

# Chelmsford School Department School Committee

## *Notice of Public Meeting*

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

Filed with Town Clerk:

As required by G.L. c. 30 A, §18-25

**DATE:** Tuesday February 24, 2026 **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](mailto:langj@chelmsford.k12.ma.us) prior to 12:00 p.m. on Tuesday February 24, 2026 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 February 3, 2026

### **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. Open Comment: Parker Middle School Building Project – Grade Level Options
2. Recognition: UMASS Lowell Teaching Excellence and Achievement (TEA) Fulbright Scholars
3. Spotlight on the Departments: Mathematics
4. Presentation – DMGroup: Strategic Plan Mid-Year Update

5. Approval of Non-Affiliated Employees Salary Schedule - Revised
6. FY2027 Budget Hearing
7. Personnel Report – January 2026
8. Approval of Field Trip & Travel 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  
February 3, 2026  
Meeting Minutes**

**Members Present:** Mr. Dennis King (Chair), Ms. Diana Lebeaux (Secretary), Ms. Susan Mackinnon, and Ms. Maria Santos. Mr. John Moses is not present tonight.

**Also present:** Dr. Jay Lang (Superintendent), 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 p.m.

**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 January 20, 2026

**Ms. Santos moved to approve the minutes of the regular school committee meeting of January 20, 2026. Ms. Mackinnon seconded. Motion carries 4-0.**

**CHS STUDENT REPRESENTATIVE ANNOUNCEMENTS**

Patrick announced that the “2025 Congressional Act Challenge” was won by CHS junior, Reya Kannan, whose act called “Yard2Yum” brought together restaurants, composting facilities and farms “to lower food waste, support local farms and create a more environmentally friendly food system”. Congratulations to the CHS January Students of the Month. The Thursdays and Crescendos participated in “Any Voices” and the Thursdays placed first. Congratulations to Rose Lovett for “Best Soloist” and Mikey Lays for winning the “Best Arranger”.

Richie added that the CHS Theatre Guild will put on a play this weekend written and directed by Kayla Lamb who is a CHS junior. On Saturday the CHS LIME Club will host an “In-Tune” event will take place in the McCarthy auditorium. This Thursday is a half day of school and February break begins in two weeks.

## **GOOD NEWS**

Dr. Hirsch stated that the UMASS Lowell “Teaching Excellence and Achievement Fulbright Scholars” are coming to Chelmsford again this year. Six of them will be placed at CHS and hail from India, Iraq, Kenya, Nigeria and Slovakia. CHS teachers who are working with them are: Jessica Ferronetti; Brian Acheson; Michelle Kender; Linda Tanini; Peter Zopes and Veronica Gadbois. All 21 of them will be attending our next meeting on February 24<sup>th</sup>. Tomorrow is the 100<sup>th</sup> day of school!

Ms. Lebeaux added that she attended the McCarthy Middle School play last weekend and it was “really wonderful”!

## **PUBLIC COMMENTS:**

None

## **NEW BUSINESS**

### **1. Spotlight on the Schools: South Row Elementary School**

Dr. Lang welcomed South Row Principal, Terri Gilbert, and Dr. Jayson Ramalho, Assistant Principal, to the table to provide updates on their school. Ms. Gilbert shared that since Dr. Ramalho is an adjunct professor at UMASS Lowell the relationship between UMASS and South Row has become stronger to the point where South Row has become a “Learning Lab”. They are also partners with Merrimack College’s undergraduate teaching program and have hosted students from Bridgewater State College and hosted teachers from other districts to observe several programs at South Row. Tonight’s focus is on the UMASS partnership where education students from the university are welcome to meet with South Row staff to provide a variety of opportunities.

Dr. Ramalho spoke of research that attests to the importance of student (pre-service) teachers and teacher mentors working together in reflecting together and sharing new ideas. The experience enhances classroom management practices and often places first year teachers who experience this on a par with those who have taught two previous years. Many opportunities for reflection and feedback take place. Dr. Coleen Tapley from UMASS who is an assistant teaching faculty member and co-directs the UMASS program as well as Sara Zatorski from UMASS who is responsible for most of the field work placements came to the table to share their experiences with South Row of which they spoke highly! The UMASS program offers dual certification in both elementary K to 6 and special education K to 8. Their “Pre-Service” students begin field work during freshman year and continue through graduation. Ms. Zatorski has overseen many placements at South Row and said, “they are one of my favorite schools to work with”.

Mrs. Driscoll, a second-grade teacher at South Row, and Mrs. Hevey, a South Row special education teacher came to the table to share the benefits of the the partnerships through teachers’ perspectives. Mrs. Driscoll share the benefit of having two adults in a classroom to meet Tier 2, IEP and 504 needs. Small group and differentiated instruction are facilitated. It enables more reflection on your teacher practices. Mrs. Hevey added that having a student

teacher gives students two trusted adults with whom to develop a relationship. There is extra support for “struggling” students and those who seek enrichment as well as more opportunities to provide feedback. Clara, who is a fourth-grade student at South Row said that she liked having a student-teacher to ask questions of and get help when needed. Ms. Cote helped her with reading, math and topics to write about. Jack, a second-grader, added that his student-teacher, Ms. Pontbriant, is nice, fun and helps him with his work in math and getting ideas for writing. The students were rewarded with a round of applause!

Student-teachers Macayla Cote and Sarah Pontbriant spoke about the importance of “hands-on learning” and the opportunities to apply what they have learned in college. As time went on they increased the amount of teaching. They valued their experiences at South Row which offered experience with MTSS and PBIS and thanked both UMASS and South Row. This multi-faceted presentation may be viewed in its entirety on Chelmsford Telemedia YouTube.

## **2. Approval of Non-Affiliated Employees Salary Schedules**

Dr. Lang stated that items #2 and #3 were discussed in the last School Committee Executive Session. He recommends approval of all.

**Ms. Santos moved to approve an increase to the annual salaries as specified by the central administration support positions effective July 1, 2025. Ms. Lebeaux seconded. A roll call vote was taken. Motion carries 4-0.**

**Ms. Santos moved to approve the Appendix A: Non-Affiliated Principals Salary Schedule covering FY27 – FY29 as presented. Ms. Lebeaux seconded. A roll call vote was taken. Motion carries 4-0.**

**Ms. Santos moved to approve the Appendix B: Non-Affiliated Central Administration Licensed and Non-Licensed Staff salary schedules covering FY27 – FY29 as presented. Ms. Lebeaux seconded. A roll call vote was taken. Motion carries 4-0.**

**Ms. Santos moved to approve the Appendix C: Non-Affiliated Salary Schedule for the Assistant Superintendent of Curriculum & Instruction covering FY27 – FY29 as presented. Ms. Lebeaux seconded. A roll call vote was taken. Motion carries 4-0.**

## **3. Vote to Approve Assistant Superintendent’s Contract**

Dr. Lang recommends approval of this contract.

**Ms. Santos moved to approve the three-year employment agreement, covering the period from July 1, 2026 through June 30, 2029, with Dr. Linda Hirsch to continue to serve as Assistant Superintendent in accordance with the terms and conditions as outlined. Ms. Lebeaux seconded. A roll call vote was taken. Motion carries 4-0.**

#### 4. Superintendent's Recommended FY2027 Budget

Budget binders were distributed to all at the table. Dr. Lang shared that planning for the next year's budget begins in October with meetings with the schools, principals and departments to ascertain upcoming needs in coordination with our Strategic Plan. In finalizing the budget Dr. Lang works closely with Town Manager Cohen. Level service funding will be adhered to for both The Town and The School District. This will maintain the "current level of staff, services and programs" from FY26. Major contracts were ratified in the spring and the FY26 budget is in "good shape"! Dr. Lang shared how Chelmsford measures up to "comparable DESE districts" (from last audit 2024) and the Massachusetts State Median in: net school spending; per pupil spending; student to teacher ratio and average teacher salary. In most of these comparisons Chelmsford falls in the bottom third, but academically we fall in the top third! FY27 proposes a budget of \$78.15 million which is an increase of \$2.5 million above the FY26 budget of \$75.65. The budget binder includes the narrative of the budget; summary level totals and many pages of category level details. At the next School Committee meeting on February 24<sup>th</sup> the budget will be reviewed page by page and attendees at the meeting will have the opportunity to ask questions. Ultimately, that night, a motion will be made to approve the budget of \$78.15 million. It will then be presented at Town Meeting in April. Dr. Lang asks The Committee to review the budget within the next two weeks and forward any questions to him. The Chair added that this budget has no cuts in staff, in programming and no fee increases! "This is outstanding compared to many other school districts" which are struggling financially! To fully appreciate Dr. Lang's presentation of the FY27 budget please view it, with accompanying slides, on Chelmsford Telemedia You/Tube.

#### 5. Approval of Field Trip & Travel Requests

Ms. Santos moved to delegate the motion for these field trips to CHS student representative Patrick Keough to whom both field trips are important.

**Patrick moved to approve the field trips and travel requests as follows: The Chelmsford High School Wrestling Team to the New England Wrestling Championship Tournament March 7<sup>th</sup> to March 8<sup>th</sup> in Providence Rhode Island and the Chelmsford High School Service Learning trips for interested students to South Africa from February 11<sup>th</sup> to February 21<sup>st</sup> 2027. Ms. Lebeaux seconded the motion. Motion carries 4-0.**

#### REPORTS

##### 1. Liaison Reports

Ms. Santos attended the Center School PTO meeting and they are currently sponsoring "A Taste of Chelmsford" which is going well. They will be holding an "International Cultural Day". Fundraising continues to do well enabling them to provide many activities free of charge to their families. She also attended the Wellness Committee meeting which will sponsor the Wellness Fair on March 6<sup>th</sup>.

Ms. Mackinnon went to the meeting of The Chelmsford Friends of Music and they are planning a music trivia night and a "Battle of the Bands". They will also hold an instrument raffle for the 4<sup>th</sup> Grade Instrument Night. The Middle Schools will be holding a *Show Boat* talent show on May

16<sup>th</sup>. They continue with the “Bottle and Can Drives”. Graduating seniors who participate in music may apply for scholarships through the Friends. They also offer band camp scholarships.

Ms. Lebeaux attended the South Row PTO meeting last night where the second-grade staff presented. Each month a different grade level shares. At their school they have “Try it Tuesdays” where student can sample different fruits and vegetables. Students also fill out sheets describing each act of kindness they perform. The South Row Science Fair will take place on February 25<sup>th</sup>. She also attended a “District 10” luncheon session on “using data to support equity” sharing what school committees can do by diving into data. She invites her colleagues to join the next session on February 27<sup>th</sup>.

The Chair added that The Alumni Association will meet tomorrow. The Building Committee will meet during February Break on the 19<sup>th</sup>.

### **ACTION/NEW ITEMS**

Per a parent’s request a discussion took place this evening on “indoor recess” which has taken place often due to the extremely cold temperatures and ice. Dr. Lang has already contacted this parent as has the teacher and school principal.

“Day on the Hill” in Boston at The State House will be held on March 30<sup>th</sup>.

### **PUBLIC COMMENTS:**

None.

### **ADJOURNMENT at 7:41 p.m.**

Ms. Santos delegated this motion to CHS student representative Richard (Richie) Freije.

**Richie moved to adjourn. Ms. Mackinnon seconded. Motion carries 4-0.**

*Respectfully submitted,*

*Sharon Giglio, Recording Secretary*



# CHELMSFORD PUBLIC SCHOOLS

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Dr. Linda Hirsch, Assistant Superintendent

## MEMORANDUM

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

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

Date: February 20, 2026

RE: Fulbright Teaching Excellence and Achievement (Fulbright TEA) Fellows

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Through our relationship with UMASS Lowell, Chelmsford Public Schools hosts Fulbright Teaching Excellence and Achievement Fellows (Fulbright TEA) at our schools annually to work side-by-side with our teachers to provide enriching lessons for our students and to learn from one another. These Fulbright TEA Fellows are the best and the brightest teachers in their countries. The Fulbright Teaching Excellence and Achievement Program (Fulbright TEA) is sponsored by the U.S. Department of State with funding provided by the U.S. Government and administered by IREX. It is governed by policies established by the Fulbright Foreign Scholarship Board. Fulbright TEA brings international, secondary-level teachers to the United States for a six-week program. The Fellows take academic seminars for professional development at a host university. They observe classrooms, create lessons, and share their expertise with teachers and students at the host university and at local secondary schools.

We were fortunate to host six (6) of the twenty-two (22) Fulbright TEA Fellows at Chelmsford High School to work alongside our teachers Jessica Ferronetti, Spanish teacher, Brian Acheson, Science teacher, Michelle Kender, Science teacher, Linda Tanini, Science teacher, Peter Zopes, History teacher, and Veronica Gadbois, French teacher. Dr. Matthew Beyranevand, UMASS Lowell, serves as the liaison to work with the teachers and Chelmsford High School to support the program. The Fellows are here tonight to share their experiences through this program and answer any questions for the committee.



# CHELMSFORD PUBLIC SCHOOLS

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Jay Lang, Ed.D., Superintendent

## **Memorandum**

To: Members of the School Committee  
From: Jay Lang, Ed.D., Superintendent of Schools  
Date: February 20, 2026  
Re: Spotlight on the Departments: Mathematics

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Attached please find a PowerPoint presentation provided by Ms. Katherine Richard, Department Coordinator for Mathematics. I look forward to hearing Ms. Richard's presentation and discussing the work that is ongoing in the district with respect to this subject area at our next meeting.



# Mathematics Curriculum Updates

February 24, 2026

Katherine Richard  
K - 12 Mathematics Coordinator

# Overview & Vision



Provide a coherent K–12 mathematics program that builds understanding, skill, and problem solving to prepare all students for future learning and life beyond school.

**K – 5**

**REVEAL Implementation Year 3**

**6 – 8**

**Algebraic Excellence and Precision Placement**

**9 – 12**

**New Opportunities & Partnerships**

# K-4 | Year 3 Reveal Math Implementation

## Targeted Professional Development

Focus on pedagogy and using data to drive instruction and improve student outcomes

### Highlights Include

- Strategies to leverage item analysis when using assessment data to provide just-in-time instruction
- Build collective knowledge of the progression of math standards to ensure coherence from grade to grade
- Amplify the practice of connecting representations to support student sense-making

# Middle School | Grade 7 Math Placement

## Transitioning out

The legacy Basic Skills & Aptitude assessments

## Adding New Assessment

Iowa Algebra Aptitude Test (IAAT)

## Why IAAT?

Nationally normed, research-validated tool with proven predictive power

## IAAT Measures Student Readiness in Four Key Areas:

1. Pre-Algebraic Number Skills

2. Interpreting Mathematical Information

3. Representing Relationships

4. Using Symbols

**Benefit: Ensures equitable, objective, and accurate placement for accelerated math levels**

# Grade 7 | Math Placement Criteria

Measure	Honors	Accelerated	Grade-Level
Past MCAS Scores	530+ (Exceeds)	500+ (Meets)	Below 500
Winter iReady Diagnostic	540+ (96th percentile)	514+ (85th percentile)	Below 514
Term Average (Terms 1 – 3)	95%+	85%+	Below 85%
Iowa Algebra Aptitude Test - (May)	90th percentile	80th percentile	Below 80th percentile
Teacher Input	Highly Considered	Highly Considered	Highly Considered

*Note: For Honors placement, we also consider performance in the Continental Mathematics League (CML).*

# Gr7-8 | Ongoing Progress Monitoring

## Building Momentum

Scaling the success of last year's BTR program

## Target Domain

Algebra & Algebraic Thinking

## Key Success Factors

- Data-driven instruction with regular progress monitoring
- Collaborative planning sessions for math teachers
- Strategic intervention

*“We cannot improve what we do not measure.” -Rick DuFour*

Progress monitoring turns data into action and intention into impact.

# HS | New Course: Financial Mathematics

## Empowering Smart & Responsible Financial Decision-Making

A bridge between math and essential life skills, focusing on a **practical, mathematical approach** to real-world choices.

## Course Overview

**Mathematical Foundation:** Regularly apply **Algebra II concepts** including percentages, ratios, and compound interest calculations.

**Practical Application:** Analyze authentic documents, compare loan terms, and evaluate the long-term impact of investment strategies.

## Supporting the State Literacy Initiative

Aligns with the proposed 2026 Massachusetts Literacy Launch and Financial Literacy Mandates.

