Chelmsford School Department
School Committee

Notice of Public Meeting

Email Posting to townclerk@townofchelmsford.us Thank you.

As required by G.L. c. 30 A, §18-25

Filed with Town Clerk:

DATE: **Tuesday December 17, 2024** *TIME:* **6:00 p.m.** *ROOM:* **Conf. Room 1**

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

The Chelmsford School Committee (CSC) intends to conduct an in-person meeting on the date and time specified. The meeting will be live-streamed by Chelmsford Telemedia for interested community members to access and watch. Interested community members may e-mail Superintendent of Schools, Dr. Jay Lang, at langj@chelmsford.k12.ma.us prior to 12:00 p.m. on Tuesday December 17, 2024 to be scheduled to provide in-person input under the public participation portion(s) of the agenda.

CALL TO ORDER

PLEDGE OF ALLEGIANCE

CHAIR OPENING STATEMENT

CONSENT AGENDA

1. Approval of the minutes of the regular school committee meeting of December 3, 2024

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. Speakers are asked to limit comments to 3 minutes to allow others an opportunity to speak. The School Committee will not respond directly to public comments, however will try to address comments when the item is reached on the agenda.

NEW BUSINESS

1. Spotlight on the Schools: McCarthy Middle School
2. Presentation: TOC Decarbonization Roadmap & EV Policy – Christopher Haley, DPW
3. October 1, 2024 Student Enrollment Report: Elementary Level ELL Student Enrollment Follow-Up
4. MSBA Invitation to Conduct a Feasibility Study: Parker Middle School

5. FY2026 Capital Plan Update
6. Proposed 2025/26 School Year Calendar
7. Proposed FY2026 Budget Calendar
8. Personnel Report – November 2024
9. Approval of Field Trip Requests

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. Speakers are asked to limit comments to 3 minutes to allow others an opportunity to speak. The School Committee will not respond directly to public comments, however will try to address comments at future meetings.

ADJOURNMENT

CHELMSFORD SCHOOL COMMITTEE
REGULAR MEETING
December 3, 2024
Meeting Minutes

Members Present: Mr. Dennis King (Chair), Ms. Maria Santos (Vice Chair), Ms. Diana Lebeaux (Secretary), Ms. Susan Mackinnon and Mr. John Moses.
Also present: Dr. Jay Lang (Superintendent) and Dr. Linda Hirsch (Assistant Superintendent) and Ms. Joanna Johnson-Collins (Director of Business & Finance).

Call to Order

Mr. King called the meeting to order at 6:00

Pledge of Allegiance

Chair Opening Statement

> "This meeting is being live-streamed by Chelmsford Telemedia and posted to the CPS website for interested community members to access and watch. In-person public participation will be taking place tonight in accordance with the Chelmsford School Committee Public Participation Policy. Anyone speaking tonight during the public input portion of this meeting has notified the superintendent's office of their desire to speak and has been provided with these guidelines. Upon request written comments received no later than 12:00 p.m. on the day of this meeting will also be read and made part of the record of the meeting during the second public comment session."

CONSENT AGENDA

1. **Approval of the minutes of the regular school committee meeting of November 12, 2024**

Ms. Santos motioned to approve the minutes of the meeting of November 12, 2024. Mr. Moses seconded. Motion carries 5-0.

2. **Approval of the minutes of the regular school committee meeting of November 19, 2024**

Ms. Santos motioned to approve the minutes of the meeting of November 19, 2024. Mr. Moses seconded. Motion carries 5-0.

CHS Student Representative Announcements

Patrick shared a wish that all had a happy Thanksgiving! Fall sports have ended following Chelmsford's 28 to 21 win over Billerica on Thanksgiving. Winter sports have begun. December 12th will be a half-day for students. *The Beauty and the Beast* performances were "awesome"!

Lana added that "Pep Rally" took place last week on Wednesday with band, color guard and cheer squad with dancing performed. There was a "tug of war" with CHS staff. 1,002 food items were donated to the Chelmsford Food Pantry and 109 winter coats/jackets were also donated. The last two months have been productive for the Ecology Club with tree plantings, soil testing and cafeteria composting was over 2,000 pounds between mid-October through mid-November! DECA projects were reviewed and evaluated.

Good News

Dr. Hirsch reminded all that winter concert season is taking place with many opportunities for enjoyment! Please try to attend one or more.

Public Comments

None

New Business

1. **Overview of CPS Mentoring (Staff) Program**

Dr. Lang introduced our District Mentor Coordinator, Marybeth Macallister (Gr. 5 ELA/SS teacher), who was joined by Dr. Hirsch to share information and highlights about our mentoring program for new teachers. There are three support systems which take place between each mentor and mentee. This helps by creating a strong culture in our schools. DESE has "Guidelines for Mentoring" to which Chelmsford adheres which meets all professional standards for Massachusetts teachers. Our mentors meet all DESE requirements and are required to participate in The District's mentor training. There is a stipend for mentors. Additionally, DESE requires each district to provide a "new teacher induction program" which has been the case in Chelmsford for many years.

After Dr. Hirsch's introduction she turned the presentation over to Ms. Macallister who shared that "confidentiality" is a foundation of the mentoring program. The relationship begins with a needs-based assessment which enables the mentee to choose three goals on which to focus. A handbook is given at the beginning of the school year and serves as a "road map" for the process. Early in the year the mentor and mentee meet three times a week to support the chosen goals. As the year unfolds the meetings may decrease to twice or once per week. A communication "tool kit" is shared with the mentees for support. The program benefits not only the educators involved but the students and the entire school district as well. Best practices are shared. Mentors do not evaluate their mentees and confidentiality is maintained. The mentors do observe the mentees upon request. The mentors are "conduits" and provide resources, advice and connect them to other colleagues for specific advice (i.e. technology, specialists, HR).

Dr. Hirsch added that the "relationship piece" between mentor and mentee is critical and each learns from the other during the process. There will soon be a "roadmap" for special educators. The building principals assign the mentors in their school in consultation with Ms. Macallister. This school year there are 28 pairs of mentors/mentees. The presenters responded to questions from the School Committee members. To fully appreciate this presentation please view tonight's meeting on Chelmsford Telemedia YouTube.

2. **October 1, 2024 Student Enrollment Report**

Dr. Lang included a memorandum and data slides providing information on the student enrollment supplied to DESE as of October 1st, which takes place annually. This forms the basis for the Chapter 70 formula for State aid to the Chelmsford Public Schools. Most of our elementary classes have four sections but due to high enrollment a fifth section will be added. Byam currently has five sections at every grade and also serves the population of students with Autism. The updated NESDEC enrollment report is sent to DESE as well. Dr. Lang is pleased with the class sizes throughout the district. In response to questions concerning services to the ELL population, Dr. Lang and Dr. Hirsch will provide additional information at an upcoming meeting.

3. **Tri-Board Budgetary Meeting: Monday December 9, 2024 at 6:00 p.m.**

Dr. Lang reminded The Committee of the upcoming Tri-Board meeting.

Reports

1. Liaison Reports

none

Action/New Items

Mr. King shared that the Capital Committee will meet this Thursday.

Ms. Mackinnon would like to learn more about the “Push In” programs throughout the schools.

Ms. Santos congratulated the entire theatre group for a wonderful performance last weekend!

Public Comments

none

Adjournment: 7:02 p.m.

Ms. Santos motioned to adjourn. Mr. Moses seconded. Motion carries 5-0.

Respectfully submitted,
Sharon Giglio,
Recording Secretary

CHELMSFORD PUBLIC SCHOOLS

Jay Lang, Ed.D., Superintendent

Memorandum

To: Members of the School Committee

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

Date: December 13, 2024

Re: Spotlight on the Schools: McCarthy Middle School

Attached please find a PowerPoint presentation provided by McCarthy Principal Jeffery Parks in advance of the meeting presentation. I look forward to hearing the presentation and discussing the good work that is occurring at McCarthy Middle School with the members of the school committee.

McCarthy Middle School

December 17, 2024

Chelmsford Public Schools - A Future Ready District

Agenda

- Year 2 - Overview
- Step Program
- Student Leadership

McCarthy School Improvement Plan

- Student Achievement Goal: During the 2024-2025 school year, McCarthy Middle School students will exceed 100% median to typical growth on the iReady spring 2025 Math diagnostic.
- CPS Strategic Plan-Academic Achievement: - Specific focus on Mathematics for students in grades K-8.
- Our Efforts: "Breakthrough Results" initiative in partnership with the DM Group.
    - Awesome opportunity for our staff to collaborate on a common, short term goal in order to boost student achievement.

McCarthy School Improvement Plan

- School Climate Goal: Throughout the 2024-2025 school year, we will develop and reinforce a school wide Positive Behavioral Intervention Support System (PBIS) that promotes positive social, emotional, and academic behaviors, with a specific focus on mental health support.
- CPS Strategic Plan-School Climate: The district will focus on ensuring students have strong relationships with staff and their peers so students feel welcomed, included, and safe in school.
- Our Efforts: SEL Curriculum ongoing, smaller teams, and student recognition programs help us move toward overall success.

Year 2 - What's New?

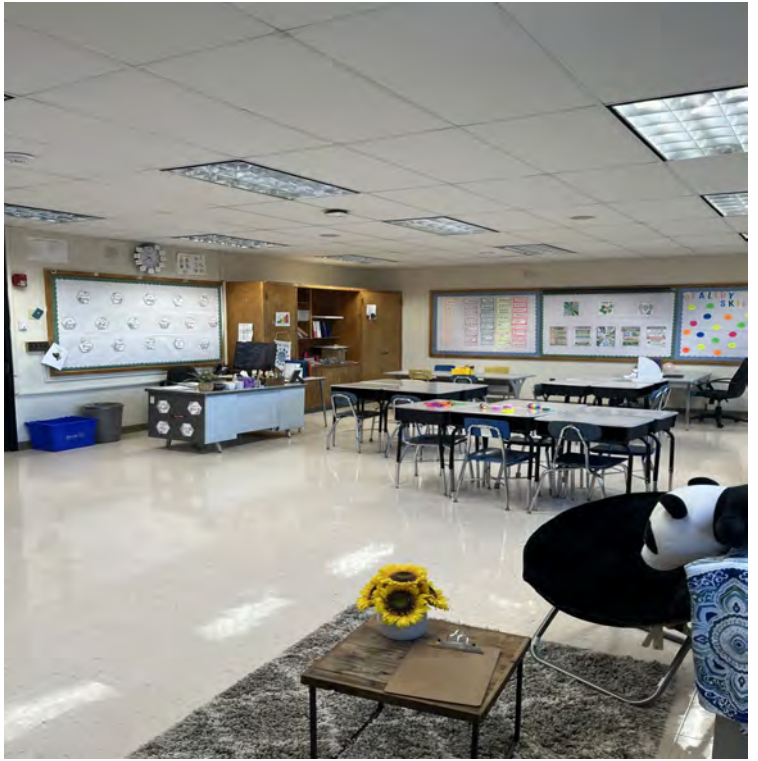
- Teaming Structure: We have 4 teams of approx. 200 students each.
- 8 Maroon & 8 White - 7 Maroon & 7 White
- Students are assigned to Cohort A or Cohort B this year.
    - Each Cohort has an ELA, SS, Math, Science, WL and Special Ed teacher.
    - This approach creates 2 smaller teams within the larger structure.
    - Helps with relationship building & school counselor support.
- Specialists and some service providers see students from all teams.
- All teams are a mix of staff from both schools (*last year we will say that!)*

Year 2 - What's New?

- Building Security:
  - New vestibule up and running.
  - Lobby painted and cleaned - looks great!
  - New walkway and main lobby doors.
- Staff Additions:
  - SRO Officer David Linstad: 1st year in position after Officer Rokas transferred to CHS.
  - Several teachers, paraeducators and aides - wonderful additions to the school!

STEP Program - Overview

- Modeled after BRYT Program
  - Started at Brookline High School - 2003
- Short term, general education, tier 3 intervention to support:
  - Students transitioning back to school after extended absence
  - Students in “general crisis” (attendance, academics, mental health)
- Open and available to students all periods of the school day
- Flexible, individualized plan for each student
- McCarthy STEP - Already supporting 8 students this year



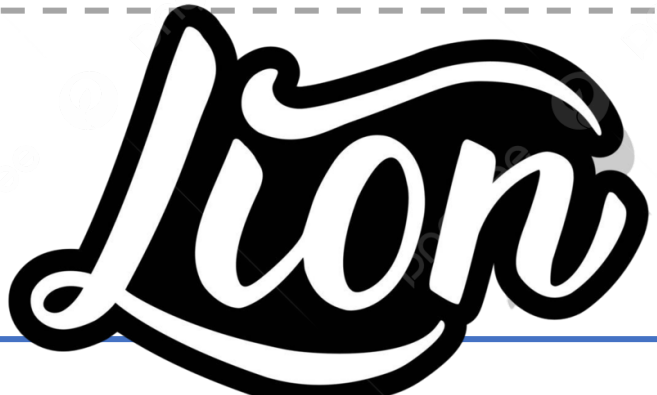
STEP Program - Integrated Support

- Academic
  - Assignment completion
  - Collaboration with teachers on priority assignments
  - Support with organization, self advocacy
- Social Emotional
  - Individual counseling
  - Crisis support
  - Collaboration with school staff
- Care Coordination
  - Case management - academics, social emotional
  - Communication with caregivers - referrals, resources
  - Communication with outside providers

Student Leadership

ABOUT US!

McCarthy student leadership is a group of students selected by McCarthy teacher's, or nominated by previous 8th grade students! We have meetings every few weeks to talk about fun activities for our school or, things we should change. We also go on trips to help us become better leaders!



TRIPS~

Part of student leadership is attending leadership workshops! So far, our current 8th grade group has had the opportunity to attend three. They are, “Learning to Lead,” The New England League of Middle Schools Conference and a trip to a Chelmsford strategy meeting to help better our community!

Tours~

We provide guided tours to upcoming seventh graders and show them where their classes will be. We also tell them the way the school is structured and which hallways lead to their grade or specialists. Along with this, we pass out schedules and walk around the school helping parents during orientation!

Project 300~

In January, our school does a HUGE can drive called project 300. We ask McCarthy students to donate as many cans as they can. We then take these cans and donate them to salvation army for those who need food! This drive is run by one of our 8th grade math teachers, Mr. Gallagher.

Project 300!!!

Planning and meetings~

Our group meets early every few weeks to plan activities for our school! We also discuss things in the school we can improve. For example, our “field day” which we planned last year was turned into a week long school olympics rather than just one day! We brainstormed ideas for new games and activities. Pep rallies and spirit weeks are also planned during these meetings.

Questions

CHELMSFORD PUBLIC SCHOOLS

Jay Lang, Ed.D., Superintendent

Memorandum

To: Members of the School Committee

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

Date: December 13, 2024

Re: TOC Decarbonization Roadmap & EV Policy

Chris Haley, the Town's Sustainability Manager, and a member of the Town's sustainability committee have requested an opportunity to present the Town of Chelmsford's Climate Leaders Municipal Decarbonization Roadmap to the School Committee members at the regular meeting on December 17, 2024. Further, a draft policy is being suggested as it pertains to the school department's future purchase of light duty motor vehicles (vehicles weighing up to 8,500 lbs.). The school department does not have a significant number of light duty motor vehicles, currently owning two (2). It is my understanding that approval of the draft EV Policy would allow the Town to apply for and be eligible to receive significant grants to begin to provide such things as electric charging stations at various locations throughout town. Mr. Haley will provide more specific details as they pertain to the draft EV policy and/or roadmap during the presentation. It is also my understanding town-side departments have/will be adopting such policies.

DEPARTMENT OF PUBLIC WORKS

9 Alpha Road
Chelmsford, MA 01824

Christine Clancy
Director

Telephone: 978-250-5228
Fax: 978-250-2416

To: School Board
From: Chris Haley, Sustainability Manager
Date: December 16, 2024
Re: EV First Policy & Decarbonization roadmap for Climate leader Grants

This policy is being introduced to meet the Green Communities climate leader program requirements. This policy meets the required guidelines set forth by the climate leader program.

Becoming certified as a Climate Leader Community provides access to grant funding to a municipality to support all or a portion of the cost of:

- studying, designing, constructing and implementing energy efficiency activities including, but not limited to, energy efficiency measures and projects.
- procuring energy management services.
- adopting energy efficiency policies.
- siting activities related to and construction of renewable energy generating facilities on municipally owned property.
- $60 million in funding currently available for these projects for early adopters.

