5,104	-	\$ 6,000	-	\$ 6,000
<b>Total Non-Personnel</b>	<b>\$ 899,493</b>	<b>\$ 966,351</b>	<b>0.0</b>	<b>\$ 1,071,666</b>	<b>0.0</b>	<b>\$ 1,162,461</b>
<b>Total 4110 - 4210 - 4230 CUSTODIAL SERVICES</b>	<b>\$ 1,374,651</b>	<b>\$ 1,491,738</b>	<b>11.3</b>	<b>\$ 1,585,203</b>	<b>11.3</b>	<b>\$ 1,720,247</b>

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Category Level Detail

	FY2017	FY2018	FY2019	FY2019	FY2020	FY2020
	ACTUAL	ACTUAL	FPE	BUDGET	FPE	BUDGET

**4120 - 4130 HEATING OF BUILDINGS & UTILITY SERVICES**

UTILITIES - FUEL	\$ 301,414	\$ 343,888	-	\$ 318,500	-	\$ 350,000
UTILITIES - ELECTRICITY	\$ 505,510	\$ 549,761	-	\$ 554,800	-	\$ 570,000
UTILITIES - TELEPHONE	\$ 211,969	\$ 233,419	-	\$ 212,000	-	\$ 240,000
UTILITIES - WATER	\$ 9,559	\$ 8,876	-	\$ 12,600	-	\$ 13,250
<b>Total Non-Personnel</b>	<b>\$ 1,028,452</b>	<b>\$ 1,135,943</b>	<b>0.0</b>	<b>\$ 1,097,900</b>	<b>0.0</b>	<b>\$ 1,173,250</b>

<b>Total 4120 - 4130 HEATING OF BUILDINGS &amp; UTILITY SERVICES</b>	<b>\$ 1,028,452</b>	<b>\$ 1,135,943</b>	<b>0.0</b>	<b>\$ 1,097,900</b>	<b>0.0</b>	<b>\$ 1,173,250</b>
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Category Level Detail

	FY2017 ACTUAL	FY2018 ACTUAL	FY2019 FPE	FY2019 BUDGET	FY2020 FPE	FY2020 BUDGET
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5150 EMPLOYEE SEPARATION COSTS

RETIREMENT INCENTIVE/SICK LEAVE BUY-BACK	\$ 207,467	\$ 237,742	-	\$ 78,672	-	\$ 228,486
Total Personnel	\$ 207,467	\$ 237,742	0.0	\$ 78,672	0.0	\$ 228,486
<b>Total 5150 EMPLOYEES SEPARATION COSTS</b>	<b>\$ 207,467</b>	<b>\$ 237,742</b>	<b>0.0</b>	<b>\$ 78,672</b>	<b>0.0</b>	<b>\$ 228,486</b>

Chelmsford Public School District  
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Category Level Detail

FY2017      FY2018      FY2019      FY2019      FY2020      FY2020  
 ACTUAL      ACTUAL      FPE      BUDGET      FPE      BUDGET

9300 TUITIONS

TUITIONS - OUT OF DISTRICT	\$ 7,309,954	\$ 7,435,378	-	\$ 7,368,900	-	\$ 6,650,000
Less: Circuit Breaker Funds	\$ (1,803,676)	\$ (2,557,348)	-	\$ (2,800,000)	-	\$ (2,750,000)
Less: School Choice Funds Offset	\$ -		-	\$ (250,000)	-	\$ (175,000)
Less: Valley Collaborative Tuition Credit/Refund	\$ -	\$ (528,817)	-	\$ (200,912)	-	\$ (167,347)
Total Non-Personnel	\$ 5,506,278	\$ 4,349,212	0.0	\$ 4,117,988	0.0	\$ 3,557,653
<b>Total 9300 TUITIONS</b>	<b>\$ 5,506,278</b>	<b>\$ 4,349,212</b>	<b>0.0</b>	<b>\$ 4,117,988</b>	<b>0.0</b>	<b>\$ 3,557,653</b>

Notes:

During the past several school years, the District tuitioned fifty (50) students from neighboring communities into the Chelmsford Public Schools. The District receives \$ 5,000 per student enrolled through the Commonwealth's School Choice Program. The anticipated School Choice receipts are being utilized as a revenue offset to support the CPS local operating budget. \$ 75,000 is offset to the 1:1 computer initiative and \$ 175,000 is offset to the out-of-district tuition expenses.

The District anticipates receiving a credit from Valley Collaborative in FY2020, as Valley is projecting revenue in excess of the amount they are able to retain at fiscal yearend. The amount above the allowable retainable limit must either be returned or credited to Valley's partner districts in proportion to the amount paid over the fiscal year. Chelmsford anticipates a credit of approximately \$ 200,000 in FY2020. I recommend a portion be used to offset the FY2020 local operating budget as it directly relates to special education tuition. I am recommending \$ 167,347 be used to bring the FY2020 local operating budget into balance and meet the Town Manager's recommended \$ 61 million budget for the Chelmsford Public Schools in FY2020.



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Category Level Detail

FY2017 ACTUAL	FY2018 ACTUAL	FY2019 FPE	FY2019 BUDGET	FY2020 FPE	FY2020 BUDGET
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<b>Grand Total</b>	<b>\$ 54,550,000</b>	<b>\$ 57,000,000</b>	<b>762.3</b>	<b>\$ 59,000,000</b>	<b>771.8</b>	<b>\$ 61,000,000</b>
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**Chelmsford Public School District  
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**Staff Salary Book**

Last Name	First Name	Position	FPE	Location / School	FY2020 Salary
GIGLIO	SHARON	Recording Secretary to the School Committee		Central Administration	\$ 5,200
LANG	JAY	Superintendent of Schools	1	Central Administration	\$ 196,350
LANG	JAY	Performance Bonus & Vacation Buyback		Central Administration	\$ 18,918
PHILLIPS	DEBORAH	Administrative Assistant to the Superintendent	1	Central Administration	\$ 55,586
HIRSCH	LINDA	Assistant Superintendent of Curriculum & Instruction	1	Central Administration	\$ 150,000
HIRSCH	LINDA	Performance Bonus & Vacation Buyback		Central Administration	\$ 11,579
MERCIER	KATHERINE	Administrative Assistant to the Assistant Superintendent	1	Central Administration	\$ 54,205
JOHNSON-COLLINS	JOANNA	Director of Business & Finance	1	Central Administration	\$ 125,222
PACELLI	DONNA	Accounts Payable/Receivable Specialist	1	Central Administration	\$ 39,535
WOODMAN	KAREN	Accounts Payable/Receivable Specialist	1	Central Administration	\$ 39,535
BOLDUC	LEANNE	Financial Analyst	1	Central Administration	\$ 47,754
ROSE	WIOLETTKA	Payroll Coordinator	1	Central Administration	\$ 58,366
GENNARO	JANE	Student Enrollment Registrar	1	Central Administration	\$ 57,687
			<b>5</b>		<b>\$ 242,878</b>
KIRKPATRICK	CHERYL	Director of Personnel & Professional Learning	1	Central Administration	\$ 128,222
BERGLUND	KAREN	Administrative Assistant - Personnel	1	Central Administration	\$ 43,297
WEBBER	RUTH	Administrative Assistant - Personnel	1	Central Administration	\$ 42,448
			<b>2</b>		<b>\$ 85,746</b>
PANNETON	SHERRI	Substitute Teacher Coordinator	0.7	Central Administration	\$ 30,308
SILVER	WILLIAM	Director of Information, Communication & Technology Services	1	Central Administration	\$ 125,222
RIGOLI	PAMELA	Districtwide Data Management Officer	1	Central Administration	\$ 74,327
HEFFERNAN	LISA	Districtwide Data Management Assistant	1	Central Administration	\$ 50,978
WYMAN	JOSEPH	ICTS Service Manager	1	Central Administration	\$ 63,672
			<b>3</b>		<b>\$ 188,977</b>
PEREIRA	ANTONIO	ICTS Network Administrator	1	Central Administration	\$ 88,434
WEDEL	PAUL	ICTS Solutions Engineer	1	Central Administration	\$ 83,640
SHIN	DONG	Computer Technician	1	Districtwide	\$ 43,697
NORMANDIN	STEVEN	ICTS Webmaster	1	Districtwide	\$ 44,571
ARGENZIANO	JEFFREY	Media Technician	1	Districtwide	\$ 49,906
<i>Superintendent's Budget Recommendation: Add 3.0 Part-Time Computer Technician positions</i>			<b>0</b>	<i>Districtwide</i>	<b>\$ 46,800</b>
			<b>5</b>		<b>\$ 357,048</b>
MCGOWAN-GUMP	MARGARET	Coordinator of School Nursing Services	1	Districtwide	\$ 102,745
WILSON	LARAINNE	Coordinator of Social Emotional Learning & Counseling Services	1	Districtwide	\$ 101,477
ROGERS	KELLY	Curriculum Coordinator - ELL, Reading & Title I	1	Districtwide	\$ 108,282
		<i>Less: Offset to Title I Grant (30% of Annual Salary)</i>			<i>\$ (32,485)</i>
DICK	ABBEY	Curriculum Coordinator - English	1	Districtwide	\$ 104,013
WHITTLESEY	CHRISTINA	Curriculum Coordinator - Fine & Performing Arts	1	Districtwide	\$ 111,861
BEYRANEVAND	MATTHEW	Curriculum Coordinator - Mathematics	1	Districtwide	\$ 111,861
SIMES	KATHRYN	Curriculum Coordinator - Physical Education & Health	1	Districtwide	\$ 110,861
MORRIS	JONATHAN	Curriculum Coordinator - Science	1	Districtwide	\$ 102,745
QUINN	STEPHANIE	Curriculum Coordinator - Social Studies	1	Districtwide	\$ 110,861
SWEENEY	MARILYN	Curriculum Coordinator - Technology	1	Districtwide	\$ 111,861
NOLLET	JESSICA	Curriculum Coordinator - World Language & Exchange Programs	1	Districtwide	\$ 100,208
<i>Superintendent's Budget Recommendation: Add 1.0 Coordinator - World Language &amp; Exchange Programs</i>			<b>0</b>	<i>Districtwide</i>	<b>\$ -</b>
			<b>11</b>		<b>\$ 1,144,290</b>
		Course Scheduler		Chelmsford High School	\$ 5,000
		Facilitator Stipend - World Language		Districtwide	\$ 4,000
					<b>\$ 9,000</b>

Chelmsford Public School District  
 FY2020 School Committee Approved Budget  
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Staff Salary Book

Last Name	First Name	Position	FPE	Location / School	FY2020 Salary
HARTERY	MARTHA	Secretary - Curriculum Coordinators	1	Chelmsford High School	\$ 36,048
REESE	AMY	Director of Student Support Services	1	Central Administration	\$ 125,222
MATSON	AMY	Assistant Director of Student Support Services	1	Central Administration	\$ 104,560
GUILLEMETTE	TRACY	Secretary to the Director of Student Support Services	1	Central Administration	\$ 42,656
RANDOLPH	THERESA	Secretary - Special Education	1	Chelmsford High School	\$ 41,594
			<b>2</b>		<b>\$ 84,250</b>
MCARDLE	MARY JANE	Special Education Administrative Chairperson	1	Districtwide	\$ 104,013
MCGUIRK	MEGAN	Special Education Administrative Chairperson	1	Districtwide	\$ 100,208
MORGAN	RENEE	Special Education Administrative Chairperson	1	Districtwide	\$ 102,745
<i>Superintendent's Budget Recommendation: Add 1.0 Special Education Administrative Chairperson position</i>			<b>1</b>	<b>Districtwide</b>	<b>\$ 100,208</b>
			<b>4</b>		<b>\$ 407,174</b>
HOYT	RUSSELL	Coordinator of Integrated Pre-School	1	CHiPs Program	\$ 107,861
FREDETTE	JASON	Principal	1	Byam Elementary School	\$ 117,484
FULREADER	DIANNA	Principal	1	Center Elementary School	\$ 117,484
MURRAY	STEPHEN	Principal	1	Chelmsford High School	\$ 139,190
ASSELIN	ROBERT	Principal	1	Harrington Elementary School	\$ 117,484
MCPHEE	KURT	Principal	1	McCarthy Middle School	\$ 121,771
PARKS	JEFFERY	Principal	1	Parker Middle School	\$ 124,771
MCMAHON	MOLLY	Principal	1	South Row Elementary School	\$ 118,484
			<b>7</b>		<b>\$ 856,669</b>
DOLAN	ELIZABETH	Assistant Principal - Elementary	1	Byam Elementary School	\$ 101,477
OMOBONO	DONNA	Assistant Principal - Elementary	1	Center Elementary School	\$ 100,208
GRABOWSKI	KAREN	Assistant Principal - Elementary	1	Harrington Elementary School	\$ 100,208
RAMALHO	JAYSON	Assistant Principal - Elementary	1	South Row Elementary School	\$ 101,477
<i>Superintendent's Budget Recommendation: Add 2.0 Assistant Principal - Elementary positions</i>			<b>0</b>	<b>Elementary Schools</b>	<b>\$ -</b>
			<b>4</b>		<b>\$ 403,370</b>
CALOBRISI	KERRY ANN	Assistant Principal - Middle	1	McCarthy Middle School	\$ 101,477
SOUZA	MARK	Assistant Principal - Middle	1	Parker Middle School	\$ 111,456
			<b>2</b>		<b>\$ 212,933</b>
LYONS	ROBERT	Dean - Emerson House	1	Chelmsford High School	\$ 114,429
BLAGG	JOSHUA	Dean - Hawthorne House	1	Chelmsford High School	\$ 110,429
MACISAAC	JOHN	Dean - Whittier House	1	Chelmsford High School	\$ 106,551
			<b>3</b>		<b>\$ 331,410</b>
DOSSIN	ANNE	School Secretary - Principal	1	Byam Elementary School	\$ 36,635
CAFFELLE	MARY	School Secretary - Principal	1	Center Elementary School	\$ 36,635
DISTASI	REBECCA	School Secretary - Emerson House	1	Chelmsford High School	\$ 30,364
MASON	MARCY	School Secretary - Hawthorne House	1	Chelmsford High School	\$ 26,868
RICK	ELIZABETH	School Secretary - Principal	1	Chelmsford High School	\$ 41,594
FALLON	SUSAN	School Secretary - Whittier House	1	Chelmsford High School	\$ 26,868
GARERI	MICHELLE	School Secretary - Principal	1	Harrington Elementary School	\$ 35,835
MANNION	IDA	School Secretary - Assistant Principal	1	McCarthy Middle School	\$ 34,192
PINDARA	CHARLENE	School Secretary - Principal	1	McCarthy Middle School	\$ 38,821
ROBINSON	DEBORAH	School Secretary - Assistant Principal	1	Parker Middle School	\$ 34,192
LOISELLE	SUSAN	School Secretary - Principal	1	Parker Middle School	\$ 38,821
O'NEILL	DEBORAH	School Secretary - Principal	1	South Row Elementary School	\$ 35,035
			<b>12</b>		<b>\$ 415,860</b>
MURPHY	STELLA	School Clerk	1	Byam Elementary School	\$ 18,125
MACKESSY	KRISTINE	School Clerk	1	Center Elementary School	\$ 17,786
RUGGIERO	MARGARET	School Clerk - Guidance/MCAS	1	Chelmsford High School	\$ 11,943
MOREAU	KELLEY	School Clerk - Information	1	Chelmsford High School	\$ 35,035
SCARFO	KERRY ANN	School Clerk - Science Lab	1	Chelmsford High School	\$ 23,886

**Chelmsford Public School District**  
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**Staff Salary Book**

Last Name	First Name	Position	FPE	Location / School	FY2020 Salary
ZUKOWSKI	DAVID	School Clerk - Substitute Teacher Coordinator	1	Chelmsford High School	\$ 18,267
ZOUZAS	HARIKLIA	School Clerk	1	CHIPs Program	\$ 23,886
FIDLER	HEATHER	School Clerk	1	Harrington Elementary School	\$ 17,265
HERLIHY	JODIE	School Clerk	1	McCarthy Middle School	\$ 21,929
VACANT	VACANT	School Clerk	1	Parker Middle School	\$ 21,679
SEPE	KIMBERLY	School Clerk	1	South Row Elementary School	\$ 17,062
			<b>11</b>		<b>\$ 226,863</b>
HIGGINS	JOYCE	Clerk - Copy Center	1	McCarthy Middle School	\$ 17,278
WALSH	CHRISTINE	Clerk - Copy Center	1	Parker Middle School	\$ 16,427
			<b>2</b>		<b>\$ 33,705</b>
		Longevity		Districtwide	\$ 39,280
		Salary Reserve for Level (Lane) Changes		Districtwide	\$ 110,096
		Salary Reserve for COLA		Districtwide	\$ 888,967
CARSON	SARAH	Elementary School Teacher (1st Grade)	1	Byam Elementary School	\$ 81,902
HICKS	MEGHANNE	Elementary School Teacher (1st Grade)	1	Byam Elementary School	\$ 81,902
HOGAN	MEGHAN	Elementary School Teacher (1st Grade)	1	Byam Elementary School	\$ 81,902
MARCHANT	KRISTINA	Elementary School Teacher (1st Grade)	1	Byam Elementary School	\$ 81,902
WASZAK	ALISON	Elementary School Teacher (1st Grade)	1	Byam Elementary School	\$ 51,596
HARRIS	KATHERINE	Elementary School Teacher (2nd Grade)	1	Byam Elementary School	\$ 87,226
MAGUIRE	ELEN	Elementary School Teacher (2nd Grade)	1	Byam Elementary School	\$ 81,902
SULLIVAN	LAUREN	Elementary School Teacher (2nd Grade)	1	Byam Elementary School	\$ 81,902
TICHES	RENEE	Elementary School Teacher (2nd Grade)	1	Byam Elementary School	\$ 81,902
HOLMAN	MELISSA	Elementary School Teacher (3rd Grade)	1	Byam Elementary School	\$ 81,902
KOOKEN	KARLA	Elementary School Teacher (3rd Grade)	1	Byam Elementary School	\$ 76,361
STREETER	KRISTY	Elementary School Teacher (3rd Grade)	1	Byam Elementary School	\$ 81,902
WALSH	ASHLEY	Elementary School Teacher (3rd Grade)	1	Byam Elementary School	\$ 68,049
WOOD	JAMIE	Elementary School Teacher (3rd Grade)	1	Byam Elementary School	\$ 59,738
ABBASCIANO	MICHELLE	Elementary School Teacher (4th Grade)	1	Byam Elementary School	\$ 59,738
BABSON	KRISTIN	Elementary School Teacher (4th Grade)	1	Byam Elementary School	\$ 81,902
BAKER	AMY	Elementary School Teacher (4th Grade)	1	Byam Elementary School	\$ 81,902
HAGAR	ALICIA	Elementary School Teacher (4th Grade)	1	Byam Elementary School	\$ 62,508
SZABLAK	LINDA	Elementary School Teacher (4th Grade)	1	Byam Elementary School	\$ 81,902
AHEARN	STEPHANIE	Elementary School Teacher (1st Grade)	1	Center Elementary School	\$ 65,279
CARTER	KATHLEEN	Elementary School Teacher (1st Grade)	1	Center Elementary School	\$ 81,902
COTTER	DIANNE	Elementary School Teacher (1st Grade)	1	Center Elementary School	\$ 81,902
DOOLEY	SUSAN	Elementary School Teacher (1st Grade)	1	Center Elementary School	\$ 81,902
PIERCE-CLARKE	KARI	Elementary School Teacher (2nd Grade)	1	Center Elementary School	\$ 81,902
REINEMANN	MICHELLE	Elementary School Teacher (2nd Grade)	1	Center Elementary School	\$ 81,902
WALKER	ANNAN	Elementary School Teacher (2nd Grade)	1	Center Elementary School	\$ 54,196
VACANT	VACANT	Elementary School Teacher (2nd Grade)	1	Center Elementary School	\$ 56,967
AYOTTE	JENNIFER	Elementary School Teacher (3rd Grade)	1	Center Elementary School	\$ 70,957
KNIGHT	BARBARA	Elementary School Teacher (3rd Grade)	1	Center Elementary School	\$ 81,902
L'ABBE	JEFFREY	Elementary School Teacher (3rd Grade)	1	Center Elementary School	\$ 86,432
REMICK	JESSICA	Elementary School Teacher (3rd Grade)	1	Center Elementary School	\$ 81,902
BUCKLEY	SARAH	Elementary School Teacher (4th Grade)	1	Center Elementary School	\$ 76,361
CUNNINGHAM	ALICIA	Elementary School Teacher (4th Grade)	1	Center Elementary School	\$ 81,902
OLSSON	MARYELLEN	Elementary School Teacher (4th Grade)	1	Center Elementary School	\$ 81,902
VACANT	VACANT	Elementary School Teacher (4th Grade)	1	Center Elementary School	\$ 56,967
ASHDOWN	LISA	Elementary School Teacher (1st Grade)	1	Harrington Elementary School	\$ 81,902
COTE	ALLISON	Elementary School Teacher (1st Grade)	1	Harrington Elementary School	\$ 56,967
GILBERT	STACY	Elementary School Teacher (1st Grade)	1	Harrington Elementary School	\$ 81,902
LARIVEE	CAROLE	Elementary School Teacher (1st Grade)	1	Harrington Elementary School	\$ 86,432
CODDAIRE	ELIZABETH	Elementary School Teacher (2nd Grade)	1	Harrington Elementary School	\$ 81,902
HOFFMAN	JANET	Elementary School Teacher (2nd Grade)	1	Harrington Elementary School	\$ 81,902
NAGLE	KAITLYN	Elementary School Teacher (2nd Grade)	1	Harrington Elementary School	\$ 48,965
OMOBONO	DONNA	Elementary School Teacher (2nd Grade)	1	Harrington Elementary School	\$ 81,902
WURTZLER	STEVE	Elementary School Teacher (2nd Grade)	1	Harrington Elementary School	\$ 81,902
GRAHAM	KRISTEN	Elementary School Teacher (3rd Grade)	1	Harrington Elementary School	\$ 81,902
KOWALIK	JESSICA	Elementary School Teacher (3rd Grade)	1	Harrington Elementary School	\$ 81,902