# HS | Dual Enrollment Expansion

**CHS: Precalculus**

**Middlesex Community College:  
MAT 182 Precalculus for Business and Social Science**

## The Advantage

**College Credit**

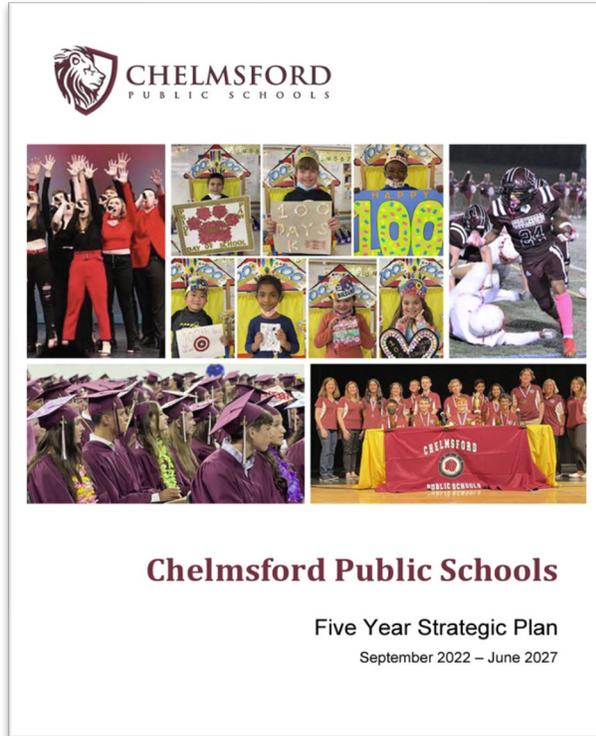
students earn transferable college credit while in high school

**Cost Savings**

Reduces the cost of higher education for families

**Academic Bridge**

Provides college-level rigor with high school support



# Strategic Plan Implementation School Committee Update

Chelmsford Public Schools

February 2026



District Management Group | Helping Schools and Students Thrive

**The Strategic Planning Steering Committee leads the implementation work to ensure all initiatives aligned to the strategic plan are implemented with fidelity.**

<b>Name</b>	<b>Role</b>	<b>Priority Area</b>
Susan Mackinnon	School Committee Member	Academic Achievement
Linda Hirsch	Assistant Superintendent	
Jeff Parks	Parker Middle School Principal	
Maria Santos	School Committee Member	Equity
Amy Reese	Director of Student Support Services	
Amy Matson	Asst. Director of Student Support Services	
Shannon Bischoff	Director of School Counseling and SEL	SEL
Jason Fredette	Byam Elementary School Principal	
Steve Murray	Chelmsford High School Principal	
Diana Lebeaux	School Committee Member	
Diane Carey	Director of Human Resources	Human Capital
Joanna Johnson-Collins	Director of Business and Finance	
Jay Lang	Superintendent	Operations and Facilities
Bill Silver	Director of Technology	

# The implementation phase of work is divided into two sub-phases.

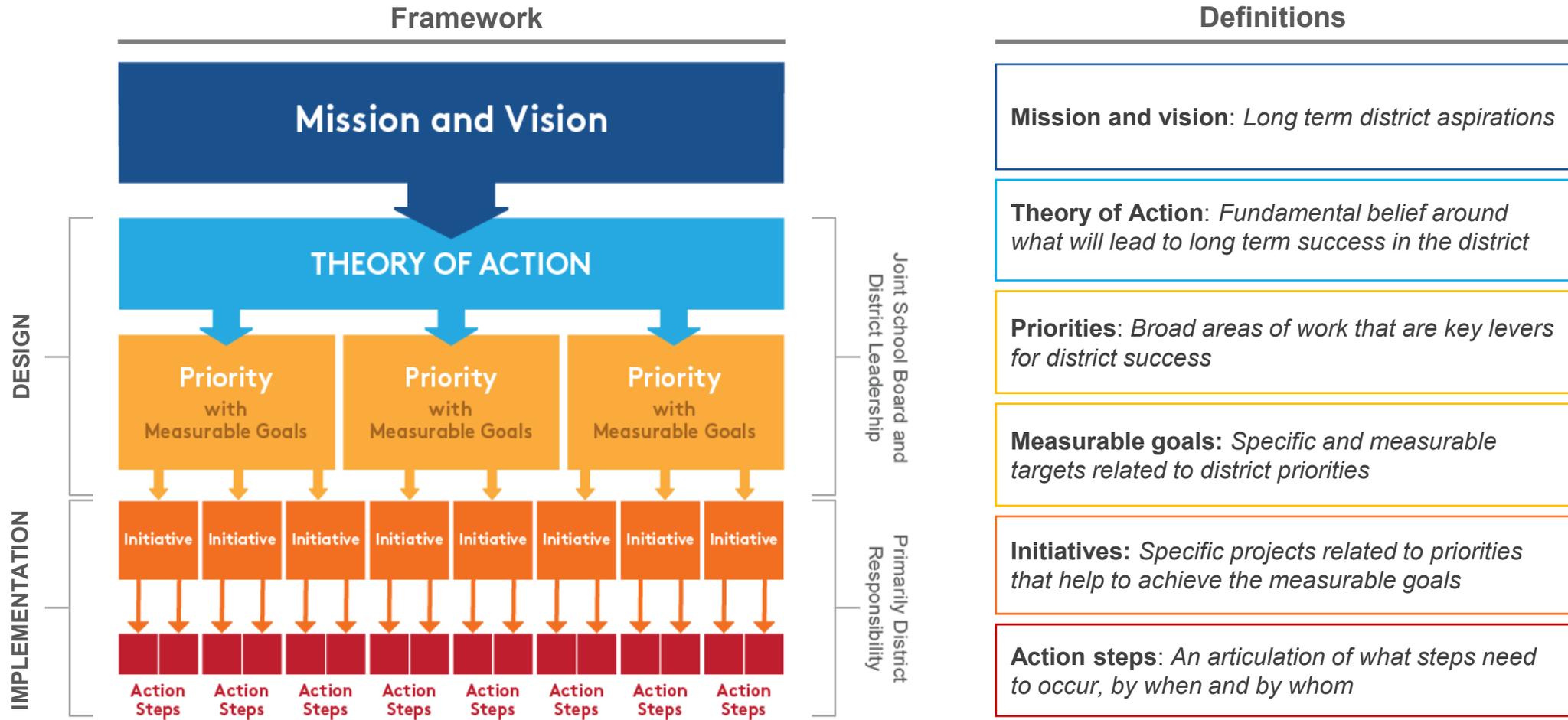
## Sub-Phases of Implementation



- **Review progress to targets for each measurable goal**
- **Finalize targets and initiatives** aligned with stated priorities
- **Refine detailed action steps** for implementation
  - Specific and quantifiable tasks
  - Personnel assigned to each task
  - Timelines for deliverables
- **Track and monitor progress** of the implementation effort
- **Identify areas of further support** or resources as needed
- **Communicate strategic plan to all stakeholders** and connect to initiatives

# By using DMGroup's Strategic Planning Framework, Chelmsford has been implementing the strategic plan.

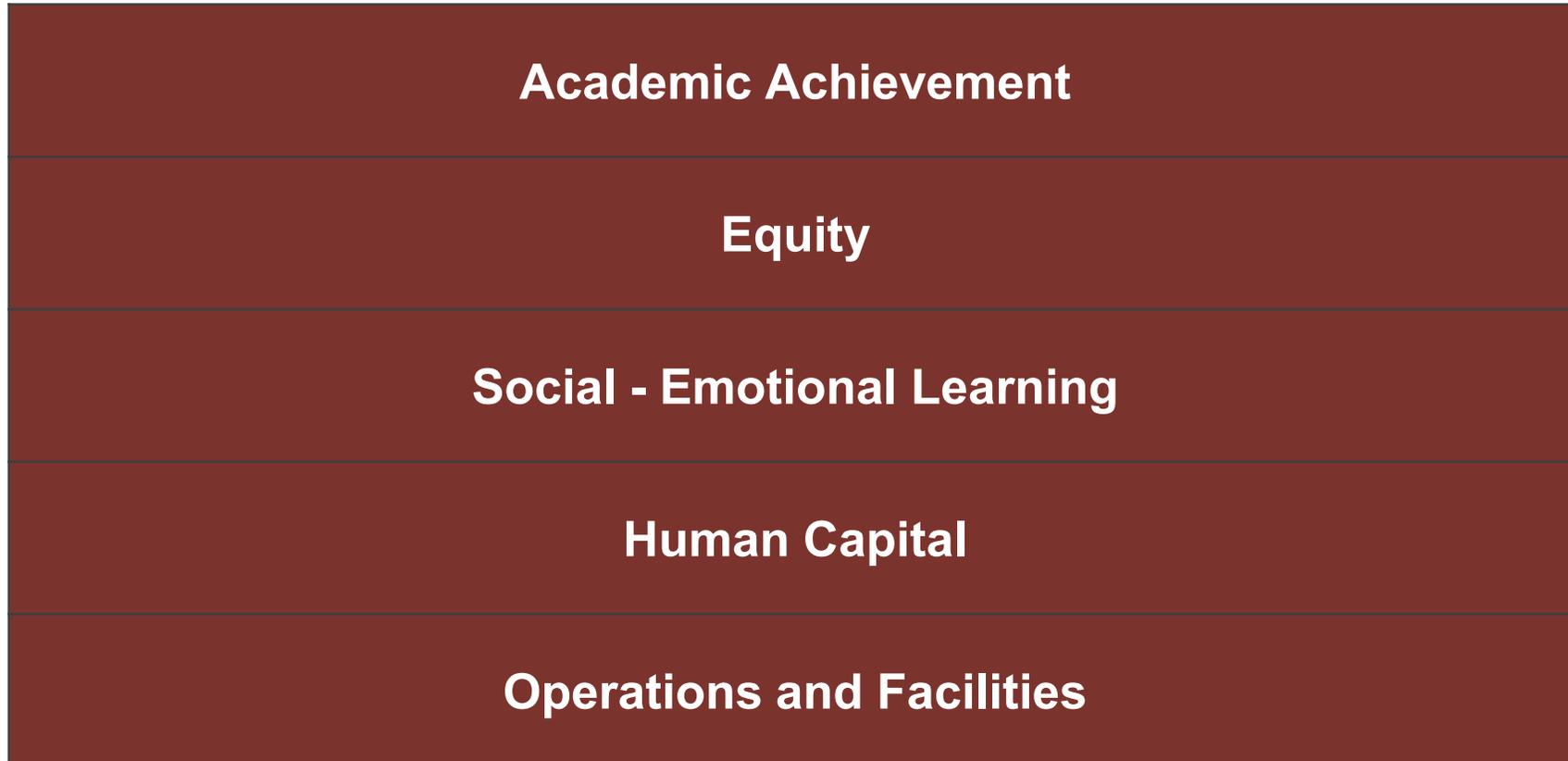
## DMGroup Strategic Planning Framework



Source: DMGroup Strategic Planning Framework

**The strategic priority areas provide focus that is critical to achieving success.**

**Chelmsford Strategic Priority Areas**



Source: Chelmsford Strategic Plan: September 2022

**Academic Achievement Priority** – The district will focus on mathematical achievement, particularly in elementary and middle grades (K-8), to build a strong foundation for academic success in high school and beyond.

School Year 2025-2026 Goals and Initiatives		2024 Actual	2025 Actual	BOY	MOY	2026 Target
 <b>Metrics</b>	Percentile of students with adequate annual growth in math (SGP based on MCAS)	55	48	--	--	56
	Percent of 3rd-graders meeting standards in reading based on i-Ready	83%	84%	66%	80%	86%
	Percent of 3rd-graders meeting standards in math based on i-Ready	69%	71%	27%	51%	74%
	Percent of 8th-graders meeting standards in reading based on i-Ready	65%	64%	60%	69%	TBD
	Percent of 8th-graders meeting standards in math based on i-Ready	55%	56%	50%	58%	61%
 <b>Initiatives</b>	<b>Enhance iReady Practices:</b> Closely monitor the use of the My Path process as a “double dip” of instruction				<b>On Track</b>	
	<b>Promote Inclusive Instruction:</b> Create a shared understanding of best instructional practices and conduct Instructional Walkthroughs				<b>On Track</b>	
	<b>Standards Results in Grade 7 &amp; 8 Mathematics:</b> Continue the breakthrough results process by prioritizing key standards for mastery				<b>On Track</b>	
	<b>Enhance Writing Practices:</b> Provide professional development around evidence-based practices in K-8 utilizing Self-Regulated Strategy Development (SRSD)				<b>On Track</b>	

**Equity Priority** – The district will focus on the achievement of students with disabilities as well as students who are economically disadvantaged in order to ensure equitable outcomes across the district.

**School Year 2025-2026 Goals and Initiatives**

School Year 2025-2026 Goals and Initiatives		2024 Actual	2025 Actual	BOY	MOY	2026 Target
 <p><b>Metrics</b></p>	Percentile of students (with IEPs) with adequate annual growth in math (SGP based on MCAS)	49	46	--	--	48
	Percent of 3 <sup>rd</sup> grade students (with IEPs) meeting or exceeding standards in Reading based on iReady data	49%	43%	32%	44%	50%
	Percent of 8 <sup>th</sup> grade students (with IEPs) meeting or exceeding standards in Reading based on iReady data	24%	33%	27%	36%	35%
	Percent of 3 <sup>rd</sup> grade students (with IEPs) meeting or exceeding standards in Math based on iReady data	42%	39%	14%	25%	43%
	Percent of 8 <sup>th</sup> grade students (with IEPs) meeting or exceeding standards in Math based on iReady data	12%	19%	17%	21%	22%
	Percent of 3 <sup>rd</sup> grade students (Economically Disadvantaged) meeting or exceeding standards in Reading based on iReady data	83%	72%	45%	64%	79%
	Percent of 8 <sup>th</sup> grade students (Economically Disadvantaged) meeting or exceeding standards in Reading based on iReady data	42%	54%	35%	45%	55%
	Percent of 3 <sup>rd</sup> grade students (Economically Disadvantaged) meeting or exceeding standards in Math based on iReady data	45%	52%	8%	40%	55%
	Percent of 8 <sup>th</sup> grade students (Economically Disadvantaged) meeting or exceeding standards in Math based on iReady data	34%	42%	20%	31%	44%
 <p><b>Initiatives</b></p>	<b>Paraeducator Roles &amp; Responsibilities:</b> Continue to support staff with understanding the roles and responsibilities of the paraeducator				<b>On Track</b>	
	<b>Action Planning for Student Growth:</b> Develop action plans for students with disabilities not meeting iReady benchmarks				<b>On Track</b>	
	<b>Paraeducator Onboarding:</b> Develop onboarding and training materials for paraeducators				<b>On Track</b>	

# Social - Emotional Learning Priority – The district will focus on sense of belonging and relationship building for K-12 students.

## School Year 2025-2026 Goals and Initiatives

		2024 Actual	2025 Actual	BOY	MOY	2026 Target
 <b>Metrics</b>	Percent of students that report feeling a sense of belonging in school across grades 3-5	71%	67%	67%	67%	74%
	Percent of students that report feeling a sense of belonging in school across grades 6-12	55%	64%	67%	67%	65%
	Percent of students that report having supportive relationships across grades 3-5	89%	89%	88%	89%	91%
	Percent of students that report having supportive relationships across grades 6-12	86%	88%	87%	88%	89%

 <b>Initiatives</b>	<b>Additional SEL Data Collection:</b> Utilize the SEL data collection and analysis tool (Panorama) to measure and respond to student data	<b>On Track</b>
	<b>Implementation of DEI Practices and Protocols:</b> Provide ongoing PL opportunities to deepen staff understanding of restorative practices	<b>On Track</b>
	<b>Transition Protocols Review:</b> Strengthen transition protocols and practices between levels to support students' SEL needs	<b>On Track</b>

# Human Capital Priority – The district will focus on teacher prep partnerships and staff development in order to ensure strong academic instruction for diverse student populations.

## School Year 2025-2026 Goals and Initiatives

School Year 2025-2026 Goals and Initiatives		2023 Actual	2024 Actual	2025 Actual	2026 Target
 <b>Metrics</b>	Percent of <b>teachers</b> who indicate that they feel adequately prepared to differentiate for diverse student populations	34%	37%	39%	<b>42%</b>
	Percent of staff who indicate that they feel adequately prepared to differentiate for diverse student populations	46%	45%	52%	<b>55%</b>
	Percent of <b>teachers</b> who report feeling equipped to provide culturally responsive instruction	61%	62%	66%	<b>68%</b>
	Percent of staff who report feeling equipped to provide culturally responsive instruction	70%	72%	72%	<b>73%</b>

**Mid-Year Survey Question** - How easy do you find interacting with students at your school who are from a different cultural background than your own?

92%

 <b>Initiatives</b>	<b>Enhance Teacher Collaboration Programs:</b> Continued partnership with teacher prep programs	<b>On Track</b>
	<b>Grow Staff Cultural Responsiveness:</b> Survey administration about the current practices around equity in their buildings	<b>On Track</b>
	<b>Understand Staff Perception on Ability to Differentiate and Provide Responsive Instruction:</b> Continue to survey teachers and staff and align development accordingly	<b>On Track</b>
	<b>Review Paraeducator Onboarding:</b> Create a joint paraeducator orientation committee to improve onboarding experience	<b>On Track</b>

# Operations & Facilities Priority – The district will enhance educational facilities to provide students with safe and modern facilities that support innovative student learning.

School Year 2025-2026 Goals and Initiatives		2023 Actual	2024 Actual	2025 Actual	2026 Target
 <b>Metrics</b>	Annual review of short-term capital plans (to determine what priority areas have been completed), and if the district was early/late/on-time and over/under budget	\$ 2.1 million approved at 4.24.23 Town Meeting	\$ 2.4 million approved at 4.29.24 Town Meeting	\$ 2.7 million approved at 4.28.2025 Town Meeting	\$ 2.1 million in town/school capital funding approved/allocated for school facility improvements.
	Annual review of maintenance work orders submitted and completed	Review of Work Order entry, tracking and closure	Preliminary review of monthly, mid-year and yearend reports of work order status	Monthly and quarterly review of work order report status completed. Open tickets were migrated from SchoolDude to AssetEssentials software platform. Priority levels implemented in AssetEssentials to enhance future reporting and metric analysis.	Properly input, respond to and resolve 100% of emergency priority tickets, respond to and resolve 90% of high priority tickets, respond to and resolve 80% of medium priority tickets, respond to and resolve 70% of low priority tickets.
	Annual review of building conditions for APPA standard of cleaning	100% APPA assessments completed – Level 2 Achieved	100% APPA assessments completed – Level 2 Achieved	100% APPA assessments completed – Level 2 Achieved	APPA building assessments completed annually with cleanliness Levels 2-3 achieved 100% of the time.

 <b>Initiatives</b>	<b>Short-Term Capital Plan:</b> Determine appropriate projects to complete and in which order to provide safety updates, upgrades, and enhancements, to best serve the needs of students and staff	<b>On Track</b>
	<b>Building Conditions for Cleanliness:</b> Obtain and maintain a baseline of current building cleanliness	<b>On Track</b>
	<b>Maintenance Work Orders:</b> Implement an efficient process for work order opening, assignment, priority level, and closure times to achieve the best possible outcomes	<b>On Track</b>
	<b>Visitor Management Protocol:</b> Standardize the visitor management process and procedures at all CPS school facilities	<b>On Track</b>
	<b>Enhanced Notification System (ENS) Protocol:</b> Standardize use of the ENS at all school facilities	<b>On Track</b>

Q & A



## District Management Group

Helping Schools and  
Students Thrive

If you have any comments or questions about the contents of this document, please contact District Management Group:

**Tel:** (877) 362-3500

**Email:** [info@dmgroupK12.com](mailto:info@dmgroupK12.com)

**Fax:** (617) 491-5266

**Web:** [www.dmgroupK12.com](http://www.dmgroupK12.com)

**Mail:** 133 Federal Street, Boston, MA 02110

# CHELMSFORD PUBLIC SCHOOLS

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Jay Lang, Ed.D., Superintendent

## **Memorandum**

To: Members of the School Committee

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

Date: February 20, 2026

Re: Approval of Non-Affiliated Employee Salary Schedules - Revised

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At the February 3, 2026 meeting of the Chelmsford School Committee, several non-affiliated employee salary schedules were presented for approval, including central administration clerks, secretaries, and support positions, building principals, central office administrators and the assistant superintendent. When preparing new employment agreements, I noticed an error on one of the salary schedules and am seeking approval from the school committee to amend the error.