To be eligible for Climate Leader Community certification, communities must meet the following requirements before December 31st, 2024:

1. Be a Green Community in good standing -Achieved
2. Have a local body (sustainability committee, energy committee, etc.) that advises the municipality on clean energy/climate initiatives -Achieved
3. Commit to eliminate on-site fossil fuel use by 2050 (municipal buildings/operations)-Achieved
4. Create a municipal decarbonization roadmap- Pending presentation to selectboard and School Board December 2024
5. Adopt an EV First Vehicle first policy for both Municipal and School departments. -Pending presentation to select board and school board December 2024
6. Adopt the Specialized Opt-In building code -Achieved

There is no financial commitment to either the EV first policy or the Decarbonization road map. The roadmap needs to be updated every 3 years to keep up with technological changes.

If the EV first policy and roadmap is not adopted in December 2024, and we wait until the next round it will greatly reduce the chance of being awarded grant funding.

Climate Leaders Municipal Decarbonization Roadmap

Prepared for: The Town of Chelmsford, MA

November 2024

PowerOptions

Green Communities Massachusetts Department of Energy Resources

DOER Massachusetts Department of Energy Resources

Massachusetts Clean Energy Center

Introduction

In 2021, the Commonwealth of Massachusetts amended the state's signature climate law with *An Act Creating a Next Generation Roadmap for Massachusetts Climate Policy*, also known as the 2021 Climate Law.[1,2] The 2021 Climate Law requires the Secretary of the Executive Office of Energy and the Environment (Secretary) to set statewide greenhouse gas (GHG) emissions limits and set sector-specific emissions sublimits that are to be met every five years. These limits require GHG emissions to be at least thirty-three percent below 1990 levels in 2025, and fifty percent below 1990 levels in 2030.

In accordance with An Act Relative to Green Communities, the Climate Leader Community certification has also provided a framework for municipalities to reach the Secretary's set limits. To become a certified Climate Leader, a municipality must 1) commit to eliminating on-site fossil fuel use by the municipality by 2050 and, 2) develop a roadmap for decarbonizing municipal operations. The roadmap will focus on eliminating the use of fossil fuels by municipal buildings and vehicles, and will use a "Zero Over Time" approach as suggested in Table 1.[3] PowerOptions developed this Climate Leaders Municipal Decarbonization Roadmap for the Town of Chelmsford as the second action for certification. The roadmap is intended to function as a long-term guideline for the Town. A detailed, technical assessment will be required to validate the feasibility of execution, and financial implementations.

Table 1. Suggested minimum Emission Reduction Timeline, established by DOER.

Targets	**2027**	**2030**	**2040**	**2050**
Emissions reductions from onsite fossil fuels	-20%	-35%	-60%	-100%
Zero emission vehicles (ZEVs) in light-duty fleet adoption	5%	20%	75%	100%
Zero emission vehicles (ZEVs) in heavy-duty fleet adoption	0%	20%	50%	100%
Energy Use Intensity reduction	-20%	-25%	-25%	-30%
Total Emissions Reduction Goals (% of 2022 emissions)	>15%	>35%	>65%	>95%

[1] Global Warming Solutions Act, 2008, https://malegislature.gov/Laws/SessionLaws/Acts/2008/Chapter298
[2] 2021 Climate Law, https://malegislature.gov/Laws/SessionLaws/Acts/2021/Chapter8
[3] Green Communities 2.0

Baseline Emissions

Since becoming a Green Community in 2010, the Town of Chelmsford, Massachusetts (Chelmsford) has been granted $1.3 million to complete energy conservation projects focused on building efficiency, equipment upgrades, and solar installation. In Fiscal Year 2022, Chelmsford's municipal operations (municipal and school buildings, lighting, and the Town's municipal and school fleets), emitted 6,358 metric tons of carbon dioxide equivalent (MT CO_2e) (Table 2). To become a certified Climate Leader, Chelmsford will move forward with planned and ongoing projects aimed at reducing energy consumption and GHG emissions, and strive to implement the following decarbonization roadmap.

This roadmap evaluates the following strategies to decarbonize Chelmsford's facilities: energy efficiency, electrification (fuel-switching away from fossil fuel equipment to electric alternatives), on-site solar photovoltaics, and Renewable Energy Certificates. The roadmap also analyzes 155 vehicles in Chelmsford's fleet to match each existing vehicle with the best candidates for battery electric vehicles (BEV). A combination of in-house economic models, a virtual energy audit, and Helioscope solar software were used to produce this roadmap. Because this roadmap focuses on reducing on-site fossil fuel usage, the results of the solar assessment are provided only in the Appendix.

By 2050, the measures highlighted in this roadmap are estimated to reduce Chelmsford's GHG emissions by over 100 thousand cumulative MT CO_2e, lowering the Town's Energy Use Intensity (EUI) by 51 percent, and meeting the emissions reductions goals set by the Secretary.

KEY FACTS

BUILDINGS

- 30 Buildings in analysis
  - Total 1,098,154 ft^2
- FY2022 Usage:
  - 6,660 MWh
  - 47,745 MMBTU natural gas
  - 4,121 MT CO_2e

VEHICLES

- Included in analysis
  - 78 LDV
  - 46 MDV
  - 31 HDV
- Excluded from analysis
  - Existing electric vehicles (EVs)
  - NRE/Trailer
  - Motorcycles
  - Retired Vehicles
  - Unidentified Vehicles
- FY2022 Fleet Usage:
  - 103,912 gallons of gasoline
  - 42,427 gallons of diesel
  - 1,335 MT CO_2e

Table 2. Town of Chelmsford's municipal GHG Emissions, Fiscal Year 2022, grouped by town buildings, school buildings, and vehicles. Based on energy consumption and vehicle data provided by the Town.

Department and Facility Name	Fiscal Year 2022 Emissions (MT CO_2e)			
	Electricity	Fossil Fuels	Total	Percent of Total
School	**1,210**	**1,909**	**3,120**	**49.1%**
Chelmsford High School	444	600	1,044	16.4%
McCarthy School	172	412	584	9.2%
Parker School	231	253	484	7.6%
Center School	104	137	241	3.8%
South Row School	44	176	220	3.5%
Harrington School	60	159	219	3.4%
Westland School	47	108	154	2.4%
School Admin	48	30	78	1.2%
Byam School	32	37	68	1.1%
Innovation Academy Charter School	27	-	27	0.4%
Vehicles	**0**	**1,335**	**1,335**	**21.0%**
Vehicles	0	1,335	1,335	21.0%
DPW	**785**	**268**	**1,053**	**16.6%**
Unassigned Water/Sewer Accounts	452	8	460	7.2%
Sewer #606000	258	21	279	4.4%
DPW	67	178	245	3.9%
Fire Maintenance Garage	6	27	33	0.5%
DPW Maintenance	2	31	33	0.5%
Chelmsford Water District Garage	-	2	2	0.0%
Public Facilities	**241**	**109**	**351**	**5.5%**
Town Hall Office	53	74	127	2.0%
Streetlights	93	-	93	1.5%
Senior Center	42	19	62	1.0%
Center for the Arts	31	3	34	0.5%
Country Club	10	7	17	0.3%
101 Mill Rd	9	5	15	0.2%
Playgrounds/Rec Areas	2	-	2	0.0%
2 Westford Street	0	1	1	0.0%
North Town Hall	0	0	0	0.0%
Academy St	-	-	-	0.0%
Public Library	**79**	**126**	**205**	**3.2%**
Adams Library	78	116	194	3.0%
Mackay Library	1	10	11	0.2%
Police	**84**	**73**	**157**	**2.5%**
Police Garage	1	14	16	0.2%
Police Station	83	58	142	2.2%
Fire	**47**	**75**	**122**	**1.9%**
Fire HQ	27	7	34	0.5%
East Fire	7	23	30	0.5%
West Fire	4	16	19	0.3%
North Fire	5	14	19	0.3%
South Fire	4	15	19	0.3%
Parks Department	**4**	**-**	**4**	**0.1%**
Adams St	2	-	2	0.0%
North Road	1	-	1	0.0%
Old Westford Rd (Garage)	1	-	1	0.0%
Carlisle St	0	-	0	0.0%

Town Clock	0	-	0	0.0%
Parks Department	4	-	4	0.1%
Cemetery	**2**	**9**	**12**	**0.2%**
Cemetery building	2	9	12	0.2%
Total	**2,452**	**3,905**	**6,358**	**100%**

Table 3. Town of Chelmsford's GHG Emissions from buildings included in analysis, Fiscal Year 2022. Based on energy consumption data provided by the Town.

Facility Name	Fiscal Year 2022 Emissions (MT CO_2e)			
	Electricity	Fossil Fuels	Total	Percent of Total
Chelmsford High School	444	600	1,044	25.3%
McCarthy School	172	412	584	14.2%
Parker School	231	253	484	11.7%
DPW	67	178	245	6.0%
Center School	104	137	241	5.8%
South Row School	44	176	220	5.3%
Harrington School	60	159	219	5.3%
Adams Library	78	116	194	4.7%
Westland School	47	108	154	3.7%
Police Station	83	58	142	3.4%
Town Hall Office	31	74	105	2.6%
School Admin	48	30	78	1.9%
Byam School	32	37	68	1.7%
Senior Center	42	19	62	1.5%
Fire HQ	27	7	34	0.8%
Center for the Arts	31	3	34	0.8%
Fire Maintenance Garage	6	27	33	0.8%
DPW Maintenance	2	31	33	0.8%
East Fire	7	23	30	0.7%
West Fire	4	16	19	0.5%
North Fire	5	14	19	0.5%
South Fire	4	15	19	0.5%
Country Club	10	7	17	0.4%
Police Garage	1	14	16	0.4%
Cemetery building	2	9	12	0.3%
Mackay Library	1	10	11	0.3%
Chelmsford Water District Garage	-	2	2	0.1%
2 Westford Street	0	1	1	0.0%
North Town Hall	0	0	0	0.0%
North Town Hall	0	0	0	0.0%
Food Pantry	-	-		0.0%
Total	**1,585**	**2,536**	**4,121**	**100%**

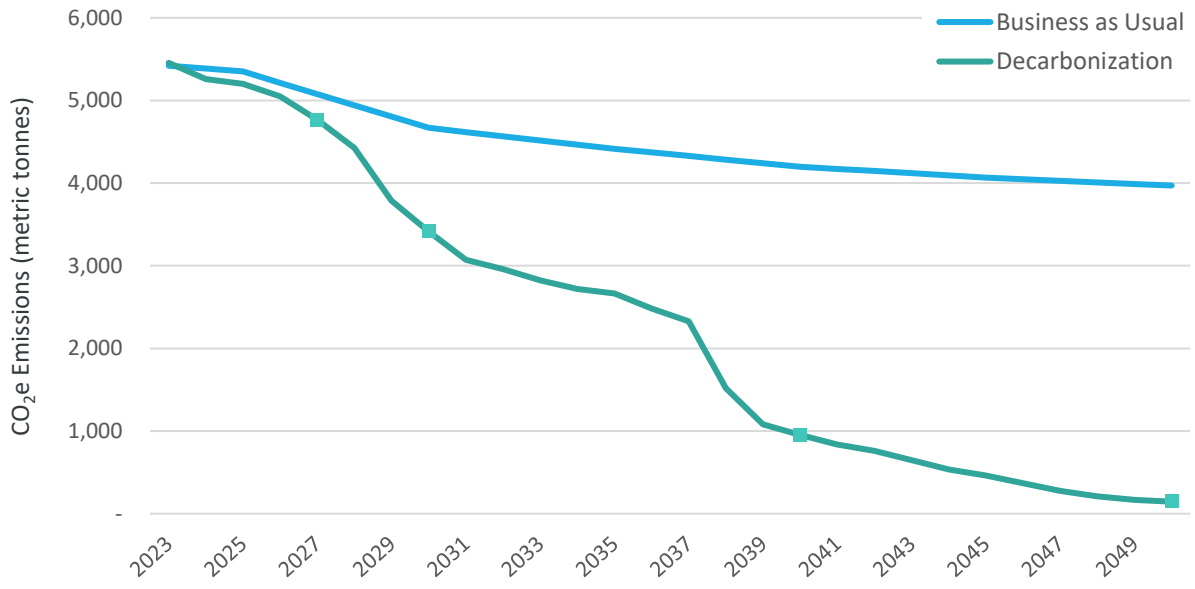
Summary of Findings

The projected reductions associated with decarbonizing the 30 buildings and 155 vehicles analyzed in this roadmap, are summarized in Table 4 and Figure 1 below. Overall, the Town could expect to see a 96 percent reduction in GHG emissions in 2050, compared to Fiscal Year 2022 baseline emissions levels.

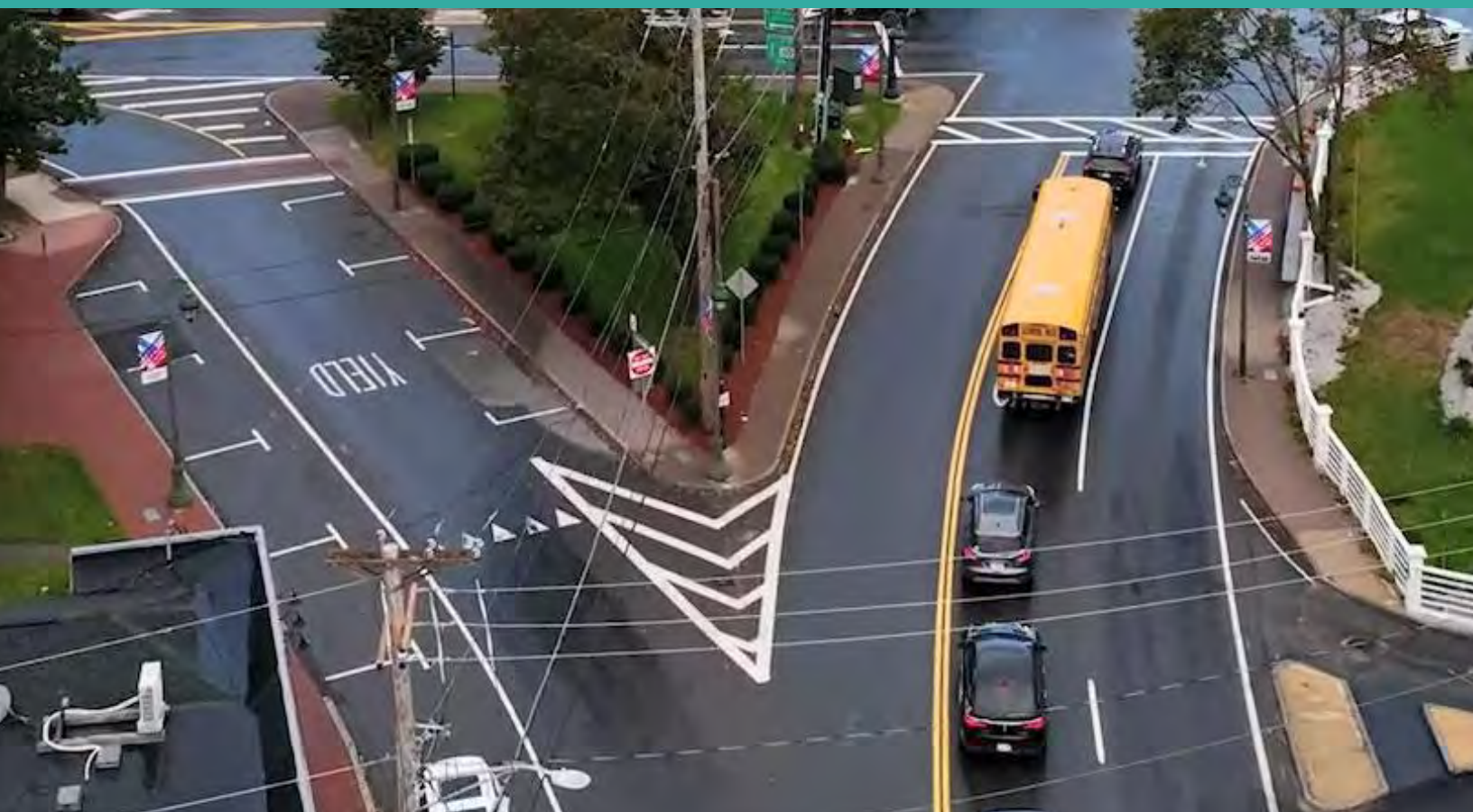
Table 4. Projected emissions reductions as a result of decarbonizing the Town of Chelmsford's 30 buildings and 155 vehicles analyzed in this roadmap.