Chelmsford Public School District  
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Staff Salary Book

Last Name	First Name	Position	FPE	Location / School	FY2020 Salary
POTCNER	LEAH	Elementary School Teacher (3rd Grade)	1	Harrington Elementary School	\$ 59,738
SALMON	JENNIFER	Elementary School Teacher (3rd Grade)	1	Harrington Elementary School	\$ 87,226
COTE	KRISTINA	Elementary School Teacher (4th Grade)	1	Harrington Elementary School	\$ 68,049
DANIELI	ELIZABETH	Elementary School Teacher (4th Grade)	1	Harrington Elementary School	\$ 70,957
GUERRA	MARY	Elementary School Teacher (4th Grade)	1	Harrington Elementary School	\$ 65,279
MACALLISTER	MARYBETH	Elementary School Teacher (4th Grade)	1	Harrington Elementary School	\$ 76,361
SULLIVAN	KELLIE	Elementary School Teacher (4th Grade)	1	Harrington Elementary School	\$ 81,902
ABBOTT	TAMMY	Elementary School Teacher (1st Grade)	1	South Row Elementary School	\$ 70,957
BULLOCK	CARA	Elementary School Teacher (1st Grade)	1	South Row Elementary School	\$ 65,279
FRASCA	STACY	Elementary School Teacher (1st Grade)	1	South Row Elementary School	\$ 81,902
KRASNOVSKY	SARAH	Elementary School Teacher (1st Grade)	1	South Row Elementary School	\$ 59,738
CONNOLLY	ELAINE	Elementary School Teacher (2nd Grade)	1	South Row Elementary School	\$ 81,902
HODGKINS	JUDY	Elementary School Teacher (2nd Grade)	1	South Row Elementary School	\$ 81,902
KELLEY	DEIRDRE	Elementary School Teacher (2nd Grade)	1	South Row Elementary School	\$ 76,361
WEBBER	JAMIE	Elementary School Teacher (2nd Grade)	1	South Row Elementary School	\$ 65,279
KRAUCH	MARTHA	Elementary School Teacher (3rd Grade)	1	South Row Elementary School	\$ 81,902
SANBORN	JENNIFER	Elementary School Teacher (3rd Grade)	1	South Row Elementary School	\$ 81,902
STAGNONE	ANNE	Elementary School Teacher (3rd Grade)	1	South Row Elementary School	\$ 81,902
VASQUEZ	AUDRA	Elementary School Teacher (3rd Grade)	1	South Row Elementary School	\$ 81,902
DEMARY	JACLYN	Elementary School Teacher (4th Grade)	1	South Row Elementary School	\$ 65,279
DRISCOLL	TERRY	Elementary School Teacher (4th Grade)	1	South Row Elementary School	\$ 80,718
MATHEWS	BETH-ANN	Elementary School Teacher (4th Grade)	1	South Row Elementary School	\$ 81,902
TICE	LISA	Elementary School Teacher (4th Grade)	1	South Row Elementary School	\$ 86,432
<b>69</b>					<b>\$ 5,234,668</b>
CAREY	JANET	Kindergarten Teacher	1	Byam Elementary School	\$ 81,902
CORMACK-O'DONNELL	MARIE	Kindergarten Teacher	1	Byam Elementary School	\$ 81,902
HANAFIN	SHERRI	Kindergarten Teacher	1	Byam Elementary School	\$ 81,902
SEXAUER	ELIZABETH	Kindergarten Teacher	1	Byam Elementary School	\$ 74,018
BENTLEY	LAURA	Kindergarten Teacher	1	Center Elementary School	\$ 62,508
GREGORY	KATHLEEN	Kindergarten Teacher	1	Center Elementary School	\$ 59,871
MCCONNELL	BRENDA	Kindergarten Teacher	1	Center Elementary School	\$ 62,508
MUSE	CASSANDRA	Kindergarten Teacher	1	Center Elementary School	\$ 51,596
KENNEY	ROBYN	Kindergarten Teacher	1	Harrington Elementary School	\$ 81,902
PRUSSACK	AMY	Kindergarten Teacher	1	Harrington Elementary School	\$ 86,432
SAWYER	ELIZABETH	Kindergarten Teacher	1	Harrington Elementary School	\$ 81,902
TORPEY	ELIZABETH	Kindergarten Teacher	1	Harrington Elementary School	\$ 65,279
DOSSIN	EMILY	Kindergarten Teacher	1	South Row Elementary School	\$ 62,508
PATRIQUIN	ABIGAIL	Kindergarten Teacher	1	South Row Elementary School	\$ 56,967
RIGBY	JENNIFER	Kindergarten Teacher	1	South Row Elementary School	\$ 68,049
TODD	MARY	Kindergarten Teacher	1	South Row Elementary School	\$ 81,902
<b>16</b>					<b>\$ 1,141,148</b>
BAILLARGEON	DANIELLE	Middle School Teacher (5th Grade)	1	McCarthy Middle School	\$ 81,902
DAIGLE	DENISE	Middle School Teacher (5th Grade)	1	McCarthy Middle School	\$ 75,275
DEVITO	KATHRYN	Middle School Teacher (5th Grade)	1	McCarthy Middle School	\$ 87,226
MACPHEE	JENNIFER	Middle School Teacher (5th Grade)	1	McCarthy Middle School	\$ 81,902
MURRAY	PAMELA	Middle School Teacher (5th Grade)	1	McCarthy Middle School	\$ 86,432
OTTMAN	RACHEL	Middle School Teacher (5th Grade)	1	McCarthy Middle School	\$ 81,902
PANAGIOTAKOS	CHRISTINE	Middle School Teacher (5th Grade)	1	McCarthy Middle School	\$ 86,432
SKELTON	MARY	Middle School Teacher (5th Grade)	1	McCarthy Middle School	\$ 81,902
BROCKMYRE-MARTIN	MARY	Middle School Teacher (6th Grade)	1	McCarthy Middle School	\$ 86,432
FELZANI	ADAM	Middle School Teacher (6th Grade)	1	McCarthy Middle School	\$ 87,226
FLANAGAN	JENNIFER	Middle School Teacher (6th Grade)	1	McCarthy Middle School	\$ 81,902
LOCOCO	KAREN	Middle School Teacher (6th Grade)	1	McCarthy Middle School	\$ 81,902
MAHER	GLENN	Middle School Teacher (6th Grade)	1	McCarthy Middle School	\$ 81,902
MARTINES	LAURIE	Middle School Teacher (6th Grade)	1	McCarthy Middle School	\$ 81,902
VACANT	VACANT	Middle School Teacher (6th Grade)	1	McCarthy Middle School	\$ 56,967
SKAFF	LISA ANN	Middle School Teacher (6th Grade)	1	McCarthy Middle School	\$ 81,902
BAIN	JACLYN	Middle School Teacher (5th Grade)	1	Parker Middle School	\$ 81,902
BRIAND	KIMBERLY	Middle School Teacher (5th Grade)	1	Parker Middle School	\$ 81,902
DAY	SANDRA	Middle School Teacher (5th Grade)	1	Parker Middle School	\$ 81,902
EASTMAN	JENNIFER	Middle School Teacher (5th Grade)	1	Parker Middle School	\$ 81,902
ENGEL	SHANNON	Middle School Teacher (5th Grade)	1	Parker Middle School	\$ 81,902

Chelmsford Public School District  
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Staff Salary Book

Last Name	First Name	Position	FPE	Location / School	FY2020 Salary
LEONARD	NICOLE	Middle School Teacher (5th Grade)	1	Parker Middle School	\$ 81,902
MERRILL	SHANNON	Middle School Teacher (5th Grade)	1	Parker Middle School	\$ 81,902
MESITE	DAWN	Middle School Teacher (5th Grade)	1	Parker Middle School	\$ 81,902
ASQUITH	BRENDAN	Middle School Teacher (6th Grade)	1	Parker Middle School	\$ 81,902
AYLWARD	JENNIFER	Middle School Teacher (6th Grade)	1	Parker Middle School	\$ 81,902
CODY	TRACEY	Middle School Teacher (6th Grade)	1	Parker Middle School	\$ 74,018
DINGWELL	LORINDA	Middle School Teacher (6th Grade)	1	Parker Middle School	\$ 81,902
MAIER	DAVID	Middle School Teacher (6th Grade)	1	Parker Middle School	\$ 70,957
MANGAN	JULIE	Middle School Teacher (6th Grade)	1	Parker Middle School	\$ 77,860
POLLICELLI	MARICLARE	Middle School Teacher (6th Grade)	1	Parker Middle School	\$ 68,049
SULESKI	MICHAEL	Middle School Teacher (6th Grade)	1	Parker Middle School	\$ 86,432
			<b>32</b>		<b>\$ 2,581,346</b>
CRAMER	VIRGINIA	Art Teacher	1	(.8) McCarthy / (.2) Parker	\$ 86,432
GOVER	ALLISON	Art Teacher	1	Byam Elementary School	\$ 70,957
JOOS	DARLEEN	Art Teacher	1	Center Elementary School	\$ 87,226
ALVES	MADALENA	Art Teacher	1	Chelmsford High School	\$ 87,226
BETKE	BREE	Art Teacher	1	Chelmsford High School	\$ 59,738
COGLIANO	DIANE	Art Teacher	1	Chelmsford High School	\$ 81,902
KARANGIOZE	TERESA	Art Teacher	1	Chelmsford High School	\$ 87,226
VACANT	VACANT	Art Teacher	1	Harrington Elementary School	\$ 56,967
KILEY	SARAH	Art Teacher	1	McCarthy Middle School	\$ 75,275
ADLER	ANITA	Art Teacher	1	Parker Middle School	\$ 86,432
MAZZONE	KELLY	Art Teacher	0.4	Parker Middle School	\$ 21,691
CRISTANTIELLO	JANE	Art Teacher	1	South Row Elementary School	\$ 81,902
			<b>11.4</b>		<b>\$ 882,974</b>
SHUPE	ANDREW	Business Teacher	1	Chelmsford High School	\$ 75,275
SOUSA	THOMAS	Business Teacher	1	Chelmsford High School	\$ 81,902
VACANT	VACANT	Business Teacher	1	Chelmsford High School	\$ 56,967
			<b>3</b>		<b>\$ 214,144</b>
ABOELSAAD	DAWN	English Teacher	1	Chelmsford High School	\$ 81,902
ARENA	NANCY	English Teacher	1	Chelmsford High School	\$ 86,432
BARTOS	MATTHEW	English Teacher	1	Chelmsford High School	\$ 87,226
CARPENITO	SAMUEL	English Teacher	1	Chelmsford High School	\$ 70,957
COURTEMANCHE	STEVEN	English Teacher	1	Chelmsford High School	\$ 87,226
KAVERUD	KRISTINA	English Teacher	1	Chelmsford High School	\$ 91,491
KEA	KRISTINA	English Teacher	1	Chelmsford High School	\$ 56,967
MESSIER	MARGARET	English Teacher	1	Chelmsford High School	\$ 87,226
PARATO	LISA	English Teacher	1	Chelmsford High School	\$ 81,902
PARSONS	RYAN	English Teacher	1	Chelmsford High School	\$ 76,361
REGAN	SUSAN	English Teacher	1	Chelmsford High School	\$ 81,902
SANDERS	CLAYTON	English Teacher	1	Chelmsford High School	\$ 74,018
SHEA	MICHAEL	English Teacher	1	Chelmsford High School	\$ 86,432
SHEEHAN	JUDITH	English Teacher	1	Chelmsford High School	\$ 91,491
VAN BLARCOM	IAN	English Teacher	1	Chelmsford High School	\$ 81,902
VARGA	ERIK	English Teacher	1	Chelmsford High School	\$ 81,902
COURTNEY	DANA	English Teacher	1	McCarthy Middle School	\$ 76,361
DENSON	MICHELE	English Teacher	1	McCarthy Middle School	\$ 87,226
KALABOKIS	JOANNE	English Teacher	1	McCarthy Middle School	\$ 79,132
MCMAHON	MELISSA	English Teacher	1	McCarthy Middle School	\$ 81,902
TURNER	WARREN	English Teacher	1	McCarthy Middle School	\$ 54,196
COURTEMANCHE	KARA	English Teacher	1	Parker Middle School	\$ 68,049
KISH	SHEILA	English Teacher	1	Parker Middle School	\$ 86,432
MCCLURE	STEPHEN	English Teacher	1	Parker Middle School	\$ 86,432
SUCHECKI	ERIN	English Teacher	1	Parker Middle School	\$ 66,431
			<b>-0.5</b>	<b>McCarthy Middle School</b>	<b>\$ (28,484)</b>
			<b>24.5</b>		<b>\$ 1,963,015</b>
MURPHY	JOAN	Family Life Consumer Science Teacher	1	Chelmsford High School	\$ 81,902
DEVANEY	MAURA	Health Teacher	1	Chelmsford High School	\$ 75,275
DIBBLE	MATTHEW	Health Teacher	1	Chelmsford High School	\$ 81,902

Chelmsford Public School District  
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Staff Salary Book

Last Name	First Name	Position	FPE	Location / School	FY2020 Salary
KOBRENSKI	REBECCA	Health Teacher	1	Chelmsford High School	\$ 81,902
GERMAIN	TRACEY	Health Teacher	1	McCarthy Middle School	\$ 81,902
LYONS	KRISTEN	Health Teacher	1	McCarthy Middle School	\$ 81,902
PARKS	ANGELA	Health Teacher	1	Parker Middle School	\$ 81,902
SULLIVAN	MICHAEL	Health Teacher	1	Parker Middle School	\$ 70,957
			<b>7</b>		<b>\$ 555,742</b>
ARRINGTON	ERICA	Mathematics Teacher	1	Chelmsford High School	\$ 86,432
BEATO	EDUARDO	Mathematics Teacher	1	Chelmsford High School	\$ 65,279
BLAGG	KAREN	Mathematics Teacher	1	Chelmsford High School	\$ 86,432
BURNS	JACLYN	Mathematics Teacher	1	Chelmsford High School	\$ 77,860
DOULAMIS	KATHERINE	Mathematics Teacher	1	Chelmsford High School	\$ 81,902
DUSSAULT	JENNIFER	Mathematics Teacher	1	Chelmsford High School	\$ 69,010
GAFFNEY	LEAH	Mathematics Teacher	1	Chelmsford High School	\$ 81,902
HUNT	ILYSSA	Mathematics Teacher	1	Chelmsford High School	\$ 81,902
KIERNAN-BELL	NANCY	Mathematics Teacher	1	Chelmsford High School	\$ 81,902
MARSHALL	ERIN	Mathematics Teacher	1	Chelmsford High School	\$ 86,432
MCINTYRE	ZACHARY	Mathematics Teacher	1	Chelmsford High School	\$ 86,432
MCMANUS	JENNIFER	Mathematics Teacher	1	Chelmsford High School	\$ 86,432
ROBERTS	PATRICIA	Mathematics Teacher	1	Chelmsford High School	\$ 86,432
ROBILLARD	SCOTT	Mathematics Teacher	1	Chelmsford High School	\$ 86,432
SILK	LINDSEY	Mathematics Teacher	1	Chelmsford High School	\$ 75,003
SWANSON	ALEXANDRA	Mathematics Teacher	1	Chelmsford High School	\$ 74,018
WILLIAMS	DANIEL	Mathematics Teacher	1	Chelmsford High School	\$ 78,650
WITTE	MATTHEW	Mathematics Teacher	1	Chelmsford High School	\$ 81,902
DEMIRDAG	MUGE	Mathematics Teacher	1	McCarthy Middle School	\$ 56,967
GALLAGHER	THOMAS	Mathematics Teacher	1	McCarthy Middle School	\$ 75,275
LUCENTE	KATHRYN	Mathematics Teacher	1	McCarthy Middle School	\$ 86,432
MEANEY	DANIELLE	Mathematics Teacher	1	McCarthy Middle School	\$ 81,902
SCHEINBART	CAROL	Mathematics Teacher	1	McCarthy Middle School	\$ 87,226
HESLIN	JACKELYN	Mathematics Teacher	1	Parker Middle School	\$ 81,902
KEOHANE	THERESE	Mathematics Teacher	1	Parker Middle School	\$ 86,432
NOBLE	AMANDA	Mathematics Teacher	1	Parker Middle School	\$ 77,860
WING	PAUL	Mathematics Teacher	1	Parker Middle School	\$ 86,432
<i>Superintendent's Budget Recommendation: Reduce .5 Mathematics Teacher position</i>			<i>-0.5</i>	<i>McCarthy Middle School</i>	<i>\$ (28,484)</i>
			<b>26.5</b>		<b>\$ 2,146,299</b>
SEGAL	JENNIE	Music Teacher	0.5	(.3) CHIPs / (.2) McCarthy	\$ 25,798
ROEDER	AMANDA	Music Teacher	1	(.6) CHS / (.2) McCarthy	\$ 81,902
RICHARDSON	JODI	Music Teacher	1	(.6) Parker / (.4) McCarthy	\$ 81,902
SLOCUM	SUSAN	Music Teacher	1	(.8) McCarthy / (.2) Parker	\$ 86,432
GRABER	MATTHEW	Music Teacher	1	Byam Elementary School	\$ 72,145
ERRGONG-WEIDER	MEGAN	Music Teacher	1	Center Elementary School	\$ 81,902
COCHRAN	LAUREN	Music Teacher	1	Chelmsford High School	\$ 86,432
COMEAU	KATE	Music Teacher	1	(.6) CHS / (.2) Elementary	\$ 81,902
VALENTINO	JESSICA	Music Teacher	1	Harrington Elementary School	\$ 60,715
LACASSE	ALLISON	Music Teacher	1	McCarthy Middle School	\$ 86,432
WRIGHT	SEAN	Music Teacher	1	McCarthy Middle School	\$ 76,361
SEXAUER	MATTHEW	Music Teacher	1	(.6) CHS / (.2) Parker	\$ 81,902
LINSNER	ERIC	Music Teacher	1	Parker Middle School	\$ 75,275
TIANO	LISA	Music Teacher	0.9	Parker Middle School	\$ 67,748
COOPER	AMANDA	Music Teacher	1	South Row Elementary School	\$ 70,957
			<b>14.4</b>		<b>\$ 1,117,805</b>
KLICK-MCHUGH	CAITLIN	Physical Education Teacher	1	(.8) McCarthy / (.2) Parker	\$ 86,432
D'AMATO	CONCETTA	Physical Education Teacher	0.2	Byam Elementary School	\$ 10,845
MCELROY-YEIDER	COURTNEY	Physical Education Teacher	1	Byam Elementary School	\$ 74,018
KIVI	TANYA	Physical Education Teacher	1	Center Elementary School	\$ 87,226
GRAHAM	REBECCA	Physical Education Teacher	1	Chelmsford High School	\$ 75,275
GUARENTE	MATTHEW	Physical Education Teacher	1	Chelmsford High School	\$ 59,738
MARSHALL	MICHAEL	Physical Education Teacher	1	Chelmsford High School	\$ 81,902
SLOAN	MICHELE	Physical Education Teacher	1	Chelmsford High School	\$ 86,432
CORMIER	KELLY	Physical Education Teacher	1	Harrington Elementary School	\$ 81,902
GRAHAM	PATRICK	Physical Education Teacher	1	McCarthy Middle School	\$ 81,902