### **Central Administration Administrators**

The non-affiliated salary schedule for the Central Administration / Non-Affiliated Staff – Non-Licensed includes a 3 % COLA salary increase in FY27 – FY29 incorporated at Step 1, consistent with recent salary negotiation settlements with other school department bargaining units. The rates at Step 1 are correct. However, the step differential (i.e. percentage between steps 1 – 7 was calculated at 2.5%, instead of 3% as was previously included in the salary schedule. A corrected salary schedule reflecting a 3% step differential is included in the attached revised appendix.

**Recommended Action/Vote: I recommend the Committee vote to approve the Appendix B: Non-Affiliated Central Administration / Non-Licensed Staff salary schedule covering FY27 – FY29 as amended and presented.**

**Appendix B: Non-Affiliated Salary Schedule**  
**Central Administration / Non-Affiliated Staff - Non-Licensed**

	<b>FY26</b>	<b>FY27</b>	<b>FY28</b>	<b>FY29</b>
	<b>2.5%</b>	<b>3.0%</b>	<b>3.0%</b>	<b>3.0%</b>
<b>Step 1</b>	\$ 133,971	\$ 137,990	\$ 142,130	\$ 146,394
<b>Step 2</b>	\$ 137,990	\$ 142,130	\$ 146,394	\$ 150,786
<b>Step 3</b>	\$ 142,130	\$ 146,394	\$ 150,786	\$ 155,309
<b>Step 4</b>	\$ 146,394	\$ 150,786	\$ 155,309	\$ 159,969
<b>Step 5</b>	\$ 150,786	\$ 155,309	\$ 159,969	\$ 164,768
<b>Step 6</b>	\$ 155,309	\$ 159,969	\$ 164,768	\$ 169,711
<b>Step 7</b>	\$ 159,969	\$ 164,768	\$ 169,711	\$ 174,802

**Positions:**

Director of Human Resources

Director of Facilities & Operations



# CHELMSFORD PUBLIC SCHOOLS

## FY2027 SUPERINTENDENT'S RECOMMENDED BUDGET

### SCHOOL COMMITTEE MEMBERS

Dennis F. King II, Chair

Maria L. Santos, Vice-Chair

Diana Lebeaux, Secretary

Susan Mackinnon

John W. Moses

### CENTRAL ADMINISTRATION

Dr. Jay Lang, Superintendent

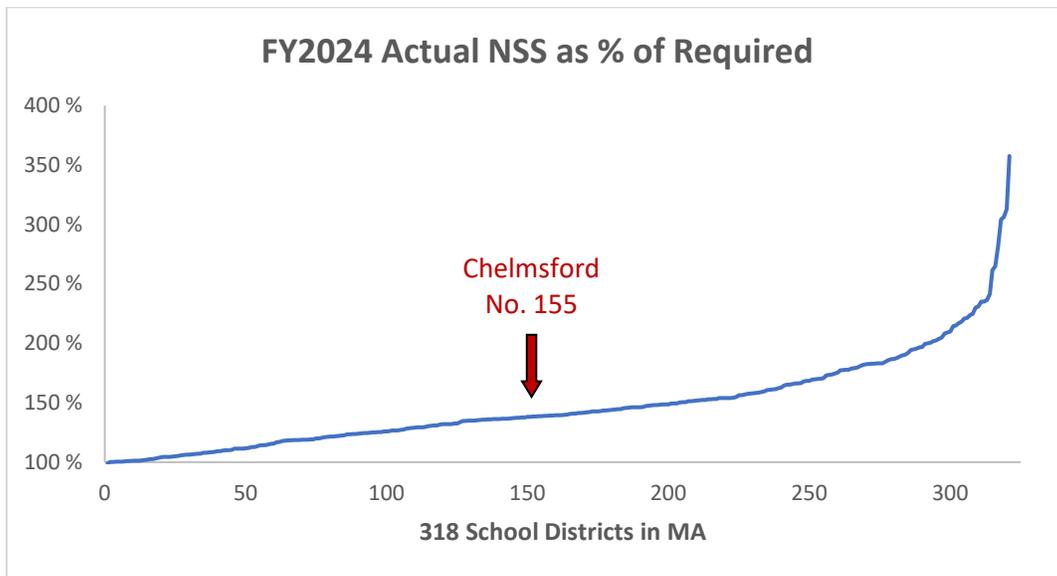
Dr. Linda Hirsch, Assistant Superintendent

Joanna Johnson-Collins, Director of Business & Finance

*February 3, 2026*

## Chelmsford Public Schools General Fund Operating Budget Overview

The Massachusetts Department of Elementary and Secondary Education (DESE) tracks budgeted and actual spending in districts from year to year. DESE's most recently published actual figures are for FY2024, which ended June 30, 2024. From the reported and audited actual figures for each district, DESE determines each district's compliance with its net school spending obligation in dollars and in percentage of required spending. DESE annually publishes required net school spending and actual net school spending for each district in Massachusetts. In FY2024, 19 districts spent less than their required net school spending as computed by DESE; 3 districts met their required net school spending; and 296 districts exceeded their required net school spending. Chelmsford exceeded its required net school spending by 30% in FY2024, which is slightly below the state median value of 30.7%. Across the state, 154 communities spent less than Chelmsford, whereas 163 communities spent more than Chelmsford as a percentage of total spending in excess of required net school spending, as illustrated in the graph below.



### What Is Net School Spending?

The Massachusetts school finance statute, Chapter 70 of the General Laws, establishes an annual net school spending requirement for each school district. Net school spending includes

each town school department's general fund expenditures (operating budget) as well as the town's direct spending for schools, but it excludes capital expenditures, transportation, grants, and revolving funds. Required net school spending is the annual *minimum* that must be spent on schools, including carryover from previous years. As stated previously, Chelmsford exceeded its required net school spending requirement by 30% in FY2024 and in FY2025 is budgeted to exceed its required net school spending requirement by 31.7%.

To determine net school spending for the upcoming school year, the state uses school department enrollment data as of October 1 of the current school year (i.e., the October 1, 2025 student headcount is the basis for determining the FY2027 foundation budget and net school spending requirement). This is called foundation enrollment and is used to calculate the district's foundation budget. The foundation budget is the state's estimate of the *minimum* funding level needed in each district to provide an adequate educational program.

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

**Comparable Community Analysis: Demographic Data**

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

**Table I. DESE Comparable Districts: FY2025 General Demographic Data**

District	Total Enrollment	Econ. Dis. (%)	SWD (%)	ELL (%)
Andover	5,414	12.2	17.8	4.1
Brookline	7,023	14.6	18.6	11.4
Chelmsford	5,068	17.0	20.1	5.8
Franklin	4,611	17.2	21.3	3.2
Marshfield	3,637	17.8	19.8	3.6
Melrose	3,815	15.0	17.7	6.1
Natick	5,297	14.2	19.2	5.3
Newton	11,632	13.7	18.4	6.6
North Andover	4,416	22.8	21.5	4.7
Tewksbury	3,219	21.4	20.7	4.3
Wakefield	3,382	15.8	19.8	3.8

With regard to the number of economically disadvantaged students enrolled, Chelmsford falls in the middle of its most comparable districts. Four districts have a higher percentage of students and six districts have a lower percentage of students designated economically disadvantaged. Some 17% of all Chelmsford Public School students are identified as economically disadvantaged. This is a significant increase from just eleven years ago (2014-15) when 8.2% of all Chelmsford Public School students were identified as economically disadvantaged.

With respect to the number of students identified with disabilities (SWD), Chelmsford falls in the middle third of its most comparable districts. Of all Chelmsford Public School students, 20.1% have disabilities and require special education services, as outlined in their Individual Education Plan (IEP). Seven districts have a lower percentage of students and three districts have a higher percentage of students identified with disabilities.

The percentage of students classified as English language learners (ELL) in the Chelmsford Public Schools is higher than seven, and less than three of its ten most comparable communities. In Chelmsford, 5.8% of all students are classified as ELL.

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

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

Table II highlights actual net school spending in FY2024 as a percentage of required net school spending for the ten most comparable districts to Chelmsford, as determined by DESE, and the state median.

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

District	FY2024 Actual % of Required NSS
Brookline	92.8 %
Newton	76.9 %
Andover	63.4 %
Natick	54.8 %
Wakefield	45.3 %
Tewksbury	38.4 %
MA State Median	30.7 %
Chelmsford	30.0 %
North Andover	30.0 %
Marshfield	14.0 %
Franklin	13.2 %
Melrose	11.5 %

Table II shows that three comparable districts (Marshfield, Franklin, and Melrose) spent less than Chelmsford in FY2024 as a percentage in excess of the district's required net school spending. One comparable district (North Andover) spent the same as Chelmsford in FY2024 as a percentage in excess of the district's required net school spending. Six comparable districts (Brookline, Newton, Andover, Natick, Wakefield, and Tewksbury) spent more than Chelmsford in FY2024 as a percentage in excess of the district's required net school spending. In addition to the ten comparable districts as determined by DESE, the FY2024 state median is listed at 30.7% as a percentage in excess of required net school spending.

DARTs also analyze other aspects of comparable districts, including staff-to-student ratios. DESE reports the most recent staff-to-student data for FY2024, which ended June 30, 2024. Table III presents the overall student-teacher ratio in Chelmsford, its ten most comparable districts as determined by DESE, and the state average.

**Table III. DESE Comparable Districts: FY2024 Student-Teacher Ratio**

District	Student : Teacher Ratio
Newton	11.1 : 1
Marshfield	11.3 : 1
Andover	11.6 : 1
Natick	11.6 : 1
Wakefield	11.7 : 1
MA State Average	11.8 : 1
Brookline	12.1 : 1
Franklin	12.1 : 1
Tewksbury	12.6 : 1
North Andover	13.3 : 1
Chelmsford	13.4 : 1
Melrose	13.7 : 1

Table III shows that among its most comparable districts in the state, Chelmsford’s student-teacher ratio is higher than nine of its most comparable districts (Newton, Marshfield, Andover, Natick, Wakefield, Brookline, Franklin, Tewksbury, and North Andover) and is lower than one comparable district (Melrose). The average student-teacher ratio among all Massachusetts school districts is also lower than Chelmsford’s.

The student-teacher ratio is helpful for gauging a district's overall standing with regard to its comparable communities, but it does not give a true picture of the district's student-teacher ratio. This calculation takes all students reported on the October 1 headcount and divides them by the number of teachers in the district. The ratio does not consider special programs with lower-than-average class size (i.e., self-contained special education programs). At the regular meeting of the Chelmsford School Committee on December 2, 2025, grade-by-grade breakdowns of student enrollment at each elementary and middle school in the district were reported. These figures are more useful for budgeting purposes because they depict actual homeroom class size. The October 1, 2025 student enrollment report is included as Appendix A.

Another measure commonly referred to when reviewing spending among school districts is average teacher salaries. Table IV lists the data for each comparable district. This data shows that Chelmsford’s average teacher salary is higher than two of its peer communities (Marshfield and Melrose) and lower than eight peer communities (Brookline, Andover, Newton, Natick, Wakefield, North Andover, Tewksbury, and Franklin).

**Table IV. DESE Comparable Districts: FY2024 Average Teacher Salary**

District	Average Teacher Salary
Brookline	\$ 122,329
Andover	\$ 107,624
Newton	\$ 104,716
Natick	\$ 100,680
Wakefield	\$ 94,881
North Andover	\$ 94,771
Tewksbury	\$ 93,284
Franklin	\$ 92,192
Chelmsford	\$ 90,640
Marshfield	\$ 89,674
Melrose	\$ 85,682

Another measure often used to compare districts is the amount of money spent to educate each student in the district, often referred to as the per-pupil expenditure. This cumulative figure includes all district expenditures on administration; instructional leadership; teachers; teaching services; professional development; instructional materials and equipment (including technology); guidance, counseling, and testing services; pupil services; operations and maintenance; and employee benefits. Table V presents the FY2024 in-district per-pupil expenditure for each of Chelmsford’s comparable districts, as determined by DESE, and the state median.

**Table V. DESE Comparable Districts: FY2024 Per-Pupil Expenditures**

District	Per-Pupil Expenditure
Brookline	\$ 26,683
Newton	\$ 25,647
Andover	\$ 23,543
MA State Median	\$ 21,153
Tewksbury	\$ 20,974
Wakefield	\$ 20,241
Natick	\$ 20,240
Marshfield	\$ 19,487
North Andover	\$ 18,118
Franklin	\$ 18,060
Chelmsford	\$17,377
Melrose	\$15,798

DESE provides the per-pupil expenditures for in-district students. As Table V shows, nine of our comparable districts (Brookline, Newton, Andover, Tewksbury, Wakefield, Natick, Marshfield, North Andover, and Franklin) spent more overall per pupil than Chelmsford, and one comparable district (Melrose) spent less. The median per-pupil expenditure for all districts in the state is \$ 3,776 higher than Chelmsford.

## **Conclusion**

The Chelmsford Public School District provides an exceptional education to the students entrusted to our care. The district effectively uses the resources appropriated annually by Town Meeting to serve the needs of an ever-diversifying student population. Although Chelmsford exceeds minimum net school spending on public education, it spends slightly less than the state median of district spending above net school spending, and Chelmsford spends \$ 3,776 less per-pupil than the state median per-pupil expenditure statewide. In Chelmsford, average teacher salaries are lower and student-teacher ratios are higher among comparable districts and the state average. Per-pupil spending is lower than the state median and in the bottom third of comparable districts per-pupil spending.

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

## **FY2027 Budget Overview**

At the tri-board meetings on November 10 and December 8, 2025, Town Manager Cohen expressed concern with FY2027 department budget requests outpacing anticipated state aid increases and revenue that may be generated through local property tax increases, constrained by Proposition 2 ½, and extraordinary increases in employee health insurance premiums and the Middlesex County retirement assessment. These inflationary pressures are expected to continue through FY2027.

In coordination with Town Manager Cohen and the overall FY2027 Town of Chelmsford budget, I am presenting a level-service FY2027 general operating budget for the Chelmsford Public

Schools. The FY2027 budget maintains staffing levels, programs and services provided in the FY2026 budget. Several budget assumptions underlie the FY2027 school department local operating budget of \$ 78.15 million, a \$ 2.5 million increase from \$ 75.65 million in FY2026. Following is a list of the assumptions that have been incorporated in the FY2027 superintendent's recommended budget.

- All FY2027 salaries have been increased in accordance with the applicable collective bargaining and individual employment agreements. "Step" increases and "lane changes" have been incorporated in the FY2027 recommended budget figures. Anticipated teacher vacancies from announced retirements have been budgeted at \$ 74,594 (Step 3 on the master's degree salary schedule).
- The FY2027 budget maintains the day-to-day substitute teacher rate, day-to-day substitute paraprofessional/recess aide rate, long-term substitute teacher rate, and day-to-day substitute nurse rate to be competitive with surrounding communities and attract the best possible candidates to the Chelmsford Public Schools to fill these important positions on a daily basis.
- The FY2027 budget maintains funding for the implementation of the 1:1 computer initiative for all incoming 5<sup>th</sup> grade students at Parker Middle School and 9<sup>th</sup> grade students at Chelmsford High School. Each student will be provided with a district-issued computer (Chromebook) for use at home and in school. This initiative is funded through School Choice revenue and does not impact the local operating budget.

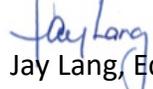
The FY2027 superintendent's recommended budget continues to include Circuit Breaker, School Choice, Athletic Revolving Fund, Transportation Revolving Fund, and the CHIPs Revolving Fund as revenue offsets in support of the Chelmsford Public Schools. The FY2027 superintendent's recommended budget also uses anticipated tuition credit from Valley Collaborative as a revenue offset.

The superintendent's recommended FY2027 budget was crafted in support of the district's academic and social emotional goals and initiatives that have been and will continue to be the focus of our collective work in the years to come.

On February 9, 2026, Town Manager Cohen will release his recommended FY2027 budget for the Town of Chelmsford. Included in his recommended budget is a \$ 2.5 million increase, \$ 75.65 million to \$ 78.15 million, to support the Chelmsford Public Schools. I will be working closely with the schools on enrollment projections, especially the middle schools and high

school, as they complete their course registration and selection process for 2026/27. I look forward to working with the school committee to review and present to town meeting a FY2027 local operating budget for the Chelmsford Public Schools that not only maintains the integrity of the programs and services we offer, but continues to align our available resources to meet the identified district goals and objectives for the 2026/27 school year.

Yours truly,

A handwritten signature in blue ink that reads "Jay Lang". The signature is written in a cursive style with a large initial "J".

Jay Lang, Ed.D.