Decarbonization Roadmap Projections	**2027**	**2030**	**2040**	**2050**
Emissions reductions from onsite fossil fuels	-12%	-46%	-98%	-100%
Zero emission vehicles (ZEVs) in light-duty fleet adoption	4%	24%	96%	100%
Zero emission vehicles (ZEVs) in heavy-duty fleet adoption	0%	1%	47%	100%
Energy Use Intensity reduction	-4%	-17%	-36%	-51%
Total Emissions Reduction Goals (% of 2022 emissions)	12%	35%	80%	96%

Figure 1. CO_2e emissions by scenario, showing percent reduction as compared to FY2022 emissions (2022-2050) for facilities (30 buildings) and fleet (155 vehicles).



Decarbonization Plans for High Impact Buildings



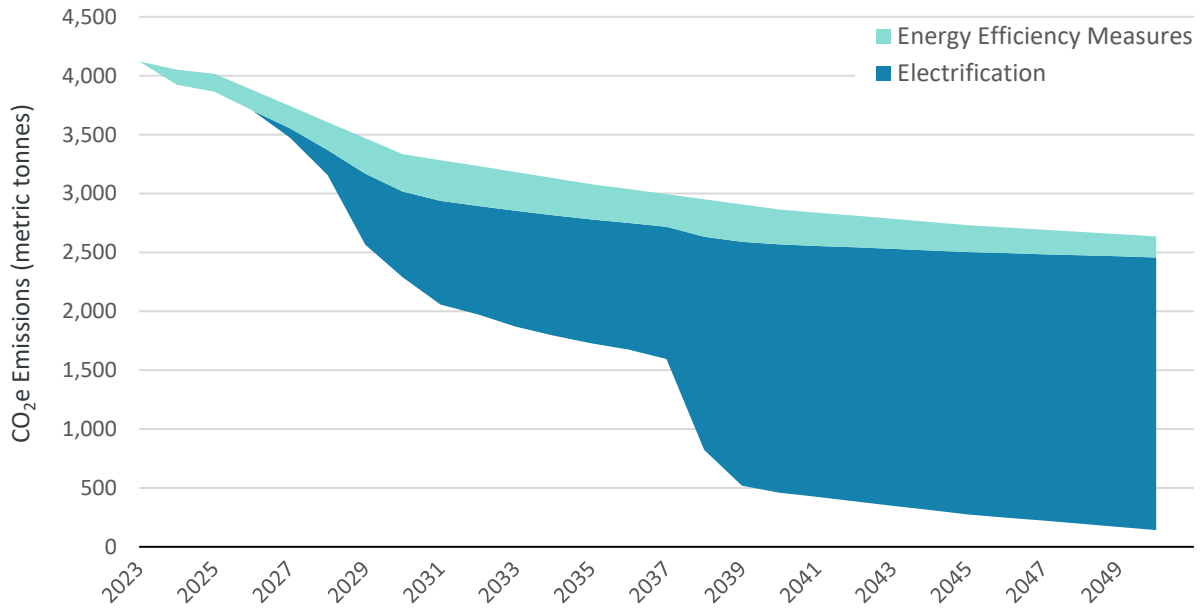
Buildings Background

Thirty municipal buildings, which accounted for 65 percent (4,121 MT CO_2e) of building emissions in Fiscal Year 2022, were included in the analysis. Five of those thirty buildings contributed to 60 percent of the Town's building emissions (Table 3), and 40 percent of the Town's total Fiscal Year 2022 emissions (Table 2): the Chelmsford High School (25%); McCarthy Middle School (14%); Col Moses Parker Middle School (12%); DPW Office (6%); and Center Elementary School (5.8%). Focusing efforts on these high impact facilities will reduce overall emissions and contribute significantly to the Town's overall projected emissions reductions.

Since Fiscal Year 2022, Chelmsford has seen a **xx** percent reduction in energy consumption and in GHG emissions. These reductions are, in part, due to the implementation of energy efficiency measures, which the Town will continue to explore at all municipal buildings. Additionally, a virtual energy audit found that that facilities with no past or ongoing projects will could see a 10 to 20 percent decrease in emissions from implementation of energy conservation measures and facility equipment upgrades, between Fiscal Year 2022 and Fiscal Year 2040.

All building-related emissions reductions as a result of the measures outlined in the following analyses, are summarized by category in Figure 2 below.

Figure 2. GHG emissions reductions projections FY22 at the Town of Chelmsford's municipal owned facilities included in analysis (30).



Chelmsford High School

In Fiscal Year 2022, the Chelmsford High School emitted 1,044 $MTCO_2e$, the highest building-related emissions at the time. Natural gas emissions were responsible for 60 percent of the building's total emissions, however, new boilers installed in Fiscal Year 2023 are expected to lower fossil fuel consumption and emissions.

The Town has adopted several energy conservation measures at the high school during its years as a Green Community, but due to the size and heating and cooling demands at the school, fossil fuel related emissions are still higher than the rest of the municipal buildings. Though the new heating equipment will not need to be replaced in the near-term, the Town will consider electrification around 2038, or when the existing equipment reaches its end-of-life.

Building Characteristics

Square Footage: *285,882*
FY2022 Emissions: *1,044 $MTCO_2e$*
FY2022 EUI: *62 $kBtu/ft^2$*
Existing Solar: *Yes, 2704 kW*
Heating: *2023, natural gas*
Water Heating: *2023 (estimate), natural gas*
Kitchen: *natural gas*

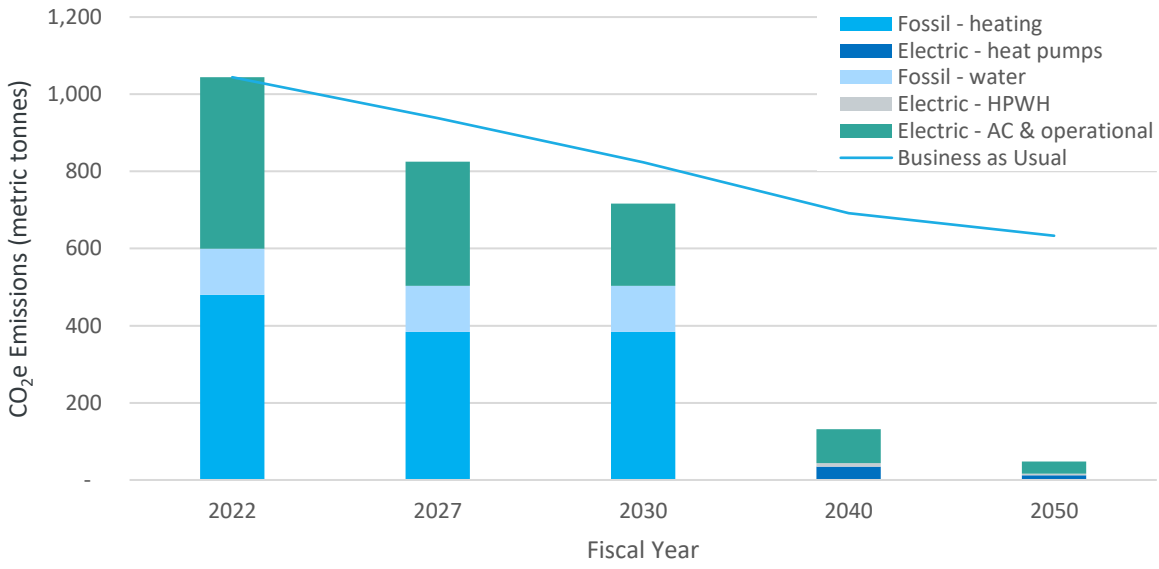
Proposed Strategy

Energy Efficiency: *2025-2029*
HVAC: *2038, GSHP*
Water Heating: *2038, GSHP*
Kitchen: *2035, induction range*

Given the school's proximity to open space, the use of ground-source heat pumps (GSHP) may be considered at the time of electrification. It is possible that GSHPs could serve the Harrington Elementary School as well. Though further studies would be necessary, preliminary estimates predict that about 400-500 wells would be required to meet the demands of both schools.

In the near-term, Chelmsford will continue to explore options for energy efficiency at the school, to further reduce emissions.

Figure 3. Estimated future building emissions based on proposed building efficiency and electrification plans at the Chelmsford High School.



McCarthy Middle School

The McCarthy Middle School emitted the second highest GHG emissions of the Town buildings in Fiscal Year 2022. Though the emissions were lower than those of the high school, the Energy Use Intensity (EUI) was higher, and fossil fuels accounted for 70 percent of the school's emissions. This is likely due to the inefficiencies associated with the natural gas boilers installed in 2006.

Building Characteristics

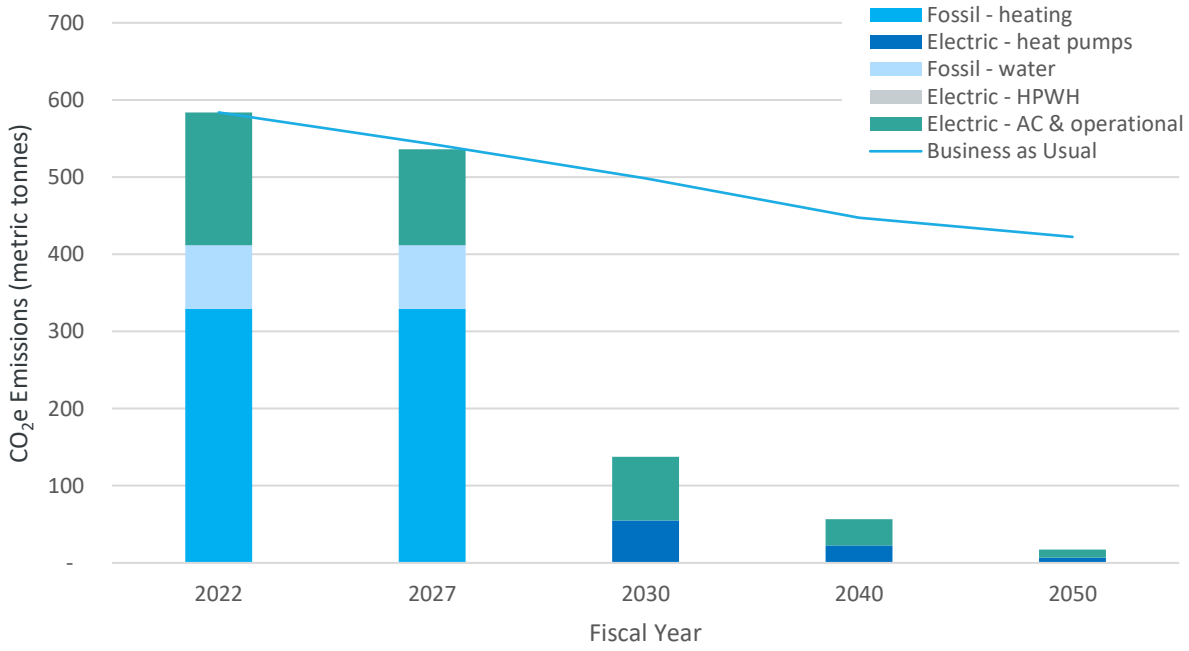
Square Footage: *144,000*
FY2022 Emissions: *584 $MTCO_2e$*
FY2022 EUI: *71 $kBtu/ft^2$*
Existing Solar: *Yes, 361 kW*
Heating: *2006, natural gas*
Water Heating: *2016 (estimate), natural gas*
Kitchen: *natural gas*

Proposed Strategy

HVAC: *2029, GSHP*
Water Heating: *2029, GSHP*
Kitchen: *2032, induction range*

The heating and cooling equipment at this building have reached their projected end-of-useful life, so electrification upgrades to the existing equipment could begin in the near-term. GSHPs may also be a viable alternative to the existing boiler, as there is ample open space surrounding the school. Approximately 400 wells would be required, though further studies would be needed to determine actual requirements. Variable Refrigerant Flow (VRF) heat pumps could also be considered at the school, if GSHPs are not feasible. Both electrification options would reduce emissions in the near-term, and in combination with electric water heating and cooking ranges, would allow the school to achieve net zero emissions by 2050.

Figure 4. Estimated future building emissions based on proposed building electrification plans at the McCarthy Middle School.



Parker Middle School

The Parker Middle School was resposnsbile for 12 percent of the Town's Fiscal Year 2022 building emissions. This school is of similar size to the McCarthy Middle School, and though the emissions were lower, the EUI was slightly higher.

The existing heating and cooling equipment was installed in 2004, and has reached its projected end-of-useful life. Electrification could therefore be considered in the near-term, but may be prioritized after the middle school. The Parker School is also within proximity to open space and a large parking lot that could be used for a 350 well (estimated) GSHP system, powerful enough to meet the demands of the school's heating and cooling patterns. VRFs, like the other schools, could be considered as an alternative to GSHPs.

Building Characteristics

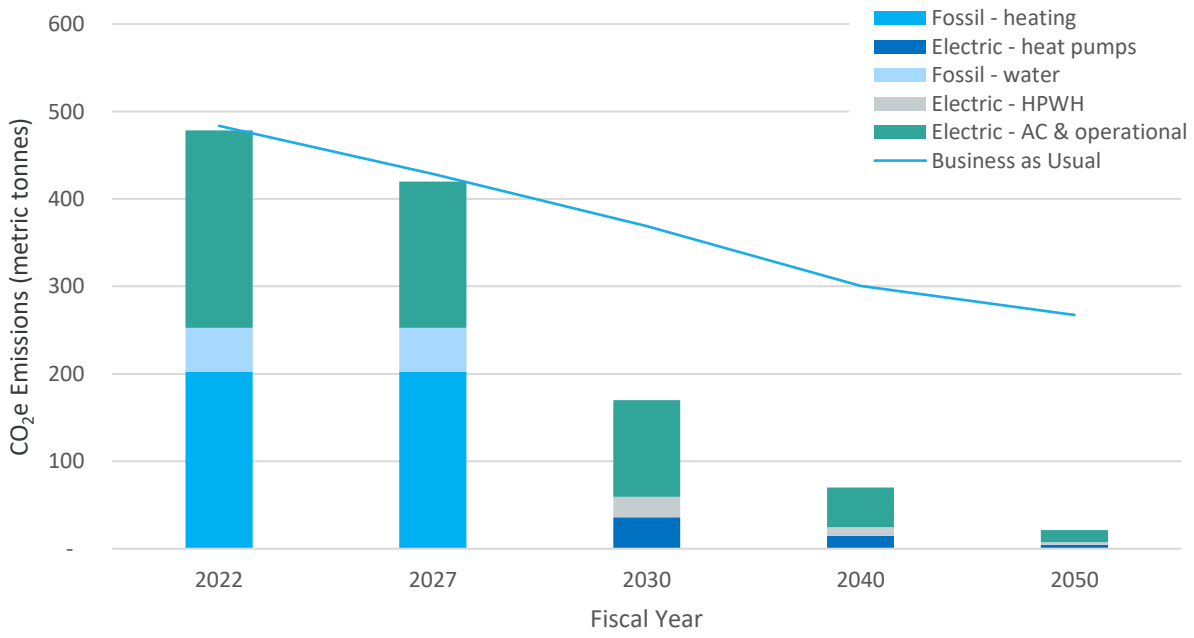
Square Footage: *105,000*
FY2022 Emissions: *484 $MTCO_2e$*
FY2022 EUI: *77 $kBtu/ft^2$*
Existing Solar: *Yes, 224 kW*
Heating: *2004, natural gas*
Water Heating: *2004 (estimate), natural gas*
Kitchen: *natural gas*

Proposed Strategy

Energy Efficiency: *2025-2029*
HVAC: *2028, GSHP*
Water Heating: *2028, GSHP*
Kitchen: *2032, induction*

Energy efficiency measures such as ensuring Building management System (BMS) and ventilation efficiencies, and upgrading lighting controls and fixtures, could also reduce energy consumption in the near-term.

Figure 5. Estimated future building emissions based on proposed building efficiency and electrification plans at the Parker Middle School.



DPW

The DPW building contributed to 6 percent of the Town's Fiscal Year 2022 building-related emssions in, 73 percent of which were from fossil fuels. At 47 kBtu/ft^2, the EUI of the DPW is lower than that of the other high impact buildings included in the analysis.

Ducted air-source heat pumps could be used to electrify the existing forced-air heating system installed in 2013. These heat pumps could utilize the existing ductwork in the building, and be installed around 2030, or at the existing equipment's projected end-of-useful life. The natural gas, on-demand water heater could be replaced with a heat pump water heater around the same time.