Chelmsford Public School District  
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Staff Salary Book

Last Name	First Name	Position	FPE	Location / School	FY2020 Salary
SHERLOCK	JOHN	Physical Education Teacher	1	McCarthy Middle School	\$ 81,902
JOWETT	LINDA	Physical Education Teacher	1	Parker Middle School	\$ 75,275
MCCARTHY	GARRETT	Physical Education Teacher	1	Parker Middle School	\$ 81,902
BROWN	REBECCA	Physical Education Teacher	1	South Row Elementary School	\$ 68,049
			<b>13.2</b>		<b>\$ 1,032,800</b>
ACHESON	BRIAN	Science Teacher	1	Chelmsford High School	\$ 87,226
ANGELL	VALERIE	Science Teacher	1	Chelmsford High School	\$ 68,049
BRUELL	CAROL	Science Teacher	1	Chelmsford High School	\$ 86,432
COLLINS	DEBRA	Science Teacher	1	Chelmsford High School	\$ 86,432
DONNELL	MICHAEL	Science Teacher	1	Chelmsford High School	\$ 51,596
DUSSAULT	JASON	Science Teacher	1	Chelmsford High School	\$ 81,902
HUBBARD	MAUREEN	Science Teacher	1	Chelmsford High School	\$ 81,902
KELLY	COLLEEN	Science Teacher	1	Chelmsford High School	\$ 79,132
KENDER	MICHELLE	Science Teacher	1	Chelmsford High School	\$ 86,432
PECORA	JOHN	Science Teacher	1	Chelmsford High School	\$ 81,902
VACANT	VACANT	Science Teacher	1	Chelmsford High School	\$ 56,967
SOUSA	STEVEN	Science Teacher	1	Chelmsford High School	\$ 56,857
STEEVES	DAVID	Science Teacher	1	Chelmsford High School	\$ 86,432
TANINI	LINDA	Science Teacher	1	Chelmsford High School	\$ 91,491
TYLENDIA	JESSICA	Science Teacher	1	Chelmsford High School	\$ 86,432
WARD	JASON	Science Teacher	1	Chelmsford High School	\$ 80,718
BIBBER-DELTRECCO	CAROLINE	Science Teacher	1	McCarthy Middle School	\$ 86,432
BONNAR	ROSLYN	Science Teacher	1	McCarthy Middle School	\$ 81,902
HILL	KATHERINE	Science Teacher	1	McCarthy Middle School	\$ 65,279
MAYOTTE	CAROLINE	Science Teacher	1	McCarthy Middle School	\$ 51,596
MCCARTHY	JACQUELINE	Science Teacher	1	McCarthy Middle School	\$ 81,902
CARLSON	CHRISTINE	Science Teacher	1	Parker Middle School	\$ 65,279
MAYOTTE	BARBARA	Science Teacher	1	Parker Middle School	\$ 81,902
MORTON	LISA	Science Teacher	1	Parker Middle School	\$ 81,902
VORONOV	JULIA	Science Teacher	1	Parker Middle School	\$ 72,145
<i>Superintendent's Budget Recommendation: Reduce .5 Science Teacher position</i>			<i>-0.5</i>	<i>McCarthy Middle School</i>	<i>\$ (28,484)</i>
			<b>24.5</b>		<b>\$ 1,889,758</b>
ANTETOMASO	MARY	Social Studies Teacher	1	Chelmsford High School	\$ 87,226
BURLAND	JASON	Social Studies Teacher	1	Chelmsford High School	\$ 79,132
COLE	BENJAMIN	Social Studies Teacher	1	Chelmsford High School	\$ 81,902
DOAK	JENNIFER	Social Studies Teacher	1	Chelmsford High School	\$ 81,902
DURKIN	JULIE	Social Studies Teacher	1	Chelmsford High School	\$ 81,509
GILBERT	STEPHANIE	Social Studies Teacher	1	Chelmsford High School	\$ 87,226
GREENE	JEREMY	Social Studies Teacher	1	Chelmsford High School	\$ 86,432
LAFLAMME	KATHRYN	Social Studies Teacher	1	Chelmsford High School	\$ 86,432
O'KEEFE	MICHAEL	Social Studies Teacher	1	Chelmsford High School	\$ 81,902
RICHTER	DANIEL	Social Studies Teacher	1	Chelmsford High School	\$ 76,361
SHOLDS	KIMBERLY	Social Studies Teacher	1	Chelmsford High School	\$ 69,287
STURGEON	JASON	Social Studies Teacher	1	Chelmsford High School	\$ 54,196
SULLIVAN	KATHRYN	Social Studies Teacher	1	Chelmsford High School	\$ 86,432
VITALE	CRAIG	Social Studies Teacher	1	Chelmsford High School	\$ 81,902
ZOPES	PETER	Social Studies Teacher	1	Chelmsford High School	\$ 86,432
CARUSO	PAUL	Social Studies Teacher	1	McCarthy Middle School	\$ 81,902
LANOQUETTE	CATHERINE	Social Studies Teacher	1	McCarthy Middle School	\$ 81,902
LIVINGSTON	SHAUN	Social Studies Teacher	1	McCarthy Middle School	\$ 81,902
SULLIVAN	ERIC	Social Studies Teacher	1	McCarthy Middle School	\$ 76,361
SWEENEY	BRITNI	Social Studies Teacher	1	McCarthy Middle School	\$ 68,049
CASEY	LAURA	Social Studies Teacher	1	Parker Middle School	\$ 81,902
JEAN	ASHLEY	Social Studies Teacher	1	Parker Middle School	\$ 62,508
KENNEDY	JEAN	Social Studies Teacher	1	Parker Middle School	\$ 86,432
MCAULIFFE	DANIEL	Social Studies Teacher	1	Parker Middle School	\$ 81,902
<i>Superintendent's Budget Recommendation: Reduce .5 Social Studies Teacher position</i>			<i>-0.5</i>	<i>McCarthy Middle School</i>	<i>\$ (28,484)</i>
			<b>23.5</b>		<b>\$ 1,882,650</b>
KING	JOHN	Technology Engineering Teacher	1	Chelmsford High School	\$ 81,902
RUSSO	ROBERT	Technology Engineering Teacher	1	Chelmsford High School	\$ 81,902
SALOMAA	JOANNE FAGAN	Technology Integration Specialist	1	Chelmsford High School	\$ 62,508



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Staff Salary Book

Last Name	First Name	Position	FPE	Location / School	FY2020 Salary
YOUNG	EILEEN	Technology Integration Specialist	1	Elementary Schools	\$ 76,361
O'MEARA	PAMELA	Technology Engineering Teacher	1	McCarthy Middle School	\$ 65,279
VENUGOPAL	DEVI	Technology Integration Specialist	1	McCarthy Middle School	\$ 76,361
MCFARLAND	KEVIN	Technology Engineering Teacher	1	Parker Middle School	\$ 72,644
DENNY-BROWN	ANN	Technology Integration Specialist	1	Parker Middle School	\$ 68,049
			<b>8</b>		<b>\$ 585,006</b>
CHAGNON	MAIRIN	World Language Teacher	1	Chelmsford High School	\$ 76,361
DEVILLASANTE	JORGE	World Language Teacher	1	Chelmsford High School	\$ 65,279
GADBOIS	VERONICA	World Language Teacher	1	Chelmsford High School	\$ 81,902
GAUTHIER	SUSAN	World Language Teacher	1	Chelmsford High School	\$ 86,432
LOISELLE	ELIZABETH	World Language Teacher	1	Chelmsford High School	\$ 86,432
MULROONEY	MATTHEW	World Language Teacher	1	Chelmsford High School	\$ 81,902
VACANT	VACANT	World Language Teacher	1	Chelmsford High School	\$ 56,967
SANCHEZ	PATRICIA	World Language Teacher	1	Chelmsford High School	\$ 74,018
TAHA	BARBARA	World Language Teacher	1	Chelmsford High School	\$ 81,902
EPSTEIN	SHELLEY LYNN	World Language Teacher	1	McCarthy Middle School	\$ 86,432
KANTOR	MICHAEL	World Language Teacher	1	McCarthy Middle School	\$ 56,857
KELLY-SULESKI	CAROL	World Language Teacher	1	McCarthy Middle School	\$ 75,275
BOUCHER	MARC	World Language Teacher	1	Parker Middle School	\$ 65,279
DRAGOUMANOS	ELIZABETH	World Language Teacher	0.8	Parker Middle School	\$ 65,522
GARNON	GENEVIEVE	World Language Teacher	0.8	Parker Middle School	\$ 43,357
			<b>14.6</b>		<b>\$ 1,083,916</b>
		Stipends - Principal Designee (Elementary & Middle Schools)		Districtwide	\$ 7,362
		Stipends - Team Leaders & Specialists (Elementary Schools)		Districtwide	\$ 29,449
		Stipends - Team Leaders & Facilitators (Middle Schools)		Districtwide	\$ 26,995
		Tutoring		Districtwide	\$ 15,000
LOEW	CATHERINE	English Language Learner Teacher	1	Byam Elementary School	\$ 74,018
HUGUET	ALESSANDRA	English Language Learner Teacher	1	Center Elementary School	\$ 79,132
MORRILL	COLLEEN	English Language Learner Teacher	1	Chelmsford High School	\$ 59,738
MARMO	ANDREA	English Language Learner Teacher	1	Harrington Elementary School	\$ 81,902
BRAZIL	KATHLEEN	English Language Learner Teacher	1	McCarthy Middle School	\$ 59,738
CARNEVALE	VICTORIA	English Language Learner Teacher	1	Parker Middle School	\$ 62,508
FALLON	DANIELLE	English Language Learner Teacher	1	South Row Elementary School	\$ 59,738
			<b>7</b>		<b>\$ 476,774</b>
VACANT	VACANT	Reading Teacher	1	Byam Elementary School	\$ 56,967
GOLDSTEIN	JENNIFER	Reading Teacher	1	Byam Elementary School	\$ 81,902
MARA	KIMBERLY	Reading Teacher	1	Center Elementary School	\$ 81,902
OLSON	KRISTEN	Reading Teacher	1	Center Elementary School	\$ 81,902
SMITH	MARIAN	Reading Teacher	1	Chelmsford High School	\$ 81,902
KOLAKOWSKI	CATHERINE	Reading Teacher	1	Harrington Elementary School	\$ 69,287
PAILES	THERESA	Reading Teacher	1	Harrington Elementary School	\$ 86,432
BELANGER	NANCY	Reading Teacher	1	McCarthy Middle School	\$ 86,432
SORRENTINO	LINDA	Reading Teacher	1	McCarthy Middle School	\$ 84,367
MAGNUSON	REBECCA	Reading Teacher	1	Parker Middle School	\$ 81,902
PIAZZA	SUSAN	Reading Teacher	1	Parker Middle School	\$ 87,226
CRAIG	ANNE	Reading Teacher	1	South Row Elementary School	\$ 81,902
HOGAN	SARAH	Reading Teacher	1	South Row Elementary School	\$ 81,902
			<b>13</b>		<b>\$ 1,044,025</b>
MATSON-DURKIN	HOLLY	Board Certified Behavior Analyst (BCBA)	1	Byam Elementary School	\$ 81,902
DESCHENES	KATHRYN	Board Certified Behavior Analyst (BCBA)	1	CHIPs Program	\$ 81,902
HICKS	CATHERINE	Board Certified Behavior Analyst (BCBA)	1	South Row Elementary School	\$ 79,132
			<b>3</b>		<b>\$ 242,936</b>
BERRY	ABBY	Integrated Pre-School Teacher	1	CHIPs Program	\$ 81,902
COPP	LYNN	Integrated Pre-School Teacher	1	CHIPs Program	\$ 81,902
VACANT	VACANT	Integrated Pre-School Teacher	1	CHIPs Program	\$ 56,967

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Staff Salary Book

Last Name	First Name	Position	FPE	Location / School	FY2020 Salary
FORTY	MARY ELLEN	Integrated Pre-School Teacher	1	CHIPs Program	\$ 81,902
HENNIG	AMELIA	Integrated Pre-School Teacher	1	CHIPs Program	\$ 68,049
NICOLOSI	LAUREN	Integrated Pre-School Teacher	1	CHIPs Program	\$ 77,860
SCOTT	LAUREN	Integrated Pre-School Teacher	1	CHIPs Program	\$ 75,003
<i>Superintendent's Budget Recommendation: Add 1.0 Integrated Pre-School Teacher position</i>			<i>1</i>	<i>CHIPs Program</i>	<i>\$ 56,967</i>
			<b>8</b>		<b>\$ 580,552</b>
ARORA	ANUPAMA	Special Education Teacher	1	Byam Elementary School	\$ 86,432
BURGESS	CATHERINE	Special Education Teacher	1	Byam Elementary School	\$ 81,902
CAMIRE	ALYSSA	Special Education Teacher	1	Byam Elementary School	\$ 79,132
FERRONETTI	SUSAN	Special Education Teacher	1	Byam Elementary School	\$ 65,279
ATKINSON	KIMBERLY	Special Education Teacher (ASD)	1	Byam Elementary School	\$ 81,902
CASABURRI	FAYE	Special Education Teacher (ASD)	1	Byam Elementary School	\$ 62,508
KLIX	ROBERTA	Special Education Teacher (ASD)	1	Byam Elementary School	\$ 81,902
BARRETT	ERICA	Special Education Teacher	1	Center Elementary School	\$ 77,860
KRAFSIG	JENNIFER	Special Education Teacher	1	Center Elementary School	\$ 81,902
TRAGER	BROOKE	Special Education Teacher	1	Center Elementary School	\$ 62,508
YANKOPOULOS	CLAIRE	Special Education Teacher	1	Center Elementary School	\$ 68,049
TRAGER	STACIE	Special Education Teacher (LifeSkills)	1	Center Elementary School	\$ 75,003
AYLWARD	JAMES	Special Education Teacher	1	Chelmsford High School	\$ 81,902
CAFARELLI	JOHN	Special Education Teacher	1	Chelmsford High School	\$ 59,738
HOLLERAN	JEFFREY	Special Education Teacher	1	Chelmsford High School	\$ 81,902
MARSETTA	LAUREN	Special Education Teacher	1	Chelmsford High School	\$ 87,226
MOUSSEAU	DEREK	Special Education Teacher	1	Chelmsford High School	\$ 81,902
SULLIVAN	KATELYN	Special Education Teacher	1	Chelmsford High School	\$ 59,738
VECCHI	NICOLE	Special Education Teacher	1	Chelmsford High School	\$ 62,918
DEGEN	DANA	Special Education Teacher (LifeSkills)	1	Chelmsford High School	\$ 65,279
FARRELL	COURTNEY	Special Education Teacher (STRIVE)	1	Chelmsford High School	\$ 81,902
GRAY-WILLIAMS	MANDY	Special Education Teacher (STRIVE)	1	Chelmsford High School	\$ 81,902
SOARES	SHEALAGH	Special Education Teacher (STRIVE)	1	Chelmsford High School	\$ 76,361
VACANT	VACANT	Special Education Teacher	1	Harrington Elementary School	\$ 56,967
VACANT	VACANT	Special Education Teacher	1	Harrington Elementary School	\$ 56,967
IMBRIACO	ANDREA	Special Education Teacher	1	Harrington Elementary School	\$ 81,902
MARVIN	MICHELLE	Special Education Teacher	1	Harrington Elementary School	\$ 74,018
AJIKUTIRA	SANGEETHA	Special Education Teacher	1	McCarthy Middle School	\$ 70,957
ATHANAS	DOROTHEA	Special Education Teacher	1	McCarthy Middle School	\$ 87,226
BERUBE	BENJAMIN	Special Education Teacher	1	McCarthy Middle School	\$ 81,902
GOSLIN	JULIE	Special Education Teacher	1	McCarthy Middle School	\$ 48,965
KOMPERDA	JENNIFER	Special Education Teacher	1	McCarthy Middle School	\$ 81,902
ROCHWARG	CATHARINE	Special Education Teacher	1	McCarthy Middle School	\$ 70,957
SCHWAMB	EUGENE	Special Education Teacher	1	McCarthy Middle School	\$ 66,431
THORP-DUSSOURD	KAREN	Special Education Teacher	1	McCarthy Middle School	\$ 54,227
CURRAN	LISA	Special Education Teacher (LifeSkills)	1	McCarthy Middle School	\$ 81,902
PORTEN	EMILY	Special Education Teacher (LifeSkills)	1	McCarthy Middle School	\$ 83,575
ISAACS	KELLY	Special Education Teacher (STRIVE)	1	McCarthy Middle School	\$ 65,279
CORBO	STACY	Special Education Teacher	1	Parker Middle School	\$ 81,902
COTE	ANDREA	Special Education Teacher	0.5	Parker Middle School	\$ 31,254
DUNN	CHRISTINA	Special Education Teacher	1	Parker Middle School	\$ 59,738
GIORDANO	LAUREN	Special Education Teacher	1	Parker Middle School	\$ 70,957
NOYES	JESSICA	Special Education Teacher	1	Parker Middle School	\$ 62,508
SEXTON	ELIZABETH	Special Education Teacher	1	Parker Middle School	\$ 86,432
SIMON	STEVEN	Special Education Teacher	1	Parker Middle School	\$ 70,760
BUTLER	JALISA	Special Education Teacher (ASD)	1	Parker Middle School	\$ 59,738
COLON	MEGHAN	Special Education Teacher (STRIVE)	1	Parker Middle School	\$ 56,967
HORAN	KRISTIN	Special Education Teacher (STRIVE)	1	Parker Middle School	\$ 68,049
HEVEY	ALLISON	Special Education Teacher	1	South Row Elementary School	\$ 81,902
KENNEDY	MEGHAN	Special Education Teacher	1	South Row Elementary School	\$ 84,367
LEFEBVRE	KIM	Special Education Teacher	1	South Row Elementary School	\$ 51,596
RUHMANN	MICHELLE	Special Education Teacher	1	South Row Elementary School	\$ 81,902
BOYD	TRICIA	Special Education Teacher (STRIVE)	1	South Row Elementary School	\$ 62,508
MARTIN	MICHELLE	Special Education Teacher (STRIVE)	1	South Row Elementary School	\$ 59,738
<i>Superintendent's Budget Recommendation: Add .5 Special Education Teacher position</i>			<i>0.5</i>	<i>Parker Middle School</i>	<i>\$ 31,254</i>
			<b>54</b>		<b>\$ 3,889,898</b>