Superintendent of Schools

Chelmsford Public School District  
 FY2027 Superintendent's Recommended Budget  
 February 3, 2026

Summary Level Totals

	2023-24 FPE	2023-24 ACTUAL	2024-25 FPE	2024-25 ACTUAL	2025-26 FPE	2025-26 BUDGET	2026-27 FPE	2026-27 BUDGET
1110 SCHOOL COMMITTEE	0.0	32,532	0.0	30,808	0.0	34,700	0.0	34,960
1210 SUPERINTENDENT	3.0	481,714	3.0	494,114	3.0	504,857	3.0	519,413
1220 ASST. SUPERINTENDENT	2.0	269,867	2.0	279,101	2.0	286,244	2.0	299,958
1230 DISTRICT WIDE	0.0	665,542	0.0	757,454	0.0	523,700	0.0	501,700
1410 BUSINESS AND FINANCE	6.0	485,664	6.0	494,222	6.0	501,941	6.0	570,159
1420 HUMAN RESOURCES	3.6	317,824	3.8	340,998	3.8	350,670	3.8	376,572
1430 - 1435 LEGAL SERVICES & SETTLEMENTS	0.0	76,308	0.0	76,422	0.0	123,000	0.0	93,000
1450 DISTRICTWIDE MIS	10.0	1,975,089	10.0	1,581,801	10.0	1,674,981	10.0	1,728,646
2110 CURRICULUM DIRECTORS - REGULAR EDUCATION	12.0	1,292,566	12.0	1,407,863	12.0	1,431,515	12.0	1,518,744
2110 CURRICULUM DIRECTORS - SPECIAL EDUCATION	9.0	989,803	9.0	1,007,335	9.0	1,058,368	9.0	1,126,961
2210 SCHOOL LEADERSHIP	42.0	3,021,298	42.0	3,129,777	41.0	3,240,957	41.0	3,414,530
2300 - 2305 CLASSROOM TEACHERS - REGULAR EDUCATION	285.5	24,755,500	287.6	25,667,884	287.4	27,801,845	286.4	27,871,859
2310 TEACHERS SPECIALISTS - REGULAR EDUCATION	20.0	1,898,078	21.0	2,174,970	20.0	2,082,496	20.0	2,227,259
2310 TEACHERS SPECIALISTS - SPECIAL EDUCATION	89.5	7,526,793	96.6	8,417,350	97.6	8,668,938	97.6	9,404,372
2320 MEDICAL/THERAPEUTIC SERVICES	5.4	427,895	6.4	528,182	6.4	555,693	6.4	607,087
2325 SUBSTITUTES	0.0	784,429	0.0	845,962	0.0	811,000	0.0	811,000
2330 PARAPROFESSIONALS	223.5	4,003,946	223.5	4,355,060	222.5	4,782,869	222.5	5,128,621
2340 LIBRARY/MEDIA CENTER	15.0	751,587	15.0	768,119	15.0	840,312	15.0	912,617
2357 PROFESSIONAL DEVELOPMENT	0.0	137,662	0.0	170,468	0.0	218,727	0.0	220,727
2410 - 2415 TEXTBOOKS & INSTRUCTIONAL MATERIALS	0.0	711,934	0.0	348,015	0.0	473,099	0.0	494,550
2420 INSTRUCTIONAL EQUIPMENT	0.0	177,105	0.0	198,829	0.0	192,900	0.0	188,200
2430 GENERAL SUPPLIES	0.0	1,043,852	0.0	838,176	0.0	612,333	0.0	650,232
2440 OTHER INSTRUCTIONAL SERVICES - SPECIAL ED	0.0	170,349	0.0	190,929	0.0	215,000	0.0	215,000
2451 - 2455 CLASSROOM INST TECHNOLOGY & SOFTWARE	0.0	731,016	0.0	901,075	0.0	805,000	0.0	871,000
2710 - 2800 GUIDANCE & PSYCHOLOGICAL SERVICES	32.8	2,869,520	34.0	2,976,131	34.0	3,201,024	34.0	3,375,437
3200 MEDICAL & HEALTH SERVICES	11.5	874,310	11.5	868,497	11.5	980,041	11.5	1,054,243
3300 TRANSPORTATION	4.0	4,583,351	4.0	4,837,613	2.0	5,042,638	2.0	5,691,534
3400 FOOD SERVICES	1.0	115,093	1.0	110,591	0.0	25,000	0.0	25,000
3510 ATHLETIC DEPARTMENT	3.4	973,362	3.4	1,039,552	3.4	898,939	3.4	935,492
3520 OTHER STUDENT ACTIVITIES	0.0	186,127	0.0	183,879	0.0	199,940	0.0	199,440
3600 SCHOOL SECURITY	4.0	189,004	4.0	203,737	5.0	275,661	5.0	311,626
4110 - 4210 - 4230 CUSTODIAL SERVICES	11.0	2,318,137	12.0	2,486,920	12.0	2,139,637	12.0	2,231,475
4120 - 4130 HEATING OF BUILDINGS & UTILITY SERVICES	0.0	1,101,197	0.0	1,126,587	0.0	1,485,100	0.0	1,559,000
5150 EMPLOYEE SEPARATION COSTS	0.0	238,212	0.0	171,777	0.0	98,606	0.0	125,511
6200 - 7200 CIVIC ACTIVITIES & CAPITAL LAND & BLDGS	0.0	510,620	0.0	207,145	0.0	-	0.0	-
9300 TUITIONS	0.0	4,012,713	0.0	4,662,658	0.0	3,512,269	0.0	2,854,075
<b>Grand Total</b>	<b>794.2</b>	<b>70,700,000</b>	<b>807.8</b>	<b>73,880,000</b>	<b>803.6</b>	<b>75,650,000</b>	<b>802.6</b>	<b>78,150,000</b>

Chelmsford Public School District  
 FY2027 Superintendent's Recommended Budget  
 February 3, 2026

Category Level Detail

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
<b>1110 SCHOOL COMMITTEE</b>						
RECORDING SECRETARY	\$ 4,950	\$ 5,405	-	\$ 6,500	-	\$ 6,760
Total Personnel	\$ 4,950	\$ 5,405	0.0	\$ 6,500	0.0	\$ 6,760
OTHER EXPENSES	\$ 27,542	\$ 25,363	-	\$ 28,000	-	\$ 28,000
SUPPLIES	\$ 40	\$ 40	-	\$ 200	-	\$ 200
Total Non-Personnel	\$ 27,582	\$ 25,403	0.0	\$ 28,200	0.0	\$ 28,200
<b>Total 1110 SCHOOL COMMITTEE</b>	<b>\$ 32,532</b>	<b>\$ 30,808</b>	<b>0.0</b>	<b>\$ 34,700</b>	<b>0.0</b>	<b>\$ 34,960</b>

Chelmsford Public School District  
 FY2027 Superintendent's Recommended Budget  
 February 3, 2026

Category Level Detail

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
<b>1210 SUPERINTENDENT</b>						
SUPERINTENDENT OF SCHOOLS	\$ 228,456	\$ 245,209	1.0	\$ 251,229	1.0	\$ 257,399
VACATION BUYBACK	\$ 25,746	\$ 16,132	-	\$ 16,528	-	\$ 16,934
ADMINISTRATIVE ASSISTANT	\$ 62,233	\$ 64,100	1.0	\$ 64,100	1.0	\$ 68,003
COMMUNICATIONS & MEDIA DIRECTOR	\$ 58,951	\$ 66,950	1.0	\$ 66,950	1.0	\$ 71,027
<b>Total Personnel</b>	<b>\$ 375,386</b>	<b>\$ 392,390</b>	<b>3.0</b>	<b>\$ 398,807</b>	<b>3.0</b>	<b>\$ 413,363</b>
CONTRACTED SERVICES	\$ 12,150	\$ 15,158	-	\$ 50,000	-	\$ 50,000
OTHER EXPENSES	\$ 93,620	\$ 85,923	-	\$ 46,050	-	\$ 46,050
SUPPLIES	\$ 559	\$ 644	-	\$ 10,000	-	\$ 10,000
<b>Total Non-Personnel</b>	<b>\$ 106,329</b>	<b>\$ 101,724</b>	<b>0.0</b>	<b>\$ 106,050</b>	<b>0.0</b>	<b>\$ 106,050</b>
<b>Total 1210 SUPERINTENDENT</b>	<b>\$ 481,714</b>	<b>\$ 494,114</b>	<b>3.0</b>	<b>\$ 504,857</b>	<b>3.0</b>	<b>\$ 519,413</b>

Chelmsford Public School District  
 FY2027 Superintendent's Recommended Budget  
 February 3, 2026

Category Level Detail

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
<b>1220 ASSISTANT SUPERINTENDENT</b>						
ASSISTANT SUPERINTENDENT OF SCHOOLS	\$ 170,424	\$ 177,996	1.0	\$ 185,913	1.0	\$ 195,118
VACATION BUYBACK	\$ 10,949	\$ 11,710	-	\$ 12,231	-	\$ 12,837
ADMINISTRATIVE ASSISTANT	\$ 62,233	\$ 64,100	1.0	\$ 64,100	1.0	\$ 68,003
<b>Total Personnel</b>	<b>\$ 243,605</b>	<b>\$ 253,806</b>	<b>2.0</b>	<b>\$ 262,244</b>	<b>2.0</b>	<b>\$ 275,958</b>
OTHER EXPENSES	\$ 21,950	\$ 21,522	-	\$ 19,000	-	\$ 19,000
SUPPLIES	\$ 4,311	\$ 3,773	-	\$ 5,000	-	\$ 5,000
<b>Total Non-Personnel</b>	<b>\$ 26,261</b>	<b>\$ 25,295</b>	<b>0.0</b>	<b>\$ 24,000</b>	<b>0.0</b>	<b>\$ 24,000</b>
<b>Total 1220 ASSISTANT SUPERINTENDENT</b>	<b>\$ 269,867</b>	<b>\$ 279,101</b>	<b>2.0</b>	<b>\$ 286,244</b>	<b>2.0</b>	<b>\$ 299,958</b>

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	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
<b>1230 DISTRICT WIDE</b>						
ADVERTISING	\$ 127	\$ 880	-	\$ 1,500	-	\$ 1,500
COPIERS	\$ 366,349	\$ 406,112	-	\$ 200,000	-	\$ 171,000
VITAL RECORDS PRESERVATIONS	\$ 34,236	\$ 35,473	-	-	-	-
DUES & CONFERENCES (COORDINATORS)	\$ 6,001	\$ 8,489	-	\$ 13,000	-	\$ 13,000
POSTAGE	\$ 27,095	\$ 29,009	-	\$ 36,200	-	\$ 36,200
ADMINISTRATIVE SOFTWARE	\$ 231,733	\$ 277,491	-	\$ 273,000	-	\$ 280,000
Total Non-Personnel	\$ 665,542	\$ 757,454	0.0	\$ 523,700	0.0	\$ 501,700
<b>Total 1230 DISTRICT WIDE</b>	<b>\$ 665,542</b>	<b>\$ 757,454</b>	<b>0.0</b>	<b>\$ 523,700</b>	<b>0.0</b>	<b>\$ 501,700</b>

Notes:

The "copiers" line item funds the CHS RICOH Center services and the per click maintenance costs that occur after the warranty period (three years) on a copier expires. Copiers were replaced over the past two years (through one time purchase available funds), therefore the per click maintenance cost will decrease in FY2027.

The "vital records preservatons" line item records actual expenses for digitizing paper records in accordance with MA records retention guidelines.

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	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
<b>1410 BUSINESS AND FINANCE</b>						
DIRECTOR OF BUSINESS & FINANCE	\$ 154,961	\$ 162,805	1.0	\$ 171,047	1.0	\$ 180,583
VACATION BUYBACK	\$ 10,195	\$ 10,711	-	\$ 11,253	-	\$ 11,880
BUSINESS OFFICE STAFF	\$ 290,560	\$ 300,889	5.0	\$ 294,641	5.0	\$ 349,696
Total Personnel	\$ 455,715	\$ 474,405	6.0	\$ 476,941	6.0	\$ 542,159
CONTRACTED SERVICES	\$ 14,575	\$ 6,500	-	\$ 15,000	-	\$ 18,000
OTHER EXPENSES	\$ 13,803	\$ 10,025	-	\$ 6,900	-	\$ 6,900
SUPPLIES	\$ 1,571	\$ 3,293	-	\$ 3,100	-	\$ 3,100
Total Non-Personnel	\$ 29,948	\$ 19,817	0.0	\$ 25,000	0.0	\$ 28,000
<b>Total 1410 BUSINESS AND FINANCE</b>	<b>\$ 485,664</b>	<b>\$ 494,222</b>	<b>6.0</b>	<b>\$ 501,941</b>	<b>6.0</b>	<b>\$ 570,159</b>

Notes:

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

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	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
<b>1420 HUMAN RESOURCES</b>						
DIRECTOR OF HUMAN RESOURCES	\$ 136,209	\$ 142,406	1.0	\$ 146,394	1.0	\$ 156,123
VACATION BUYBACK	\$ 5,974	\$ 6,246	-	\$ 6,421	-	\$ 10,271
HUMAN RESOURCES OFFICE STAFF	\$ 135,662	\$ 136,487	2.0	\$ 125,388	2.0	\$ 133,024
SUBSTITUTE COORDINATOR	\$ 27,808	\$ 39,467	0.8	\$ 39,467	0.8	\$ 44,154
<b>Total Personnel</b>	<b>\$ 305,654</b>	<b>\$ 324,606</b>	<b>3.8</b>	<b>\$ 317,670</b>	<b>3.8</b>	<b>\$ 343,572</b>
CONTRACTED SERVICES	\$ 4,150	\$ 8,092	-	\$ 20,000	-	\$ 20,000
OTHER EXPENSES	\$ 6,271	\$ 7,056	-	\$ 10,000	-	\$ 10,000
SUPPLIES	\$ 1,749	\$ 1,244	-	\$ 3,000	-	\$ 3,000
<b>Total Non-Personnel</b>	<b>\$ 12,170</b>	<b>\$ 16,392</b>	<b>0.0</b>	<b>\$ 33,000</b>	<b>0.0</b>	<b>\$ 33,000</b>
<b>Total 1420 HUMAN RESOURCES</b>	<b>\$ 317,824</b>	<b>\$ 340,998</b>	<b>3.8</b>	<b>\$ 350,670</b>	<b>3.8</b>	<b>\$ 376,572</b>

Notes:

The "contracted services" line item contains funding to provide for the costs associated with providing staff employment accommodations necessitated by medical documentation. The line item also funds on-line mandated training modules employees complete annually.

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	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
<b>1430 - 1435 LEGAL SERVICES &amp; SETTLEMENTS</b>						
LEGAL FEES - GENERAL & COLLECTIVE BARGAINING COUNSEL	\$ 13,826	\$ 32,953	-	\$ 75,000	-	\$ 45,000
LEGAL FEES - SPECIAL EDUCATION COUNSEL	\$ 62,482	\$ 43,469	-	\$ 45,000	-	\$ 45,000
LEGAL SETTLEMENTS - SPECIAL EDUCATION	\$ -	\$ -	-	\$ 3,000	-	\$ 3,000
Total Non-Personnel	\$ 76,308	\$ 76,422	0.0	\$ 123,000	0.0	\$ 93,000
<b>Total 1430 - 1435 LEGAL SERVICES &amp; SETTLEMENTS</b>	<b>\$ 76,308</b>	<b>\$ 76,422</b>	<b>0.0</b>	<b>\$ 123,000</b>	<b>0.0</b>	<b>\$ 93,000</b>

Notes:

The "legal fees - general" line item is reduced as collective bargaining contracts have been negotiated with all major employee unions.

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	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
<b>1450 DISTRICTWIDE MIS</b>						
DIRECTOR OF INFO., COMM., & TECHNOLOGY SERVICES	\$ 154,961	\$ 162,805	1.0	\$ 171,047	1.0	\$ 180,583
VACATION BUYBACK	\$ 10,195	\$ 10,711	-	\$ 11,253	-	\$ 11,880
NETWORK OFFICE STAFF	\$ 160,165	\$ 164,970	2.0	\$ 164,970	2.0	\$ 175,017
TECHNOLOGY OFFICE STAFF	\$ 427,875	\$ 433,578	7.0	\$ 440,711	7.0	\$ 460,366
<b>Total Personnel</b>	<b>\$ 753,196</b>	<b>\$ 772,064</b>	<b>10.0</b>	<b>\$ 787,981</b>	<b>10.0</b>	<b>\$ 827,846</b>
CONTRACTED SERVICES	\$ 30,267	\$ 77,057	-	\$ 140,000	-	\$ 140,000
OTHER EXPENSES	\$ 1,240	\$ 1,372	-	\$ 12,000	-	\$ 12,000
EQUIPMENT	\$ 62,872	\$ 67,387	-	\$ 70,000	-	\$ 70,000
NETWORK SERVICES	\$ 293,543	\$ 279,555	-	\$ 460,000	-	\$ 473,800
SECURITY	\$ 788,827	\$ 334,177	-	\$ 160,000	-	\$ 160,000
SUPPLIES	\$ 23,571	\$ 20,000	-	\$ 20,000	-	\$ 20,000
TRAVEL	\$ 21,573	\$ 30,189	-	\$ 25,000	-	\$ 25,000
<b>Total Non-Personnel</b>	<b>\$ 1,221,893</b>	<b>\$ 809,737</b>	<b>0.0</b>	<b>\$ 887,000</b>	<b>0.0</b>	<b>\$ 900,800</b>
<b>Total 1450 DISTRICTWIDE MIS</b>	<b>\$ 1,975,089</b>	<b>\$ 1,581,801</b>	<b>10.0</b>	<b>\$ 1,674,981</b>	<b>10.0</b>	<b>\$ 1,728,646</b>

Notes:

The "contracted services" line item contains funding to provide for the deployment of a full cybersecurity protection/monitoring suite. This project would need to be approved for e-rate cybersecurity funding where the reimbursement rate to the school district would be 40%. The "network services" line item reflects a price increase of 3% across all network services.