Building Characteristics

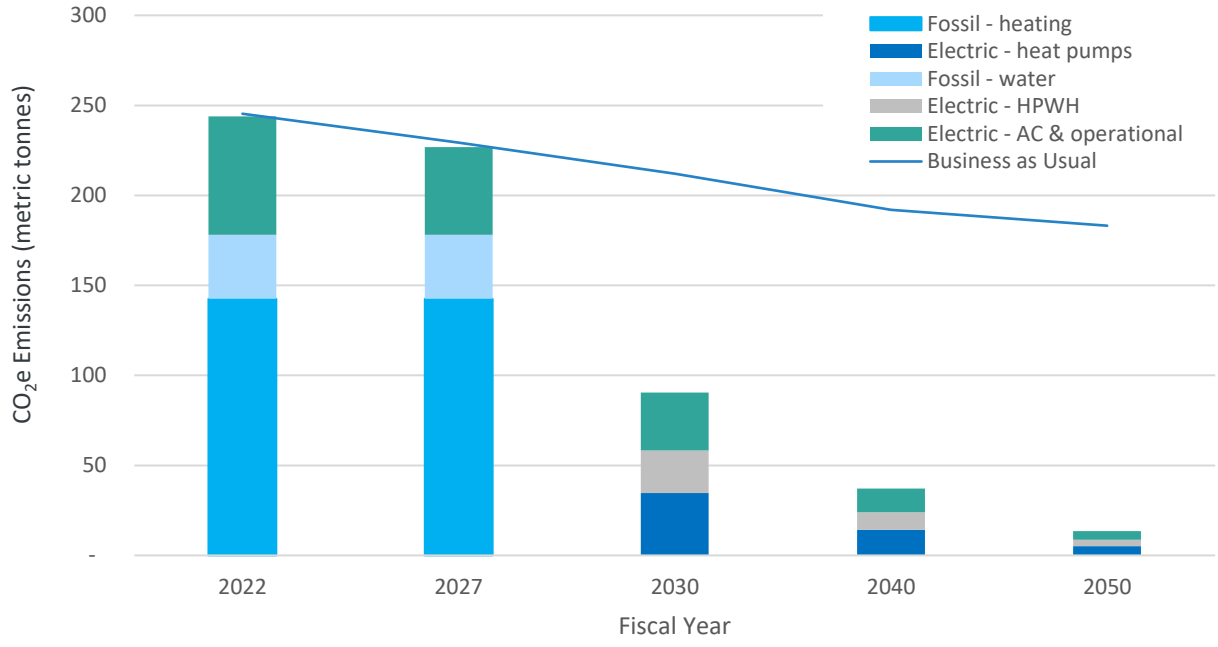
Square Footage: *92,000*
FY2022 Emissions: *245 $MTCO_2e$*
FY2022 EUI: *47 kBtu/ft^2*
Existing Solar: *Yes, 436 kW*
Heating: *2013, natural gas*
Water Heating: *2013 (estimate), natural gas*
Kitchen: *electric*

Proposed Strategy

Energy Efficiency: *2025-2029*
HVAC: *2030, ASHP*
Water Heating: *2030, HPWH*

Though electricity consumption at the DPW is relatively low, the high fossil fuel-related emissions suggest that there are opportunities for energy efficiency. Measures such as updating the BMS and weatherization could reduce emissions in the near-term.

Figure 6. Estimated future building emissions based on proposed building electrification plans at the DPW Office.



Center Elementary School

The Center Elementary School contributed to 269 $MTCO_2e$ in Fiscal Year 2022. This building did not emit as many GHG emissions as some of Chelmsford's other school buildings, but was still a top contributor to the Town's overall emissions (5.8 percent). New boilers installed in Fiscal Year 2023 are expected to lower fossil fuel consumption and emissions.

Upgrades to existing heating and cooling equipment will likely not be needed in the near-term, however, Chelmsford commits to electrifying the two remaining natural gas boilers when they reach their end-of-useful life around 2038. VRF heat pumps could be an appropriate solution to meet the school's energy needs.

Building Characteristics

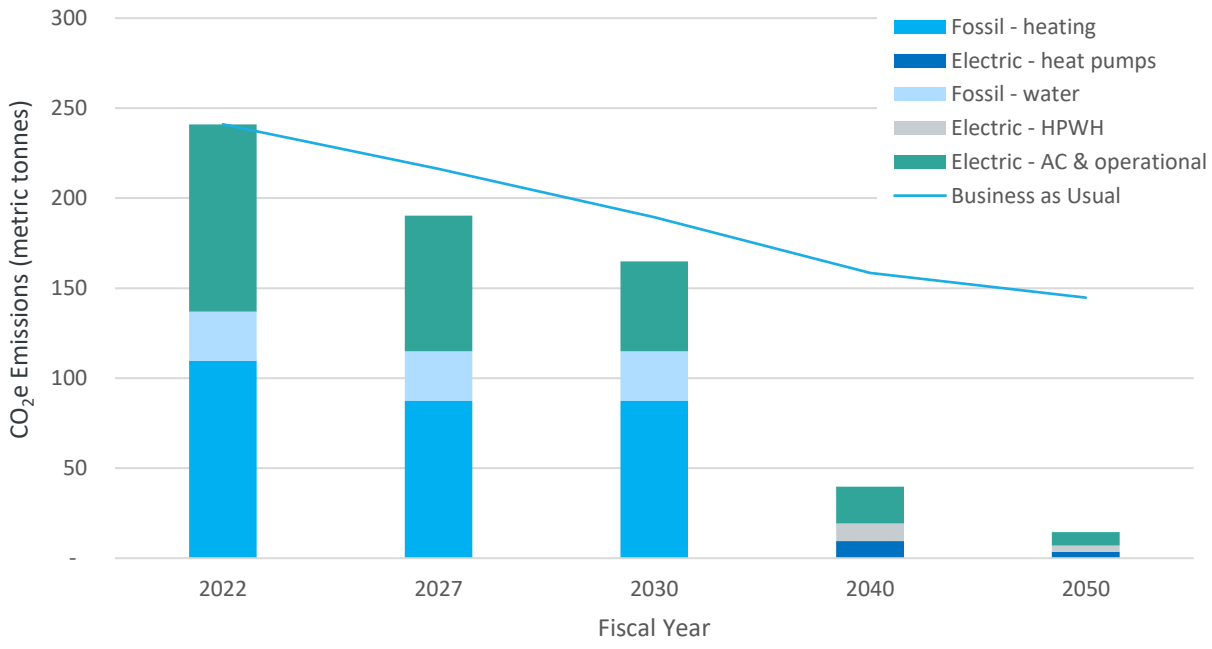
Square Footage: *63,300*
FY2022 Emissions: *241 $MTCO_2e$*
FY2022 EUI: *82 $kBtu/ft^2$*
Existing Solar: *Yes, 94 kW*
Heating: *2023, natural gas*
Water Heating: *2023 (estimate), natural gas*
Kitchen: *natural gas*

Proposed Strategy

Energy Efficiency: *2025-2029*
HVAC: *2038, VRF*
Water Heating: *2038, HPWH*
Kitchen: *2035, induction range*

Heat pump water heaters could replace the existing water heaters also installed in 2023. Induction range stovetops would be the final measure required to achieve net zero emissions by 2050. Energy efficiency measures, such as ensuring BMS and ventilation efficiencies and upgrading lighting controls and fixtures, could further reduce energy consumption near-term, and will be studied prior to electrification.

Figure 7. Estimated future building emissions based on proposed building efficiency and electrification plans at the Center Elementary School.



Fleet Vehicles

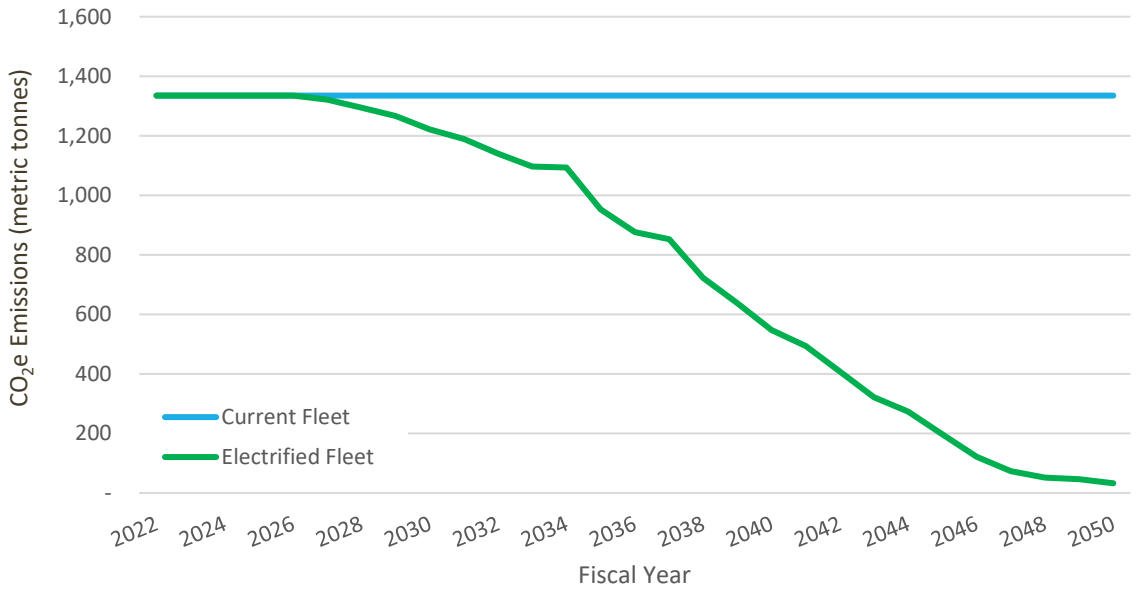
Vehicle Decarbonization

Since being designated a Green Community, the Town of Chelmsford has utilized grant funding to convert seven of the Town's internal combustion engines (ICE) to battery electric vehicles (BEV). In addition, the Town will adopt a Zero-Emission Vehicle (ZEV) First policy, which is required for Climate Leader designation.[4] This policy requires that municipal departments and divisions prioritize the purchase of ZEVs moving forward. The requirements are intended to eliminate the combustion of fossil fuels in fleets and support broader emissions reductions in the municipality. Though there are some exempt vehicle types and exceptions, a procurement timeline that replaces vehicles at their projected end-of-useful lives or when electric alternatives become available, can be followed to comply with the policy.

Chelmsford's analyzed fleet consists of 155 vehicles: 78 light-duty vehicles (LDV), 46 medium-duty vehicles (MDV), and 31 heavy-duty vehicles (HDV).[5] As of Fiscal Year 2023, Chelmsford had 7 electric vehicles (EVs) - 4 Ford Mach-E's and 2 Volkswagen ID.4's, which were excluded from this analysis. Existing electric vehicles were excluded from this analysis because the roadmap is specifically focused on transitioning the remaining internal combustion engine (ICE) vehicles to zero-emission vehicles.

In Fiscal Year 2022, municipal and school vehicles contribute twenty-one percent of emissions for the Town of Chelmsford. Converting the current fleet of ICE vehicles to BEV platforms could result in avoiding 15 thousand metric tons of CO_2e emissions cumulatively through 2050 (Figure 8).

Figure 8. CO_2e (metric tonnes) emissions from Chelmsford's vehicle fleet, by scenario, Fiscal Year 2022-2050.



[4] Climate Leaders Zero-Emission-First Vehicle Policy, https://www.mass.gov/doc/climate-leader-communities-zev-first-policy/download

[5] Alternative Fuels Data Center. "Vehicle Weight Classes & Categories." U.S. Department of Energy,https://afdc.energy.gov/data/10380.

EV Procurement Timeline

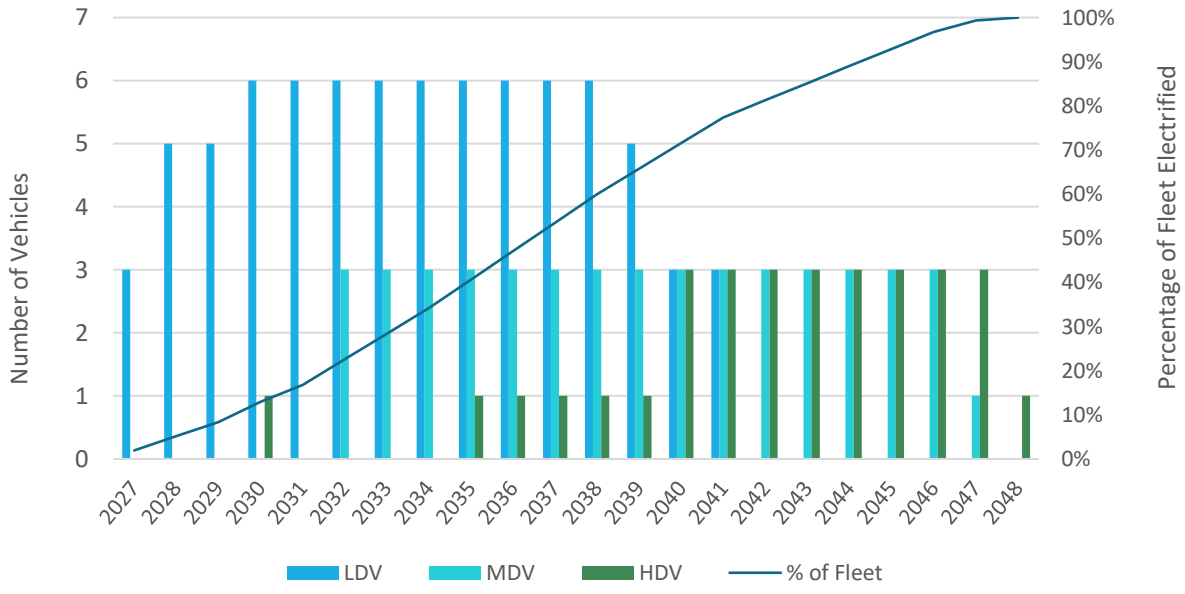
The procurement timeline is based on cost-effectiveness, annual budget considerations, and the remaining useful life of each vehicle in Chelmsford's existing fleet (Figure 9). The Appendix contains a detailed table that includes specific replacement years and EV model replacements for each existing vehicle. Please note that these assumptions are subject to change based on evolving factors such as market development and vehicle availability.

From 2025-2030, 19 light, and 1 heavy-duty vehicles may be converted to electric. These are primarily sedans, SUVs, and pickup trucks—all of which have mature EV market options that are cheaper and cleaner to operate than their gas/diesel alternatives. Strong state incentives make near-term purchase possible and recommended.

Between 2031-2040, another 56 light-, 8 medium and 27 heavy-duty vehicles could be replaced. These vehicles comprise of transit vans, and pickup trucks. The medium- and heavy-duty market is in the early stages of development, and we anticipate significant advancements will lead to increased cost-effectiveness in the future.

In 2041-2050, the remaining 3 light-, 22 medium-, and 19 heavy-duty vehicles will be cost-competitive candidates for EV replacement. These vehicles comprise heavy-duty trucks, fire trucks, F-350s and F-550s. Currently, electric alternatives for these vehicle types, particularly those with specialty features like mounted cranes and snowplows, are limited or non-existent. GM announced plans to launch EV heavy-duty trucks by 2035. Additionally, future options for fire and dump trucks are anticipated to expand, making them more cost competitive. These vehicles would therefore be transitioned to electric when viable alternatives become available.

Figure 9. Vehicle replacement schedule by vehicle class (light-duty [LDV], medium-duty [MDV] and heavy-duty [HDV]).



Incentives & Assumptions

In Massachusetts, incentives for cleaner and more sustainable transportation solutions have become a cornerstone of the state's efforts to reduce emissions and promote a greener future. Though incentives can cover some costs, they do not cover all costs associated with electrifying vehicles.

Funding for Vehicles:

- MOR-EV for Medium and Heavy-Duty Vehicles: Eligible Trucks | MOR-EV.org
- Credits for New Clean Vehicles: Credits for New Clean Vehicles Purchased in 2023 or After | Internal Revenue Service (irs.gov)

Funding for Charging Infrastructure:

- Charging Infrastructure - Electric Vehicle Make Ready Program: electric-vehicle-make-ready-application.pdf | Eversource Make Ready Program
- Alternative Fuel Infrastructure Tax Credit: Alternative Fuels Data Center: Alternative Fuel Infrastructure Tax Credit | Federal Credits

Other Funding Sources:

- DERA: Diesel Emissions Reduction Act (DERA) Funding | US EPA
- VW Grant: Apply for a VW or Refuse Truck Electric Solicitation Grant | Mass.gov

In this roadmap, the following assumptions were made:

- *Emissions Factors:* Emissions factors for fossil fuels are held constant throughout the roadmap. Electricity emissions factors are sourced from the Massachusetts Clean Energy and Climate Plan for 2050, and represent estimates based off the New England grid (See Appendix).
- *Energy Efficiency Recommendations and Savings:* The measures and associated savings outlined for buildings, were derived through completion of a virtual energy audit of all buildings.
- *Electrification Recommendations:* Existing equipment replacement year is determined by the current age of the system(s), and any planning currently underway. The type of heat pump equipment used for electrification is determined using the following data points provided by the community:
    - System age and capacity (Btu)
    - Fuel Type
    - Building square footage
    - Existing equipment type (i.e. boiler, furnace, RTU, etc.)
- *Mileage Consideration:* Analysis incorporates average miles traveled to align recommendations with real-world usage patterns, unless otherwise provided by municipality.
- *Vehicle Replacement:* The year is determined based on several factors, including:
    - *Expected Lifetime*: Vehicles typically have a lifespan of around 10 years. This expected lifetime helps to establish a baseline for when replacement becomes necessary.
    - *Market Availability*: Based on the availability of electric alternatives in the market, the recommendation is to wait until a specific model becomes available.