Chelmsford Public School District  
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Staff Salary Book

Last Name	First Name	Position	FPE	Location / School	FY2020 Salary
KURTH	KRISTIANA	Speech & Language Pathologist	1	(.2) CHIPs / (.8) Parker	\$ 54,196
LALLY	ERIN	Speech & Language Pathologist	1	Byam Elementary School	\$ 86,432
LAROSE-YORK	RENEE	Speech & Language Pathologist	1	Byam Elementary School	\$ 81,902
BROOKS	HEATHER	Speech & Language Pathologist	1	Center / Harrington	\$ 65,279
HENRY-COLE	SALLY	Speech & Language Pathologist	1	Center Elementary School	\$ 86,432
MEEGAN	MEAGAN	Speech & Language Pathologist	1	Chelmsford High School	\$ 68,049
LEONI	MIRANDA	Speech & Language Pathologist	1	CHIPs (.6) / South Row (.4)	\$ 59,738
BARRETT	ELIZABETH	Speech & Language Pathologist	1	CHIPs Program	\$ 79,132
DOAK	ERICA	Speech & Language Pathologist	1	CHIPs Program	\$ 62,508
MCMENIMAN	PAMELA	Speech & Language Pathologist	1	Harrington Elementary School	\$ 81,902
NUTT	TAMMIE	Speech & Language Pathologist	1	McCarthy Middle School	\$ 87,226
TESTA	CYNTHIA	Speech & Language Pathologist	1	McCarthy Middle School	\$ 83,575
WEICK	DENA	Speech & Language Pathologist	1	Parker Middle School	\$ 87,226
THOMPSON	SUSAN	Speech & Language Pathologist	1	South Row Elementary School	\$ 81,902
			<b>14</b>		<b>\$ 1,065,499</b>
		Summer School Teachers		Districtwide	\$ 96,500
DYNAN	DEBORAH	Physical Therapist	0.4	Byam / South Row	\$ 26,112
MAZARES	MELANIE	Physical Therapist	1	Elementary	\$ 76,660
			<b>1.4</b>		<b>\$ 102,772</b>
MCCALL	CARRIE	Occupational Therapist	1	Byam Elementary School	\$ 75,275
MARTIN	LISA	Occupational Therapist	1	CHIPs Program	\$ 68,049
LABOSSIERE	CAROLYN	Occupational Therapist	1	Elementary	\$ 75,275
WEAVER-MORRIS	LISA	Occupational Therapist	1	CHIPs Program	\$ 51,426
			<b>4</b>		<b>\$ 270,025</b>
BREAULT	MELISSA	Recess Aide	1	Byam Elementary School	\$ 8,263
DUFRESNE	TARA	Recess Aide	1	Byam Elementary School	\$ 8,263
HAYWARD	CHRISTOPHER	Recess Aide	1	Byam Elementary School	\$ 8,263
KAPOPOULOS	CHRISTINE	Recess Aide	1	Byam Elementary School	\$ 8,263
MCNULTY	STEPHANIE	Recess Aide	1	Byam Elementary School	\$ 8,263
MOORE	ELIZABETH	Recess Aide	1	Byam Elementary School	\$ 8,263
PAROYIAN	EMMA	Recess Aide	1	Byam Elementary School	\$ 8,428
WILLIAMS	PHANI	Recess Aide	1	Byam Elementary School	\$ 8,263
ANDERSON	ELIZABETH	Recess Aide	1	Center Elementary School	\$ 8,263
FANNON	LISA	Recess Aide	1	Center Elementary School	\$ 8,263
FYTEN	ANN MARIE	Recess Aide	1	Center Elementary School	\$ 8,263
GALLUCCIO	LISA	Recess Aide	1	Center Elementary School	\$ 8,263
GHOBRIAL	MARY	Recess Aide	1	Center Elementary School	\$ 8,263
GRAFF	PATRICIA	Recess Aide	1	Center Elementary School	\$ 8,428
MCELHINNEY	DONNA	Recess Aide	1	Center Elementary School	\$ 8,428
SHELDON	DOLORES	Recess Aide	1	Center Elementary School	\$ 8,263
BRENNAN	JILL	Recess Aide	1	Chelmsford High School	\$ 6,886
HARDY	MARY	Recess Aide	1	Chelmsford High School	\$ 6,886
CONRAD	MICHELLE	Recess Aide	1	Harrington Elementary School	\$ 8,263
FIELDING	ALLYSSA	Recess Aide	1	Harrington Elementary School	\$ 8,263
GRIFFIN	ALYSSA	Recess Aide	1	Harrington Elementary School	\$ 8,263
LEE	ESTHER	Recess Aide	1	Harrington Elementary School	\$ 8,263
MAHONEY	PATRICIA	Recess Aide	1	Harrington Elementary School	\$ 8,263
MISHERFI	KATHLEEN	Recess Aide	1	Harrington Elementary School	\$ 8,263
OLEY	LAURIE	Recess Aide	1	Harrington Elementary School	\$ 8,263
PROIA	JOCELYNE	Recess Aide	1	Harrington Elementary School	\$ 8,263
AMENKOWICZ	MARYANNE	Recess Aide	1	McCarthy Middle School	\$ 9,640
DECHIARA	KAREN	Recess Aide	1	McCarthy Middle School	\$ 9,640
DOHERTY	ROBIN	Recess Aide	1	McCarthy Middle School	\$ 9,640
KONITZER	MICHELE	Recess Aide	1	McCarthy Middle School	\$ 8,263
KOSCIOLEK	RAMONA	Recess Aide	1	McCarthy Middle School	\$ 8,263
MARSON	ELLEN	Recess Aide	1	McCarthy Middle School	\$ 8,263
MARTIN	SANDRA	Recess Aide	1	McCarthy Middle School	\$ 9,640
RUSSO	JANINE	Recess Aide	1	McCarthy Middle School	\$ 8,263
SPINAZOLA	MARGARET	Recess Aide	1	McCarthy Middle School	\$ 8,263

**Chelmsford Public School District  
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**Staff Salary Book**

Last Name	First Name	Position	FPE	Location / School	FY2020 Salary
BELANGER	JOANNE	Recess Aide	1	Parker Middle School	\$ 9,640
CORMIER	MARGARET	Recess Aide	1	Parker Middle School	\$ 9,832
HILBERG	KERRI	Recess Aide	1	Parker Middle School	\$ 9,640
LOSSO	DEBORAH	Recess Aide	1	Parker Middle School	\$ 9,640
PREES	HOLLY	Recess Aide	1	Parker Middle School	\$ 9,640
RAJI	PATRICIA	Recess Aide	1	Parker Middle School	\$ 9,640
WALSH	JANICE	Recess Aide	1	Parker Middle School	\$ 9,640
BASTIANELLI	ELAINE	Recess Aide	1	South Row Elementary School	\$ 8,263
BROWN	LAURA	Recess Aide	1	South Row Elementary School	\$ 8,263
BROWN	MARIE	Recess Aide	1	South Row Elementary School	\$ 8,263
CLARK	JENNIFER	Recess Aide	1	South Row Elementary School	\$ 8,263
ELLISON	DEBBIE	Recess Aide	1	South Row Elementary School	\$ 8,263
VACANT	VACANT	Recess Aide	1	South Row Elementary School	\$ 8,099
HECTOR	TRACEY	Recess Aide	1	South Row Elementary School	\$ 8,263
WALSH	DEBORAH	Recess Aide	1	South Row Elementary School	\$ 8,263
			<b>50</b>		<b>\$ 426,066</b>
JOYCE	ALANA	Paraprofessional	1	Byam Elementary School	\$ 20,429
TULLY	ALYCE	Paraprofessional	0.5	Byam Elementary School	\$ 10,011
NOURIE	AMANDA	Paraprofessional	1	Byam Elementary School	\$ 19,358
HOEY	BETH	Paraprofessional	1	Byam Elementary School	\$ 19,813
MACDONALD	CAROL	Paraprofessional	1	Byam Elementary School	\$ 20,429
CONTE	CATHERINE	Paraprofessional	1	Byam Elementary School	\$ 19,358
LEHAN	DANIELLE	Paraprofessional	1	Byam Elementary School	\$ 19,580
MARKHAM	JILL	Paraprofessional	1	Byam Elementary School	\$ 20,429
SAPIENZA	KIMBERLY	Paraprofessional	1	Byam Elementary School	\$ 20,835
RILEY	MONICA	Paraprofessional	1	Byam Elementary School	\$ 20,429
KIMSOUNG	PAULINE	Paraprofessional	1	Byam Elementary School	\$ 20,022
KIVLAN	SARAH	Paraprofessional	0.5	Byam Elementary School	\$ 9,679
KEHOE	TERRY	Paraprofessional	1	Byam Elementary School	\$ 20,429
DALEY	ALEXANDRA	Paraprofessional (ASD)	1	Byam Elementary School	\$ 21,635
FIELDING	ANDREW	Paraprofessional (ASD)	1	Byam Elementary School	\$ 20,762
HANS	ANSHUL	Paraprofessional (ASD)	1	Byam Elementary School	\$ 20,762
MADDEN	BARBARA	Paraprofessional (ASD)	1	Byam Elementary School	\$ 22,065
SARAO	CATHERINE	Paraprofessional (ASD)	1	Byam Elementary School	\$ 20,540
BOUCHARD	CELESTE	Paraprofessional (ASD)	1	Byam Elementary School	\$ 20,540
SILVA	CELINE	Paraprofessional (ASD)	1	Byam Elementary School	\$ 20,540
WYNN	DEBBIE	Paraprofessional (ASD)	1	Byam Elementary School	\$ 21,635
MIGNEAULT	DEBORAH	Paraprofessional (ASD)	1	Byam Elementary School	\$ 20,540
GAUDINO	DIANE	Paraprofessional (ASD)	1	Byam Elementary School	\$ 21,635
LAMBERT	DONNA	Paraprofessional (ASD)	1	Byam Elementary School	\$ 21,635
GREENLEE	JAN	Paraprofessional (ASD)	0.5	Byam Elementary School	\$ 9,790
MEADOWS	JENNIFER	Paraprofessional (ASD)	1	Byam Elementary School	\$ 21,635
DAVENPORT	KARLEE	Paraprofessional (ASD)	1	Byam Elementary School	\$ 20,762
GAUDETTE	LISA	Paraprofessional (ASD)	1	Byam Elementary School	\$ 20,540
CASTONGUAY	MARY	Paraprofessional (ASD)	1	Byam Elementary School	\$ 22,065
GOFF	MICHAEL	Paraprofessional (ASD)	1	Byam Elementary School	\$ 21,635
VACANT	VACANT	Paraprofessional (ASD)	1	Byam Elementary School	\$ 21,165
KINNEY	ALICIA	Paraprofessional	1	Center Elementary School	\$ 20,022
APOSTOLOU	AMANDA	Paraprofessional	1	Center Elementary School	\$ 19,580
LOMICKA	BARBARA	Paraprofessional	1	Center Elementary School	\$ 20,835
TRUDEL	CYNTHIA	Paraprofessional	1	Center Elementary School	\$ 20,835
HEALY	ERIN	Paraprofessional	1	Center Elementary School	\$ 19,358
POPKIN	JANIS	Paraprofessional	1	Center Elementary School	\$ 20,835
COLBERT	JENNIFER	Paraprofessional	1	Center Elementary School	\$ 19,580
ALVELO	JESSICA	Paraprofessional	1	Center Elementary School	\$ 19,580
SPILLER	KELLEY	Paraprofessional	1	Center Elementary School	\$ 19,813
FULTZ	KIMBERLEY	Paraprofessional	1	Center Elementary School	\$ 20,022
HILL	KIMBERLY	Paraprofessional	1	Center Elementary School	\$ 20,429
DARWIN	LISA	Paraprofessional	1	Center Elementary School	\$ 20,429
MALONE	REBECCA	Paraprofessional	1	Center Elementary School	\$ 20,429
MCCARTIN	SALLY	Paraprofessional	1	Center Elementary School	\$ 20,429
MARCOTTE	SHARON	Paraprofessional	1	Center Elementary School	\$ 20,835
VACANT	VACANT	Paraprofessional	1	Center Elementary School	\$ 19,137

**Chelmsford Public School District**  
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**Staff Salary Book**

Last Name	First Name	Position	FPE	Location / School	FY2020 Salary
ROSS-MYERS	DEBORAH	Paraprofessional (LifeSkills)	1	Center Elementary School	\$ 20,429
MIAN	AAMINA	Paraprofessional	1	Chelmsford High School	\$ 21,280
TIERNEY	ALICIA	Paraprofessional	1	Chelmsford High School	\$ 20,165
UPADHYAY	BINA	Paraprofessional	1	Chelmsford High School	\$ 20,639
DASCOLI	BRIDGET	Paraprofessional	1	Chelmsford High School	\$ 21,280
BEATTIE	CAITLYN	Paraprofessional	1	Chelmsford High School	\$ 20,165
COLE	CHRISTOPHER	Paraprofessional	1	Chelmsford High School	\$ 20,165
PELLAND	DENISE	Paraprofessional	1	Chelmsford High School	\$ 22,985
MOHANRAJ	DEVIUMA	Paraprofessional	1	Chelmsford High School	\$ 21,280
RIVARD	DONNA	Paraprofessional	1	Chelmsford High School	\$ 21,280
EASTMAN	MARGARET	Paraprofessional	1	Chelmsford High School	\$ 21,280
LOTTO	MARGERIE	Paraprofessional	1	Chelmsford High School	\$ 21,704
WILSON	MARY	Paraprofessional	1	Chelmsford High School	\$ 21,280
ELLIS	NATHANIEL	Paraprofessional	1	Chelmsford High School	\$ 20,165
FLORES	NICHOLE	Paraprofessional	1	Chelmsford High School	\$ 21,280
MCLAUGHLIN	RENEE	Paraprofessional	1	Chelmsford High School	\$ 20,395
O'TOOLE	DEBBIE	Paraprofessional (NECC)	1	Chelmsford High School	\$ 24,222
FURTADO	JULIANNE	Paraprofessional (NECC)	1	Chelmsford High School	\$ 24,494
KAMEL	NANCY	Paraprofessional (NECC)	1	Chelmsford High School	\$ 24,222
LUBY	PAUL	Paraprofessional (STEP Program)	1	Chelmsford High School	\$ 20,165
PISCIONE	CHRIS	Paraprofessional (STRIVE)	1	Chelmsford High School	\$ 20,395
DEMERS	JONATHAN	Paraprofessional (STRIVE)	1	Chelmsford High School	\$ 20,395
ST. HILAIRE	JOSEPH	Paraprofessional (STRIVE)	1	Chelmsford High School	\$ 20,165
LESLIE	KATHLEEN	Paraprofessional (STRIVE)	1	Chelmsford High School	\$ 21,280
INMAN	TAYLOR	Paraprofessional (STRIVE)	1	Chelmsford High School	\$ 20,165
BAKER	CARA	Paraprofessional	0.5	CHiPs Program	\$ 10,083
HECK	DEIRDRE	Paraprofessional	1	CHiPs Program	\$ 21,280
DUNBAR	DENISE	Paraprofessional	1	CHiPs Program	\$ 21,704
JOYCE	FRANCES	Paraprofessional	1	CHiPs Program	\$ 21,704
BURKE	GWENDOLYN	Paraprofessional	1	CHiPs Program	\$ 21,280
THAKUR	ISHITA	Paraprofessional	0.5	CHiPs Program	\$ 10,083
MARAZZI	MICHELE	Paraprofessional	1	CHiPs Program	\$ 21,870
PANDA	PRANGYA	Paraprofessional	1	CHiPs Program	\$ 20,165
BAILEY	SEAN	Paraprofessional	1	CHiPs Program	\$ 20,395
HOAR	SUSAN	Paraprofessional	1	CHiPs Program	\$ 21,280
VACANT	VACANT	Paraprofessional	1	CHiPs Program	\$ 19,934
RUSZKOWSKI	WENDY	Paraprofessional	1	CHiPs Program	\$ 21,280
BURNS	FAYE	Paraprofessional (ASD)	1	CHiPs Program	\$ 22,985
FENN	KELSEY	Paraprofessional (ASD)	1	CHiPs Program	\$ 21,627
ITRATO	NICOLE	Paraprofessional (ASD)	1	CHiPs Program	\$ 21,870
CHHIM	SOKORNTAR	Paraprofessional (ASD)	1	CHiPs Program	\$ 21,870
GERARDI	STASIA	Paraprofessional (ASD)	1	CHiPs Program	\$ 22,088
ROLLO	STEPHANIE	Paraprofessional (ASD)	1	CHiPs Program	\$ 22,536
PONTES	TANYA	Paraprofessional (ASD)	1	CHiPs Program	\$ 22,088
LAROSA	CHARLES	Paraprofessional	1	Harrington Elementary School	\$ 19,358
MAHER	H LISA	Paraprofessional	1	Harrington Elementary School	\$ 20,835
COLE	IAN	Paraprofessional	1	Harrington Elementary School	\$ 20,429
DEMAMBRO	JESSICA	Paraprofessional	1	Harrington Elementary School	\$ 19,580
SITTLER	KAITLYN	Paraprofessional	1	Harrington Elementary School	\$ 19,358
ABBOTT	KATHLEEN	Paraprofessional	1	Harrington Elementary School	\$ 20,835
CASSELS	KATHLEEN	Paraprofessional	1	Harrington Elementary School	\$ 20,429
LISCIOOTTO	KATHLEEN	Paraprofessional	1	Harrington Elementary School	\$ 20,429
SILVA	KERRY	Paraprofessional	1	Harrington Elementary School	\$ 19,813
CLIMO	KIMBERLY	Paraprofessional	1	Harrington Elementary School	\$ 19,580
TREDEAU	MARY	Paraprofessional	1	Harrington Elementary School	\$ 20,429
BLAKE	SARAH	Paraprofessional	1	Harrington Elementary School	\$ 20,429
MCCORMACK	SUSAN	Paraprofessional	1	Harrington Elementary School	\$ 20,429
OTTO	SUSAN	Paraprofessional	1	Harrington Elementary School	\$ 20,835
KINGSTON	TAMMY LEE	Paraprofessional	1	Harrington Elementary School	\$ 20,429
BORLETTO	TRACY	Paraprofessional	1	Harrington Elementary School	\$ 19,580
WU-MARSHALL	JANNIS	Paraprofessional	1	McCarthy Middle School	\$ 20,429
FINN	KATHLEEN	Paraprofessional	1	McCarthy Middle School	\$ 20,022
SEMENTELLI	KATHY	Paraprofessional	1	McCarthy Middle School	\$ 20,835
LAROCHELLE	LISA	Paraprofessional	1	McCarthy Middle School	\$ 19,358

Chelmsford Public School District  
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Staff Salary Book