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	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
<b>2110 CURRICULUM DIRECTORS</b>						
CURRICULUM COORDINATORS	\$ 1,205,374	\$ 1,317,716	11.0	\$ 1,308,549	11.0	\$ 1,388,774
CURRICULUM STIPENDS - COURSE SCHEDULER	\$ 5,000	\$ 10,000	-	\$ 10,000	-	\$ 10,000
SECRETARY FOR CURRICULUM COORDINATORS	\$ 42,686	\$ 43,966	1.0	\$ 43,966	1.0	\$ 50,970
<b>Total Personnel</b>	<b>\$ 1,253,060</b>	<b>\$ 1,371,682</b>	<b>12.0</b>	<b>\$ 1,362,515</b>	<b>12.0</b>	<b>\$ 1,449,744</b>
CONTRACTED SERVICES	\$ 15,475	\$ 16,077	-	\$ 35,000	-	\$ 35,000
EQUIPMENT	\$ 5,000	\$ 4,951	-	\$ 5,000	-	\$ 5,000
PROFESSIONAL DEVELOPMENT	\$ 9,531	\$ 4,691	-	\$ 10,000	-	\$ 10,000
SUPPLIES	\$ 902	\$ 5,554	-	\$ 2,000	-	\$ 2,000
TRANSLATION SERVICES	\$ -	\$ 1,916	-	\$ 7,000	-	\$ 7,000
TUITION REIMBURSEMENT	\$ 8,598	\$ 2,993	-	\$ 10,000	-	\$ 10,000
<b>Total Non-Personnel</b>	<b>\$ 39,506</b>	<b>\$ 36,181</b>	<b>0.0</b>	<b>\$ 69,000</b>	<b>0.0</b>	<b>\$ 69,000</b>
<b>Total 2110 CURRICULUM DIRECTORS</b>	<b>\$ 1,292,566</b>	<b>\$ 1,407,863</b>	<b>12.0</b>	<b>\$ 1,431,515</b>	<b>12.0</b>	<b>\$ 1,518,744</b>

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	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
<b>2110 CURRICULUM DIRECTORS - SPECIAL EDUCATION</b>						
DIRECTOR OF STUDENT SUPPORT SERVICES	\$ 157,961	\$ 165,805	1.0	\$ 174,047	1.0	\$ 183,583
VACATION BUYBACK	\$ 10,195	\$ 10,908	-	\$ 11,450	-	\$ 12,078
ASSISTANT DIRECTOR OF STUDENT SUPPORT SERVICES	\$ 121,422	\$ 127,569	1.0	\$ 134,027	1.0	\$ 140,812
SECRETARIES - SPECIAL EDUCATION	\$ 97,565	\$ 100,492	2.0	\$ 100,491	2.0	\$ 110,886
SPECIAL EDUCATION ADMINISTRATIVE CHAIRPERSON	\$ 457,873	\$ 459,688	4.0	\$ 482,677	4.0	\$ 515,058
COORDINATOR OF INTEGRATED PRE-SCHOOL (CHIPS)	\$ 115,125	\$ 119,188	1.0	\$ 120,976	1.0	\$ 128,344
<b>Total Personnel</b>	<b>\$ 960,141</b>	<b>\$ 983,650</b>	<b>9.0</b>	<b>\$ 1,023,668</b>	<b>9.0</b>	<b>\$ 1,090,761</b>
COMPUTER EQUIPMENT	\$ -	\$ -	-	\$ 3,500	-	\$ 3,500
DUES/OTHER	\$ 17,687	\$ 12,247	-	\$ 15,000	-	\$ 15,000
PAC EXPENSES	\$ 499	\$ 499	-	\$ 1,000	-	\$ 1,000
SUPPLIES	\$ 3,448	\$ 3,164	-	\$ 6,000	-	\$ 6,500
TRAVEL	\$ 8,029	\$ 7,774	-	\$ 9,200	-	\$ 10,200
<b>Total Non-Personnel</b>	<b>\$ 29,663</b>	<b>\$ 23,684</b>	<b>0.0</b>	<b>\$ 34,700</b>	<b>0.0</b>	<b>\$ 36,200</b>
<b>Total 2110 CURRICULUM DIRECTORS - SPECIAL EDUCATION</b>	<b>\$ 989,803</b>	<b>\$ 1,007,335</b>	<b>9.0</b>	<b>\$ 1,058,368</b>	<b>9.0</b>	<b>\$ 1,126,961</b>

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	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
<b>2210 SCHOOL LEADERSHIP</b>						
PRINCIPALS	\$ 961,108	\$ 999,390	7.0	\$ 1,039,214	7.0	\$ 1,076,334
ASSISTANT PRINCIPALS - ELEMENTARY	\$ 465,952	\$ 483,328	4.0	\$ 486,904	4.0	\$ 519,376
ASSISTANT PRINCIPALS - MIDDLE	\$ 238,455	\$ 244,952	2.0	\$ 244,952	2.0	\$ 257,791
DEANS	\$ 350,396	\$ 362,388	3.0	\$ 364,304	3.0	\$ 387,392
CHS ACCREDIATION - STIPENDS	\$ 5,000	\$ 5,000	-	\$ 5,000	-	\$ 5,000
SECRETARIES	\$ 519,516	\$ 620,100	15.0	\$ 630,916	15.0	\$ 673,812
SCHOOL CLERKS	\$ 285,152	\$ 208,504	9.0	\$ 210,540	9.0	\$ 227,960
COPY CENTER CLERKS	\$ 38,436	\$ 35,925	1.0	\$ 21,162	1.0	\$ 22,700
<b>Total Personnel</b>	<b>\$ 2,864,015</b>	<b>\$ 2,959,587</b>	<b>41.0</b>	<b>\$ 3,002,992</b>	<b>41.0</b>	<b>\$ 3,170,365</b>
ADMIN INST, CONFERENCES & DUES	\$ 22,055	\$ 28,444	-	\$ 50,940	-	\$ 51,940
COMPUTER SUPPLIES & MAINTENANCE	\$ 42,906	\$ 56,988	-	\$ 57,000	-	\$ 57,000
CHS ACCREDIATION	\$ 9,005	\$ -	-	\$ -	-	\$ 3,500
CHS GRADUATION	\$ 39,295	\$ 39,731	-	\$ 38,900	-	\$ 42,400
PRINTING	\$ 2,391	\$ 2,618	-	\$ 17,100	-	\$ 15,800
SOFTWARE	\$ 12,386	\$ 21,662	-	\$ 40,000	-	\$ 40,000
SUPPLIES	\$ 29,244	\$ 20,747	-	\$ 34,025	-	\$ 33,525
<b>Total Non-Personnel</b>	<b>\$ 157,283</b>	<b>\$ 170,190</b>	<b>0.0</b>	<b>\$ 237,965</b>	<b>0.0</b>	<b>\$ 244,165</b>
<b>Total 2210 SCHOOL LEADERSHIP</b>	<b>\$ 3,021,298</b>	<b>\$ 3,129,777</b>	<b>41.0</b>	<b>\$ 3,240,957</b>	<b>41.0</b>	<b>\$ 3,414,530</b>

Notes:

The "CHS Accreditation" line item is increased in FY2027 as the accreditation process has changed with annual trainings and workshops to attend over the next eight years.

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	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
<b>2300 - 2305 CLASSROOM TEACHERS - REGULAR EDUCATION</b>						
LONGEVITY	\$ 18,295	\$ 18,985	-	\$ 18,295	-	\$ 17,605
SALARY RESERVE FOR LEVEL (LANE) CHANGES	\$ -	\$ -	-	\$ 128,443	-	\$ 95,691
SALARY RESERVE FOR COLA	\$ -	\$ -	-	\$ 1,590,229	-	\$ 18,062
ELEMENTARY TEACHERS	\$ 6,091,149	\$ 6,366,220	73.0	\$ 6,467,361	71.0	\$ 6,801,510
KINDERGARTEN TEACHERS	\$ 1,355,332	\$ 1,421,533	18.0	\$ 1,495,700	17.0	\$ 1,530,311
MIDDLE SCHOOL TEACHERS - GRADES 5 & 6	\$ 2,924,563	\$ 2,948,345	32.0	\$ 3,013,773	34.0	\$ 3,346,515
TEACHERS - ART	\$ 853,188	\$ 859,825	10.4	\$ 885,396	10.4	\$ 941,596
TEACHERS - BUSINESS	\$ 187,224	\$ 191,904	2.0	\$ 191,904	2.0	\$ 177,380
TEACHERS - ENGLISH	\$ 2,024,903	\$ 2,068,042	22.0	\$ 2,091,499	22.0	\$ 2,231,808
TEACHERS - FAMILY CONSUMER SCIENCE	\$ 93,612	\$ 95,952	1.0	\$ 95,952	1.0	\$ 102,786
TEACHERS - HEALTH	\$ 703,103	\$ 636,016	7.0	\$ 650,578	7.0	\$ 700,243
TEACHERS - MATHEMATICS	\$ 2,182,051	\$ 2,408,401	25.0	\$ 2,300,558	25.0	\$ 2,460,741
TEACHERS - MUSIC	\$ 1,162,150	\$ 1,203,817	14.0	\$ 1,226,358	14.0	\$ 1,268,375
TEACHERS - PHYSICAL EDUCATION	\$ 1,193,665	\$ 1,332,218	14.0	\$ 1,341,865	14.0	\$ 1,464,796
TEACHERS - SCIENCE	\$ 2,021,848	\$ 2,049,422	22.0	\$ 2,013,966	22.0	\$ 2,161,269
TEACHERS - SOCIAL STUDIES	\$ 1,994,455	\$ 1,976,685	21.0	\$ 1,963,208	21.0	\$ 2,068,885
TEACHERS - TECHNOLOGY	\$ 702,120	\$ 750,765	11.0	\$ 947,494	11.0	\$ 966,605
TEACHERS - WORLD LANGUAGE	\$ 1,180,180	\$ 1,268,561	15.0	\$ 1,306,718	15.0	\$ 1,443,484
STIPENDS - PRINCIPAL DESIGNEE (ELEMENTARY & MIDDLE)	\$ 8,254	\$ 7,770	-	\$ 7,773	-	\$ 8,244
STIPENDS - TEAM LEADERS & SPECIALISTS (ELEMENTARY)	\$ 35,392	\$ 36,260	-	\$ 36,274	-	\$ 38,473
STIPENDS - TEAM LEADERS & FACILITATORS (MIDDLE)	\$ 24,016	\$ 27,164	-	\$ 28,501	-	\$ 27,480
<b>Total Personnel</b>	<b>\$ 24,755,500</b>	<b>\$ 25,667,884</b>	<b>287.4</b>	<b>\$ 27,801,845</b>	<b>286.4</b>	<b>\$ 27,871,859</b>
<b>Total 2300 - 2305 CLASSROOM TEACHERS - REGULAR EDUCATION</b>	<b>\$ 24,755,500</b>	<b>\$ 25,667,884</b>	<b>287.4</b>	<b>\$ 27,801,845</b>	<b>286.4</b>	<b>\$ 27,871,859</b>

Notes:

The "salary reserve for COLA" amount is set aside for contract negotiations with the building custodians bargaining unit.

The overall teacher FTE reflects a decrease of 1.0 FTE due to an elementary "bubble" classroom transitioning to middle school. This FTE reduction occurred in FY2026 and is being reflected in FY2027.

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<b>2310 TEACHER SPECIALISTS - REGULAR EDUCATION</b>						
TUTORING	\$ 88,735	\$ 153,896	-	\$ 143,640	-	\$ 143,640
TEACHERS - ENGLISH LANGUAGE LEARNERS	\$ 585,970	\$ 729,400	8.0	\$ 742,645	8.0	\$ 802,338
TEACHERS - READING	\$ 1,223,372	\$ 1,291,674	12.0	\$ 1,196,211	12.0	\$ 1,281,281
Total Personnel	\$ 1,898,078	\$ 2,174,970	20.0	\$ 2,082,496	20.0	\$ 2,227,259
<b>Total 2310 TEACHERS SPECIALIST - REGULAR EDUCATION</b>	<b>\$ 1,898,078</b>	<b>\$ 2,174,970</b>	<b>20.0</b>	<b>\$ 2,082,496</b>	<b>20.0</b>	<b>\$ 2,227,259</b>

Notes:

The "tutoring" line item contains funding to provide six (6) part-time instructional staff positions to augment grant funding in support of the elementary and middle school interventionist staffing/model.

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<b>2310 TEACHER SPECIALISTS - SPECIAL EDUCATION</b>						
BOARD CERTIFIED BEHAVIOR ANALYST (BCBA)	\$ 499,065	\$ 611,424	6.6	\$ 626,164	6.6	\$ 674,119
TEACHERS - INTEGRATED PRE-SCHOOL	\$ 635,895	\$ 678,905	7.0	\$ 686,041	7.0	\$ 738,796
Less: Offset to CHIPS Revolving Fund	\$ (43,303)	\$ -	-	\$ (115,000)	-	\$ (115,000)
TEACHERS - SPECIAL EDUCATION	\$ 5,123,784	\$ 5,766,311	70.0	\$ 6,063,216	70.0	\$ 6,580,171
TEACHERS - SPEECH LANGUAGE PATHOLOGIST	\$ 1,157,642	\$ 1,214,519	14.0	\$ 1,258,517	14.0	\$ 1,366,286
TEACHERS - SUMMER SCHOOL	\$ 153,710	\$ 146,190	-	\$ 150,000	-	\$ 160,000
Total Personnel	\$ 7,526,793	\$ 8,417,350	97.6	\$ 8,668,938	97.6	\$ 9,404,372
<b>Total 2310 TEACHER SPECIALISTS - SPECIAL EDUCATION</b>	<b>\$ 7,526,793</b>	<b>\$ 8,417,350</b>	<b>97.6</b>	<b>\$ 8,668,938</b>	<b>97.6</b>	<b>\$ 9,404,372</b>

Notes:

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

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	FY2024	FY2025	FY26	FY2026	FY27	FY2027
	ACTUAL	ACTUAL	FPE	BUDGET	FPE	BUDGET

**2320 MEDICAL/THERAPEUTIC SERVICES**

PHYSICAL THERAPISTS	\$ 128,305	\$ 123,972	1.4	\$ 139,749	1.4	\$ 154,744
OCCUPATIONAL THERAPISTS	\$ 299,590	\$ 404,210	5.0	\$ 415,944	5.0	\$ 452,343
Total Personnel	\$ 427,895	\$ 528,182	6.4	\$ 555,693	6.4	\$ 607,087
<b>Total 2320 MEDICAL/THERAPEUTIC SERVICES</b>	<b>\$ 427,895</b>	<b>\$ 528,182</b>	<b>6.4</b>	<b>\$ 555,693</b>	<b>6.4</b>	<b>\$ 607,087</b>

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	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
<b>2325 SUBSTITUTES</b>						
SUBSTITUTES - PARAS AND SECRETARIES	\$ 129,810	\$ 112,457	-	\$ 152,000	-	\$ 152,000
SUBSTITUTE TEACHERS - DAY-TO-DAY	\$ 361,237	\$ 421,076	-	\$ 420,000	-	\$ 420,000
SUBSTITUTE TEACHERS - DAY-TO-DAY (RETIRED TEACHERS)	\$ 63,992	\$ 60,296	-	\$ 54,000	-	\$ 54,000
SUBSTITUTE TEACHERS - LONG TERM	\$ 120,950	\$ 167,200	-	\$ 185,000	-	\$ 185,000
SUBSTITUTE TEACHERS - CONTRACTED SERVICES	\$ 108,440	\$ 84,933	-	\$ -	-	\$ -
Total Personnel	\$ 784,429	\$ 845,962	0.0	\$ 811,000	0.0	\$ 811,000
<b>Total 2325 SUBSTITUTES</b>	<b>\$ 784,429</b>	<b>\$ 845,962</b>	<b>0.0</b>	<b>\$ 811,000</b>	<b>0.0</b>	<b>\$ 811,000</b>

Notes:

FY2027  
Rates

Rate Types:

Day-to-Day Substitute Teacher \$ 125.00/Day  
 Day-to-Day Substitute Teacher (Retired Teacher - formerly licensed) \$ 150.00/Day  
 Associates Degree Required/Bachelor's Degree Preferred

Long-Term Substitute Teacher (10+ days in same assignment) \$ 200.00/Day  
 Bachelor's Degree & DESE License Required

Day-to-Day Substitute Paraprofessional or Recess Aide \$ 16.00/Hour  
 No degree required

The "substitute teachers - day-to-day (retired teachers)" line item is a category to differentiate the expense for payments made to retired teachers.

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	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
<b>2330 PARAPROFESSIONALS</b>						
LUNCH & RECESS AIDES	\$ 421,764	\$ 466,669	51.0	\$ 497,886	51.0	\$ 527,285
PARAPROFESSIONALS - SPECIAL EDUCATION	\$ 3,551,282	\$ 3,855,961	171.5	\$ 4,259,783	171.5	\$ 4,559,336
PARAPROFESSIONALS - TOILETING STIPEND	\$ 30,900	\$ 32,430	-	\$ 25,200	-	\$ 42,000
Total Personnel	\$ 4,003,946	\$ 4,355,060	222.5	\$ 4,782,869	222.5	\$ 5,128,621
<b>Total 2330 PARAPROFESSIONALS</b>	<b>\$ 4,003,946</b>	<b>\$ 4,355,060</b>	<b>222.5</b>	<b>\$ 4,782,869</b>	<b>222.5</b>	<b>\$ 5,128,621</b>

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	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
<b>2340 LIBRARY/MEDIA CENTER</b>						
LIBRARIANS	\$ 280,092	\$ 257,758	3.0	\$ 263,967	3.0	\$ 291,536
LIBRARY ASSISTANTS	\$ 198,079	\$ 211,419	4.0	\$ 218,041	4.0	\$ 227,957
LIBRARY CLERKS - CIRCULATION	\$ 32,359	\$ 58,657	2.0	\$ 58,956	2.0	\$ 65,477
TECHNOLOGY ASSISTANTS	\$ 241,057	\$ 240,284	6.0	\$ 299,348	6.0	\$ 327,647
Total Personnel	\$ 751,587	\$ 768,119	15.0	\$ 840,312	15.0	\$ 912,617
<b>Total 2340 LIBRARIANS/MEDIA CENTER</b>	<b>\$ 751,587</b>	<b>\$ 768,119</b>	<b>15.0</b>	<b>\$ 840,312</b>	<b>15.0</b>	<b>\$ 912,617</b>

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	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
<b>2357 PROFESSIONAL DEVELOPMENT</b>						
MENTOR STIPENDS	\$ 25,729	\$ 36,384	-	\$ 35,000	-	\$ 35,000
Total Personnel	\$ 25,729	\$ 36,384	0.0	\$ 35,000	0.0	\$ 35,000
COURSE REIMBURSEMENT - SECRETARIES & PARAPROFESSIONALS	\$ -	\$ 315	-	\$ 5,000	-	\$ 5,000
COURSE REIMBURSEMENT - TEACHERS	\$ 73,683	\$ 66,509	-	\$ 75,000	-	\$ 75,000
DUES & CONFERENCES	\$ 38,250	\$ 65,188	-	\$ 53,727	-	\$ 55,727
SPEAKERS & WORKSHOPS	\$ -	\$ 2,072	-	\$ 50,000	-	\$ 50,000
Total Non-Personnel	\$ 111,933	\$ 134,084	0.0	\$ 183,727	0.0	\$ 185,727
<b>Total 2357 PROFESSIONAL DEVELOPMENT</b>	<b>\$ 137,662</b>	<b>\$ 170,468</b>	<b>0.0</b>	<b>\$ 218,727</b>	<b>0.0</b>	<b>\$ 220,727</b>

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	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
<b>2410 - 2415 TEXTBOOKS &amp; INSTRUCTIONAL MATERIALS</b>						
CONTRACTED SERVICES - REBINDING	\$ 428	\$ 1,235	-	\$ 4,000	-	\$ 4,000
CONTRACTED SERVICES - LIBRARY	\$ 3,151	\$ 6,000	-	\$ 8,000	-	\$ 8,000
CURRICULUM EXPENSE - SPECIAL EDUCATION	\$ 41,246	\$ 22,798	-	\$ 42,000	-	\$ 42,000
EXTENDED YEAR / SUMMER CURRICULUM DEVELOPMENT	\$ 27,818	\$ 28,820	-	\$ 50,000	-	\$ 50,000
SUPPLIES - LIBRARY	\$ 39,743	\$ 37,772	-	\$ 42,000	-	\$ 46,000
TEXTBOOK ADOPTIONS - DISTRICT-WIDE	\$ 420,250	\$ 40,915	-	\$ 127,000	-	\$ 127,000
TEXTS - GENERAL	\$ -	\$ -	-	\$ -	-	\$ -
TEXTS - BUSINESS	\$ 10,155	\$ 11,812	-	\$ 12,200	-	\$ 12,200
TEXTS - ENGLISH LANGUAGE LEARNERS	\$ 1,281	\$ 253	-	\$ 3,000	-	\$ 3,000
TEXTS - ENGLISH LANGUAGE ARTS	\$ 90,977	\$ 115,582	-	\$ 105,700	-	\$ 117,700
TEXTS - FOREIGN LANGUAGE	\$ 5,479	\$ 10,826	-	\$ 11,000	-	\$ 11,000
TEXTS - HEALTH	\$ -	\$ -	-	\$ -	-	\$ -
TEXTS - MATHEMATICS	\$ 23,766	\$ 6,563	-	\$ 17,500	-	\$ 17,500
TEXTS - MUSIC	\$ 8,865	\$ 10,099	-	\$ 9,649	-	\$ 9,650
TEXTS - READING	\$ 2,386	\$ 1,808	-	\$ 6,000	-	\$ 5,500
TEXTS - SCIENCE	\$ 8,393	\$ 27,740	-	\$ 9,050	-	\$ 17,000
TEXTS - SOCIAL STUDIES	\$ 27,996	\$ 25,792	-	\$ 26,000	-	\$ 24,000
Total Non-Personnel	\$ 711,934	\$ 348,015	0.0	\$ 473,099	0.0	\$ 494,550
<b>Total 2410 - 2415 TEXTBOOKS &amp; INSTRUCTIONAL MATERIALS</b>	<b>\$ 711,934</b>	<b>\$ 348,015</b>	<b>0.0</b>	<b>\$ 473,099</b>	<b>0.0</b>	<b>\$ 494,550</b>

Notes:

The "texts - english language arts" line item increased due to the purchase of Foundations consumables. The "texts - science" line item increased due to the renewal of the Life iScience edition for McCarthy Middle School students.