Conclusion & Next Steps

This roadmap illustrates that the Town of Chelmsford can effectively meet the emissions reductions targets set by the Secretary and required for the Climate Leader Community certification. By 2050, the electrification measures outlined in this roadmap are estimated to reduce Chelmsford's GHG emissions by over 100 thousand cumulative MT CO_2e, lowering the Town's Energy Use Intensity (EUI) by 51 percent.

To become a certified Climate Leader, Chelmsford will, in combination with ongoing GHG reduction efforts, strive to implement this Municipal Decarbonization Roadmap. To comply with Climate Leader guidelines, Chelmsford also commits to updating the proposed plan of action every three years.

Appendix

Table 5. Possible decarbonization measures, by building.

Building	Possible/Existing Energy Efficiency (EE) Measures	HPWH Projected End-of-useful life	Heat Pump Replacement Type	Possible Heat Pump Year & Reason	Roof Projected End-of-useful life	Solar PV Potential (kW)
DPW	- Ensure efficient BMS run times and temperature settings - Weatherization upgrades	2030	Ducted ASHP	2030, Projected End of Life of current equipment	2038	Existing
DPW Maintenance	- Ensure efficient BMS run times and temperature settings - Upgrade lighting controls and fixtures as needed	2030	Ducted ASHP	2030, Projected End of Life of current equipment	2027	72.2
High School	- Ensure efficient BMS run times and temperature settings	2038	GSHP	2038, Projected End of Life of current equipment	2032 Solar installed: 2015	Existing
Byam School	*No EE measures in near-term*	2037	VRF	2037, Projected End of Life of current equipment	2037 Solar installed: 2015	Existing

Building	Possible/Existing Energy Efficiency (EE) Measures	HPWH Projected End-of-useful life	Heat Pump Replacement Type	Possible Heat Pump Year & Reason	Roof Projected End-of-useful life	Solar PV Potential (kW)
Center School	- Ensure efficient BMS run times and temperature settings - Upgrade lighting controls and fixtures as needed	2038	VRF	2038, Projected End of Life of current equipment	2040 Solar installed: 2015	Existing
Harrington School	- Monitor temperature setpoints and/or add additional control points - Ensure adequate ventilation	2039	VRF	2039, Projected End of Life of current equipment	2030 Solar installed: 2015	Existing
McCarthy School	*No EE measures in near-term*	2029	GSHP	2029, Projected End of Life of current equipment	2027 Solar installed: 2015	Existing
Parker School	- Ensure efficient BMS run times and temperature settings - Ensure efficient ventilation rates	2028	GSHP	2028, Projected End of Life of current equipment	2034 Solar installed: 2015	Existing
South Row School	- Ensure efficient ventilation rates	2031	VRF	2031, Projected End of Life of current equipment	2027 Solar installed: 2015	Existing

Building	Possible/Existing Energy Efficiency (EE) Measures	HPWH Projected End-of-useful life	Heat Pump Replacement Type	Possible Heat Pump Year & Reason	Roof Projected End-of-useful life	Solar PV Potential (kW)
Westland School	- Monitor temperature setpoints and/or add additional control points - Upgrade lighting controls and fixtures as needed	2039	VRF	2039, Projected End of Life of current equipment	2034 Solar installed: 2015	Existing
Adams Library	- Monitor temperature setpoints and/or add additional control points - Upgrade lighting controls and fixtures as needed	2027	VRF	2027, Projected End of Life of current equipment	2027 Solar installed: 2015	Existing
Mackay Library	- Monitor temperature setpoints and/or add additional control points - Upgrade lighting controls and fixtures as needed	2027	Ductless ASHP	2027, Projected End of Life of current equipment	2044	N/A
Fire HQ	- Confirm efficient BMS run times and temperature settings - Ensure efficient ventilation rates	2031	VRF	2031, Projected End of Life of current equipment	2040	72.2
East Fire	- Ensure efficient ventilation and insulation - Confirm efficient BMS run times and temperature settings	2031	Ductless ASHP	2031, Projected End of Life of current equipment	2044	24.1

Building	Possible/Existing Energy Efficiency (EE) Measures	HPWH Projected End-of-useful life	Heat Pump Replacement Type	Possible Heat Pump Year & Reason	Roof Projected End-of-useful life	Solar PV Potential (kW)
North Fire	- Ensure efficient ventilation and insulation - Confirm efficient BMS run times and temperature settings	2031	Ductless ASHP	2031, Projected End of Life of current equipment	2033	N/A
South Fire	- Ensure efficient ventilation and insulation - Ensure efficient BMS run times and temperature settings	2031	Ductless ASHP	2031, Projected End of Life of current equipment	2040	N/A
West Fire	- Ensure efficient ventilation and insulation - Confirm efficient BMS run times and temperature settings	2031	Ductless ASHP	2031, Projected End of Life of current equipment	2034	24.1
School Admin	- Monitor temperature setpoints and/or add additional control points	2032	VRF	2032, Projected End of Life of current equipment	2034	72.2
Senior Center	- Monitor temperature setpoints and/or add additional control points	2028	Ducted ASHP	2028, Projected End of Life of current equipment	2045	N/A
Police Station	- Monitor temperature setpoints and/or add additional control points	2027	VRF	2027, Projected End of Life of current equipment	2027	48.1

Building	Possible/Existing Energy Efficiency (EE) Measures	HPWH Projected End-of-useful life	Heat Pump Replacement Type	Possible Heat Pump Year & Reason	Roof Projected End-of-useful life	Solar PV Potential (kW)
Police Garage	- Ensure efficient BMS run times and temperature settings - Upgrade lighting controls and fixtures as needed	2034	Ductless ASHP	2034, Projected End of Life of current equipment	2028	N/A
Town Hall Office	- Monitor temperature setpoints and/or add additional control points	2029	VRF	2029, Projected End of Life of current equipment	2046	N/A
Center for the Arts	- Ensure efficient BMS run times and temperature settings - Upgrade single pane windows to double pane	2030	VRF	2030, Projected End of Life of current equipment	2028	N/A
Country Club	- Ensure efficient BMS run times and temperature settings - Upgrade lighting controls and fixtures as needed	2032	VRF	2032, Projected End of Life of current equipment	2048	24.1
2 Westford Street	- Monitor temperature setpoints and/or add additional control points	2033	VRF	2033, Projected End of Life of current equipment	N/A	24.1
Food Pantry	- Upgrade single pane windows to double pane	2033	VRF	2033, Projected End of Life of current equipment	N/A	N/A

Building	Possible/Existing Energy Efficiency (EE) Measures	HPWH Projected End-of-useful life	Heat Pump Replacement Type	Possible Heat Pump Year & Reason	Roof Projected End-of-useful life	Solar PV Potential (kW)
North Town Hall	- Monitor temperature setpoints and/or add additional control points - Upgrade lighting controls and fixtures as needed	2033	VRF	2033, Projected End of Life of current equipment	2030	24.1
Cemetery building	- Monitor temperature setpoints and/or add additional control points - Upgrade lighting controls and fixtures as needed	2033	VRF	2033, Projected End of Life of current equipment	N/A	48.1
Chelmsford Water District Garage	- Monitor temperature setpoints and/or add additional control points - Upgrade lighting controls and fixtures as needed	2033	Ductless ASHP	2033, Projected End of Life of current equipment	N/A	54.8
Fire Maintenance Garage	- Monitor temperature setpoints and/or add additional control points - Ensure efficient ventilation - Upgrade single pane windows to double pane	2033	Ductless ASHP	2033, Projected End of Life of current equipment	2035	N/A

Table 6. Vehicle by vehicle replacement schedule and savings estimates.

Suggested replacement schedule for each of the fleet's vehicles with the replacement year and the type of EV replacement. The table provides annual estimates for avoided greenhouse gas emissions. Total Cost of Ownership (TCO) includes vehicle costs, fuel, maintenance, and charging. The amounts vary depending on the replacement year and assume that, on average, electric vehicles (EVs) are 40% less cost-intensive than internal combustion engine (ICE) vehicles.[6]

Replace Year	Department	Make	Model	VIN	Electric Vehicle Description	EV Price	Miles per Gallon (eMPG)	Total Cost of Ownership	Avoided MT CO_2e (annually)	Price (no incentive)
2031	BOH	FORD	Fusion	3FADP0L33BR224472	Sedan-Chevrolet-Bolt-Class 1-$17122	$17,122	134	$41,796	5	$27,122
2035	CEMETERY	FORD	F-350	1FT8X3B62DEA35178	Pickup-Ford-F150 Lightning-Class 1-3-$22795	$22,795	67	$57,614	6	$37,795
2037	CEMETERY	FORD	F-350	1FDRF3H67GEA84620	Pickup-Ford-F150 Lightning-Class 1-3-$22795	$22,795	67	$48,423	6	$37,795
2040	CEMETERY	FORD	F-350	1FD8X3H61KEG08698	Pickup-Ford-F150 Lightning-Class 1-3-$22795	$22,795	67	$48,423	6	$37,795
2040	CEMETERY	FORD	F-350	1FT8X3H61KEG08698	Pickup-Ford-F150 Lightning-Class 1-3-$22795	$22,795	67	$57,614	6	$37,795
2045	CEMETERY	FORD	F-350	1FDRFH68BEA08770	Pickup-Ford-F150 Lightning-Class 1-3-$22795	$22,795	67	$61,015	6	$37,795
2027	COA	TOYOTA	Echo	JTDBT123520201926	Sedan-Chevrolet-Bolt-Class 1-$17122	$17,122	134	$40,216	5	$27,122
2032	COA	FORD	C-Max	1FADP5AU4DL502922	Sedan-Chevrolet-Bolt-Class 1-$17122	$17,122	134	$41,796	5	$27,122
2032	COA	FORD	Escape	1FMCU9G9XDUB32428	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$59,072	5	$44,995
2036	COA	FORD	E-350	1FDEE3FLX6DC25874	Transit_Van-Ford-E-Transit Cargo-Class 3-$34459	$34,459	62	$52,311	5	$45,459
2037	COA	FORD	E-350	1FDEE3FL5GDC25880	Transit_Van-Ford-E-Transit Cargo-Class 3-$34459	$34,459	62	$75,488	5	$45,459
2037	COA	FORD	E-350	1FDEE3FL1GDC25875	Transit_Van-Ford-E-Transit Cargo-Class 3-$34459	$34,459	62	$71,396	5	$45,459
2031	ENGINEER	CHEVROLET	Colorado	1GCJTBF93C8110673	Pickup2-Chevrolet-Silverado EV-Class 1-3-$24900	$24,900	67	$59,319	6	$39,900
2034	ENGINEER	CHEVROLET	Tahoe	1GNSKDEC2GR319152	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$59,072	8	$44,995
2027	FACILITIES	FORD	E-250	1FTNE24LXYHB14852	Transit_Van-Ford-E-Transit Cargo-Class 3-$34459	$34,459	62	$71,396	5	$45,459
2028	FACILITIES	CHEVROLET	Silverado	1GCHK24U83E143890	Pickup2-Chevrolet-Silverado EV-Class 1-3-$24900	$24,900	67	$59,319	7	$39,900
2029	FACILITIES	CHEVROLET	Silverado	1GCHK29K98E158459	Pickup2-Chevrolet-Silverado EV-Class 1-3-$24900	$24,900	67	$59,319	7	$39,900
2030	FACILITIES	CHEVROLET	Colorado	1GCKTBD90A8120260	Pickup2-Chevrolet-Silverado EV-Class 1-3-$24900	$24,900	67	$62,910	6	$39,900
2030	FACILITIES	CHEVROLET	Express	1GCZGFBG6A1177048	Transit_Van-Ford-E-Transit Cargo-Class 3-$34459	$34,459	62	$62,231	6	$45,459

[6] Forbes. "What it costs to maintain an electric vehicle." *Forbes*, accessed July24, 2024. https://www.forbes.com/sites/jimgorzelany/2022/10/06/by-the-numbers-what-it-costs-to-maintain-an-electric-vehicle/

Replace Year	Department	Make	Model	VIN	Electric Vehicle Description	EV Price	Miles per Gallon (eMPG)	Total Cost of Ownership	Avoided MT CO_2e (annually)	Price (no incentive)
2030	FACILITIES	CHEVROLET	Express	1GC2GTBG7A1108448	Transit_Van-Ford-E-Transit Cargo-Class 3-$34459	$34,459	62	$71,396	6	$45,459
2030	FACILITIES	CHEVROLET	Silverado	1GCHK44K49F178018	Pickup2-Chevrolet-Silverado EV-Class 1-3-$24900	$24,900	67	$59,319	7	$39,900
2031	FACILITIES	CHEVROLET	Silverado	1GC0KVCG8BZ393860	Pickup2-Chevrolet-Silverado EV-Class 1-3-$24900	$24,900	67	$59,319	7	$39,900
2032	FACILITIES	FORD	E-350	1FTSE3EL6DDA07824	Transit_Van-Ford-E-Transit Cargo-Class 3-$34459	$34,459	62	$71,396	5	$45,459
2032	FACILITIES	JEEP	Patriot	1C4NJRFB6CD665532	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$51,631	6	$44,995
2032	FACILITIES	CHEVROLET	Silverado	3GBKC34G21M110401	Pickup2-Chevrolet-Silverado EV-Class 1-3-$24900	$24,900	67	$52,426	7	$39,900
2033	FACILITIES	CHEVROLET	Silverado	1GC2KUEG7FZ540594	Pickup2-Chevrolet-Silverado EV-Class 1-3-$24900	$24,900	67	$47,831	7	$39,900
2034	FACILITIES	FORD	F-550	1FDUF5GY8BEB00616	Pickup-Ford-F150 Lightning-Class 1-3-$22795	$22,795	67	$57,614	6	$37,795
2037	FACILITIES	CHEVROLET	Silverado HD	2GC2KREG9K1209497	Pickup2-Chevrolet-Silverado EV-Class 1-3-$24900	$24,900	67	$52,426	7	$39,900
2038	FACILITIES	KENWORTH	K270/K370	3BKJHM6X2GF581267	Fire_Truck-Pierce-Volterra-Class 8-$870000	$870,000	9	$947,007	15	$1,000,000
2039	FACILITIES	CHEVROLET	Silverado	1GB3KYCG1GZ330335	Pickup2-Chevrolet-Silverado EV-Class 1-3-$24900	$24,900	67	$59,319	7	$39,900
2041	FACILITIES	CHEVROLET	Silverado HD	1GB0YLE79PF170949	Pickup2-Chevrolet-Silverado EV-Class 1-3-$24900	$24,900	67	$59,319	7	$39,900
2046	FACILITIES	CHEVROLET	Silverado HD	1GC5YLE79PF155885	Pickup2-Chevrolet-Silverado EV-Class 1-3-$24900	$24,900	67	$59,319	7	$39,900
2046	FACILITIES	CHEVROLET	Silverado HD	1GC3YLE7XRF427127	Pickup2-Chevrolet-Silverado EV-Class 1-3-$24900	$24,900	67	$59,319	7	$39,900
2027	FIRE	FORD	F-350	1FTSF31L72E336536	Pickup-Ford-F150 Lightning-Class 1-3-$22795	$22,795	67	$57,614	6	$37,795
2028	FIRE	FORD	Explorer	1FMZU73W25UB75513	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$57,212	6	$44,995
2029	FIRE	FORD	Crown Victoria	2FAHP71V39X104486	Sedan-Chevrolet-Bolt-Class 1-$17122	$17,122	134	$41,796	6	$27,122
2029	FIRE	FORD	Explorer	1FMEU73E38UV30493	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$59,072	6	$44,995
2030	FIRE	FREIGHTLINER	FL80	1FV6JLCB6XH959957	Fire_Truck-Pierce-Volterra-Class 8-$870000	$870,000	9	$907,112	15	$1,000,000
2032	FIRE	FORD	Expedition	1FMU1GTXGEF29656	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$59,072	6	$44,995
2032	FIRE	FORD	F-350	1FDWF31558EC95580	Pickup-Ford-F150 Lightning-Class 1-3-$22795	$22,795	67	$57,614	6	$37,795
2032	FIRE	FORD	Fusion	3FA6P0LUXDR194407	Sedan-Chevrolet-Bolt-Class 1-$17122	$17,122	134	$41,796	5	$27,122
2034	FIRE	FORD	Explorer	1FM5K8D86HGD65408	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$59,072	6	$44,995
2034	FIRE	FORD	F-350	1FDRF3B67CEB08725	Pickup-Ford-F150 Lightning-Class 1-3-$22795	$22,795	67	$57,614	6	$37,795
2036	FIRE	TOYOTA	Highlander	5TDDGRFHXJS037005	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$59,072	6	$44,995
2038	FIRE	CHEVROLET	Tahoe	1GNSKFKC9LR22234	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$59,072	8	$44,995
2040	FIRE	INTERNATIONAL	MA035	1HTMKAZR97H366170	Fire_Truck-Pierce-Volterra-Class 8-$870000	$870,000	9	$933,708	17	$1,000,000
2041	FIRE	INTERNATIONAL	MA025	1HTMMAAN59H160382	Fire_Truck-Pierce-Volterra-Class 8-$870000	$870,000	9	$947,007	17	$1,000,000
2041	FIRE	INTERNATIONAL	MA035	1HTMKAZR59H691272	Fire_Truck-Pierce-Volterra-Class 8-$870000	$870,000	9	$947,007	17	$1,000,000