Last Name	First Name	Position	FPE	Location / School	FY2020 Salary
TAYLOR	LISA	Paraprofessional	1	McCarthy Middle School	\$ 20,835
STAFFORD	MARIA	Paraprofessional	1	McCarthy Middle School	\$ 20,835
ZWART	RENEE	Paraprofessional	1	McCarthy Middle School	\$ 20,835
SYKES	RUSSELL	Paraprofessional	1	McCarthy Middle School	\$ 20,835
PIVONKA	SHARON	Paraprofessional	1	McCarthy Middle School	\$ 20,835
MCCORMICK	VIRGINIA	Paraprofessional	1	McCarthy Middle School	\$ 20,022
PINDARA	ZACHARY	Paraprofessional	1	McCarthy Middle School	\$ 19,358
CROCKER	CATHERINE	Paraprofessional (LifeSkills)	1	McCarthy Middle School	\$ 20,835
MARTIN	COURTENEY	Paraprofessional (LifeSkills)	1	McCarthy Middle School	\$ 19,358
CONNELLY	DARLENE	Paraprofessional (LifeSkills)	1	McCarthy Middle School	\$ 20,429
DENTY	IRENE	Paraprofessional (LifeSkills)	1	McCarthy Middle School	\$ 20,022
DRISCOLL	KELLEY	Paraprofessional (LifeSkills)	1	McCarthy Middle School	\$ 20,835
HOLLAND	KELLEY	Paraprofessional (LifeSkills)	1	McCarthy Middle School	\$ 20,429
SAVARESE	KELLY	Paraprofessional (LifeSkills)	1	McCarthy Middle School	\$ 19,813
AVILA	LINDA	Paraprofessional (LifeSkills)	1	McCarthy Middle School	\$ 20,835
DALY	VIRGINIA	Paraprofessional (LifeSkills)	1	McCarthy Middle School	\$ 20,429
PERRY	CANDACE	Paraprofessional (STRIVE)	1	McCarthy Middle School	\$ 19,358
FIPPHEN	ELIZABETH	Paraprofessional (STRIVE)	1	McCarthy Middle School	\$ 20,429
SCHILLE	JAYNE	Paraprofessional (STRIVE)	1	McCarthy Middle School	\$ 20,429
CHEMALY	JEFFREY	Paraprofessional (STRIVE)	1	McCarthy Middle School	\$ 20,429
QUINN	KAREN	Paraprofessional	1	Parker Middle School	\$ 20,429
BOUDREAU	KATHLEEN	Paraprofessional	1	Parker Middle School	\$ 20,429
GILLIES	KIMBERLY	Paraprofessional	1	Parker Middle School	\$ 20,835
HAVENER	LYNN	Paraprofessional	1	Parker Middle School	\$ 20,429
PAUL	LYNN	Paraprofessional	1	Parker Middle School	\$ 20,429
NEWTON	TAYLOR	Paraprofessional	1	Parker Middle School	\$ 19,358
DEDINSKY	ELAINE	Paraprofessional (ASD)	1	Parker Middle School	\$ 20,429
SUNDERMANN	ERIK	Paraprofessional (ASD)	1	Parker Middle School	\$ 21,635
BARTLEMAN	JENNIFER	Paraprofessional (ASD)	1	Parker Middle School	\$ 20,429
COHAN	MARCIA	Paraprofessional (ASD)	1	Parker Middle School	\$ 20,835
NORTH	MARY	Paraprofessional (ASD)	1	Parker Middle School	\$ 20,429
GAUGHAN	NICOLE	Paraprofessional (ASD)	1	Parker Middle School	\$ 21,635
GLOVER	AMY	Paraprofessional (NECC)	1	Parker Middle School	\$ 24,738
CROWLEY	JENNIFER	Paraprofessional (NECC)	1	Parker Middle School	\$ 23,964
OLSON	JUSTIN	Paraprofessional (NECC)	1	Parker Middle School	\$ 24,494
CASELLA	KRISTINA	Paraprofessional (NECC)	1	Parker Middle School	\$ 24,222
RADHAKRISHNAN	PRAVEENA	Paraprofessional (NECC)	1	Parker Middle School	\$ 23,964
TAYLOR	DONNA	Paraprofessional (STRIVE)	1	Parker Middle School	\$ 20,835
MITRA	JALPA	Paraprofessional (STRIVE)	1	Parker Middle School	\$ 19,580
SAHOO	MAMATA	Paraprofessional (STRIVE)	1	Parker Middle School	\$ 21,204
FRENETTE	MARY	Paraprofessional (STRIVE)	1	Parker Middle School	\$ 20,835
WHITNEY-PERRY	AMY	Paraprofessional	1	South Row Elementary School	\$ 19,358
LOPEZ	CATHLEEN	Paraprofessional	1	South Row Elementary School	\$ 19,813
REIDY	DIANE	Paraprofessional	1	South Row Elementary School	\$ 20,429
BURLAMACHI	ELIZABETH	Paraprofessional	1	South Row Elementary School	\$ 20,429
HEATER	JENNIFER	Paraprofessional	1	South Row Elementary School	\$ 19,813
HAMILTON	LORETTA	Paraprofessional	1	South Row Elementary School	\$ 20,835
BOSSI	MAUREEN	Paraprofessional	1	South Row Elementary School	\$ 19,580
ARONIAN	NANCY	Paraprofessional	1	South Row Elementary School	\$ 20,835
CHOUBEY	NEHA	Paraprofessional	1	South Row Elementary School	\$ 19,358
BACON	PHYLLIS	Paraprofessional	1	South Row Elementary School	\$ 20,835
SHANAHAN	SANDRA	Paraprofessional	1	South Row Elementary School	\$ 20,429
MAIN	SUSAN	Paraprofessional	1	South Row Elementary School	\$ 20,429
BRENNAN	VICKI	Paraprofessional	1	South Row Elementary School	\$ 20,835
BRYANT	AARON	Paraprofessional (STRIVE)	1	South Row Elementary School	\$ 20,540
MORIN	DANIELLE	Paraprofessional (STRIVE)	1	South Row Elementary School	\$ 20,540
SNOW	LINDSEY	Paraprofessional (STRIVE)	1	South Row Elementary School	\$ 20,540
DELLAIA	SHAUNA	Paraprofessional (STRIVE)	1	South Row Elementary School	\$ 20,540
VACANT	VACANT	Paraprofessional (STRIVE)	1	South Row Elementary School	\$ 20,319
<i>Superintendent's Budget Recommendation: Add 2.0 Paraprofessional positions</i>			<b>2</b>	<b>CHIPs Program</b>	<b>\$ 39,868</b>
			<b>169.5</b>		<b>\$ 3,517,294</b>
Toileting Stipend				Districtwide	\$ 11,600

Chelmsford Public School District  
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Staff Salary Book

Last Name	First Name	Position	FPE	Location / School	FY2020 Salary
O'SULLIVAN	JOHN	Librarian	1	Chelmsford High School	\$ 86,432
LARRABEE	TERRIE	Librarian	1	McCarthy Middle School	\$ 62,918
BARRICELLI	ROBERTA	Librarian	1	Parker Middle School	\$ 81,902
			<b>3</b>		<b>\$ 231,252</b>
BARRETT	BEVERLY	Library Assistant	1	Byam Elementary School	\$ 50,334
ENGDAHL	MEAGHAN	Library Assistant	1	Center Elementary School	\$ 50,334
DEFREITAS	BARBARA	Library Assistant	1	Harrington Elementary School	\$ 50,334
RANKIN	BONNIE	Library Assistant	1	South Row Elementary School	\$ 47,897
			<b>4</b>		<b>\$ 198,899</b>
DESILVIO	CHRISTINE	Library Clerk - Circulation	1	Chelmsford High School	\$ 26,680
TRAVERS	GWEYN	Library Clerk - Circulation	1	Chelmsford High School	\$ 22,682
			<b>2</b>		<b>\$ 49,362</b>
DILLMAN	SUSAN	Technology Assistant	1	Byam Elementary School	\$ 50,334
LAMSON	KARIN	Technology Assistant	1	Center Elementary School	\$ 50,334
BUCKLEY	DENISE	Technology Assistant	1	Harrington Elementary School	\$ 50,334
WARREN	SALLY	Technology Assistant	1	South Row Elementary School	\$ 50,334
			<b>4</b>		<b>\$ 201,336</b>
		Mentor Stipends		Districtwide	\$ 28,000
GESUALDI	DAWN	Guidance Counselor	1	Byam Elementary School	\$ 81,902
LALLAS	CATHERINE	Guidance Counselor	1	Center Elementary School	\$ 81,902
KELLEY	KARA	Guidance Counselor - Emerson House	1	Chelmsford High School	\$ 62,508
O'NEAL	MARICLARE	Guidance Counselor - Emerson House	1	Chelmsford High School	\$ 74,018
LEARY	TAMMY	Guidance Counselor - Hawthorne House	1	Chelmsford High School	\$ 87,226
LIMA	CHRISTINE	Guidance Counselor - Hawthorne House	1	Chelmsford High School	\$ 81,902
MORRISSETTE	JENNA	Guidance Counselor - STEP Program	1	Chelmsford High School	\$ 68,049
HILL	JAMIE	Guidance Counselor - Whittier House	1	Chelmsford High School	\$ 59,738
ORSINI	JENNIFER	Guidance Counselor - Whittier House	1	Chelmsford High School	\$ 70,957
O'NEIL	LYNDSEY	Guidance Counselor	1	Harrington Elementary School	\$ 56,967
CHARIG	MOYA	Guidance Counselor	1	McCarthy Middle School	\$ 59,738
SEERO	ELYSE	Guidance Counselor	1	McCarthy Middle School	\$ 70,957
VINING	JESSICA	Guidance Counselor	1	McCarthy Middle School	\$ 87,226
DOLAN	AUTUMN	Guidance Counselor	1	Parker Middle School	\$ 87,226
MACISAAC	MELISSA	Guidance Counselor	1	Parker Middle School	\$ 74,018
RICH	LINDA	Guidance Counselor	1	South Row Elementary School	\$ 91,491
			<b>16</b>		<b>\$ 1,195,825</b>
		Guidance Counselor - Stipends - Extended Year CHS		Chelmsford High School	\$ 10,800
EMANOUIL	CATHERINE	Secretary - Main Office	1	Chelmsford High School	\$ 41,594
ACHESON	CYNTHIA	Secretary - Student Support Services	1	Chelmsford High School	\$ 34,192
			<b>2</b>		<b>\$ 75,786</b>
		MTSS/SEL Building Leader Stipends		Districtwide	\$ 45,000
COLE	MAURA	School Psychologist	1	Byam Elementary School	\$ 70,726
SOLLENBERGER	JULIA	School Psychologist	1	Center Elementary School	\$ 70,726
ROSA	DANIEL	School Psychologist - Emerson House	1	Chelmsford High School	\$ 91,491
LAFORTUNE	JOSHUA	School Psychologist - Hawthorne House	1	Chelmsford High School	\$ 85,558
LEARY	VANESSA	School Psychologist - Whittier House	1	Chelmsford High School	\$ 79,626
QUESNEL	JACLYN	School Psychologist	1	Harrington Elementary School	\$ 70,075
LILJEGREN	STEVEN	School Psychologist	1	McCarthy Middle School	\$ 91,491
O'BRIEN INZ	SUSAN	School Psychologist	1	Parker Middle School	\$ 91,491
BROGAN	DEIRDRE	School Psychologist	1	South Row Elementary School	\$ 91,491
			<b>9</b>		<b>\$ 742,675</b>
		<i>Superintendent's Budget Recommendation: Add 1.0 Social Worker position</i>	<b>1</b>	<i>Parker Middle School</i>	<i>\$ 56,967</i>
REGAN	AMY	School Nurse (RN)	1	Byam Elementary School	\$ 79,132
ROSSMAN	KATHY	School Nurse (RN)	1	Center Elementary School	\$ 75,275

Last Name	First Name	Position	FPE	Location / School	FY2020 Salary
BOUSQUET	MARY	School Nurse (RN)	1	Chelmsford High School	\$ 56,857
REILLY	CAROL	School Nurse (RN)	1	Chelmsford High School	\$ 72,644
KULIS	LORI	School Nurse (RN)	0.5	CHiPs Program	\$ 43,216
QUINN-HARRAHY	NANCY	School Nurse (RN)	1	Harrington Elementary School	\$ 81,902
BELLINGHIERI	AMY	School Nurse (LPN)	0.7	McCarthy Middle School	\$ 35,234
ROBBAT	LINDA	School Nurse (RN)	1	McCarthy Middle School	\$ 81,902
FOLEY	DONNA	School Nurse (LPN)	0.7	Parker Middle School	\$ 33,528
KAMENIDES	LISA	School Nurse (RN)	1	Parker Middle School	\$ 81,902
YOUNG	ANNE	School Nurse (RN)	1	South Row Elementary School	\$ 56,857
			<b>9.9</b>		<b>\$ 698,449</b>
		Substitute Nurse Coverage		Districtwide	\$ 38,000
		Town Health Educator		Districtwide	\$ 23,979
		School Crossing Guards	3	Districtwide	\$ 10,800
BREKALIS	PETER	Transportation Coordinator	1	Central Administration	\$ 46,818
ANTOLINI	NANCY	Director of School Nutrition	1	Central Administration	\$ 92,512
HART	DANIEL	Athletic Director	1	Chelmsford High School	\$ 102,745
CHAGNON	KATHARINE	Athletic Trainer	1	Chelmsford High School	\$ 49,113
HUGHES	ANGELA	Secretary - Athletic Director	1	Chelmsford High School	\$ 23,712
POISSON	RYAN	Athletic Student Assistant	0.4	Chelmsford High School	\$ 12,344
		Athletic Coach Stipends		Chelmsford High School	\$ 366,180
		Middle School Regional Knowledge Bowl Advisors		McCarthy & Parker Middle Scho	\$ 3,000
		Night School Instructors		Chelmsford High School	\$ 5,000
		Student Activity Advisors		Chelmsford High School	\$ 73,190
		Student Activity Advisors		McCarthy Middle School	\$ 29,900
		Student Activity Advisors		Parker Middle School	\$ 29,900
					<b>\$ 132,990</b>
GIOUMBAKIS	ELIAS	Supervisor of Students	1	Chelmsford High School	\$ 50,334
KAIZER	DAVID	Supervisor of Students	1	Chelmsford High School	\$ 41,277
SORAGHAN	BRIAN	Supervisor of Students	1	McCarthy Middle School	\$ 50,334
GRAY	RONALD	Supervisor of Students	1	Parker Middle School	\$ 50,334
			<b>4</b>		<b>\$ 192,279</b>
		Court Liaison		Districtwide	\$ 9,000
CURLEY	BRIAN	Director of Facility Services	1	Central Administration	\$ 106,832
PANNETON	SHERRI	Secretary - Facilities	0.3	Central Administration	\$ 12,989
ROMAC	THOMAS	Building Custodian	1	Byam Elementary School	\$ 41,154
SEIDL	STEPHEN	Building Custodian	1	Center Elementary School	\$ 41,154
BUFFUM	CHARLES	Building Custodian	1	Chelmsford High School	\$ 50,843
CUNHA	CHRISTOPHER	Building Custodian	1	Chelmsford High School	\$ 38,795
MANNINEN	MATTHEW	Building Custodian	1	Chelmsford High School	\$ 38,795
SPAULDING	CHERYL	Building Custodian	1	CHiPs Program	\$ 41,154
TRUJILLO	NICOLAS	Building Custodian	1	Harrington Elementary School	\$ 41,154
ARIAS	PEDRO	Building Custodian	1	McCarthy Middle School	\$ 39,964
KELLY	SHAWN	Building Custodian	1	Parker Middle School	\$ 38,795
OCASIO	GLORIVEE	Building Custodian	1	South Row Elementary School	\$ 41,154
			<b>10</b>		<b>\$ 412,965</b>



Last Name	First Name	Position	FPE	Location / School	FY2020 Salary
		Custodial Overtime - General		Districtwide	\$ 15,000
		Custodial Overtime - Snow & Ice Removal		Districtwide	\$ 10,000
		Retirement Incentive / Sick Leave Buy-Back		Districtwide	\$ 228,486

## Appendix A

# **Student Enrollment Summary**

# CHELMSFORD PUBLIC SCHOOLS

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Jay Lang, Ed.D., Superintendent

## **Memorandum**

To: Members of the School Committee  
From: Jay Lang, Ed.D., Superintendent of Schools  
Date: December 15, 2018  
Re: October 1, 2018 Student Enrollment Report

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We supplied the Massachusetts Department of Elementary and Secondary Education (DESE) with our October 1, 2018 student enrollment data which has been certified by DESE. This enrollment information is the basis for the FY20 Chapter 70 state aid calculation. Based on the certified data supplied to DESE, I have prepared the attached spreadsheet displaying the overall district enrollment by grade level in the top section of the report and then further breakdown the enrollment by grade and school below in the sections that follow. For each of the elementary and middle schools I have incorporated the number of mainstream homerooms into the spreadsheet to produce an average class size for grades 1 through 8. I am working with Chelmsford High School to review the individual class rosters to produce a similar class size report for review with the upcoming FY20 budget deliberations. Highlights of the report are as follows:

### **Elementary School Level Highlights**

Average class size for our full day Kindergarten classrooms range between a low of 22 students per classroom at Byam to a high of 26 students per classroom at Center. At the 1<sup>st</sup> grade level, classrooms range between 20 and 26 students. At the second grade level, classrooms range between 20 and 25 students. At the 3<sup>rd</sup> and 4<sup>th</sup> grade levels, average class sizes are lowest and range between 20 and 22 students in our four elementary schools.

### **Middle School Level Highlights**

Overall class size at the middle school grade levels is exceptionally good, averaging 19 to 25 students in grades 6 through 8 at both McCarthy and Parker Middle Schools.

This student enrollment data is important as we begin establishing desirable conditions and budget parameters for the FY20 budget development process in the new year.