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	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
<b>2420 INSTRUCTIONAL EQUIPMENT</b>						
EQUIPMENT & MAINTENANCE - GENERAL (SCHOOL)	\$ 69,192	\$ 49,174	-	\$ 86,000	-	\$ 86,000
EQUIPMENT & MAINTENANCE - ART	\$ 298	\$ -	-	\$ 600	-	\$ 600
EQUIPMENT & MAINTENANCE - INDUSTRIAL ARTS	\$ 5,970	\$ 11,204	-	\$ 5,700	-	\$ 8,500
EQUIPMENT & MAINTENANCE - PHYSICAL EDUCATION	\$ 35,108	\$ 64,409	-	\$ 29,500	-	\$ 24,500
EQUIPMENT & MAINTENANCE - SCIENCE	\$ 40,880	\$ 40,259	-	\$ 40,500	-	\$ 38,000
EQUIPMENT & MAINTENANCE - TECHNOLOGY	\$ 25,657	\$ 33,783	-	\$ 30,600	-	\$ 30,600
Total Non-Personnel	\$ 177,105	\$ 198,829	0.0	\$ 192,900	0.0	\$ 188,200
<b>Total 2420 INSTRUCTIONAL EQUIPMENT</b>	<b>\$ 177,105</b>	<b>\$ 198,829</b>	<b>0.0</b>	<b>\$ 192,900</b>	<b>0.0</b>	<b>\$ 188,200</b>

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	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
<b>2430 GENERAL SUPPLIES</b>						
SUPPLIES - COPY PAPER	\$ 58,713	\$ 69,184	-	\$ 54,000	-	\$ 65,000
SUPPLIES - ENGLISH LANGUAGE LEARNERS	\$ 2,270	\$ 10,321	-	\$ 3,500	-	\$ 3,500
SUPPLIES - EVALUATIONS - SPECIAL EDUCATION	\$ 39,559	\$ 34,247	-	\$ 42,500	-	\$ 42,500
SUPPLIES - GENERAL (SCHOOL/CLASSROOM)	\$ 408,455	\$ 342,231	-	\$ 220,225	-	\$ 230,025
SUPPLIES - ART	\$ 175,757	\$ 69,159	-	\$ 55,000	-	\$ 55,117
SUPPLIES - BUSINESS	\$ 7,124	\$ 848	-	\$ 8,100	-	\$ 8,100
SUPPLIES - ENGLISH LANGUAGE ARTS	\$ 13,075	\$ 14,511	-	\$ 16,500	-	\$ 16,500
SUPPLIES - FOREIGN LANGUAGE	\$ 3,686	\$ 34,586	-	\$ 7,500	-	\$ 7,500
SUPPLIES - HEALTH	\$ 7,705	\$ 3,968	-	\$ 4,900	-	\$ 4,900
SUPPLIES - INDUSTRIAL ARTS	\$ 7,473	\$ 9,047	-	\$ 8,500	-	\$ 20,000
SUPPLIES - MATHEMATICS	\$ 15,887	\$ 25,773	-	\$ 18,350	-	\$ 22,350
SUPPLIES - MUSIC	\$ 109,352	\$ 105,217	-	\$ 39,758	-	\$ 39,640
SUPPLIES - PHYSICAL EDUCATION	\$ -	\$ -	-	\$ -	-	\$ -
SUPPLIES - READING	\$ 4,570	\$ 3,942	-	\$ 6,500	-	\$ 6,000
SUPPLIES - SCIENCE	\$ 139,347	\$ 63,232	-	\$ 60,000	-	\$ 62,500
SUPPLIES - SOCIAL STUDIES	\$ 21,161	\$ 20,011	-	\$ 19,300	-	\$ 18,900
SUPPLIES - TECHNOLOGY	\$ 29,719	\$ 31,898	-	\$ 47,700	-	\$ 47,700
Total Non-Personnel	\$ 1,043,852	\$ 838,176	0.0	\$ 612,333	0.0	\$ 650,232
<b>Total 2430 GENERAL SUPPLIES</b>	<b>\$ 1,043,852</b>	<b>\$ 838,176</b>	<b>0.0</b>	<b>\$ 612,333</b>	<b>0.0</b>	<b>\$ 650,232</b>

Notes:

The "supplies - industrial arts" line item increased due to additional purchases to support projects using the new equipment in the refurbished woodshop space at Chelmsford High School.

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	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
<b>2440 OTHER INSTRUCTIONAL SERVICES - SPECIAL EDUCATION</b>						
CONTRACTED SERVICES - SPECIAL EDUCATION	\$ 115,125	\$ 123,062	-	\$ 140,000	-	\$ 140,000
CRISIS INTERVENTION/CONTINGENCY - SPECIAL EDUCATION	\$ 42,808	\$ 51,328	-	\$ 55,000	-	\$ 55,000
TUTORING - SPECIAL EDUCATION	\$ 12,416	\$ 16,538	-	\$ 20,000	-	\$ 20,000
Total Non-Personnel	\$ 170,349	\$ 190,929	0.0	\$ 215,000	0.0	\$ 215,000
<b>Total 2440 OTHER INSTRUCTIONAL SERVICES - SPECIAL ED</b>	<b>\$ 170,349</b>	<b>\$ 190,929</b>	<b>0.0</b>	<b>\$ 215,000</b>	<b>0.0</b>	<b>\$ 215,000</b>

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	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
<b>2451 - 2455 CLASSROOM INSTRUCTIONAL TECHNOLOGY &amp; SOFTWARE</b>						
COMPUTER EQUIPMENT & SUPPLIES	\$ 322,036	\$ 269,945	-	\$ 320,000	-	\$ 372,000
CONTRACTED SERVICES - 1:1 LAPTOP INITIATIVE LEASE	\$ 185,521	\$ 239,723	-	\$ 239,723	-	\$ 394,978
Less: School Choice Funds Offset	\$ (185,521)	\$ -	-	\$ (239,723)	-	\$ (394,978)
COMPUTER SUPPLIES - FOREIGN LANGUAGE	\$ 9,375	\$ 5,000	-	\$ 10,000	-	\$ 10,000
INSTRUCTIONAL SOFTWARE	\$ 399,606	\$ 386,407	-	\$ 475,000	-	\$ 489,000
Total Non-Personnel	\$ 731,016	\$ 901,075	0.0	\$ 805,000	0.0	\$ 871,000
<b>Total 2451 - 2455 CLASSROOM INST TECHNOLOGY &amp; SOFTWARE</b>	<b>\$ 731,016</b>	<b>\$ 901,075</b>	<b>0.0</b>	<b>\$ 805,000</b>	<b>0.0</b>	<b>\$ 871,000</b>

Notes:

The "computer equipment & supplies" line item contains funding to refresh some of the Cleartouch equipment at all schools.

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

The "instructional software" line item contains funding to provide for the per-student license fees associated with diagnostic screening/intervention software programs. This line item reflects a price increase of 3% across license fees.

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	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
<b>2710 - 2800 GUIDANCE &amp; PSYCHOLOGICAL SERVICES</b>						
GUIDANCE COUNSELORS	\$ 1,379,474	\$ 1,526,024	17.0	\$ 1,567,387	17.0	\$ 1,694,129
GUIDANCE COUNSELORS - STIPEND - EXTENDED YEAR CHS	\$ 16,919	\$ 15,575	-	\$ 21,600	-	\$ 26,800
GUIDANCE SECRETARIES	\$ 43,323	\$ 47,749	1.0	\$ 50,584	1.0	\$ 55,443
CAREER AND COLLEGE READINESS FACILITATOR	\$ 66,512	\$ 64,028	1.0	\$ 68,508	1.0	\$ 66,950
MTSS/SEL BUILDING LEADER STIPENDS	\$ 41,850	\$ 42,500	-	\$ 42,500	-	\$ 42,500
PSYCHOLOGISTS	\$ 989,745	\$ 949,918	11.0	\$ 1,011,778	11.0	\$ 1,021,640
SOCIAL WORKERS	\$ 301,481	\$ 294,375	4.0	\$ 324,912	4.0	\$ 354,220
<b>Total Personnel</b>	<b>\$ 2,839,304</b>	<b>\$ 2,940,169</b>	<b>34.0</b>	<b>\$ 3,087,269</b>	<b>34.0</b>	<b>\$ 3,261,682</b>
SUPPLIES - GUIDANCE	\$ 30,216	\$ 35,962	-	\$ 48,755	-	\$ 48,755
CONTRACTED SERVICES - GUIDANCE	\$ -	\$ -	-	\$ 65,000	-	\$ 65,000
<b>Total Non-Personnel</b>	<b>\$ 30,216</b>	<b>\$ 35,962</b>	<b>0.0</b>	<b>\$ 113,755</b>	<b>0.0</b>	<b>\$ 113,755</b>
<b>Total 2710 - 2800 GUIDANCE &amp; PSYCHOLOGICAL SERVICES</b>	<b>\$ 2,869,520</b>	<b>\$ 2,976,131</b>	<b>34.0</b>	<b>\$ 3,201,024</b>	<b>34.0</b>	<b>\$ 3,375,437</b>

Notes:

The "contracted services - guidance" line item includes funding for the Panorama student data tool in FY2026 and FY2027. This expense was funded from the ESSER III grant in prior fiscal years.

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	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
<b>3200 MEDICAL &amp; HEALTH SERVICES</b>						
SCHOOL NURSES	\$ 761,028	\$ 819,534	11.5	\$ 843,297	11.5	\$ 916,912
SCHOOL NURSES - SUBSTITUTE COVERAGE	\$ 56,700	\$ 27,200	-	\$ 60,000	-	\$ 60,000
SCHOOL NURSES - STIPENDS	\$ 2,175	\$ -	-	\$ 2,200	-	\$ 2,200
<b>Total Personnel</b>	<b>\$ 819,903</b>	<b>\$ 846,734</b>	<b>11.5</b>	<b>\$ 905,497</b>	<b>11.5</b>	<b>\$ 979,112</b>
CONTRACT SERVICES - CARESOLACE & AED SUPPORT	\$ 35,506	\$ 5,853	-	\$ 48,883	-	\$ 48,883
COURSE REIMBURSEMENT (NURSE)	\$ 1,000	\$ -	-	\$ 4,000	-	\$ 4,000
EQUIPMENT & MAINTENANCE (NURSE)	\$ -	\$ -	-	\$ 2,100	-	\$ 2,205
INSURANCE (NURSE)	\$ 360	\$ 781	-	\$ 1,375	-	\$ 1,443
SUPPLIES (NURSE)	\$ 12,541	\$ 10,128	-	\$ 12,486	-	\$ 12,900
TRAVEL (NURSE)	\$ -	\$ -	-	\$ 700	-	\$ 700
SCHOOL DOCTOR	\$ 5,000	\$ 5,000	-	\$ 5,000	-	\$ 5,000
<b>Total Non-Personnel</b>	<b>\$ 54,407</b>	<b>\$ 21,762</b>	<b>0.0</b>	<b>\$ 74,544</b>	<b>0.0</b>	<b>\$ 75,131</b>
<b>Total 3200 MEDICAL &amp; HEALTH SERVICES</b>	<b>\$ 874,310</b>	<b>\$ 868,497</b>	<b>11.5</b>	<b>\$ 980,041</b>	<b>11.5</b>	<b>\$ 1,054,243</b>

Notes:

The "contracted services – Care Solace and AED support" line item provides funds for service providers for mental health resources to meet the increased needs of students and families (Care Solace and Cartwheel).

FY2027  
Rate

Rate Type:

Day-to-Day Substitute Nurse: \$ 200.00/Day

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	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
<b>3300 TRANSPORTATION</b>						
CROSSING GUARDS	\$ 4,815	\$ 5,130	1.0	\$ 5,000	1.0	\$ 5,000
TRANSPORTATION COORDINATOR	\$ 53,181	\$ 54,777	1.0	\$ 54,776	1.0	\$ 58,112
Total Personnel	\$ 57,996	\$ 59,907	2.0	\$ 59,776	2.0	\$ 63,112
REGULAR TRANSPORTATION: BASE CONTRACT	\$ 2,164,001	\$ 2,191,261	-	\$ 2,510,820	-	\$ 2,761,380
Less: Offset to Transportation Revolving Fund	\$ (663,528)	\$ (448,609)	-	\$ (427,953)	-	\$ (421,953)
REGULAR TRANSPORTATION: LATE BUS RUNS	\$ 58,092	\$ 61,301	-	\$ 69,000	-	\$ 69,000
REGULAR TRANSPORTATION: FOSTER	\$ 123,503	\$ 10,050	-	\$ 40,000	-	\$ 40,000
REGULAR TRANSPORTATION: HOMELESS	\$ 149,818	\$ 142,178	-	\$ 75,000	-	\$ 75,000
SPECIAL EDUCATION TRANSPORTATION	\$ 2,688,474	\$ 2,816,531	-	\$ 2,711,000	-	\$ 3,100,000
SOFTWARE	\$ 4,995	\$ 4,995	-	\$ 4,995	-	\$ 4,995
Total Non-Personnel	\$ 4,525,355	\$ 4,777,707	0.0	\$ 4,982,862	0.0	\$ 5,628,422
<b>Total 3300 TRANSPORTATION</b>	<b>\$ 4,583,351</b>	<b>\$ 4,837,613</b>	<b>2.0</b>	<b>\$ 5,042,638</b>	<b>2.0</b>	<b>\$ 5,691,534</b>

Notes:

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

The "regular transportation: homeless" line item contains funding to provide for the costs associated with transporting homeless students to and from their school of origin.

The "special education transportation" line item reflects an increase to the cost per vehicle and cost per monitor for both in-district and out-of-district routes and the additional cost of out-of-district routes when sharing transportation costs with other districts is unavailable.

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	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
<b>3400 FOOD SERVICES</b>						
DIRECTOR OF SCHOOL NUTRITION	\$ 100,628	\$ 104,691	1.0	\$ 108,918	-	\$ 112,186
Less: Offset to School Nutrition Revolving Fund	\$ -	\$ -	-1.0	\$ (108,918)	-	\$ (112,186)
Total Personnel	\$ 100,628	\$ 104,691	0.0	\$ -	0.0	\$ (0)
CONTRACTED SERVICES	\$ 14,465	\$ 5,900	-	\$ 25,000	-	\$ 25,000
SUPPLIES	\$ -	\$ -	-	\$ -	-	\$ -
OTHER EXPENSES - UNCOLLECTED DEBT	\$ -	\$ -	-	\$ -	-	\$ -
Total Non-Personnel	\$ 14,465	\$ 5,900	0.0	\$ 25,000	0.0	\$ 25,000
<b>Total 3400 FOOD SERVICES</b>	<b>\$ 115,093</b>	<b>\$ 110,591</b>	<b>0.0</b>	<b>\$ 25,000</b>	<b>0.0</b>	<b>\$ 25,000</b>

Notes:

A portion of the estimated revenue from the School Nutrition Program's Revolving Fund (breakfast and lunch participation) is included as an offset in FY2027 to the Food Services budget. The contracted services line remains in the local budget to maintain some flexibility in the procurement of services fitting the definition of "small" dollar amounts (\$ 10,000 - \$ 50,000) within procurement guidelines.

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	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
<b>3510 ATHLETIC DEPARTMENT</b>						
ATHLETIC DIRECTOR	\$ 118,604	\$ 120,976	1.0	\$ 120,976	1.0	\$ 128,344
ATHLETIC TRAINER	\$ 55,787	\$ 57,461	1.0	\$ 57,461	1.0	\$ 60,000
SECRETARY SALARY	\$ 39,670	\$ 40,861	1.0	\$ 42,017	1.0	\$ 45,726
ATHLETIC STUDENT ASSISTANT	\$ 10,814	\$ 11,205	0.4	\$ 14,239	0.4	\$ 14,666
ATHLETIC COACH STIPENDS	\$ 361,960	\$ 380,077	-	\$ 371,009	-	\$ 413,380
Less: Offset to Athletic Revolving Fund (Athletic Fees & Gate Recei	\$ (170,130)	\$ (228,891)	-	\$ (274,383)	-	\$ (316,754)
Total Personnel	\$ 416,706	\$ 381,689	3.4	\$ 331,319	3.4	\$ 345,362
ATHLETICS DEPARTMENT STADIUM LIGHTS	\$ 1,151	\$ -	-	\$ 2,500	-	\$ 3,000
INSURANCE	\$ 28,410	\$ 28,410	-	\$ 30,170	-	\$ 25,350
EQUIPMENT RECONDITIONING	\$ 13,327	\$ 26,379	-	\$ 28,000	-	\$ 28,000
MEDICAL SUPPLIES	\$ 8,398	\$ 9,372	-	\$ 9,500	-	\$ 9,500
GAME OFFICIALS/POLICE DETAILS	\$ 127,888	\$ 128,631	-	\$ 144,450	-	\$ 156,030
OTHER EXPENSES	\$ 74,881	\$ 121,337	-	\$ 65,000	-	\$ 70,000
POOL & ICE RENTALS	\$ 77,234	\$ 82,871	-	\$ 95,000	-	\$ 99,000
SUPPLIES	\$ 109,257	\$ 144,327	-	\$ 68,000	-	\$ 68,000
TRANSPORTATION	\$ 116,110	\$ 116,537	-	\$ 125,000	-	\$ 131,250
Total Non-Personnel	\$ 556,657	\$ 657,863	0.0	\$ 567,620	0.0	\$ 590,130
<b>Total 3510 ATHLETIC DEPARTMENT</b>	<b>\$ 973,362</b>	<b>\$ 1,039,552</b>	<b>3.4</b>	<b>\$ 898,939</b>	<b>3.4</b>	<b>\$ 935,492</b>

Notes:

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

The "game officials/police details" line item reflects an increase to the MIAA rates paid to officials as well as a projected increase to the hourly rate paid to per diem athletic trainers.