Replace Year	Department	Make	Model	VIN	Electric Vehicle Description	EV Price	Miles per Gallon (eMPG)	Total Cost of Ownership	Avoided MT CO_2e (annually)	Price (no incentive)
2042	FIRE	INTERNATIONAL	MA035	1HTMKAZR3AH169700	Fire_Truck-Pierce-Volterra-Class 8-$870000	$870,000	9	$947,007	17	$1,000,000
2044	FIRE	SPARTAN MOTORS CHASSIS	Gladiator	4S7AX2E95DC076951	Sedan-Chevrolet-Bolt-Class 1-$17122	$17,122	134	$41,796	16	$27,122
2045	FIRE	SPARTAN MOTORS CHASSIS	Metro Star	4S7CT2D91EC078591	Fire_Truck-Pierce-Volterra-Class 8-$870000	$870,000	9	$947,007	15	$1,000,000
2045	FIRE	PIERCE MANUFACTURING	Pumper	4P1BAAFF6HA017681	Fire_Truck-Pierce-Volterra-Class 8-$870000	$870,000	9	$947,007	15	$1,000,000
2030	HIGHWAY	CHEVROLET	Silverado	1GBHK49K79E159045	Pickup2-Chevrolet-Silverado EV-Class 1-3-$24900	$24,900	67	$59,319	7	$39,900
2033	HIGHWAY	CHEVROLET	Silverado	1GB6KZB63AF118136	Pickup2-Chevrolet-Silverado EV-Class 1-3-$24900	$24,900	67	$59,319	8	$39,900
2035	HIGHWAY	INTERNATIONAL	4700	1HTSCAAN21H363910	Dump_Truck-Lion Electric-Dump Truck -Class 8-$265000	$265,000	16	$402,726	15	$395,000
2035	HIGHWAY	GMC	Sierra	1GT22REG8HZ368415	Pickup2-Chevrolet-Silverado EV-Class 1-3-$24900	$24,900	67	$59,319	6	$39,900
2035	HIGHWAY	GMC	Sierra	1GT22REG5HZ362460	Pickup2-Chevrolet-Silverado EV-Class 1-3-$24900	$24,900	67	$59,319	6	$39,900
2036	HIGHWAY	INTERNATIONAL	F-2554	1HTGCAAR72H511978	Dump_Truck-Lion Electric-Dump Truck -Class 8-$265000	$265,000	16	$374,375	16	$395,000
2036	HIGHWAY	FORD	F-550	1FDUF5HT7FEC56199	Pickup-Ford-F150 Lightning-Class 1-3-$22795	$22,795	67	$60,486	8	$37,795
2036	HIGHWAY	CHEVROLET	Silverado	1GB3KZC88DF142388	Pickup2-Chevrolet-Silverado EV-Class 1-3-$24900	$24,900	67	$59,319	8	$39,900
2037	HIGHWAY	INTERNATIONAL	7400	1HTWDAAR45J000265	Dump_Truck-Lion Electric-Dump Truck -Class 8-$265000	$265,000	16	$402,726	15	$395,000
2038	HIGHWAY	INTERNATIONAL	7400	1HTWDAAR25J000264	Dump_Truck-Lion Electric-Dump Truck -Class 8-$265000	$265,000	16	$402,726	15	$395,000
2038	HIGHWAY	FORD	F-550	1FDUF5HY7GEB35590	Pickup-Ford-F150 Lightning-Class 1-3-$22795	$22,795	67	$60,486	7	$37,795
2039	HIGHWAY	FORD	F-550	1FDUF5HY2HEC69232	Pickup-Ford-F150 Lightning-Class 1-3-$22795	$22,795	67	$60,486	7	$37,795
2039	HIGHWAY	INTERNATIONAL	SA525	1HTWDAAR96J265846	Service_Truck-BYD-6F-Class 6-$10290	$10,290	15	$117,793	5	$53,790
2040	HIGHWAY	INTERNATIONAL	SA525	1HTWDAARX7J462283	Service_Truck-BYD-6F-Class 6-$10290	$10,290	15	$135,342	18	$53,790
2041	HIGHWAY	FORD	F-550	1FDUF5HY5KEE43690	Pickup-Ford-F150 Lightning-Class 1-3-$22795	$22,795	67	$57,901	7	$37,795
2041	HIGHWAY	FORD	F-550	1FDUF5HYXKDA11912	Pickup-Ford-F150 Lightning-Class 1-3-$22795	$22,795	67	$57,901	7	$37,795
2041	HIGHWAY	FORD	F-550	1FDUF5HYXKDA11909	Pickup-Ford-F150 Lightning-Class 1-3-$22795	$22,795	67	$60,486	7	$37,795
2041	HIGHWAY	INTERNATIONAL	SA525	1HTWDAAR08J650005	Service_Truck-BYD-6F-Class 6-$10290	$10,290	15	$135,342	18	$53,790
2042	HIGHWAY	PETERBILT	340	2NPRHN8X1AM106873	Dump_Truck-Lion Electric-Dump Truck -Class 8-$265000	$265,000	16	$386,976	15	$395,000
2042	HIGHWAY	PETERBILT	340	2NPRHN8XXAM106872	Dump_Truck-Lion Electric-Dump Truck -Class 8-$265000	$265,000	16	$379,100	15	$395,000
2043	HIGHWAY	PETERBILT	348	2NP3LN0X8BM127981	Dump_Truck-Lion Electric-Dump Truck -Class 8-$265000	$265,000	16	$379,100	15	$395,000
2043	HIGHWAY	PETERBILT	348	2NP3LN0XXCM168615	Dump_Truck-Lion Electric-Dump Truck -Class 8-$265000	$265,000	16	$371,225	15	$395,000
2044	HIGHWAY	PETERBILT	348	2NP3LN0X9DM201556	Dump_Truck-Lion Electric-Dump Truck -Class 8-$265000	$265,000	16	$363,350	15	$395,000

Replace Year	Department	Make	Model	VIN	Electric Vehicle Description	EV Price	Miles per Gallon (eMPG)	Total Cost of Ownership	Avoided MT CO_2e (annually)	Price (no incentive)
2044	HIGHWAY	PETERBILT	348	2NP3LN0X1DM201504	Dump_Truck-Lion Electric-Dump Truck -Class 8-$265000	$265,000	16	$363,350	15	$395,000
2045	HIGHWAY	PETERBILT	348	2NP3LJ0X2FM280077	Dump_Truck-Lion Electric-Dump Truck -Class 8-$265000	$265,000	16	$363,350	15	$395,000
2045	HIGHWAY	FORD	F-350	1FDRF3HN5PDA20220	Pickup-Ford-F150 Lightning-Class 1-3-$22795	$22,795	67	$57,614	6	$37,795
2045	HIGHWAY	FORD	F-350	1FDRF3HN5PDA11128	Pickup-Ford-F150 Lightning-Class 1-3-$22795	$22,795	67	$57,614	6	$37,795
2046	HIGHWAY	PETERBILT	348	2NP3HJ8XXKM603050	Dump_Truck-Lion Electric-Dump Truck -Class 8-$265000	$265,000	16	$354,720	15	$395,000
2046	HIGHWAY	PETERBILT	348	2NP3LJ0XXLM718078	Dump_Truck-Lion Electric-Dump Truck -Class 8-$265000	$265,000	16	$354,720	15	$395,000
2048	HIGHWAY	WESTERN STAR	47X Chassis	5KKABPFE1RLUZ8486	Dump_Truck-Lion Electric-Dump Truck -Class 8-$265000	$265,000	16	$402,726	15	$395,000
2028	LIBRARY	CHEVROLET	Colorado	1GCDT136158101393	Pickup2-Chevrolet-Silverado EV-Class 1-3-$24900	$24,900	67	$54,724	6	$39,900
2031	LIBRARY	FORD	Escape	1FMCU5K37CKB20517	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$59,072	5	$44,995
2037	LIBRARY	FORD	F-250	1FDBF2A63KEG49895	Pickup-Ford-F150 Lightning-Class 1-3-$22795	$22,795	67	$57,614	6	$37,795
2033	MOTOR POOL -TOWN HALL	FORD	Explorer	1FM5K8AR8EGC61642	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$59,072	6	$44,995
2029	PARKS	FORD	Ranger	1FTYR15E88PA08904	Pickup-Ford-F150 Lightning-Class 1-3-$22795	$22,795	67	$57,614	5	$37,795
2033	PARKS	CHEVROLET	Silverado	1GB6KZB6XAF111863	Pickup2-Chevrolet-Silverado EV-Class 1-3-$24900	$24,900	67	$54,724	8	$39,900
2033	PARKS	CHEVROLET	Silverado	1GBJK34K78E208634	Pickup2-Chevrolet-Silverado EV-Class 1-3-$24900	$24,900	67	$59,319	7	$39,900
2044	PARKS	CHEVROLET	Silverado HD	1GB3YSE71NF225835	Pickup2-Chevrolet-Silverado EV-Class 1-3-$24900	$24,900	67	$57,021	7	$39,900
2028	POLICE	FORD	E-350	1FTSS34L13HB35292	Transit_Van-Ford-E-Transit Cargo-Class 3-$34459	$34,459	62	$75,215	6	$45,459
2033	POLICE	FORD	Explorer	1FM5K8D8XGGD17411	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$59,072	6	$44,995
2033	POLICE	JEEP	Patriot	1C4NJRFB7ED721691	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$59,072	6	$44,995
2034	POLICE	FORD	Explorer	1FM5K8AR0HGC66449	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$61,397	7	$44,995
2034	POLICE	FORD	F-250	1FT7X2B64GEA16514	Pickup-Ford-F150 Lightning-Class 1-3-$22795	$22,795	67	$57,614	6	$37,795
2034	POLICE	FORD	F-250	1FT7X2B65GEA44905	Pickup-Ford-F150 Lightning-Class 1-3-$22795	$22,795	67	$57,614	6	$37,795
2035	POLICE	FORD	Explorer	1FM5K8D85HGC78065	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$61,397	7	$44,995
2035	POLICE	FORD	Explorer	1FM5K8AR7HGC66450	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$61,397	7	$44,995
2035	POLICE	FORD	Explorer	1FM5K8AR5HGA13434	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$61,397	7	$44,995
2035	POLICE	FORD	Explorer	1FM5K8AR4JGC16918	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$61,397	7	$44,995
2036	POLICE	FORD	Explorer	1FM5K8AR1KGB14140	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$61,397	7	$44,995
2036	POLICE	FORD	Explorer	1FM5K8AR7KGB22274	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$61,397	7	$44,995
2036	POLICE	FORD	Explorer	1FM5K8AR3KGB14141	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$61,397	7	$44,995
2037	POLICE	FORD	Explorer	1FM5K8AW2LGC67228	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$61,397	7	$44,995

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2037	POLICE	FORD	Explorer	1FM5K8FW4LGA71199	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$61,397	7	$44,995
2038	POLICE	FORD	Explorer	1FM5K8AW9LGC67226	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$61,397	7	$44,995
2038	POLICE	FORD	Explorer	1FM5K8AW6LGC92486	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$61,397	7	$44,995
2038	POLICE	FORD	Explorer	1FM5K8FW5MNA21229	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$61,397	7	$44,995
2038	POLICE	FORD	Explorer	1FM5K8AW3MNA20975	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$0	7	$44,995
2038	POLICE	FORD	Explorer	1FM5K8AW2MNA20871	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$61,397	7	$44,995
2039	POLICE	FORD	Explorer	1FM5K8AW8MNA20874	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$61,397	7	$44,995
2039	POLICE	FORD	Explorer	1FM5K8W1NNA04288	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$61,397	7	$44,995
2039	POLICE	FORD	Explorer	1FM5K8A3NNA02865	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$61,397	7	$44,995
2039	POLICE	FORD	Explorer	1FM5K8FWXNNA01625	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$61,397	7	$44,995
2039	POLICE	FORD	Explorer	1FM5K8AW0PNA01370	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$61,397	7	$44,995
2040	POLICE	FORD	Explorer	1FM5K8AW8PNAC1729	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$61,397	7	$44,995
2040	POLICE	FORD	Explorer	1FM5K8AW8PNA01732	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$61,397	7	$44,995
2040	POLICE	FORD	Explorer	1FM5K8FW9PNA01828	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$61,397	7	$44,995
2309	POLICE	FORD	Explorer	1FM5K8AW4NNA03569	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$61,397	7	$44,995
2028	RETIRED VEHICLES	FORD	Explorer	1FMZU73W15UB83702	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$59,072	6	$44,995
2031	SCHOOL	FORD	Escape	1FMCU5K39CKB20518	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$59,072	5	$44,995
2036	SCHOOL	JEEP	Cherokee	1C4PJMCB6KD104505	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$59,072	6	$44,995
2040	SCHOOL	CHEVROLET	Express	1HA3GSBG3KN002759	Transit_Van-Ford-E-Transit Cargo-Class 3-$34459	$34,459	62	$71,396	6	$45,459
2044	SCHOOL	CHEVROLET	Express	1HA3GSB73MN006636	Transit_Van-Ford-E-Transit Cargo-Class 3-$34459	$34,459	62	$71,396	6	$45,459
2029	SEWER	CHEVROLET	Silverado	1GCHK24U86E146678	Pickup2-Chevrolet-Silverado EV-Class 1-3-$24900	$24,900	67	$59,319	7	$39,900
2030	SEWER	CHEVROLET	Silverado	1GBHK49K89E159152	Pickup2-Chevrolet-Silverado EV-Class 1-3-$24900	$24,900	67	$59,319	7	$39,900
2031	SEWER	CHEVROLET	Silverado	1GB2KVCG6BZ277473	Pickup2-Chevrolet-Silverado EV-Class 1-3-$24900	$24,900	67	$59,319	7	$39,900
2032	SEWER	CHEVROLET	Silverado	1GBJK34D26E220950	Pickup2-Chevrolet-Silverado EV-Class 1-3-$24900	$24,900	67	$59,319	7	$39,900
2033	SEWER	RAM	ProMaster 2500	3C6TRVDGXFE504750	Transit_Van-Ford-E-Transit Cargo-Class 3-$34459	$34,459	62	$71,396	6	$45,459
2034	SEWER	FORD	F-550	1FDUF5GY8CEA82216	Pickup-Ford-F150 Lightning-Class 1-3-$22795	$22,795	67	$57,614	6	$37,795
2034	SEWER	CHEVROLET	Silverado	1GCVKREC4GZ286724	Pickup2-Chevrolet-Silverado EV-Class 1-3-$24900	$24,900	67	$59,319	7	$39,900
2035	SEWER	CHEVROLET	Silverado	1GB5KZCG1DZ199806	Pickup2-Chevrolet-Silverado EV-Class 1-3-$24900	$24,900	67	$54,724	7	$39,900
2035	SEWER	CHEVROLET	Silverado	1GB5KZCG4DZ200222	Pickup2-Chevrolet-Silverado EV-Class 1-3-$24900	$24,900	67	$54,724	7	$39,900