**Chelmsford Public School District  
Student Enrollment Report  
October 1, 2018**

	Pre-K	KP	KF	1	2	3	4	5	6	7	8	9	10	11	12	SP	TOTAL
Chelmsford Public Schools	151	0	376	382	376	348	379	369	359	397	380	356	368	369	351	0	4961
CHIPS	151	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	151
Byam Elementary School	0	0	86	100	90	96	105	0	0	0	0	0	0	0	0	0	477
Center Elementary School	0	0	103	102	97	83	89	0	0	0	0	0	0	0	0	0	474
Harrington Elementary School	0	0	95	95	111	88	105	0	0	0	0	0	0	0	0	0	494
South Row Elementary School	0	0	92	85	78	81	80	0	0	0	0	0	0	0	0	0	416
McCarthy Middle School	0	0	0	0	0	0	0	200	181	226	200	0	0	0	0	0	807
Parker Middle School	0	0	0	0	0	0	0	169	178	171	180	0	0	0	0	0	698
Chelmsford High School	0	0	0	0	0	0	0	0	0	0	0	356	368	369	351	0	1444

Byam Elementary School	0	0	86	100	90	96	105	0	0	0	0	0	0	0	0	0	477
# Homerooms:			4	5	4	5	5										
Avg. Class Size:			21.5	20	22.5	19.2	21										

Center Elementary School	0	0	103	102	97	83	89	0	0	0	0	0	0	0	0	0	474
# Homerooms:			4	4	4	4	4										
Avg. Class Size:			25.75	25.5	24.25	20.75	22.25										

Harrington Elementary School	0	0	95	95	111	88	105	0	0	0	0	0	0	0	0	0	494
# Homerooms:			4	4	5	4	5										
Avg. Class Size:			23.75	23.75	22.2	22	21										

South Row Elementary School	0	0	92	85	78	81	80	0	0	0	0	0	0	0	0	0	416
# Homerooms:			4	4	4	4	4										
Avg. Class Size:			23	21.25	19.5	20.25	20										

Chelmsford Public School District  
 Student Enrollment Report  
 October 1, 2018

	Pre-K	KP	KF	1	2	3	4	5	6	7	8	9	10	11	12	SP	TOTAL
Chelmsford Public Schools	151	0	376	382	376	348	379	369	359	397	380	356	368	369	351	0	4961
McCarthy Middle School	0	0	0	0	0	0	0	200	181	226	200	0	0	0	0	0	807
# Homerooms:								8	8	10	10						
Avg. Class Size:								25.00	22.625	22.6	20						
Parker Middle School	0	0	0	0	0	0	0	169	178	171	180	0	0	0	0	0	698
# Homerooms:								8	8	8	8						
Avg. Class Size:								21.125	22.25	21.375	22.5						

**Chelmsford Public School District  
 Projected Student Enrollment - Bubble Sections  
 2019/20 School Year**

**Projected Grade Level Enrollment: 2019/20 School Year**

School	K	1	2	3	4	TOTAL
Byam Elementary School	?	87	100	89	97	373
Center Elementary School	?	103	100	99	81	383
Harrington Elementary School	?	98	96	110	88	392
South Row Elementary School	?	94	88	80	81	343
<b>TOTAL</b>	?	<b>382</b>	<b>384</b>	<b>378</b>	<b>347</b>	

**Projected Class Size: 2019/20 School Year**

School	K	1	2	3	4
Byam Elementary School	?	21.75	20	22.25	24.25
Center Elementary School	?	20.6	20	24.75	20.25
Harrington Elementary School	?	19.6	24	22	22
South Row Elementary School	?	23.5	22	20	20.25

**Recommended Bubble Class: 5 Sections**

## Appendix B

# **Student Activities & Clubs**

**CHELMSFORD PUBLIC SCHOOLS  
HIGH SCHOOL ACTIVITIES & CLUBS**

<b>NO STUDENT ACTIVITY FEE</b> PARTICIPATION IS A REQUIREMENT FOR ENROLLING IN A SPECIFIC COURSE DURING THE REGULAR SCHOOL DAY	<b>PROPOSE NO STUDENT ACTIVITY FEE</b> PARTICIPATON IS COMMUNITY SERVICE BASED OR BY INVITATION ONLY	<b>PROPOSE TO KEEP AN ACTIVITY FEE</b> PARTICIPATION IS VOLUNTARY
Band - Concert Band - Marching Assistant Director Band - Marching Director Band - Marching Staff A Band - Marching Staff B Band - Marching Staff C Band - Marching Staff D Band - Marching Staff E Mock Trial Orchestra Treble Choir	Business National Honor Society English National Honor Society French Honor Society Key Club LIME National Honor Society Peer Tutoring Spanish Honor Society Thomas Jefferson Forum Tri-M Honor Society	Art Club Auxiliary (CG/Major) Best Buddies Chorus Coding Club Dance Team DECA Drama Club Gay and Straight Alliance International Relations Jazz Band Lead Like a Girl Live Smart Math Team Musical Robotics Team Rufus Porter Society Ski Club Speech & Debate Team Student Council TV Club VOICE - Literacy Advisor Yearbook - Business Yearbook - Literacy Other (Proposed)



CHELMSFORD PUBLIC SCHOOLS  
STUDENT ACTIVITY FEE SUMMARY

	FY18 Actual	FY20 Projected Budget
<b>Revolving Fund Revenue (517)</b>		
High School	55,400.00	44,300.00
McCarthy	36,080.00	27,075.00
Parker	29,686.00	22,200.00
Student Participation Fees	121,166.00	93,575.00
End of Prior Fiscal Year Carry Over Balance	45,785.06	60,318.00
<b>Total Revolving Fund Revenue</b>	<b>166,951.06</b>	<b>153,893.00</b>

<b>Revolving Fund Expense (517)</b>		
High School	77,317.77	45,756.09
McCarthy	30,041.10	26,864.82
Parker	26,485.53	20,474.62
Revolving Fund - Stipends	133,844.40	93,095.53
High School	750.00	
McCarthy	0.00	
Parker	0.00	
Revolving Fund - Refunds	750.00	0.00
<b>Total Revolving Fund Expenses</b>	<b>134,594.40</b>	<b>93,095.53</b>

<b>Local Budget Expense (3520)</b>		
High School	37,009.50	73,190.00
McCarthy	24,519.47	29,900.00
Parker	21,182.98	29,900.00
<b>Total Local Budget Expense - Stipends</b>	<b>82,711.95</b>	<b>132,990.00</b>

<b>Expense Total</b>	<b>217,306.35</b>	<b>226,085.53</b>
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**FY20 Proposed Budget Assumptions:**

CHS Student Activity Fee is reduced from \$ 125 to \$ 100 annually.

McCarthy and Parker Middle School Student Activity Fees are reduced from \$ 100 to \$ 75 annually.

The costs associated with the late bus runs are fully funded in the Transportation (3300) section of the budget.

## Appendix C

### **Grant Fund Summary**

CHELMSFORD PUBLIC SCHOOLS		2019 APPROVED GRANTS										
Fund	Program Name	Type	Admin Staff	Direct Service Staff	Support Staff	Stipends	Fringe MTRS	Contractual Services	Supplies	Travel	Other	Total Grant Award
<b>CURRICULUM</b>												
305	Title I	Federal	16,635	14,556	104,395	34,700	2,807	0	2,000			175,093
The Title I grant provides supplemental resources to help low achieving students in high poverty schools meet the state's academic standards. This grant primarily funds a portion (30%) of the Title I Director's salary, ten math and reading interventionists (tutors) at three elementary schools and an instructional math coach.												
140	Title IIA-Teacher Quality	Federal		60,000	5,000	17,500		6,000	1,752			90,252
The Title II A grant is used to increase student achievement through comprehensive district initiatives that focus on the preparation, training, recruitment and retention of effective educators. This grant primarily funds two instructional coaches, instructor stipends to teach approved graduate classes (Fitchburg State), ELL facilitator stipends to implement strategies from RETELL and materials for school climate professional development.												
180	Title III English Lang LEP Support	Federal		26,851						1,920	240	29,011
The Title III grant provides supplemental resources to improve the education of english language learners. This grant primarily funds ELL tutors to support students at the high school level and professional development for teachers to attend the MATSOL conference.												
309	Title IV A	Federal						4,965	4,965	2,000		11,930
The Title IV A grant provides resources to ensure all students have equitable access to high quality educational experiences that follow one or more of the following priorities:well rounded educational opportunities, safe and healthy students and effective use of technology. This grant primarily funds professional development activities for staff in the first two priorities, enhancing instruction and practices for both academic and social emotional goals.												
<b>SUB TOTAL</b>			<b>16,635</b>	<b>101,407</b>	<b>109,395</b>	<b>52,200</b>	<b>2,807</b>	<b>10,965</b>	<b>8,717</b>	<b>3,920</b>	<b>240</b>	<b>306,286</b>
<b>SPECIAL EDUCATION</b>												
240	SPED 94-142 Allocation	Federal			404,806		10,500	782,467	19,720			1,217,493
The SPED IDEA (Individuals with Disabilities Education Act) 240 grant provides funds to ensure that eligible students with disabilities receive a free and appropriate public education that includes special education and related services designed to meet the individual needs. This grant primarily funds one special education secretary, support staff for students with an IEP (certified nursing assistants (CNA), one LPN up and up to nine paraprofessionals), and contracted services providers, the largest one being the NECC program.												
262	SPED Early Childhood Allocation	Federal			36,504							36,504
The SPED Early Childhood Special Education Grant is similar to the SPED IDEA grant, but is targeted for early childhood students (ages 3-5). This grant primarily funds 2.5 paraprofessionals in the CHIPS program.												
<b>SUBTOTAL</b>			<b>0</b>	<b>0</b>	<b>441,310</b>	<b>0</b>	<b>10,500</b>	<b>782,467</b>	<b>19,720</b>	<b>0</b>	<b>0</b>	<b>1,253,997</b>

CHELMSFORD PUBLIC SCHOOLS		2019 APPROVED GRANTS											
Fund	Program Name	Type	Admin Staff	Direct Service Staff	Support Staff	Stipends	Fringe MTRS	Contractual Services	Supplies	Travel	Other	Total Grant Award	
	<b>OTHER</b>												
237	ATEF	Town									3,038	3,038	
	The Town of Chelmsford Arts and Technology Fund provides supplemental funding to support educational initiatives and projects that enhance the curriculum of the Chelmsford Public Schools. This grant primarily funds initiatives of approximately \$400 - \$750 each in the areas of the arts and technology.												
250	Essential School Health Grant	State									3,000	3,000	
	The grant from the Department of Public Health primarily funds vision and hearing screenings for students. The grant award was to the Lexington Public Schools and Chelmsford Public Schools received a sub award of the grant.												
254	Terraonic Garden Grant	Town						7,500				7,500	
	The grant from the Town of Chelmsford Energy Conservation Committee funds a Terraonic Gardening System in Chelmsford High School, engaging students in science classes and EcoClub.												
301	Science ECO Rise	Private							2,852			2,852	
	This grant from Eco Rise Youth Innovations funds materials in CHS classrooms (e.g. plants) and engages our innovative students to measure and improve air quality in the building.												
301	Project Lead the Way (PLTW)	Private							3,000		2,000	5,000	
	This grant from PLTW provides funding to train additional PLTW teachers and to purchase required equipment for students for computer science studies.												
301	Analog Robotics	Private							5,000			5,000	
	This grant from Analog Devices provides funding for equipment to move forward with training and curriculum materials which support the Project Lead The Way goals in the STEM areas.												
313	Lockheed Martin (Robotics)	Private									2,500	2,500	
	This grant from Lockheed Martin funds the robotics team and event registrations and coaching for the robotics projects at CHS.												
	<b>SUBTOTAL</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7,500</b>	<b>10,852</b>	<b>0</b>	<b>10,538</b>	<b>28,890</b>	
	<b>TOTAL GRANTS</b>		<b>16,635</b>	<b>101,407</b>	<b>550,705</b>	<b>52,200</b>	<b>13,307</b>	<b>800,932</b>	<b>39,289</b>	<b>3,920</b>	<b>10,778</b>	<b>1,589,173</b>	

## Appendix D

### **Revolving & Other Fund Summary**

CHELMSFORD PUBLIC SCHOOLS  
THREE YEAR REVOLVING FUND AND OTHER FUND SUMMARY

MUNIS #	Revolving Accounts	Balance 7/1/2017	Balance 7/1/2018	Estimated Receipts in FY19	Estimated Expenditures in FY19	Net Surplus or (Deficit) in FY19	Estimated Balance 7/1/19
501	Café (School Nutrition)	303,713.56	614,053.66	1,006,450.00	1,170,350.00	(163,900.00)	450,153.66
502	Athletic	4,350.02	13,455.67	365,000.00	365,000.00	0.00	13,455.67
503	Gifts & Donations	17,193.14	24,368.56	2,070.00	2,360.00	(290.00)	24,078.56
504	Lost / Damaged Books	3,782.41	4,309.78	602.00	0.00	602.00	4,911.78
505	Musical Instrument Repair	0.00	0.00	0.00	0.00	0.00	0.00
506	Adult Education/Music/Guidance	71,539.50	73,661.04	195,000.00	195,000.00	0.00	73,661.04
507	Childcare	1,463,719.90	1,980,165.47	2,080,000.00	2,757,000.00	(677,000.00)	1,303,165.47
508	Out of Town Tuition Reimbursement	55,093.06	59,988.70	0.00	0.00	0.00	59,988.70
509	Summer School	8,543.10	6,527.61	5,630.55	2,000.00	3,630.55	10,158.16
510	School Choice	988,131.63	1,329,917.63	285,924.00	250,000.00	35,924.00	1,365,841.63
511	Civic Activities	100,591.31	126,673.97	147,430.00	99,500.00	47,930.00	174,603.97
516	Transportation	224,994.14	227,032.36	390,000.00	343,195.00	46,805.00	273,837.36
517	Student Activity	45,785.06	32,356.66	121,961.00	94,000.00	27,961.00	60,317.66
518	Turf Fields	50,089.54	49,124.75	89,900.00	103,425.00	(13,525.00)	35,599.75
	Total	3,337,526.37	4,541,635.86	4,689,967.55	5,381,830.00	(691,862.45)	3,849,773.41

**Other Accounts**

310	Circuit Breaker	1,445,926.44	998,984.99	4,103,914.00	2,800,000.00	1,303,914.00	2,302,898.99
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# CHELMSFORD PUBLIC SCHOOLS

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## Memorandum

TO: Jay Lang, Superintendent  
Members of the School Committee

FROM: Joanna Johnson-Collins, Director of Business & Finance

DATE: April 5, 2019

RE: Turf Field Revolving Fund (518) Update

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I am writing to provide you with an update regarding the FY2019 revenue and expense projection of the turf field revolving fund (518). This revolving fund captures the revenue and expenses associated with two (2) turf fields, one at Chelmsford High School and the other at McCarthy Middle School.

The primary sources of revenue are from renting the fields to sports organizations (i.e. football, soccer, baseball, and lacrosse programs) and naming rights for one large sign at the McCarthy field. The primary expenses are the bond principal and interest payments. Mr. John Sousa, Town of Chelmsford Finance Director / Treasurer, kindly summarized the debt service activity funded by the revolving fund. The town borrowed \$ 800,000 and issued an 11-year bond, with the principal being repaid over 10 fiscal years. At the end of FY2019, six years of the repayment schedule will be complete with five years remaining. The last payment will be in FY2024 to retire the bond.

The summary on the following page highlights the revenue and expense projection for FY2019 and for comparison, FY2018 financial information is provided. In FY2019, revenues are projected to total \$114,807 and expenses to total \$ 104,722. This is projected to build the revolving fund's reserve by \$ 10,085 at fiscal year end. Currently, the cumulative reserve (carry forward) totals \$ 49,124.75. Adding the cumulative reserve to this year's projected net gain will bring the reserve to \$ 59,209.75 on June 30, 2019. In FY2018, revenues totaled \$ 103,195 and expenses totaled \$ 104,159.79. The difference of \$ 964.79 was covered by the cumulative reserve, which at the beginning of FY2018 was \$ 50,089.54.

I'd like to thank our Athletic Director, Dan Hart, for his work managing the turf fields and his assistance in preparing the revenue forecast. Thank you for the opportunity to provide this update.

**Chelmsford Public Schools  
Turf Field Revolving Fund (518)**

**FY18**

**FY19**

	Revenue	Expense		Revenue	Expense
Jul-17	\$0.00	\$285.67	Jul-18	\$0.00	\$0.00
Aug-17	\$0.00	\$258.02	Aug-18	\$11,615.00	\$0.00
Sep-17	\$29,223.75	\$152.05	Sep-18	\$0.00	\$387.03
Oct-17	\$7,425.00	\$0.00	Oct-18	\$6,540.00	\$5,537.71
Nov-17	\$0.00	\$10,487.04	Nov-18	\$3,925.00	\$8,896.25
Dec-17	\$780.00	\$170.48	Dec-18	\$2,855.00	\$101.37
<b>December Subtotal</b>	<b>\$37,428.75</b>	<b>\$11,353.26</b>	<b>December Subtotal</b>	<b>\$24,935.00</b>	<b>\$14,922.36</b>
Jan-18	\$5,100.00	\$0.00	Jan-19	\$25,750.00	\$0.00
Feb-18	\$5,760.00	\$0.00	Feb-19	\$9,177.00	\$0.00
Mar-18	\$0.00	\$0.00	Mar-19		
Apr-18	\$22,350.00	\$0.00	Apr-19		
May-18	\$7,435.00	\$90,500.85	May-19		\$88,500.00
Jun-18	\$25,121.25	\$2,305.68	Jun-19		
			4 month projection	\$54,945.00	
<b>Total</b>	<b>\$103,195.00</b>	<b>\$104,159.79</b>	<b>Total</b>	<b>\$114,807.00</b>	
<b>Carry Forward</b>			<b>Carry Forward</b>		

Revenue Accounts	Account	Total	Revenue Accounts	Account	YTD Total
Revenue	51800000-43815	\$103,195.00	Dec. YTD Revenue	51800000-43815	\$24,935.00
Carry Forward	51800000-90000	\$50,089.54	Carry Forward	51800000-90000	\$49,124.75
<b>Revenue Totals</b>		<b>\$153,284.54</b>	<b>YTD Revenue Totals</b>		<b>\$74,059.75</b>

Revenue Projection	
Dec. YTD Revenue	\$24,935.00
Jan. - Feb. Revenue	\$9,927.00
Naming Rights	\$25,000.00
Estimated Earnings	\$54,945.00
<b>Forecast Total</b>	<b>\$114,807.00</b>

Expense Accounts	Account	Total Amount	Expense Accounts	Account	YTD Total
Salaries	51862000-51060	\$2,068.79	Salaries	51862000-51060	\$1,322.36
Other	51862000-57800	\$1,891.00	Other	51862000-57800	\$5,100.00
Bond Payment	51881000-59238	\$80,000.00	Bond Payment	51881000-59238	\$0.00
Turf Int.	51882000-59239	\$20,200.00	Turf Int.	51882000-59239	\$8,500.00
<b>Expense Totals</b>		<b>\$104,159.79</b>	<b>Expense Totals</b>		<b>\$14,922.36</b>

Expense Forecast	
Salaries	\$2,622.36
Other	\$5,100.00
Bond Paymnet	\$80,000.00
Interest	\$17,000.00
<b>Forecast Totals</b>	<b>\$104,722.36</b>



## Appendix E

# **Council of Chelmsford Schools**

# COUNCIL OF CHELMSFORD SCHOOLS

Chelmsford High School • McCarthy Middle School • Parker Middle School • Chelmsford Integrated Preschool  
Byam Elementary School • Center Elementary School • Harrington Elementary School • South Row Elementary School

The Council of Chelmsford Schools, Inc. is a non-profit organization created to support the Chelmsford Public Schools. Its mission is to facilitate communication among parents, parent groups and representatives of the Chelmsford Public Schools through informational and educational opportunities for the parents, parent groups, staff, administration, and community members on matters of public education. Created when local parent organizations joined forces to negotiate and manage the school picture contract, CoCS secures the best prices on picture packages for our students and families, while returning a much-needed commission to the PTO/As.

Every Parent Teacher Organization and Association in Chelmsford appoints CoCS members, and the CoCS and its Board meet four times per year. The public is welcome to attend – the last CoCS meeting this school year will be held on May 15, at 7:00pm in the McCarthy Library. The Superintendent, a Principal representative, a School Committee member, and council members are regular presenters at CoCS meetings. It is an opportunity to be informed on topics in education specific to Chelmsford's system.

The CoCS hosts the annual *Chelmsford Community Read In* where volunteers from throughout the Chelmsford community are welcomed to read in our schools. It is a great way for our community and students, teachers, staff, and administrators to meet each other, and to see the schools at work. Reading is essential to academic success, and sharing Chelmsford's love of reading throughout the district inspires students. Last year, more than 250 community readers participated. The 32nd Annual Chelmsford Community Read-In will run from May 28-31, 2019, and interested volunteers can sign up at <http://ChelmsfordCommunityReadIn.org>

CoCS also funds two, \$1,000 scholarships, awarded to CHS seniors attending college in the fall. Applicants write about a teacher or administrator who truly impacted the student's life while in the Chelmsford School District. It is rewarding to witness first-hand the impact great teachers and staff have on our students.