Chelmsford Public School District  
 FY2027 Superintendent's Recommended Budget  
 February 3, 2026

Category Level Detail

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
<b>3520 OTHER STUDENT ACTIVITIES</b>						
MIDDLE SCHOOL REGIONAL KNOWLEDGE BOWL ADVISORS	\$ 2,250	\$ 2,250	-	\$ 3,000	-	\$ 2,250
NIGHT SCHOOL INSTRUCTORS	\$ 2,500	\$ 2,500	-	\$ 2,500	-	\$ 2,500
STUDENT ACTIVITY ADVISORS	\$ 217,790	\$ 217,369	-	\$ 220,454	-	\$ 228,837
Less: Offset to Student Activity Revolving Fund	\$ (44,799)	\$ (44,002)	-	\$ (47,464)	-	\$ (55,847)
Total Personnel	\$ 177,741	\$ 178,117	0.0	\$ 178,490	0.0	\$ 177,740
OTHER EXPENSES	\$ 8,386	\$ 5,762	-	\$ 21,450	-	\$ 21,700
Total Non-Personnel	\$ 8,386	\$ 5,762	0.0	\$ 21,450	0.0	\$ 21,700
<b>Total 3520 OTHER STUDENT ACTIVITIES</b>	<b>\$ 186,127</b>	<b>\$ 183,879</b>	<b>0.0</b>	<b>\$ 199,940</b>	<b>0.0</b>	<b>\$ 199,440</b>

Notes:

The "middle school knowledge bowl advisors" line item decreased due to the middle school realignment. There are three advisors at McCarthy Middle School rather than four advisors which historically was two at Parker Middle School and two at McCarthy Middle School.

The "student activity advisors" line item contains funding to maintain student activity fees at Parker and McCarthy Middle Schools and Chelmsford High School at \$ 50/year.

Chelmsford Public School District  
 FY2027 Superintendent's Recommended Budget  
 February 3, 2026

Category Level Detail

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
<b>3600 SCHOOL SECURITY</b>						
SUPERVISOR OF STUDENTS	\$ 189,004	\$ 203,737	5.0	\$ 260,661	5.0	\$ 296,626
CPS COURT LIAISON	\$ -	\$ -	-	\$ 15,000	-	\$ 15,000
Total Personnel	\$ 189,004	\$ 203,737	5.0	\$ 275,661	5.0	\$ 311,626
<b>Total 3600 SCHOOL SECURITY</b>	<b>\$ 189,004</b>	<b>\$ 203,737</b>	<b>5.0</b>	<b>\$ 275,661</b>	<b>5.0</b>	<b>\$ 311,626</b>

Chelmsford Public School District  
 FY2027 Superintendent's Recommended Budget  
 February 3, 2026

Category Level Detail

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
<b>4110 - 4210 - 4230 CUSTODIAL SERVICES</b>						
DIRECTOR OF FACILITY SERVICES	\$ 139,340	\$ 147,108	1.0	\$ 155,309	1.0	\$ 160,026
VACATION BUYBACK	\$ 9,167	\$ 9,678	-	\$ 10,218	-	\$ 10,528
SECRETARY - FACILITY SERVICES	\$ -	\$ -	-	\$ -	-	\$ -
DAYTIME LEAD BUILDING CUSTODIANS	\$ 533,487	\$ 610,639	11.0	\$ 598,985	11.0	\$ 602,054
CUSTODIAL OVERTIME - GENERAL	\$ 24,036	\$ 24,198	-	\$ 17,500	-	\$ 24,000
CUSTODIAL OVERTIME - SNOW & ICE REMOVAL	\$ 5,537	\$ 8,782	-	\$ 10,000	-	\$ 10,000
<b>Total Personnel</b>	<b>\$ 711,566</b>	<b>\$ 800,405</b>	<b>12.0</b>	<b>\$ 792,012</b>	<b>12.0</b>	<b>\$ 806,608</b>
CONTRACTUAL SERVICES	\$ 901,422	\$ 901,813	-	\$ 939,973	-	\$ 1,014,743
OTHER EXPENSES	\$ 6,630	\$ 6,658	-	\$ 7,827	-	\$ 7,827
Less: Offset to Community Education Revolving Fund	\$ (38,314)	\$ (38,314)	-	\$ (38,314)	-	\$ (42,936)
SUPPLIES - AUDITORIUM & PAC	\$ 130,746	\$ 13,739	-	\$ 17,000	-	\$ 17,000
SUPPLIES - CUSTODIAL	\$ 193,364	\$ 171,950	-	\$ 242,889	-	\$ 248,983
GENERAL MAINTENANCE	\$ 367,243	\$ 502,488	-	\$ 115,000	-	\$ 115,000
EQUIPMENT	\$ 37,230	\$ 119,931	-	\$ 55,000	-	\$ 56,000
CLOTHING ALLOWANCE	\$ 8,250	\$ 8,250	-	\$ 8,250	-	\$ 8,250
<b>Total Non-Personnel</b>	<b>\$ 1,606,571</b>	<b>\$ 1,686,515</b>	<b>0.0</b>	<b>\$ 1,347,625</b>	<b>0.0</b>	<b>\$ 1,424,867</b>
<b>Total 4110 - 4210 - 4230 CUSTODIAL SERVICES</b>	<b>\$ 2,318,137</b>	<b>\$ 2,486,920</b>	<b>12.0</b>	<b>\$ 2,139,637</b>	<b>12.0</b>	<b>\$ 2,231,475</b>

Notes:

A portion of the estimated revenue from the Community Education Revolving fund is included as an offset to the FY2027 Custodial Services budget. The portion of the district's evening contracted services cleaning for the Community Education building is funded by the revolving fund.

Chelmsford Public School District  
 FY2027 Superintendent's Recommended Budget  
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Category Level Detail

	FY2024	FY2025	FY26	FY2026	FY27	FY2027
	ACTUAL	ACTUAL	FPE	BUDGET	FPE	BUDGET

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

UTILITIES - FUEL	\$ 346,730	\$ 369,298	-	\$ 458,500	-	\$ 481,200
UTILITIES - ELECTRICITY	\$ 560,535	\$ 631,334	-	\$ 748,400	-	\$ 785,800
UTILITIES - TELEPHONE	\$ 173,722	\$ 108,030	-	\$ 260,700	-	\$ 273,600
UTILITIES - WATER	\$ 20,210	\$ 17,926	-	\$ 17,500	-	\$ 18,400
Total Non-Personnel	\$ 1,101,197	\$ 1,126,587	0.0	\$ 1,485,100	0.0	\$ 1,559,000
<b>Total 4120 - 4130 HEATING OF BUILDINGS &amp; UTILITY SERVICES</b>	<b>\$ 1,101,197</b>	<b>\$ 1,126,587</b>	<b>0.0</b>	<b>\$ 1,485,100</b>	<b>0.0</b>	<b>\$ 1,559,000</b>

Chelmsford Public School District  
 FY2027 Superintendent's Recommended Budget  
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Category Level Detail

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
<b>5150 EMPLOYEE SEPARATION COSTS</b>						
RETIREMENT INCENTIVE/SICK LEAVE BUY-BACK	\$ 238,212	\$ 171,777	-	\$ 98,606	-	\$ 125,511
Total Personnel	\$ 238,212	\$ 171,777	0.0	\$ 98,606	0.0	\$ 125,511
<b>Total 5150 EMPLOYEES SEPARATION COSTS</b>	<b>\$ 238,212</b>	<b>\$ 171,777</b>	<b>0.0</b>	<b>\$ 98,606</b>	<b>0.0</b>	<b>\$ 125,511</b>

Chelmsford Public School District  
 FY2027 Superintendent's Recommended Budget  
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Category Level Detail

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
<b>6200 - 7200 CIVIC ACTIVITIES &amp; CAPITAL LAND &amp; BUILDINGS</b>						
CIVIC ACTIVITIES & COMMUNITY SERVICES	\$ 78,750	\$ -	-	\$ -	-	\$ -
CAPITAL LAND & BUILDINGS	\$ 431,870	\$ 207,145	-	\$ -	-	\$ -
Total Personnel	\$ 510,620	\$ 207,145	0.0	\$ -	0.0	\$ -
<b>Total 6200 CIVIC ACTIVITIES COSTS</b>	<b>\$ 510,620</b>	<b>\$ 207,145</b>	<b>0.0</b>	<b>\$ -</b>	<b>0.0</b>	<b>\$ -</b>

Notes:

In FY20, FY21, FY22, FY23 and FY24, the "civic activities and community services" line item funded the bond principal and interest payments for the two turf fields (Chelmsford High School and McCarthy Middle School). These annual payments are typically funded by the Turf Field Revolving Fund (518), however in FY20 and FY21 the spring rentals of the turf fields were not possible/limited due to COVID 19 pandemic restrictions. The bond principal was paid in full in April of 2024.

Chelmsford Public School District  
 FY2027 Superintendent's Recommended Budget  
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Category Level Detail

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
<b>9300 TUITIONS</b>						
TUITIONS - OUT OF DISTRICT	\$ 5,601,730	\$ 5,579,324	-	\$ 7,369,320		\$ 6,944,293
PREPAID TUITION	\$ 1,725,300	\$ 1,883,312	-	\$ -		\$ -
Less: Circuit Breaker Funds	\$ (3,105,676)	\$ (2,505,762)	-	\$ (3,557,051)		\$ (3,790,218)
Less: School Choice Funds Offset	\$ -	\$ -	-	\$ -		\$ -
Less: Valley Collaborative Tuition Credit/Refund	\$ (208,641)	\$ (294,216)	-	\$ (300,000)		\$ (300,000)
Less: Pre-Paid Student Tuition (FY21 Surplus Funding)	\$ -	\$ -	-	\$ -		\$ -
FY22 Allocation of Funds to Special Education Reserve Fund	\$ -	\$ -	-	\$ -		\$ -
Total Non-Personnel	\$ 4,012,713	\$ 4,662,658	0.0	\$ 3,512,269	0.0	\$ 2,854,075
<b>Total 9300 TUITIONS</b>	<b>\$ 4,012,713</b>	<b>\$ 4,662,658</b>	<b>0.0</b>	<b>\$ 3,512,269</b>	<b>0.0</b>	<b>\$ 2,854,075</b>

Notes:

The District anticipates receiving a credit from Valley Collaborative in FY2027, as Valley is projecting revenue in excess of the amount they are able to retain at fiscal yearend. The amount above the allowed retainable limit must either be returned or credited to Valley's partner districts in proportion to the amount paid over the fiscal year. Chelmsford anticipates a credit of approximately \$ 300,000 in FY2027. I recommend the amount be used to offset the FY2027 local operating budget as it directly relates to special education tuition.

Chelmsford Public School District  
 FY2027 Superintendent's Recommended Budget  
 February 3, 2026

Category Level Detail

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
Grand Total	\$ 70,700,000	\$ 73,880,000	803.6	\$ 75,650,000	802.6	\$ 78,150,000

FY2026 - FY2027 Increase: \$ 2,500,000  
 3.20%

**Chelmsford Public School District  
FY2027 Superintendent's Recommended Budget  
February 3, 2026**

**Staff Salary Book**

Last Name	First Name	Position	FPE	Location/School	FY2027 Salary
GIGLIO	SHARON	Recording Secretary to the School Committee		Central Administration	\$ 6,760
LANG	JAY	Superintendent of Schools	1.0	Central Administration	\$ 257,399
		Vacation Buyback		Central Administration	\$ 16,934
CORBETT	ROBYN	Executive Assistant to the Superintendent	1.0	Central Administration	\$ 68,003
OEMIG	JENNIFER	Communications & Media Director	1.0	Central Administration	\$ 71,027
HIRSCH	LINDA	Assistant Superintendent of Curriculum & Instruction	1.0	Central Administration	\$ 195,118
		Vacation Buyback		Central Administration	\$ 12,837
MERCIER	KATHERINE	Administrative Assistant to the Assistant Superintendent	1.0	Central Administration	\$ 68,003
JOHNSON-COLLINS	JOANNA	Director of Business & Finance	1.0	Central Administration	\$ 180,583
		Vacation Buyback		Central Administration	\$ 11,880
PACELLI	DONNA	Accounts Payable/Receivable Specialist	1.0	Central Administration	\$ 55,443
WOODMAN	KAREN	Accounts Payable/Receivable Specialist	1.0	Central Administration	\$ 55,443
DANTAS	DONNA	Assistant Business Manager	1.0	Central Administration	\$ 94,760
ROSE	WIOLETTKA	Payroll Coordinator	1.0	Central Administration	\$ 72,447
MCDONALD	JANE	Student Enrollment Registrar	1.0	Central Administration	\$ 71,603
			<b>5.0</b>		<b>\$ 349,696</b>
CAREY	DIANE	Director of Human Resources	1.0	Central Administration	\$ 156,123
		Vacation Buyback			\$ 10,271
SOUSA	NANCY	Human Resources Coordinator	1.0	Central Administration	\$ 63,828
BRADSHAW	CHRISTINE	Human Resources Systems Specialist	1.0	Central Administration	\$ 69,196
			<b>2.0</b>		<b>\$ 133,024</b>
FREELove	BRIDGET	Substitute Teacher Coordinator	0.8	Central Administration	\$ 44,154
SILVER	WILLIAM	Director of Information, Communication & Technology Services	1.0	Central Administration	\$ 180,583
		Vacation Buyback		Central Administration	\$ 11,880
GUNTER	JORDAN	ICTS Assistant Data Analyst	1.0	Central Administration	\$ 73,721
SHIN	DONG	ICTS Data Analyst	1.0	Central Administration	\$ 101,296
			<b>2.0</b>		<b>\$ 175,017</b>
TURCOTTE	CHRISTIAN	Computer Technician	1.0	Central Administration	\$ 45,320
WOODMAN	TYLER	Computer Technician	1.0	Central Administration	\$ 49,522
MARCOUX	JASON	ICTS Cybersecurity & Network Operations	1.0	Central Administration	\$ 75,310
NEHME	DAVID	ICTS Network Administrator	1.0	Central Administration	\$ 103,251
DREW	MICHAEL	ICTS Service Manager	1.0	Central Administration	\$ 75,310
NORMANDIN	STEVEN	ICTS Webmaster	1.0	Districtwide	\$ 53,496
Vacant	Vacant	Media Technician	1.0	Districtwide	\$ 58,156
			<b>7.0</b>		<b>\$ 460,366</b>
MCGOWAN-GUMP	MARGARET	Coordinator of School Nursing Services	1.0	Districtwide	\$ 128,344
BISCHOFF	SHANNON	Coordinator of Social Emotional Learning & Counseling Services	1.0	Districtwide	\$ 128,344
ROGERS	KELLY	Curriculum Coordinator - ELL, Reading & Title I Services <i>Less: Offset to Title I Grant (30% Annual Salary)</i>	1.0	Districtwide	\$ 131,344 \$ (39,403)
DICK	ABBEY	Curriculum Coordinator - English	1.0	Districtwide	\$ 129,344
WHITTLESEY	CHRISTINA	Curriculum Coordinator - Fine & Performing Arts	1.0	Districtwide	\$ 132,344
SIMES	KATHRYN	Curriculum Coordinator - Health & Physical Education	1.0	Districtwide	\$ 131,344
RICHARD	KATHERINE	Curriculum Coordinator - Mathematics	1.0	Districtwide	\$ 128,344
MORRIS	JONATHAN	Curriculum Coordinator - Science	1.0	Districtwide	\$ 128,344
QUINN	STEPHANIE	Curriculum Coordinator - Social Studies	1.0	Districtwide	\$ 131,344
SWEENEY	MARILYN	Curriculum Coordinator - Technology	1.0	Districtwide	\$ 132,344
MAHONEY	DANJA	Curriculum Coordinator - World Languages & Exchange Programs	1.0	Districtwide	\$ 126,737
			<b>11.0</b>		<b>\$ 1,388,774</b>
		Course Scheduler		Chelmsford High School	\$ 10,000
HARTERY	MARTHA	Secretary - Curriculum Coordinators	1.0	Chelmsford High School	\$ 50,970
REESE	AMY	Director of Student Support Services	1.0	Central Administration	\$ 183,583
		Vacation Buyback		Central Administration	\$ 12,078
MATSON	AMY	Assistant Director of Student Support Services	1.0	Central Administration	\$ 140,812
ZOUZAS	HARIKLIA	Secretary - Special Education	1.0	Chelmsford High School	\$ 55,443
GUILLEMETTE	TRACY	Secretary to the Director of Student Support Services	1.0	Central Administration	\$ 55,443
			<b>2.0</b>		<b>\$ 110,886</b>