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2038	SEWER	CHEVROLET	Silverado	1GB5KYCG5GZ353125	Pickup2-Chevrolet-Silverado EV-Class 1-3-$24900	$24,900	67	$59,319	7	$39,900
2039	SEWER	CHEVROLET	Silverado	1GB4KYCG2HF135352	Pickup2-Chevrolet-Silverado EV-Class 1-3-$24900	$24,900	67	$59,319	7	$39,900
2040	SEWER	INTERNATIONAL	MA035	1HTMKAAR77H486397	Fire_Truck-Pierce-Volterra-Class 8-$870000	$870,000	9	$893,814	17	$1,000,000
2042	SEWER	CHEVROLET	Silverado HD	1GC4KVCG3KF207743	Pickup2-Chevrolet-Silverado EV-Class 1-3-$24900	$24,900	67	$47,831	7	$39,900
2043	SEWER	INTERNATIONAL	SA525	1HTWDAAR9AJ287175	Service_Truck-BYD-6F-Class 6-$10290	$10,290	15	$135,342	18	$53,790
2043	SEWER	CHEVROLET	Silverado	1GB3YSE74LF237622	Pickup2-Chevrolet-Silverado EV-Class 1-3-$24900	$24,900	67	$59,319	7	$39,900
2043	SEWER	CHEVROLET	Silverado	1GB5YSE77LF228163	Pickup2-Chevrolet-Silverado EV-Class 1-3-$24900	$24,900	67	$59,319	7	$39,900
2043	SEWER	CHEVROLET	Silverado	1GB5YSE79LF228200	Pickup2-Chevrolet-Silverado EV-Class 1-3-$24900	$24,900	67	$59,319	7	$39,900
2044	SEWER	CHEVROLET	Silverado HD	1GC5YSE74NF237014	Pickup2-Chevrolet-Silverado EV-Class 1-3-$24900	$24,900	67	$59,319	7	$39,900
2046	SEWER	CHEVROLET	Silverado HD	1GB5YSE71RF328350	Pickup2-Chevrolet-Silverado EV-Class 1-3-$24900	$24,900	67	$59,319	7	$39,900
2047	SEWER	WESTERN STAR	4700	5KKHAVDV8NPNK2424	Dump_Truck-Lion Electric-Dump Truck -Class 8-$265000	$265,000	16	$346,090	15	$395,000
2037	STORMWATER - DPW	CHEVROLET	Silverado HD	1GC1KREG4KF156762	Pickup2-Chevrolet-Silverado EV-Class 1-3-$24900	$24,900	67	$47,831	7	$39,900
2037	STORMWATER - DPW	CHEVROLET	Tahoe	1GNSKFKC8KR316006	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$59,072	8	$44,995
2042	STORMWATER - DPW	FORD	F-550	1FDUF5HY8KDA11908	Pickup-Ford-F150 Lightning-Class 1-3-$22795	$22,795	67	$60,486	7	$37,795
2042	STORMWATER - DPW	FORD	F-550	1FDUF5HY3KDA04882	Pickup-Ford-F150 Lightning-Class 1-3-$22795	$22,795	67	$57,614	6	$37,795
2046	STORMWATER - DPW	PETERBILT	348	2NP3HJ8X4LM718079	Dump_Truck-Lion Electric-Dump Truck -Class 8-$265000	$265,000	16	$402,726	15	$395,000
2047	STORMWATER - DPW	PETERBILT	348	2NP3HJ8X4MM736373	Dump_Truck-Lion Electric-Dump Truck -Class 8-$265000	$265,000	16	$354,720	15	$395,000
2047	STORMWATER - DPW	PETERBILT	348	2NP3LJ0X7NM807576	Dump_Truck-Lion Electric-Dump Truck -Class 8-$265000	$265,000	16	$402,726	15	$395,000
2047	STORMWATER - DPW	FORD	E-450	1FDXE4FN1SDD03273	Transit_Van-Ford-E-Transit Cargo-Class 3-$34459	$34,459	62	$71,396	5	$45,459
2033	TELEMEDIA	FORD	Expedition	1FMJU1J58EEF63313	SUV-Chevrolet-Blazer 2LT-Class 1-3-$33995	$33,995	97	$59,072	6	$44,995

Emissions Projections

Table 7. MT CO2e projections, provided by MA EEA in the CECP 2050.

CO2 Emissions per Unit (metric tons, MTe)	2022	2025 (*projected*)	2030 (*projected*)	2040 (*projected*)	2050 (*projected*)
Electricity (kWh)	0.0002345	0.0002195	0.0001184	0.0000485	0.0000150
Natural Gas (therms)	0.00531	0.00531	0.00531	0.00531	0.00531
Oil Savings (gallons)	0.01015	0.01015	0.01015	0.01015	0.01015
Gasoline (gallons)	0.00886	0.00886	0.00886	0.00886	0.00886
Diesel (gallons)	0.01015	0.01015	0.01015	0.01015	0.01015
Propane (gallons)	0.00576	0.00576	0.00576	0.00576	0.00576

Source: MA EEA

Chelmsford School Department EV First Policy

Definitions

Alternative fuel vehicles (AFVs) - Dedicated, flexible fuel, or dual-fuel vehicles designed to operate on at least one alternative fuel (such as electricity, biodiesel, propane, or natural gas) to reduce carbon emissions.

Battery electric vehicle (BEV) – An electric vehicle that draws propulsion energy solely from an on-board electrical energy storage device during operation that is charged from an external source of electricity.

Electric vehicle supply equipment (EVSE) or electric vehicle charging station – An electric component assembly or cluster of component assemblies designed specifically to charge batteries within electric vehicles by permitting the transfer of electric energy to a battery or other storage device in an electric vehicle.

Hybrid electric vehicle (HEV) - Powered by an internal combustion engine and a small electric motor that uses energy stored in a battery. Under light load, for instance during initial acceleration, only electricity is consumed. The vehicle is typically fueled with gasoline to operate the internal combustion engine, and the battery is charged through the engine and regenerative braking, not by plugging in.

Plug-in hybrid electric vehicle (PHEV) – An electric vehicle with an on-board electrical energy storage device that can be recharged from an external source of electricity and that also has the capability to run on another fuel.

Light-duty motor vehicles - Defined under MassDEP Program regulations as vehicles weighing up to 8,500 lbs. Gross Vehicle Weight Rating GVWR

When the Chelmsford School Department purchases motor vehicles for its normal operations, each vehicle purchased must be among the most fuel-efficient models available that will fulfill the intended municipal function. Where the School department contracts vehicle services, it should seek out companies for competitive bidding that offer the use of electric and/or fuel-efficient vehicles.

This policy applies to all divisions and departments of the school. It applies to road-worthy light duty vehicles, pick up and utility trucks, and SUVs. It does not apply to specialized equipment or off-road vehicles that cannot be registered as road legal with the DOT.

Vehicle procurement should be prioritized as follows:
1. Battery-electric vehicle (BEV)
2. Plug-in hybrid vehicle (PHEV)
3. Hybrid electric vehicle (HEV) or other alternative fuel vehicle (AFV)

4. Standard vehicle operated by an internal combustion engine fueled by fossil fuels

This policy shall not require a department to take any action which conflicts with local, state, or federal requirements nor mandate the procurement of products that do not perform adequately for their intended use, exclude adequate purchasing competition, or require the purchase of vehicles that are not commercially available or practicable. If the requested vehicle is not among the most fuel-efficient models, a detailed report demonstrating the need and justification for the choice should be submitted to the School Board for approval.

The fleet policy is electric-first, meaning that electric vehicles shall be prioritized when the School Department purchases or leases light-duty vehicles for its operations, followed by plug-in hybrid vehicles, then hybrid electric or other alternative fuel vehicle. All electric, hybrid or alternately fueled vehicles shall be prominently labeled. Among the most fuel-efficient vehicles.

CHELMSFORD PUBLIC SCHOOLS

Dr. Linda Hirsch, Assistant Superintendent

MEMORANDUM

To: Dr. Jay Lang, Superintendent
Members of the School Committee
From: Dr. Linda Hirsch, Assistant Superintendent
Date: December 13, 2024
RE: Elementary Level ELL Student Enrollment Follow-Up

As discussed in the October 1, 2024, Student Enrollment Update at the December 3rd School Committee Meeting, the individual SIMS enrollment statistics for each school designated the number of English Learners (ELs) within the district. EL students are coded in Aspen, our student management system (SMS), with dedicated fields for reporting. This reporting allows for school personnel to identify students requiring academic services from our ESL teachers. As noted in the SIMS enrollment data, Center Elementary School had a significantly higher number of EL students compared to the other schools in the district. Those numbers are reflected below.

School	Total # of Active EL Students	Students receiving ESL Instruction - *Less K Students
CHS	24	24
McCarthy Middle School	19	19
Parker Middle School	19	19
Byam Elementary School	35	22
Center Elementary School	74	62
Harrington Elementary School	36	34
South Row Elementary School	46	44

Since the Center Elementary School did present with higher numbers, Kelly Rogers our Department Coordinator of Reading/ELL/Title I, and I took a deeper dive into that schools data to review the number of EL students at each grade level. Below is a breakdown of all EL students at Center Elementary School.

CHELMSFORD PUBLIC SCHOOLS

Dr. Linda Hirsch, Assistant Superintendent

Center Elementary School	
Grade Level	**Total # of Active EL Students**
Kindergarten	13
Grade 1	20
Grade 2	13
Grade 3	17
Grade 4	11
Total	**74**

Of the 74 EL students at Center Elementary School, 62 students receive ESL instruction. In accordance with DESE guidelines, Chelmsford honors that Kindergarten children learn from being immersed in inclusive, language-rich classroom environments that support social and academic language. ESL instruction is provided within this context. ESL teachers monitor Kindergarten EL student progress throughout the year with classroom teacher consultations and through data and SST meetings. WIDA Level 1 Kindergarten students receive direct instruction from the ESL teacher. There is one kindergarten student at Center Elementary School with a WIDA Level 1 score receiving ESL instruction.

For the 2024/25 school year, there was an additional ESL teacher added to the FTEs in the operating budget to support our growing EL population at the elementary level. Since Center Elementary School has a higher number of EL students, the ESL teacher hired in the new position is scheduled at Center Elemenary School for 1 ½ days, which is an additional half day, to provide ESL instruction to support the higher number of students.

Our EL student numbers are fluid throughout the school year with changing numbers that are consistently monitored. If there were a need to provide more services in a school due to an influx of students, there is still flexibility available within the schedule to provide more time with our floating position.

CHELMSFORD PUBLIC SCHOOLS

Jay Lang, Ed.D., Superintendent

Memorandum

To: Members of the School Committee

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

Date: December 13, 2023

Re: MSBA Invitation to Conduct a Feasibility Study: Parker Middle School

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We received fantastic news this week that the Massachusetts School Building Authority (MSBA) Board of Directors voted to invite the Town of Chelmsford to conduct a Feasibility Study of the Parker Middle School for a potential new school building project. This is a major step to obtain MSBA funding to support a new school building project in Town. During the Feasibility Study the Town will engage the services of an Owners Project Manager (OPM) and Designer to work with us to explore three potential building options for Parker Middle School as previously discussed. There is a lot of work ahead, however this was a very positive step toward partnering with the MSBA on a new school building project. I have attached the letter sent to Town Manager Cohen providing notice of the MSBA Board of Directors vote. Work to engage the services of an OPM and Designer will commence in the new calendar year.

Massachusetts School Building Authority

Deborah B. Goldberg
Chair, State Treasurer

James A. MacDonald
Chief Executive Officer

Mary L. Pichetti
Executive Director / Deputy CEO

December 13, 2024

Mr. Paul E. Cohen, Town Manager
Town of Chelmsford
Town Offices
50 Billerica Road
Chelmsford, MA 01824

Re: Town of Chelmsford, Colonel Moses Parker Middle School

Dear Mr. Cohen:

I am pleased to report that the Board of the Massachusetts School Building Authority (the "MSBA") has voted to invite the Town of Chelmsford (the "Town") to partner with the MSBA in conducting a Feasibility Study for the Colonel Moses Parker Middle School. The Board's vote follows the Town's timely completion of all of the requirements of the MSBA's Eligibility Period.

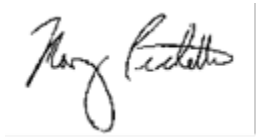
I do want to emphasize that this invitation to partner on a Feasibility Study is ***not*** approval of a project, but is strictly an invitation to the Town to work with the MSBA to explore potential solutions to the problems that have been identified. Moving forward in the MSBA's process requires collaboration with the MSBA, and communities that "get ahead" of the MSBA without MSBA approval will not be eligible for grant funding. To qualify for any funding from the MSBA, local communities must follow the MSBA's statute, regulations, and policies which require MSBA collaboration and approval at each step of the process.

During the Feasibility Study phase, the Town and the MSBA will partner pursuant to the terms of the Feasibility Study Agreement to find the most fiscally responsible and educationally appropriate solution to the problems identified at the Colonel Moses Parker Middle School. The Feasibility Study, which will be conducted pursuant to the MSBA's regulations and policies, requires the Town to work with the MSBA on the procurement of an Owner's Project Manager and Designer, which will help bring the Town's Feasibility Study to fruition.

We will be contacting you soon to discuss these next steps in more detail. In the meantime, however, I wanted to share with you the Board's decision and provide a brief overview of what this means for the Town of Chelmsford.

I look forward to continuing to work with you as part of the MSBA's grant program. As always, feel free to contact me or my staff at (617) 720-4466 should you have any questions.

Sincerely,



Mary L. Pichetti
Executive Director

Cc: Legislative Delegation
Pat Wojtas, Chair, Chelmsford Select Board
Dennis F. King II, Chair, Chelmsford School Committee
Dr. Jay Lang, Superintendent, Chelmsford Public Schools
File: 10.2 Letters (Region 4)

CHELMSFORD PUBLIC SCHOOLS

Jay Lang, Ed.D., Superintendent

Memorandum

To: Members of the School Committee

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

Date: December 13, 2024

Re: FY2026 Capital Plan Update

Attached please find an e-mail communication from John Sousa, Town of Chelmsford Finance Director/Treasurer, pertaining to the FY2026 capital plan recommendations that were approved by the Capital Planning Committee and will be submitted to Town Meeting in April for funding approval.

Ten (10) capital projects totaling $ 2,767,500 directly benefiting the school department were recommended for approval. These were the ten (10) projects prioritized by the school committee for submission – all ten were approved. As we have done in previous years, I will look to potential FY25 surplus funds later in the year as a possible one-time funding source for unfunded projects that had a lower prioritization in the submission.

From:	Sousa, John
To:	Joe Tierney; Lavallee, Christopher; David Goselin; David Braslau; King, Dennis; Lussier, Darlene
Cc:	Cohen, Paul; Lang, Jay; Johnson-Collins, Joanna
Subject:	FY26 Capital Plan Recommendation
Date:	Friday, December 6, 2024 10:07:17 AM
Attachments:	FY26 Capital Planning Recommendation 12 5 24.pdf

Good Morning:
Please find a copy attached of the FY26 Capital Improvement Plan recommendation that was approved at our meeting last night. This plan will be presented to the Select Board, School Committee, and Finance Committee at the upcoming Tri-Board meeting on Monday evening, December 9th. Finally, the FY26 Capital Budget will be presented to Town Meeting in April 2025 for consideration and approval.

The Committee reviewed 22 projects totaling just over $6.4M. 19 projects were recommended for funding in FY26. Two projects were deferred, and one was withdrawn. The Committee voted to recommend the total amount financed to not exceed $5,969,385. After deducting $27,414 of recaptured funds, the net amount to be financed through municipal bonds is $5,941,971.

Thank you to our citizen members as well as members representing the School Committee, Finance Committee, and Board of Library Trustees for volunteering your time to assist with the development of the Town's annual capital budget. The Committee reviewed many worthwhile projects and had to make some thoughtful decisions due to limited financial resources.