CoCS member organizations do incredible work in Chelmsford's schools. Each PTO fundraises—all together more than \$135,000 each year—to support enrichment programs for all students. PTOs also organize and run events such as movie nights, socials, heritage festivals, walks and runs, science fairs, STEM fairs, which allow our students to enjoy social interactions and to expand on their interests.

Every PTO is staffed and run by volunteers, and operates on funds raised through donations and fundraisers. Without dedicated parent volunteers, our education system would not be as rich as it today and at CoCS the goal is to continue to foster this incredible spirit of giving and nourishing the whole student.

The CoCS is composed of: The Chelmsford Integrated Preschool (CHIPS); Byam School Association, Inc.; Center School Parent Teacher Organization, Inc.; Harrington School PTO, Inc.; South Row Parent Teacher Organization; McCarthy Middle School PTO, Inc.; Parker School PTO, Inc.; and Chelmsford High School Parent Teacher Organization, Inc.



2018 CoCS Scholarship winners, along with the staff featured in their essays. Left, Maddie MacPherson and CHS English teacher Ian VanBlarcom; Right, Maya Dube and Coach Kristen True.

Our web presence can be found at <https://www.chelmsford.k12.ma.us/domain/974#calendar6575/20190401/month>, or under the Community tab on the Chelmsford Public Schools website.



## Chelmsford High School

**Chelmsford High School's** PTO focuses on two activities: the After-Prom Event, and Teacher and Staff Appreciation Week.

The After-Prom is annual event running from immediately after the formal Prom, until 5:00am the following morning. It provides CHS seniors and their guests with an exciting evening of food, music, activities and prizes, in order to offer a safe alternative. The majority of the senior class participates in this event, although not all last through the night to try and win the 5:00am, \$1000 cash prize!

Volunteers organize the After-Prom, from deco-

rating, to hiring entertainers, to soliciting donations from both the community and parents, in order to pay for event expenses and prizes. Local restaurants donate food. This is a huge undertaking, and planning starts in earnest each January. Many other towns, such as Westford, host similar events for their high school seniors.

National "teacher and staff appreciation" week falls in May. The CHS PTO supports the Principal's luncheon with a dessert bar, and also works to provide a few other goodies, as budget allows.

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Principal: Mr. Steve Murray  
Grades: 9-12  
Number of Students: 1,444  
Year Built: 1974

Approximate amount fundraised/donated annually:  
\$11,000  
Chelmsford High School was first established in  
1917.

## Chelmsford Integrated Preschool

**At CHIPS our** PTO's focus is to support our staff and students. Through fundraising we are able to provide wonderful enrichment programs for all our students and a one of a kind staff appreciation luncheon at the end of the school year.

Our main fundraisers are Open House Basket

Raffle, Pictures, Square 1 Art, and CHIPS T-Shirt orders. Our main enrichments are Curious Creatures or Seacoast Science Center, Sock Drive, Mr. Rega from the Music Academy, Touch a Truck, and Game Day.

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Coordinator: Mr. Russell Hoyt  
Number of Students: 151  
Year Built: 1968 (Westlands School)

Approximate amount fundraised/donated annually:  
\$,2500

## Byam Elementary School

**Byam School Association** sponsors its largest event each spring, the Byam Walk-a-Thon.

As of this year, students are enjoying a refurbished playground, accomplished with the combined support of the PTO, District, and Town. Other annual

events include a family night which offers families the opportunity to attend the book fair. Byam Association supports the school play; a Science Fair, BooBash, a reading challenge, and student participation in robotics and maker spaces.

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Principal: Mr. Jason Fredette  
Asst. Principal: Betsy Dolan  
Grades: K-4  
Number of Students: 477  
Year Built: 1970

Approximate amount fundraised/donated annually:  
\$25,000



Byam School is on Facebook!

## Center Elementary School

**Center Elementary's PTO** works to provide a wide range of enrichment and other activities for the students and staff. The Discovery Museums present several programs (earth science, force and motion, light and color); and students enjoy programs on puppetry; music; local authors such as

Natasha Love ("The Marvelous Magic of Miss Mabel"); Plimoth Plantation comes to Center, as well as Ben Franklin and Laura Ingalls Wilder. Staff events feature a breakfast and candy bar; Center families enjoy movie nights, ice cream socials, and ziti night, among others.

Principal: Ms. Dianna Fulreader  
Asst. Principal: Jayson Ramalho  
Grades: K-4  
Number of Students: 474  
Year Built: 1955 (remodeled: 1999)

Approximate amount fundraised/donated annually:  
\$30,000



Center School PTO is on facebook!

## Charles D. Harrington Elementary School

**The Harrington PTO**, as do the other PTOs, strives to provide a variety of Enrichment and other programs to support students and staff.

Harrington PTO hosts an annual all-inclusive Harrington Hoe-Down dance and other fun social events for students and families, including movie nights, and roller skating. The Harrington Heritage Festival is a major annual event celebrating diversi-

ty. The Heritage Festival features activities, informational and activity tables, performances and foods! Enrichment such as author visits, the book fair, and many others round out the offerings.

Various fundraisers support these efforts, such as Harrington Trivia Night, Yankee Candle, Square1 Art, and paint nights – generating revenue as well as offering fun community and family activities.

Principal: Mr. Robert Asselin  
Asst. Principal: Betsy Dolan  
Grades: K-4  
Number of Students: 494  
Year Built: 1968

Approximate amount fundraised/donated annually:  
\$25,000



## C. Edith McCarthy Middle School

**The McCarthy PTO** supports both students and staff through Enrichment Programs, events, and fundraisers. Enrichment is provided at each grade level, as well as specialists, and the Enrichment Coordinator works with teachers to align programs to the curriculum in order to give the students varied opportunities.

PTO events are designed to bring the McCarthy community together - nights at Altitude or Roller Kingdom, after school socials and dances, Science and STEM Fairs, Book Fairs, and Family Fun nights. MCPTO does hold fundraising events such as Recycle Day, which is town-wide. Students are also encouraged to bring in Box Tops, and many families support the PTO through Amazon Smile.

Additionally, to support the staff, the PTO offers a welcome back lunch, staff week events, as well as

smaller appreciation events through the year, such as our Red Sox Opening Day Popcorn and Crackerjacks! Parents generously contribute to these events with donations to offset PTO costs.

Lastly, the PTO supports other school events and field trips, such as the Frisbee Golf Tournament each fall, McCarthy's Mini-Marathon, and Field Day.



World-renowned percussionist Tony Vacca.



Kite specialist Glenn Davison.



Olympian pole vaulter Stacey Dragila.



Students stock up on reading materials at the bookfair.



Musician (and CHS grad) Chris Worth, reviewing the solar system.

Principal: Mr. Kurt McPhee  
Asst. Principal: Ms. Kerry Calobrisi  
Grades: 5-8  
Number of Students: 807  
Number of Teachers: 65  
Year Built: 1959 (renovated: 2006)

Approximate amount fundraised/donated annually:  
\$21,000



McCarthy Middle School Happenings is on facebook!

## Col. Moses Parker Middle School

**Parker's PTO** has planned to raise roughly \$16,800 during the 2019/20 school year. This will be accomplished mostly through family fun events like the Parker Pride Run (fun run), Parker's Got Talent (talent show), Scholastic Book Fair, and from the receipt of a portion of the school picture money proceeds that are distributed back to each PTO from the Council of Chelmsford Schools.

The Parker PTO plans to use \$10,225 of the funds raised to support each grade level curriculum by sponsoring Enrichment programs for all four grades. Our PTO Enrichment coordinator works with one teacher from each grade level to determine appropriate programming, and will book the programs for the school as well.

An additional \$4,500 is budgeted to be spent toward staff, including classroom allowances for supplies that the district doesn't cover, a staff appreciation luncheon during Teacher Appreciation week, and a welcome back staff lunch. The PTO also budgets \$500 for a college scholarship to a graduating high school senior that attended Parker Middle School.

The Parker PTO encourages charitable giving by sponsoring an annual Coin Drive where the students raise \$2,000-\$3000 each year that is given to a voted upon charity of the students' choice. The PTO encourages STEM by sponsoring a competitive Science and Innovation Fair.



Col. Moses Parker Middle School  
Principal: Dr. Jefferey Parks  
Asst. Principal: Mr. Mark Sousa  
Grades: 5-8  
Number of Students: 698  
Year Built: 1965 (renovated: 2006)

Approximate amount fundraised/donated annually:  
\$17,000  
One-time Lowe's grant, \$5,000



Parker Middle School is on facebook!



## South Row Elementary School Highlights

**At South Row** our PTO's main focus and mission is to support our staff and students. Through enrichment programs, appreciation, and wonderful school experiences we are able to do those very things.

We fundraise to be able to provide 4 whole-school enrichment programs and 4 per grade level for a total of 24 enrichments per year. Through our Ice Cream Social, Fall Fundraiser, Pumpkin Fair, Movie Nights, and Spring Fling we raise the money to provide these great programs to our school.

This year's Ice Cream Social drew the biggest crowd we've seen in the all the years we have been doing this social. Each seating was packed and families enjoyed time on the playground after enjoying their ice cream. The 46th Annual Pumpkin Fair saw an incredible turn out with amazing traditions continued and great memories made. From games and prizes, face painting, pumpkin decorating, cookie decorating, delicious bake sale items, and wonderful lunch choices, the Pumpkin Fair is always a wonderful day enjoyed by so many. This year we were able to recreate a photo taken 25 years ago of our very own Assistant Principal, Jayson Ramalho, enjoying the pumpkin fair as a student at South Row. The Pumpkin Fair is open to the entire Chelmsford Community and is truly enjoyed by all

ages. Our Movie Nights have seen packed houses at every showing. It's a fun way to spend time as a family with other families at a low cost to all. The Spring Fling brings our annual Raffle Baskets and a fun afternoon and evening for our South Row families. Families enjoy games & prizes, face painting, colored hair spray, food, and of course the chance to win one of the 25 amazing raffle baskets filled by our wonderful classroom families.



South Row Elementary School  
Principal: Dr. Molly McMahon  
Asst. Principal: Mr. Jayson Ramalho  
Grades: K-4  
Number of Students: 416  
Year Built: 1953

Approximate amount fundraised/donated annually:  
\$28,000



South Row PTO is on facebook!

# CHELMSFORD PUBLIC SCHOOLS

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Jay Lang, Ed.D., Superintendent

## **Memorandum**

To: Members of the School Committee  
From: Jay Lang, Ed.D., Superintendent of Schools  
Date: June 14, 2019  
Re: CPS/CHS MCC Dual Enrollment Program Report

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During the 2018/19 school year, eligible Chelmsford High School (CHS) students were provided an opportunity to participate in Dual Enrollment (DE) courses. The Chelmsford Public Schools/High School partnered with Middlesex Community College (MCC) to provide college level courses on-site at CHS during the traditional school day. Students who met specific enrollment criteria required by MCC were eligible to enroll in one or more of five (5) course offerings this past school year at CHS, instructed by CHS teachers. MCC enrollment criteria include a minimum grade point average (GPA) of 2.0 in current high school courses and a score of 480 or higher on the PSAT/SAT exam. Eligible and interested students further had to complete an MCC application and registration form submitted to their CHS guidance counselor for processing. CHS students who successfully pass a DE course are awarded both CHS high school credit toward their graduation requirement and MCC credit toward college. Under the DE agreement between CHS/MCC, students who elect to enroll in a DE course with MCC pay \$ 92 per credit hour, or \$ 276 for a 3 credit college course.

Below is a table indicating each of the five DE course offerings during the 2018/19 school year at CHS, the total number of students enrolled in each course, the number of students electing to participate for MCC DE credit, and the percentage of students who successfully passed the DE course for MCC credit.

<b>CHS Course</b>	<b>Total Number of Students Enrolled in a DE Course for MCC Credit</b>	<b>Percentage of Students Enrolled in a DE Course for MCC Credit with a Passing Grade</b>
Pre-Calculus	13 out of 26	100%
Exploring Early Childhood III	14 out of 18	100%
Programming I	8 out of 14	100%
Biotechnology I	7 out of 20	100%
Sociology	16 out of 73	100%

A total of fifty eight (58) students participated in approved CHS courses for DE credit during the initial 2018/19 school year. To provide financial perspective relative to the potential “savings” students/families may realize later in college for participating in CHS DE programming, I have compared the cost of a 3-credit college course in the CHS DE program, with that of an



undergraduate student at MCC, at a state university (University of Massachusetts Lowell), and a local private college (Merrimack College). Please see Attachment A.

**Looking Ahead: 2019/20 CHS DE Course Offerings**

The number of DE course offerings at CHS will expand to twelve (12) for the 2019/20 school year. Additional offerings in the Art, Business and English Departments will be added. CHS hopes to expand the number of students enrolling in DE courses next year and has taken several steps to promote DE programming at CHS. Actions taken to promote DE course offerings include identifying DE courses in the 2019/20 CHS Program of Studies. This information allows students to register for DE courses early in the scheduling process. Students have been meeting with their guidance counselors to complete the necessary documents to enroll in courses for the fall. Principal Murray will be sending out a Connect Ed notification to students enrolled in each of the DE courses over the summer. They will receive DE information, including FAQ's, pricing, and necessary documents to complete before the start of school. Additionally, the instructor of each DE course, as a means to recruit more students, will address students at the beginning of the school year. The CHS school year begins before the MCC school year, allowing a window of time to recruit more students for enroll in the DE course offerings at CHS.

All CHS teachers instructing DE courses receive a mentor from MCC to guide them through the creation of a Blackboard page (optional), support them with the course content, and assist them importing grades when the course concludes. Below is a table identifying each of the twelve (12) DE course offerings scheduled during the 2019/20 school year at CHS:

<b>MCC Course / Number</b>	<b>CHS Course</b>	<b>Number of Scheduled Sections / Total Enrolled Students (as of June 12, 2019)</b>
ART 123	Studio 3	1/24
ENG 101	Writing for College	2/43
BUS 110	Management	1/13
BUS 240	Marketing	3/53
BUS 221	Accounting I	3/61
MAT 177	Introduction to Statistics	1/26
BIO 120	Biotechnology I	2/39
HST 122	US History II	2/48
CHE 121	Chemistry	4/81
CSC 151	Programming I	2/35
EDU 100	Exploring Early Childhood III	1/18
SOC 101	Sociology	3/68

## Attachment A

	CHS Dual Enrollment	Middlesex Community College	University of Massachusetts Lowell	Merrimack College
The 2018/19 cost of tuition and fees for a full-time (15 credits), in-state student.		\$ 7,400	\$ 15,180	\$ 41,760
Cost per credit hour	\$ 92	\$ 247	\$ 506	\$ 1,392

### **Current Example:**

Each CHS Student who elected to enroll in and passed one (1) CHS DE course with MCC paid \$ 276 for a 3-credit college level course. This action results in potential "savings" that may be realized after high school when the student enrolls full-time in college (i.e. community, state or private) as indicated.

	\$ 276	\$ 464	\$ 1,242	\$ 3,900
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### **Future Examples:**

A CHS Student who elects to enroll in and passes five (5) CHS DE courses with MCC (a full college semester) over their high school career pays \$ 1,380. This action results in potential "savings" that may be realized after high school when the student enrolls full-time in college (i.e. community, state or private) as indicated.

	\$ 1,380.0	\$ 2,320.0	\$ 6,210.0	\$ 19,500.0
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A CHS Student who elects to enroll in and passes ten (10) CHS DE courses with MCC (a full college year) over their high school career pays \$ 2,760. This action results in potential "savings" that may be realized after high school when the student enrolls full-time in college (i.e. community, state or private) as indicated.

	\$ 2,760	\$ 4,640	\$ 12,420	\$ 39,000
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A CHS Student who elects to enroll in and passes twenty (20) CHS DE courses with MCC (earns an associates degree) over their high school career pays \$ 5,520. This action results in potential "savings" that may be realized after high school when the student enrolls full-time in college (i.e. community, state or private).

	\$ 5,520	\$ 9,280	\$ 24,840	\$ 78,000
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***Source: CollegeBoard.org 2018 tuition & fees. These costs are for tuition and fees only. They do not include the cost of books, educational supplies or room and board. The "future examples" are based upon 2018 tuition and fee costs only and are not adjusted for inflation.***

## MEMORANDUM

To: Dr. Jay Lang, Superintendent  
Members of the School Committee  
From: Joshua Blagg, CHS Dean of Hawthorne House  
Date: June 12, 2019  
Re: Update: CHS Junior Job Shadow Day – Student Externship Opportunity

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Over the past several months, Mr. Joshua Blagg, Dean of Hawthorne House, and Ms. Tammy Leary, CHS school counselor, have been working to establish a School to Careers Program to help students make decisions about his/her postgraduate plans. During the 2018-2019 school year, a Career Exploration Breakfast in March and a Junior Job Shadow Day in May were held. Below please find some information about our first Junior Job Shadow day held May 21, 2019.

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The inaugural Junior Job Shadow Day was held on May 21, 2019. This event was the second step in our School to Careers Program piloted at Chelmsford High School with the desired outcome of providing tangible experiences for high school students as they explore their post-graduate plans. The Junior Job Shadow Day was a rousing success with 315 of the 373 students (84%) in the Class of 2020 participating in the off-site experience shadowing professionals in their chosen field. The students who did not secure a job shadow for a variety of reasons came to school and engaged in an on-line Career Exploration seminar that helped them further explore different career options. CHS juniors visited 285 different job sites with careers ranging from electricians, lawyers, medical professionals, law enforcement officials, marketing firms, and teachers to name a few. The professionals, or "Site Mentors," were given surveys to assess the effectiveness of the experience. Below please find a few sample responses:

- *"We had a great day with xxxx, she is a very mature and professional young adult. It was a true pleasure to have xxxx shadow us and our nursing staff at Boston Children's Hospital today from 8 a.m. to 4 p.m. She is a wonderful and professional young lady and we absolutely enjoyed her willingness to learn and ask questions." – Ms. Jill Twome-McLaglin.*
- *"xxxx was a pleasure to host. He was self-motivated and very eager to learn. He asked very good questions and paid attention. His enthusiasm of this experience was well received by the engineers and scientists who he interacted with. I had xxxx also meet with our staff recruiter and we both encouraged him to collect business cards from those he met with yesterday and to begin working on his LinkedIn profile (on-line resume) and make these connections now. I believe he left here with a handful of business cards." – Sonja J. Hansen, V.P. Human Resources Triton Systems, Inc.*
- *"It was a pleasure to have both xxxx and xxxx spend the day with me. They were outstanding observers and had great questions. I did not expect them to understand the proceedings as well*

***"We take pride in the pursuit of excellence."***

*as they did. One of the judges in Lowell District Court asked them to come back to observe her Drug Court. They remained the entire day.” – Lynda Dantas, Public Defender, Lowell.*

It was clearly a valuable experience for our juniors as demonstrated by their reflections on the experience:

- “I definitely confirmed my interest in law. I gained a closer look at how the immigration system works and how flawed it is. I got advice on how to set myself up for law school and future plans. I felt supported and had thought-provoking discussions about a wide range of philosophical and political ideas.”
- “This was a lot of fun! I went to iRobot where I got to meet different types of engineers and it was cool to learn about and see the daily lives of those professionals. It gave me more specific insight about what I might like to do in the future.”
- “I will remember a lot from this experience. I learned about the work ethic needed to be a successful employee, and I also learned about how technology can help benefit and change the world. I learned a lot about what skills one needs to become a mechanical engineer.”
- “I shadowed a music therapist and traveled to two of her classes with her. In the second class, there was one girl, probably about 6 or 7 years old, who had cerebral palsy and couldn't speak. I will never forget her facial expression when the therapist took out her guitar. Every concern melted away and the look on her face was pure joy. She smiled and laughed for the remainder of the time that the therapist had the guitar out. It was incredible to see how music can stimulate responses in children that they may not otherwise be able to communicate.”

We are excited to continue to build our School to Careers Program by learning from our experience this year with both the Career Exploration Breakfast and the Junior Job Shadow day. We now have a database of possible contacts for placement for the Junior Job Shadow in years to come which will help students who are in need of help securing a placement. Looking forward to the 2019-2020 school year we are excited to implement a pilot of the culmination of this program in the form of a senior internship. The senior internship pilot would run during the fourth marking term. We are excited to share details of this pilot in the near future!

# CHELMSFORD PUBLIC SCHOOLS

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Jay Lang, Ed.D., Superintendent

## **Memorandum**

To: Members of the School Committee

From: Jay Lang, Ed.D., Superintendent of Schools

Date: June 14, 2019

Re: Superintendent's 2018/19 Performance Evaluation

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A copy of the overall summative performance ratings of my evaluation for the 2018/19 school year prepared by Chair King will be distributed and presented for adoption at the regular meeting of June 18, 2019.

# CHELMSFORD PUBLIC SCHOOLS

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Jay Lang, Ed.D., Superintendent

## **Memorandum**

To: Members of the School Committee  
From: Jay Lang, Ed.D., Superintendent of Schools  
Date: June 14, 2019  
Re: MSBA Accelerated Repair Project Update

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Several committee members have asked if we have heard from the Massachusetts School Building Authority (MSBA) regarding our application for consideration of an accelerated repair grant for the replacement of portions of the South Row Elementary School roof. Attached please find a follow-up e-mail communication I sent to Mr. Kevin Collins, Project Manager, at the MSBA inquiring about the status of our application and notification. Our application remains under consideration, however we likely will not know if we are to be invited to participate in the accelerated repair program until Monday June 24<sup>th</sup>, two days prior to the June 26<sup>th</sup> MSBA board of directors meeting where actions would be considered. I will reach out as soon as I hear (either way) from the MSBA regarding our project.

**From:** [Kevin Collins](#)  
**To:** [Lang, Jay](#)  
**Subject:** RE: MSBA/Chelmsford, South Row Elementary School: ARP Staff Study Visit  
**Date:** Friday, June 14, 2019 9:56:28 AM

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Good Morning Jay,

Thank you for reaching out. At this time we don't have any further updates; the South Row school remains a candidate for approval at the June 26 Board Meeting. The District will be notified shortly before the meeting- most likely the Monday before.

I hope this is helpful. Please let me know if I can assist with anything else.

Best,

Kevin Collins  
Project Manager  
Massachusetts School Building Authority  
40 Broad Street, Suite 500  
Boston, MA 02109  
Tel. 617-720-4466

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**From:** Lang, Jay <[langj@chelmsford.k12.ma.us](mailto:langj@chelmsford.k12.ma.us)>  
**Sent:** Thursday, June 13, 2019 10:19 AM  
**To:** Kevin Collins <[Kevin.Collins@MassSchoolBuildings.org](mailto:Kevin.Collins@MassSchoolBuildings.org)>  
**Subject:** RE: MSBA/Chelmsford, South Row Elementary School: ARP Staff Study Visit

**CAUTION:** This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Good Morning Kevin,

I left you a voice message this morning inquiring about the status of Chelmsford's application and if you may be able to share an anticipated date that we would be notified if we were to be invited into the ARP at the MSBA's Board of Directors meeting on June 26, 2019?

Thanks, Jay

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**From:** Kevin Collins [<mailto:Kevin.Collins@MassSchoolBuildings.org>]  
**Sent:** Friday, April 26, 2019 1:42 PM  
**To:** Lang, Jay  
**Cc:** Johnson-Collins, Joanna; Curley, Brian; Peter Falk; Hamed Babrak; Allison Jones  
**Subject:** RE: MSBA/Chelmsford, South Row Elementary School: ARP Staff Study Visit

Dear Dr. Lang,

Thank you for accommodating the MSBA at our Accelerated Repair site visits on April 23, 2019.

As highlighted in Accelerated Repair Program **Terms, Conditions, and Information** provided to the site visit attendees, the District must

1. Appropriate the funds necessary to complete the Schematic Design within 60 days (August 26) of being invited into the ARP at the MSBA's Board of Directors meeting on June 26, 2019; and,
2. Appropriate the funds to cover the total project budget within 90 days of receiving the MSBA's approval for a Project Funding Agreement (Spring 2020).

As discussed at the site visit, please provide an outline of when and how the District intends to appropriate the funds necessary to complete the Schematic Design by August 26 and confirm that a copy of the certified vote will be provided to the MSBA by September 26. The MSBA requests a response within 14 days of receipt of this email.

If you have any questions or comments, do not hesitate to contact me.

Thank you,

Kevin Collins  
Project Manager  
Massachusetts School Building Authority  
40 Broad Street, Suite 500  
Boston, MA 02109  
Tel. 617-720-4466

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**From:** Allison Jones <[Allison.Jones@MassSchoolBuildings.org](mailto:Allison.Jones@MassSchoolBuildings.org)>

**Sent:** Friday, April 05, 2019 8:23 AM

**To:** [langj@chelmsford.k12.ma.us](mailto:langj@chelmsford.k12.ma.us)

**Cc:** [johnsoncollinsj@chelmsford.k12.ma.us](mailto:johnsoncollinsj@chelmsford.k12.ma.us); [curleyb@chelmsford.k12.ma.us](mailto:curleyb@chelmsford.k12.ma.us); Michael McGurl <[Michael.McGurl@MassSchoolBuildings.org](mailto:Michael.McGurl@MassSchoolBuildings.org)>; Kathryn DeCristofaro <[Kathryn.Decristofaro@MassSchoolBuildings.org](mailto:Kathryn.Decristofaro@MassSchoolBuildings.org)>; Kevin Collins <[Kevin.Collins@MassSchoolBuildings.org](mailto:Kevin.Collins@MassSchoolBuildings.org)>; Peter Falk <[Peter.Falk@MassSchoolBuildings.org](mailto:Peter.Falk@MassSchoolBuildings.org)>; Hamed Babrak <[Hamed.Babarak@MassSchoolBuildings.org](mailto:Hamed.Babarak@MassSchoolBuildings.org)>

**Subject:** MSBA/Chelmsford, South Row Elementary School: ARP Staff Study Visit Confirmation

Dear Dr. Lang:

This e-mail will serve as confirmation that the MSBA will be visiting the South Row Elementary School in the Town of Chelmsford on Tuesday, April 23, 2019 at 2:00 pm to conduct Accelerated Repair staff study site visit.

Staff study site visits provide the MSBA an opportunity to see and hear about each building's issues firsthand, which have been relayed through a SOI that has been submitted by the District for the Accelerated Repair Program. MSBA representatives will be interested in hearing about previous repairs to building systems, District participation in Rebate or Utility programs and whether an energy audit has been performed. MSBA staff will also be interested in hearing about any



programmatic challenges caused by failing building systems, as well as the District's plan to gain support and appropriate funding for a potential project. We request that individuals who are able to speak to all of these points be in attendance, particularly those who can address the District's ability to appropriate the funds necessary to complete a Schematic Design by August 26<sup>th</sup> if the District is to be invited into the Program on June 26th. This may include the superintendent, school principal, business manager, facilities manager, and/or local budget official. A custodian should be available to open any doors necessary to view the roof or boilers as needed.

The meeting/tours should last approximately 1.5 hours. Please have a copy of the floor plans of the facility prepared. A copy of the school's emergency evacuation plan will be sufficient.

Staff study site visits are conducted by MSBA staff members. **A staff study site visit is not an invitation to work with the MSBA but is part of the due diligence review phase of the MSBA Accelerated Repair Program SOI process.** These visits are working meetings between MSBA staff, the Superintendent and/or principal, a member of the District's facility team, a District member familiar with funding capabilities, and any other District official or staff member that the District feels should be in attendance. Please note elected officials are not required to attend, but we do request that you notify them of the MSBA's impending visit as a courtesy. The visit will also appear on the calendar on the MSBA website.

If you have any questions or comments, do not hesitate to contact me.

Sincerely,

Allison Jones

**Allison Jones**

Project Coordinator

Massachusetts School Building Authority

40 Broad Street, Suite 500

Boston, MA 02109

617-720-4466

# CHELMSFORD PUBLIC SCHOOLS

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Jay Lang, Ed.D., Superintendent

## **Memorandum**

To: Members of the School Committee

From: Jay Lang, Ed.D., Superintendent of Schools

Date: June 14, 2019

Re: Mill Road / Turnpike Road Housing Developments: School Assignments

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At times this past year we have had discussions about the new housing developments at 276 Mill Road (Mill & 3 Apartments) and 104 Turnpike Road (Kinloch Apartments). The Mill Road apartments have been open for some time and we have had several students enroll in the Chelmsford Public Schools who reside there. The Mill Road apartment complex address is in the Center Elementary School district for enrollment purposes. The new apartment complex on Turnpike Road will begin renting to tenants this summer. In speaking with the property management representatives, the combination of 1 and 2 bedroom apartments is not anticipated to contribute a significant number of school age students to the district. The Turnpike Road apartment complex address is in the South Row Elementary School district for enrollment purposes. Given each apartment complex enrolls elementary school age students to different elementary schools as stated above, I do not recommend a change to the current enrollment zones at this time based upon the current students residing at the Mill Road apartment complex and the anticipated students to reside at the Turnpike Road apartment complex.

We will continue to review enrollment at Center and South Row Elementary Schools attributed to students residing at these housing development and bring forward recommendations for consideration in the future if necessary.

# CHELMSFORD PUBLIC SCHOOLS

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*Cheryl L. Kirkpatrick, Ed.D., Director of Personnel and Professional Learning*

*Office of Human Resources*

*230 North Road, Chelmsford, MA 01824*

*Telephone: (978) 251-5100 Fax: (978) 251-5110*

*[kirkpatrickc@chelmsford.k12.ma.us](mailto:kirkpatrickc@chelmsford.k12.ma.us)*

TO: Dr. Jay Lang, Superintendent

FROM: Dr. Cheryl Kirkpatrick, Director of Personnel and Professional Learning

DATE: June 12, 2019

RE: **Personnel Report MAY 2019**

Please see the attached Personnel Report which includes retirements, resignations, new hires and assignment changes. Thank you for sharing this report with the members of the Chelmsford School Committee.

## Personnel Report – MAY 2019

### New Hires

#### **Beato, Emilio**

**World Language Teacher**  
**Chelmsford High School**  
Effective date: 8/26/2019

#### **Burns, Christina**

**Preschool Special Education Teacher**  
**CHIPS Program**  
Effective date: 8/26/2019

#### **Grabowski, Karen**

**Assistant Principal**  
**Harrington Elementary School**  
Effective date: 7/1/19

#### **Hardy, Kelly**

**Grade 1 Teacher**  
**Harrington Elementary School**  
Effective date: 8/26/2019

#### **Jennings, Katherine**

**ESL Teacher**  
**South Row Elementary School**  
Effective date: 8/26/2019

#### **Marino, Colleen**

**Grade 2 Teacher**  
**Center Elementary School**  
Effective date: 8/26/2019

#### **Nollet, Jessica**

**Coordinator of World Languages and Exchange Programs**  
**Districtwide**  
Effective date: 7/1/19

### Resignations:

#### **Apostolou, Amanda**

**Paraprofessional**  
**Center Elementary School**  
Effective date: 6/12/19

**Berglund, Catharina**  
Interim Part-Time Paraprofessional  
Center Elementary School  
Effective date: 6/12/19

**Bousquet, Mary**  
Registered Nurse  
Chelmsford High School  
Effective date: 6/13/19

**Caruso, Paul**  
Social Studies Teacher  
McCarthy Middle School  
Effective date: 5/15/19

**Cormier, Kristen**  
Interim Part-Time Paraprofessional  
Center Elementary School  
Effective date: 6/12/19

**Cormier, Margaret**  
Lunch/Recess Aide  
Parker Middle School  
Effective date: 6/12/19

**Gervais, Meghan**  
Interim Paraprofessional  
McCarthy Middle School  
Effective date: 6/12/19

**Glover, Amy**  
Paraprofessional  
Parker Middle School  
Effective date: 6/12/19

**Lacasse, Allison**  
Music Teacher  
McCarthy Middle School  
Effective date: 6/13/19

**LeBoeuf, Stamatia**  
Interim Part-Time Paraprofessional  
Center Elementary School  
Effective date: 6/12/19

**Pappert, Alyssa**  
Interim Part-Time Paraprofessional  
Center Elementary School  
Effective date: 6/12/19

**Sitler, Kaitlyn**  
**Paraprofessional**  
**Harrington Elementary School**  
Effective date: 5/17/19

**Todd, Mary**  
**Kindergarten Teacher**  
**South Row Elementary School**  
Effective date: 6/13/19

**Vecchi, Nicole**  
**Special Education Teacher**  
**Chelmsford High School**  
Effective date: 6/13/19

**Retirements:**

**None**

**Assignment Changes:**

**DeRoock, Sara (formerly Interim Grade 2 Teacher @Center Elementary School)**  
**Grade 2 Teacher**  
**Center Elementary School**  
Effective date: 8/26/2019

**Macallister, Marybeth (formerly Grade 4 Teacher @ Harrington Elementary School)**  
**Grade 3 Teacher**  
**Harrington Elementary School**  
Effective date: 8/26/2019

**Omobono, Donna (formerly Grade 2 Teacher @ Harrington Elementary School)**  
**Assistant Principal**  
**Center Elementary School**  
Effective date: 7/1/19

# CHELMSFORD PUBLIC SCHOOLS

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Dr. Linda J. Hirsch, Assistant Superintendent

## MEMORANDUM

To: Dr. Jay Lang, Superintendent  
Members of the School Committee

From: Dr. Linda Hirsch, Assistant Superintendent *Linda J. Hirsch*

Date: June 18, 2019

RE: File: JEB - ENTRANCE AGE / MANDATORY ADMISSIONS

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The Chelmsford Public Schools has two mandatory entrance ages for students – five (5) years of age for entrance into kindergarten and six (6) years of age for entrance into grade one. In 2017 – 2018, coinciding with the implementation of full-day kindergarten, the mandatory entrance age cut-off dates for kindergarten and grade one were changed from October 1<sup>st</sup> to August 31<sup>st</sup> to best meet the developmental needs of our students. A one year notice was provided to parent(s)/guardian(s) in 2016 – 2017 that the entrance birthdate change was going into effect for the 2017 – 2018 school year, in order for parent(s)/guardian(s) to prepare and make program decisions for their child(ren). This section of the policy is appropriate and shall stay the same.

The current policy provides an option for early entrance into grade one for students who have completed an outside full-year kindergarten program but are not six (6) years of age as of August 31<sup>st</sup>. With the required documentation from the Assistant Superintendent's Office and a birthdate between September 1<sup>st</sup> and October 31<sup>st</sup>, a parent/guardian may petition for their child(ren) to enter grade one. The provided documentation is reviewed by the Assistant Superintendent, and a decision is issued to the parent/guardian to either enroll their child(ren) into kindergarten or grade one. The upper birthdate range up to October 31<sup>st</sup> remained, in order to grandfather a parent's option to submit a petition for a grade one entrance date for one year during the entrance age change and keep these changes equitable and fair.

This past year, we overlooked completing an adjustment to the birthdate range for grade one petitions from September 1<sup>st</sup> to October 31<sup>st</sup> to September 1<sup>st</sup> to September 30<sup>th</sup> to align with the original change of entrance dates for the 2017 – 2018 school year, and complete the original plan. The oversight came to my attention when reviewing current petitions. The request before you is to change the entrance age policy for first grade petitions and adjust the September 1<sup>st</sup> to October 31<sup>st</sup> age range to a September 1<sup>st</sup> to September 30<sup>th</sup> age range starting in the 2020 – 2021 school year. We will honor the current range in the policy for the upcoming 2019 – 2020 school year.

I have attached the current policy with the requested change for your review. If you have any questions, please feel free to contact me.

**File: JEB - ENTRANCE AGE / MANDATORY ADMISSIONS**

A child entering kindergarten must be five years of age on or before August 31st of the year in which they are to enter kindergarten. A child entering grade one must be six years of age on or before August 31st of the year in which they are to enter grade one.

A birth certificate and health records must be provided by parents registering their child for kindergarten/first grade. Proof of residency is required.\*

During the school year any family/child moving into Chelmsford from another city, town, or state who has already been enrolled in school, is registered into whatever grade is recommended by the transferring school. Regardless of the grade that a child is being transferred to, proof of residency is required.\*

For transferring into high school, the student will be registered into the grade level in accordance with the number of credits earned toward graduation. Proof of residency is required.\*

For early entrance Grade 1 requests, a waiver from the August 31st entrance age date will be considered only for children who have successfully completed (documentation provided) a full year of kindergarten and whose birth dates fall between September 1st and ~~September 30th~~.

Deleted: October 31st

\*Proof of residency includes, but is not limited to, a purchase and sales agreement with financial commitment, copy of utility bill, and/or rental/lease agreement.

LEGAL REFS.: M.G.L. [15:1G](#)

603 CMR [8.00](#)



# CHELMSFORD PUBLIC SCHOOLS

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Dr. Linda J. Hirsch, Assistant Superintendent

## MEMORANDUM

To: Dr. Jay Lang, Superintendent  
Members of the School Committee

From: Dr. Linda Hirsch, Assistant Superintendent *Linda J. Hirsch*

Date: June 18, 2019

RE: Addition of Upper End Age School Admission Policy

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The Chelmsford Public Schools (CPS) has two mandatory entrance ages for students in both kindergarten and grade one in accordance to Massachusetts General Law M.G.L. [15:1G](#) and the Department of Elementary and Secondary Education (DESE) Regulation 603 CMR 8.00.

Currently, there is no policy to address upper end age school admission for CPS. Over the past several years, there have been several situations where students, 18 years of age and older, sought admission to Chelmsford High School (CHS) with little or no high school credits or transcripts. CHS administrators and counselors have struggled to find the appropriate program of studies to meet both the academic needs of these students and address the ability for these students to graduate from high school within a reasonable amount of time. This leaves the high school to place many of these students in underclassmen courses to meet academic levels and graduation requirements, which are inappropriate given the student's age. Additionally, these students are coming in at ages that are well over five years from our oldest student at CHS and an even larger age gap from the youngest student when placed in freshman and sophomore classes.

There are more appropriate programs for adult students that our high school staff can direct and support students with, which include our community colleges, the HiSET or GED testing, or the DESE Adult Diploma Program (ADP). This policy does not supersede the law surrounding Chapter 766 that guarantees the rights of all students with special needs (age 3-22) to an educational program best suited to their needs. Students with disabilities that have not earned the necessary credits will be reviewed on a case-by-case basis through the Student Services Office to identify the appropriate placement.

I have attached a draft policy for an upper end age admission for your review. I would recommend that it be a new section or sub-section of the policy manual under *Section J – STUDENTS* to follow *JEB ENTRANCE AGE/ MANDATORY ADMISSIONS*. If you have any questions, please feel free to contact me. I look forward to discussing this with you at our next school committee meeting.

ADOPT POLICY – Policy Committee recommendation for CPS  
Section J – STUDENTS  
JEB.

**File CODE: UPPER END AGE SCHOOL ADDMISSION**

Any student who is 18 years of age or older seeking admission into the Chelmsford Public Schools, with inadequate or no prior academic credits, will be referred to programs offered locally or at Massachusetts' Community Colleges. Special education students between the ages of 18 and 21 will be assigned on a case-by-case basis in accordance with their Individual Education Plans.

Adopted:

DRAFT