John

John Sousa, Jr.
Chairman, Capital Planning Committee
Finance Director/ Treasurer
Town of Chelmsford
50 Billerica Rd.
(978) 250-5210

FY2026 Capital Improvement Plan Recommendation

Approved
12/5/2024

Detail Sheet #	Project	Cost	Funded
1	IT - Firewall Upgrade	$ 100,000	
2	COA - Sr. Center Flooring Repl.	$ 170,000	$ 170,000
3	Library - Parking Lot Paving	$ 365,000	$ 365,000
4	Library - Computer Replacement	$ 60,000	$ 60,000
5	Library - HVAC Replacement	$ 450,000	$ 450,000
6	CCA - Auditorium Renovation	$ 50,000	
7	Police - Parking Lot Paving	$ 405,000	$ 405,000
8	Fire - Command Staff Vehicle Replacement	$ 111,885	$ 111,885
9	DPW - Sidewalk Improvements	$ 375,000	$ 375,000
10	DPW - Road Improvements	$ 425,000	$ 425,000
11	DPW - Mini Excavator	$ 130,000	$ 130,000
12	DPW - 10-Wheel Dump Truck/ Sander	$ 350,000	
13	DPW - Sidewalk Snow Clearing Equip.	$ 210,000	$ 210,000
14	DPW - Fac. Pickup with Plow	$ 85,000	$ 85,000
15	DPW - Fac. Pickup with Plow	$ 85,000	$ 85,000
16	DPW - Facilities - ADA Parks, Playgr, OS	$ 150,000	$ 150,000
17	DPW - Fac. Town Offices Restrooms	$ 180,000	$ 180,000
18	School - Secure Entryways & Emerg. Egress	$ 877,500	$ 877,500
19	School - Center Sch. Partial Roof Repl.	$ 130,000	$ 130,000
20	School - So. Row Water Heaters	$ 60,000	$ 60,000
21	School - McCarthy Partial Roof Repl.	$ 1,000,000	$ 1,000,000
22	School - McCarthy - Boiler Replacement	$ 700,000	$ 700,000
	TOTAL:	$ 6,469,385	$ 5,969,385
	LESS: Recaptured Funds		$ (27,414)
	Net Amount Financed - Municipal Bonds		$ 5,941,971

CHELMSFORD PUBLIC SCHOOLS

Dr. Linda Hirsch, Assistant Superintendent

MEMORANDUM

To: Dr. Jay Lang, Superintendent
Members of the School Committee
From: Dr. Linda Hirsch, Assistant Superintendent Linda M Hirsch
Date: December 13, 2023
RE: Proposed 2025/26 School Year Calendar

Attached is a proposed calendar for the 2025/26 academic year for the school committee to review and approve at the regular meeting on December 17, 2024. I look forward to discussing this proposed calendar for the 2025/26 school year with you at the meeting.

You will notice Good Friday (April 3, 2026) is not included as a day off in the proposed calendar. Good Friday is listed as a Major Religious and Cultural Holiday. Further, Eid al-Adha (May 26 - 27, 2026) has been added to the list of Major Religious and Cultural Holidays.

CPS 2025 – 2026 ACADEMIC CALENDAR

AUGUST
20-21 New Staff Orientation
25 No School Staff Orientation
26 Grades 1 – 9 ONLY Kindergarten Orientation
27 All Students
29 No School

AUGUST Student Days: 3

AUGUST 2025

S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

SEPTEMBER 2025

S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

SEPTEMBER
1 No School (Labor Day)
17 Half Day (Professional Day)

SEPTEMBER Student Days: 21

OCTOBER
13 No School (Columbus Day)
23 Half Day (Professional Day)

OCTOBER Student Days: 22

OCTOBER 2025

S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

NOVEMBER 2025

S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

NOVEMBER
4 No School (Full Prof. Day)
11 No School (Veteran's Day)
19 Half Day ELEM. & MS ONLY
26 Early Release (Thanksgiving Recess)
27 No School (Thanksgiving)
28 No School

NOVEMBER Student Days: 16

DECEMBER
11 Half Day (Professional Day)
24 December Recess

DECEMBER Student Days: 17

DECEMBER 2025

S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

JANUARY 2026

S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

JANUARY
5 School Re-opens
13 Half Day (Professional Day)
19 No School (Martin Luther King Day)

JANUARY Student Days: 19

FEBRUARY
5 Half-Day (Professional Day)
16 February Recess
23 School Re-opens

FEBRUARY Student Days: 15

FEBRUARY 2026

S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

MARCH 2026

S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

MARCH
11 Half Day (Professional Day)

MARCH Student Days: 22

APRIL
7 Half-Day (Professional Day)
20 April Recess
27 School Re-opens

APRIL Student Days: 17

APRIL 2026

S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

MAY 2026

S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

MAY
25 No School (Memorial Day)

MAY Student Days: 20

JUNE
19 Juneteenth
18 Last Day for Students (Half Day)
22 Last Day for Staff (Half Day)

JUNE Student Days: 14

JUNE 2026

S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Total Student Days: 186

Additional Staff Days: 2.5

(Total Includes Six Provisional Snow Days)

Professional Development
Last day Students June 18
Last day Staff June 22

Major Religious & Cultural Holidays

Rosh Hashanah*	September 22 - 24, 2025
Yom Kippur*	October 1 - 2,2025
Sukkot*	October 6 - 13, 2025
Diwali	October 20, 2025
Chanukah*	December 14, 2025 - Dec 22, 2025
Christmas	December 25, 2025
Kwanzaa	December 26, 2025 - Jan. 1, 2026
Chinese New Year	February 17, 2026
Ramadan	February 17 - March 18, 2026
Eid al-Fitr	March 19 - 20, 2026
Passover*	April 1 - 9, 2026
Good Friday	April 3, 2026
Easter	April 5, 2026
Orthodox Easter	April 12, 2026
Shavuot*	May 21 - 23, 2026
Eid al-Adha	May 26 - 27, 2026

**All Jewish holidays begin at sundown on the evening prior to the day of the holiday.*

The following policies apply to students celebrating the holidays noted above:

- Homework and projects will not be assigned to students observing religious holidays. Teachers shall not schedule tests for those students celebrating observed religious holidays. Students will not be expected to complete daily homework assigned the evening before, or the day of the religious holiday. Assignments and tests should be made up in a time span that is reasonable to both students and teachers (SC Policy 6314.01).
- Observance of a religious holiday shall be viewed as valid justification for student absence, late homework/project submission and delayed testing. It is the responsibility of the student's parent/guardian to notify the principal/dean/teacher of these dates at the beginning of the school year. In addition, the student shall notify the teacher(s) of the observance date no later than two weeks in advance or as soon as practical (SC Policy 6314.01).

Scheduled Staff Professional Development Days

Wednesday September 17, 2025	Student Half Day
Thursday October 23, 2025	Student Half Day
Tuesday November 4, 2025	Student NO School Day
Thursday December 11, 2025	Student Half Day
Tuesday January 13, 2026	Student Half Day
Thursday February 5, 2026	Student Half Day
Wednesday March 11, 2026	Student Half Day
Tuesday April 7, 2026	Student Half Day

Wednesday November 19, 2025
Student Half Day – Elementary and Middle Schools Only

Starting and Dismissal Schedule

School	Start	Dismissal	Early Dismissal
Chelmsford High	7:19 a.m.	1:52 p.m.	10:25 a.m.
McCarthy Middle	8:10 a.m.	2:30 p.m.	11:00 a.m.
Parker Middle	8:20 a.m.	2:40 p.m.	11:10 a.m.
Byam Elem.	8:59 a.m.	3:18 p.m.	11:45 a.m.
Center Elem.	8:59 a.m.	3:18 p.m.	11:45 a.m.
Harrington Elem.	8:59 a.m.	3:18 p.m.	11:45 a.m.
South Row Elem.	8:59 a.m.	3:18 p.m.	11:45 a.m.
CHIPS Program	8:15 a.m.	10:45 a.m.	AM Session
	12:00 p.m.	2:30 p.m.	PM Session

CHELMSFORD PUBLIC SCHOOLS

Jay Lang, Ed.D., Superintendent

Memorandum

To: Members of the School Committee

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

Date: December 13, 2024

Re: Proposed FY2026 Budget Calendar / Timeline

As the administration prepares the Superintendent's Recommended FY2026 operating budget, I would suggest the following timeline to review the proposed budget:

Tuesday February 4, 2025	Superintendent provides FY2026 budget overview and recommendation.
Tuesday February 25, 2025	Public Hearing on the proposed FY2026 operating budget. This will be posted as a special meeting/budget hearing.

Note: Tuesday March 11, 2025 will be reserved for an additional budget hearing in the event of inclement weather.

CHELMSFORD PUBLIC SCHOOLS

Office of Human Resources
230 North Road, Chelmsford, MA 01824
Telephone: (978) 251-5100 Fax: (978) 251-5110

To: Dr. Jay Lang, Superintendent of Schools

From: Robyn Corbett, Executive Assistant to the Superintendent

Date: December 11, 2024

Re: Personnel Report – November 2024

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

Personnel Report – November 2024

New Hires

Baez Gomez, Elizabeth
ABA Paraprofessional
McCarthy Middle School
Effective date: 12/2/24

Dixon, Kevin
Chemistry Teacher
Chelmsford High School
Effective date: 12/9/24

Halder, Madhabi
Interim Preschool Paraprofessional
Chelmsford Integrated Preschool (CHIPs)
Effective date: 12/2/24

Howard, Kerry
Paraprofessional
Parker Middle School
Effective date: 11/18/24

Odunfa, Sarah
Lunch/Recess Aide
Parker Middle School
Effective date: 12/2/24

Resignations:

Hugh, Barbara
Lunch/Recess Aide
Chelmsford High School
Effective date: 11/27/24

Sullivan, Jaime
ABA Paraprofessional
Byam Elementary School
Effective date: 11/22/24

Ward, Jason
Science Teacher
Chelmsford High School
Effective date: 11/27/24

Retirements:

Assignment Changes:

Approval of Field Trip Requests

1.) McCarthy Middle School

Grade 8 Students Enrolled in French (World Language)

French Culture and Language Enrichment Experience

May 2 – 4, 2025

Quebec City, Canada

UPDATED

FIELD TRIP APPLICATION FORM

CHELMSFORD PUBLIC SCHOOLS

Teacher Sub(s) Needed:
YES__x__ NO_____
Full-Day Sub(s) __2__ Half Day Sub(s) AM / PM

Please fill out the application form completely. **Please print.** *
Apply for only one trip per form.
School Requesting Permission: _____CHS ____ PARKER __x__ McCARTHY
____BYAM ____CENTER____ HARRINGTON _____SOUTH ROW

Day(s) of Week for Trip: MON ___ TUE ___ WED___ THR ___FRI __x__ SAT __x__ SUN __x__

Trip Date: 5____/ 2____/ 2025 **If Overnight Trip, Return Date:** 5____/ 4____/2025 Requests for school day field trips should be made at least thirty calendar days in advance. All overnight trip requests should be two months in advance and will be submitted to the School Committee for final approval.

Faculty Trip Sponsor: Danja Mahoney, WL Coordinator **Cell Phone:** 781-363-1726

Grade, Group, Class(es) or Course(es):

French students Grade 8 **Total Number of Students:** TBD

Number of Male_____ **Number of Female**____

Number of Students Assigned Per Chaperone: 10:1

Total Number of Chaperones: TBD **Number of Male**_____ **Number of Female**_____
Non-faculty chaperones must be over 25 years of age and must have a CORI submitted at time of application.

Faculty/Chaperones (Names): Michael Kantor, Rima El-Haddad, Danja Mahoney, TBD as needed

_____ **Cell Phone #:**_____

Faculty/Chaperone with Epi-Pen Designation
(Name): Danja Mahoney If applicable

Is a Nurse Needed? Yes TBD **No**_____

Prior to booking a field trip, speak to your building school nurse to evaluate if there are individuals with special or medical needs participating in this trip. If yes, the nurse will need to evaluate whether a parent, staff member, or nurse will be required to attend the trip with student.

Reviewed by:

_____

Signature of School Nurse Date **Event:/Purpose of the Trip**:
French Culture and Language Enrichment

Curriculum Standard Addressed by Trip (Reason for the Trip)
WL Framework - Culture, Communication, intercultural understanding

ALL STUDENTS MUST ATTEND THEIR FIRST BLOCK CLASS IN ORDER TO GO ON THE FIELD TRIP.
(Any questions please see, Principal Murray or Mrs. Moreau.)

Destination: see attached itinerary - Quebec City _____ (_____) _____
Facility Facility Telephone

_____
Facility Street Address City State

Estimated Leave Time: 8:00 am a.m. / p.m. **Estimated Return Time:** 5:00 pm a.m. / p.m.

No. of Regular School Buses Needed:____No. of Wheel Chair Accessible Buses Needed:____

District Transportation Department will try to secure bus(es) from Transportation Company. Transportation to and from school takes precedence over any other field trip transportation request. After your bus request is processed, you will receive a quoted price and written confirmation from the Transportation Department If no Chelmsford buses are needed, what are your alternate transportation arrangements?

(Changes in plans must be reported to the Principal's Office before the day of the trip.)

Bus Pick-Up Location (be specific) McCarthy MS

Equipment Space Needed (such as music instruments): Yes____ NO X

Equipment:_____ Please indicate if bus space is needed for equipment. All equipment (athletic, music, or luggage) must be secured, must not obstruct the vision of the bus driver, and the bus aisle must be kept clear.

TRIP COST/FUNDING

Price per Bus: $_____ **Total Cost of Bus Transportation $ _____**

Total Price of event $_____
Additional Costs $_____
Total Cost of Trip $_____

School/Org. to pay for: _____ $ _____

Student paying $ _____ per person for: _____ $ _____

Please list any other circumstances that may affect the trip:

Submitted by:
Signature of Trip Sponsor — Date 12/4/2024

Approved by:
Dept Head/Coordinator — Date 12/4/2024 — Building Principal — Date 12/5/24

If an overnight trip, attach an itinerary and lodging information complete with name, location, & phone

CHELMSFORD MIDDLE SCHOOL

Quebec City

2025

Prepared for: Michael Kantor

May 2 - 4

Quebec City, Canada

Sue Boswell
Director of Communications
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PRICING

PAYING STUDENTS	FREE CHAPERONES	PRICE
50 (maximum)	5	$695 per paying student
40	4	$765 per paying student
30	3	$895 per paying student

PRICE INCLUDES

- Coach bus to remain with the group for the duration of the tour
- Tour Escort/Guide (3 days)
- 2 Nights Hotel Stay
  - *Students (4 per room)*
  - *Chaperones (2 per room)*
  - *Single room for the group leader*
- Breakfasts and Dinners
- All Admissions *(based on availability)*
- Trip registration & payment processing
- Registration for STEP
- Traveler's Health Insurance
- Online trip portal *(including trip updates)*
- Taxes, fees, tips
- 24-hour support

Not Included:

- Lunches
- Trip cancellation insurance *(available for purchase at time of registration)*

As with any and all world travel, we strongly recommend that you purchase a travel insurance policy before traveling that covers your cost should you have to cancel your travel reservation with short notice. It is your responsibility to take out comprehensive travel insurance that covers all eventualities including force majeure, flight cancellations and other disruptions to your travel.

PAYMENT SCHEDULE

Deposit	$200	December 15, 2024
Second Payment	$200	January 15, 2025
Third Payment	$200	February 15, 2025
Final Payment	Based on the final number of travelers	March 15, 2025

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SAMPLE ITINERARY

This itinerary can be customized or reversed as requested (itinerary is based on availability)

DAY	DATE	ACTIVITY
DAY 1	Fri, May 2	**DEPARTURE DAY:** Start your journey with an early departure to Quebec City. Upon arrival, begin with an overview walking tour that covers the Montcalm area, the elegant **Grande Allee**, and the **National Assembly** building. Continue on to the **Plains of Abraham**, where you can explore the museum and enjoy the surrounding historic grounds. Visit **La Citadelle**, an active military installation and secondary residence of the Canadian monarch. Participate in a fun activity with the Plains of Abraham museum: Come storm the **Martello Tower**. Become a 19th-century soldier. Experience military life from that era and be ready to perform all sorts of military maneuvers. In the afternoon, wander through **Old Quebec's Quartier Petit Champlain**, exploring the charming cobblestone streets and unique shops. In the evening, enjoy a **scenic dinner cruise** on the St. Lawrence River before returning to your hotel to rest and prepare for the next day's adventure.
DAY 2	Sat, May 3	**BEAUPRE COAST**: Begin your day with a visit to a revered pilgrimage site, the **Basilica of Sainte-Anne-de-Beaupre.** Next, make your way to **Montmorency Falls**, where you can take a cable car to the top, cross the suspended bridge, and admire the falls from a unique vantage point. Lunch can be enjoyed at one of the stops along the way. In the evening, experience an authentic **Canadian Sugar Shack**, where you'll learn about the maple sugar-making process while indulging in a traditional Quebecois meal.

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Prepared for: Michael Kantor May 2 - 4

		After dinner, return to your hotel for a relaxing evening.
DAY 3	Sun, May 4	**OLD QUEBEC:** Begin with a guided tour of the historic **Chateau Frontenac**, where you'll learn about its architecture and rich history. Continue your exploration of **Old Quebec** by walking down rue de **Petit Champlain**, passing through the colorful **Umbrella Alley**, and climbing the **Escalier Casse-Cou** (Breakneck Steps). Once at the top, enjoy the panoramic views from **Terrasse Dufferin**, with a promenade boasting a glass floor revealing the ruins of **Fort St. Louis**. From there, you'll make your way past **La Citadelle** and toward the nearby **Notre Dame de Quebec Cathedral** on Rue St. Jean. *If available, have a tour of the hidden underground of Terrasse Dufferin!* Enjoy a final lunch in the city (on your own) before departing for home in the afternoon.

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