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

SYLVESTER	NICOLE	Special Education Team Chairperson	1.0	Districtwide	\$	123,923
MOTTRAM	SHAWNA	Special Education Team Chairperson	1.0	Districtwide	\$	128,344
ALVES-PIGEON	ALISON	Special Education Team Chairperson	1.0	Districtwide	\$	130,447
DERY	TARYN	Special Education Team Chairperson	1.0	Districtwide	\$	132,344
			<b>4.0</b>		<b>\$</b>	<b>515,058</b>
MCGUIRK	MEGAN	Coordinator of Integrated Pre-School	1.0	CHIPs Program	\$	128,344
FREDETTE	JASON	Principal	1.0	Byam Elementary School	\$	151,637
OMOBONO	DONNA	Principal	1.0	Center Elementary School	\$	142,114
MURRAY	STEPHEN	Principal	1.0	Chelmsford High School	\$	173,893
ASSELIN	ROBERT	Principal	1.0	Harrington Elementary School	\$	151,637
PARKS	JEFFERY	Principal	1.0	McCarthy Middle School	\$	160,729
BLAGG	JOSHUA	Principal	1.0	Parker Middle School	\$	149,883
GILBERT	THERESA	Principal	1.0	South Row Elementary School	\$	146,441
			<b>7.0</b>		<b>\$</b>	<b>1,076,334</b>
DOLAN	ELIZABETH	Assistant Principal - Elementary	1.0	Byam Elementary School	\$	129,344
HUTCHINSON	JENNIFER	Assistant Principal - Elementary	1.0	Center Elementary School	\$	128,344
GRABOWSKI	KAREN	Assistant Principal - Elementary	1.0	Harrington Elementary School	\$	129,344
RAMALHO	JAYSON	Assistant Principal - Elementary	1.0	South Row Elementary School	\$	132,344
			<b>4.0</b>		<b>\$</b>	<b>519,376</b>
SOUZA	MARK	Assistant Principal - Middle	1.0	Parker Middle School	\$	131,344
COWAN	CHRISTOPHER	Assistant Principal - Middle	1.0	McCarthy Middle School	\$	126,447
			<b>2.0</b>		<b>\$</b>	<b>257,791</b>
MACNEIL	ERIN	Dean - Emerson House	1.0	Chelmsford High School	\$	129,648
VITALE	JACLYN	Dean - Hawthorne House	1.0	Chelmsford High School	\$	126,152
MACISAAC	JOHN	Dean - Whittier House	1.0	Chelmsford High School	\$	131,592
			<b>3.0</b>		<b>\$</b>	<b>387,392</b>
		NEASC Accreditation Stipends		Chelmsford High School	\$	5,000
QUINN	CAROLYN	School Secretary - Principal	1.0	Byam Elementary School	\$	39,060
OHEARN	CHERYL	School Secretary - Principal	1.0	Center Elementary School	\$	46,522
TRAVERS	GWEYN	School Secretary - Emerson House	1.0	Chelmsford High School	\$	38,267
BRENNAN	MELISSA	School Secretary - Hawthorne House	1.0	Chelmsford High School	\$	33,852
BRITZ	STEPHANIE	School Secretary - Information	1.0	Chelmsford High School	\$	39,060
WINDT	SANDRA	School Secretary - Principal	1.0	Chelmsford High School	\$	55,443
CALLAHAN	DELANA	School Secretary - Vestibule	1.0	Chelmsford High School	\$	38,267
HUGHES	ANGELA	School Secretary - Whittier House	1.0	Chelmsford High School	\$	40,326
DONAHUE	BETHANN	School Secretary - Coordinator	1.0	CHIPs Program	\$	43,420
PAGE	MICHELLE	School Secretary - Principal	1.0	Harrington Elementary School	\$	58,819
MANNION	IDA	School Secretary - Assistant Principal	1.0	McCarthy Middle School	\$	47,097
HERLIHY	JODIE	School Secretary - Principal	1.0	McCarthy Middle School	\$	51,746
ONEILL	MYRIAM	School Secretary - Assistant Principal	1.0	Parker Middle School	\$	39,642
ROBINSON	DEBORAH	School Secretary - Principal	1.0	Parker Middle School	\$	53,299
ONEILL	DEBORAH	School Secretary - Principal	1.0	South Row Elementary School	\$	48,992
			<b>15.0</b>		<b>\$</b>	<b>673,812</b>
MURPHY	STELLA	School Clerk	1.0	Byam Elementary School	\$	25,773
ELY	CHRISTINE	School Clerk	1.0	Center Elementary School	\$	23,841
THOMPSON	AMY	School Clerk - Guidance/MCAS	1.0	Chelmsford High School	\$	16,689
SCARFO	KERRY ANN	School Clerk - Science Lab	1.0	Chelmsford High School	\$	33,378
WITT	JOSHUA	School Clerk - Substitute Teacher Coordinator	1.0	Chelmsford High School	\$	23,175
SAART	KIMBERLY	School Clerk	1.0	Harrington Elementary School	\$	21,991
HOLLAND	KELLEY	School Clerk - Vestibule	1.0	McCarthy Middle School	\$	30,993
CONNELLY	DARLENE	School Clerk	1.0	Parker Middle School	\$	28,279
SEPE	KIMBERLY	School Clerk	1.0	South Row Elementary School	\$	23,841
			<b>9.0</b>		<b>\$</b>	<b>227,960</b>
LOSSO	DEBORAH	Clerk - Copy Clerk	1.0	Parker Middle School	\$	22,700
		Longevity		Districtwide	\$	17,605
		Salary Reserve for Level (Lane) Changes		Districtwide	\$	95,691
		Salary Reserve for COLA			\$	18,062
CARSON	SARAH	Elementary School Teacher (1st Grade)	1.0	Byam Elementary School	\$	102,786
HICKS	MEGHANNE	Elementary School Teacher (1st Grade)	1.0	Byam Elementary School	\$	102,786
HOGAN	MEGHAN	Elementary School Teacher (1st Grade)	1.0	Byam Elementary School	\$	102,786
LOJZIM	KRISTIE	Elementary School Teacher (1st Grade)	1.0	Byam Elementary School	\$	84,972
MARCHANT	KRISTINA	Elementary School Teacher (1st Grade)	1.0	Byam Elementary School	\$	108,471
DUDEVOIR	JENNIFER	Elementary School Teacher (2nd Grade)	1.0	Byam Elementary School	\$	93,655
HARRIS	KATHERINE	Elementary School Teacher (2nd Grade)	1.0	Byam Elementary School	\$	109,468
MAGUIRE	ELEN	Elementary School Teacher (2nd Grade)	1.0	Byam Elementary School	\$	108,471
SULLIVAN	LAUREN	Elementary School Teacher (2nd Grade)	1.0	Byam Elementary School	\$	108,471
WEEKS	LARISSA	Elementary School Teacher (2nd Grade)	1.0	Byam Elementary School	\$	108,471
HOLMAN	MELISSA	Elementary School Teacher (3rd Grade)	1.0	Byam Elementary School	\$	108,471
KOWALIK	JESSICA	Elementary School Teacher (3rd Grade)	1.0	Byam Elementary School	\$	102,786
PATIN-KOOKEN	KARLA	Elementary School Teacher (3rd Grade)	1.0	Byam Elementary School	\$	102,786
STREETER	KRISTY	Elementary School Teacher (3rd Grade)	1.0	Byam Elementary School	\$	102,786
WALSH	ASHLEY	Elementary School Teacher (3rd Grade)	1.0	Byam Elementary School	\$	102,786
BABSON	KRISTIN	Elementary School Teacher (4th Grade)	1.0	Byam Elementary School	\$	102,786
BOUTIN	KANDACE	Elementary School Teacher (4th Grade)	1.0	Byam Elementary School	\$	90,086
JACKSON	KATHRYN	Elementary School Teacher (4th Grade)	1.0	Byam Elementary School	\$	84,972

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

LACAVA	JESSICA	Elementary School Teacher (4th Grade)	1.0	Byam Elementary School	\$	81,513
SMITH	LAUREN	Elementary School Teacher (4th Grade)	1.0	Byam Elementary School	\$	93,655
COTTER	DIANNE	Elementary School Teacher (1st Grade)	1.0	Center Elementary School	\$	102,786
JOYCE	ALANA	Elementary School Teacher (1st Grade)	1.0	Center Elementary School	\$	78,565
POOLEY	JESSICA	Elementary School Teacher (1st Grade)	1.0	Center Elementary School	\$	84,972
QUIRBACH	SARAH	Elementary School Teacher (1st Grade)	1.0	Center Elementary School	\$	78,053
SANTOS	STEPHANIE	Elementary School Teacher (1st Grade)	1.0	Center Elementary School	\$	99,811
GREGORY	KATHLEEN	Elementary School Teacher (2nd Grade)	1.0	Center Elementary School	\$	99,811
MACLEAN	CORRIE	Elementary School Teacher (2nd Grade)	1.0	Center Elementary School	\$	93,655
MCCONNELL	BRENDA	Elementary School Teacher (2nd Grade)	1.0	Center Elementary School	\$	97,861
O'KEEFE	ABIGAIL	Elementary School Teacher (2nd Grade)	1.0	Center Elementary School	\$	81,513
Vacant	Vacant	Elementary School Teacher (2nd Grade)	1.0	Center Elementary School	\$	74,594
BEAUREGARD	OLIVIA	Elementary School Teacher (2nd Grade)	1.0	Center Elementary School	\$	78,053
L'ABBE	JEFFREY	Elementary School Teacher (3rd Grade)	1.0	Center Elementary School	\$	108,471
REMICK	JESSICA	Elementary School Teacher (3rd Grade)	1.0	Center Elementary School	\$	102,786
WELLS	HEATHER	Elementary School Teacher (3rd Grade)	1.0	Center Elementary School	\$	81,513
CUNNINGHAM	ALICIA	Elementary School Teacher (4th Grade)	1.0	Center Elementary School	\$	102,786
HILBERG	ALEIGHA	Elementary School Teacher (4th Grade)	1.0	Center Elementary School	\$	74,594
LARSON	BROOKE	Elementary School Teacher (4th Grade)	1.0	Center Elementary School	\$	71,134
SERVIDEO	EMILY	Elementary School Teacher (4th Grade)	1.0	Center Elementary School	\$	71,134
STUART	SARAH	Elementary School Teacher (4th Grade)	1.0	Center Elementary School	\$	102,786
ASHDOWN	LISA	Elementary School Teacher (1st Grade)	1.0	Harrington Elementary School	\$	102,786
BAKANOWSKY	ALLISON	Elementary School Teacher (1st Grade)	1.0	Harrington Elementary School	\$	97,265
CROWLEY	KELLY	Elementary School Teacher (1st Grade)	1.0	Harrington Elementary School	\$	84,972
GILBERT	STACY	Elementary School Teacher (1st Grade)	1.0	Harrington Elementary School	\$	102,786
CODDAIRE	ELIZABETH	Elementary School Teacher (2nd Grade)	1.0	Harrington Elementary School	\$	102,786
HOFFMAN	JANET	Elementary School Teacher (2nd Grade)	1.0	Harrington Elementary School	\$	102,786
NAGLE	KAITLYN	Elementary School Teacher (2nd Grade)	1.0	Harrington Elementary School	\$	88,603
WURTZLER	STEVE	Elementary School Teacher (2nd Grade)	1.0	Harrington Elementary School	\$	102,786
GRAHAM	KRISTEN	Elementary School Teacher (3rd Grade)	1.0	Harrington Elementary School	\$	102,786
HALLEY	COURTNEY	Elementary School Teacher (3rd Grade)	1.0	Harrington Elementary School	\$	86,518
POTCNER	LEAH	Elementary School Teacher (3rd Grade)	1.0	Harrington Elementary School	\$	94,434
SCHOFIELD	LYNDSAY	Elementary School Teacher (3rd Grade)	1.0	Harrington Elementary School	\$	102,786
COTE	KRISTINA	Elementary School Teacher (4th Grade)	1.0	Harrington Elementary School	\$	102,786
DANIELI	ELIZABETH	Elementary School Teacher (4th Grade)	1.0	Harrington Elementary School	\$	102,786
MORRISON	JESSICA	Elementary School Teacher (4th Grade)	1.0	Harrington Elementary School	\$	96,288
RITTER	KATIE	Elementary School Teacher (4th Grade)	1.0	Harrington Elementary School	\$	84,972
BULLOCK	CARA	Elementary School Teacher (1st Grade)	1.0	South Row Elementary School	\$	99,811
COSTELLO	SARAH	Elementary School Teacher (1st Grade)	1.0	South Row Elementary School	\$	94,434
FRASCA	STACY	Elementary School Teacher (1st Grade)	1.0	South Row Elementary School	\$	102,786
HICKS	TAMMY	Elementary School Teacher (1st Grade)	1.0	South Row Elementary School	\$	102,786
D'AMICO	ALLISON	Elementary School Teacher (2nd Grade)	1.0	South Row Elementary School	\$	81,513
KELLEY	DEIRDRE	Elementary School Teacher (2nd Grade)	1.0	South Row Elementary School	\$	108,471
MAGRATH	ERICA	Elementary School Teacher (2nd Grade)	1.0	South Row Elementary School	\$	81,513
WEBBER	JAMIE	Elementary School Teacher (2nd Grade)	1.0	South Row Elementary School	\$	105,332
KRAUCH	MARTHA	Elementary School Teacher (3rd Grade)	1.0	South Row Elementary School	\$	102,786
SANBORN	JENNIFER	Elementary School Teacher (3rd Grade)	1.0	South Row Elementary School	\$	108,471
STAGNONE	ANNE	Elementary School Teacher (3rd Grade)	1.0	South Row Elementary School	\$	108,471
VASQUEZ	AUDRA	Elementary School Teacher (3rd Grade)	1.0	South Row Elementary School	\$	102,786
DUNCAN	JACLYN	Elementary School Teacher (4th Grade)	1.0	South Row Elementary School	\$	99,811
KELLERMAN	AMANDA	Elementary School Teacher (4th Grade)	1.0	South Row Elementary School	\$	90,086
LEWIS	JULIA	Elementary School Teacher (4th Grade)	1.0	South Row Elementary School	\$	81,513
SEMENZA	SHANNON	Elementary School Teacher (4th Grade)	1.0	South Row Elementary School	\$	84,972
			<b>71.0</b>		<b>\$</b>	<b>6,801,510</b>
CORMACK-ODONNELL	MARIE	Kindergarten Teacher	1.0	Byam Elementary School	\$	108,471
AUFIERO	MARY	Kindergarten Teacher	1.0	Byam Elementary School	\$	81,513
VACANT	VACANT	Kindergarten Teacher	1.0	Byam Elementary School	\$	74,594
HANAFIN	SHERRI	Kindergarten Teacher	1.0	Byam Elementary School	\$	102,786
SEXAUER	ELIZABETH	Kindergarten Teacher	1.0	Byam Elementary School	\$	102,786
DRISCOLL-DOWD	RENEE	Kindergarten Teacher	1.0	Center Elementary School	\$	81,513
RABIDEAU	SARAH	Kindergarten Teacher	1.0	Center Elementary School	\$	84,972
ROBSON	KIMBERLY	Kindergarten Teacher	1.0	Center Elementary School	\$	88,603
RYAN	COURTNEY	Kindergarten Teacher	1.0	Center Elementary School	\$	88,603
MCKENNA	KATHERINE	Kindergarten Teacher	1.0	Harrington Elementary School	\$	67,712
BUCKLEY	DENISE	Kindergarten Teacher	1.0	Harrington Elementary School	\$	74,760
MENESES	ANGELA	Kindergarten Teacher	1.0	Harrington Elementary School	\$	91,537
TROUP	ELIZABETH	Kindergarten Teacher	1.0	Harrington Elementary School	\$	99,811
RICHMAN	EMILY	Kindergarten Teacher	1.0	South Row Elementary School	\$	103,355
CASSIDY	LAUREN	Kindergarten Teacher	1.0	South Row Elementary School	\$	84,972
PATRIQUIN	ABIGAIL	Kindergarten Teacher	1.0	South Row Elementary School	\$	91,537
RIGBY	JENNIFER	Kindergarten Teacher	1.0	South Row Elementary School	\$	102,786
			<b>17.0</b>		<b>\$</b>	<b>1,530,311</b>
DEVITO	KATHRYN	Middle School Teacher (5th Grade)	1.0	Parker Middle School	\$	109,468
BAIN	JACLYN	Middle School Teacher (5th Grade)	1.0	Parker Middle School	\$	108,471
EASTMAN	JENNIFER	Middle School Teacher (5th Grade)	1.0	Parker Middle School	\$	108,471
ENGEL	SHANNON	Middle School Teacher (5th Grade)	1.0	Parker Middle School	\$	108,471
LEONARD	NICOLE	Middle School Teacher (5th Grade)	1.0	Parker Middle School	\$	108,471
MERRILL	SHANNON	Middle School Teacher (5th Grade)	1.0	Parker Middle School	\$	108,471
Vacant	Vacant	Middle School Teacher (5th Grade)	1.0	Parker Middle School	\$	74,594
CLARK	JENNIFER	Middle School Teacher (5th Grade)	1.0	Parker Middle School	\$	84,972
MARINO	COLLEEN	Middle School Teacher (5th Grade)	1.0	Parker Middle School	\$	84,972
BEAUDOIN	MELISSA	Middle School Teacher (5th Grade)	1.0	Parker Middle School	\$	88,603
BAILLARGEON	DANIELLE	Middle School Teacher (5th Grade)	1.0	Parker Middle School	\$	102,786
MACALLISTER	MARYBETH	Middle School Teacher (5th Grade)	1.0	Parker Middle School	\$	102,786
MACPHEE	JENNIFER	Middle School Teacher (5th Grade)	1.0	Parker Middle School	\$	102,786
OLSSON	MARYELLEN	Middle School Teacher (5th Grade)	1.0	Parker Middle School	\$	102,786

**Chelmsford Public School District**  
**FY2027 Superintendent's Recommended Budget**  
**February 3, 2026**

**Staff Salary Book**

OTTMAN	RACHEL	Middle School Teacher (5th Grade)	1.0	Parker Middle School	\$	102,786
SULLIVAN	KELLIE	Middle School Teacher (5th Grade)	1.0	Parker Middle School	\$	102,786
LUPOLI	SOPHIA	Middle School Teacher (5th Grade) - Interim	1.0	Parker Middle School	\$	64,427
RAPPOPORT	ABIGAIL	Middle School Teacher (5th Grade) - Interim	1.0	Parker Middle School	\$	71,134
WHALEN	LILIE	Middle School Teacher (6th Grade)	1.0	Parker Middle School	\$	64,427
FELZANI	ADAM	Middle School Teacher (6th Grade)	1.0	Parker Middle School	\$	109,468
COLON	MEGHAN	Middle School Teacher (6th Grade)	1.0	Parker Middle School	\$	96,288
BAKER	AMY	Middle School Teacher (6th Grade)	1.0	Parker Middle School	\$	108,471
BROCKMYRE-MARTIN	MARY	Middle School Teacher (6th Grade)	1.0	Parker Middle School	\$	108,471
DUBE	ROBYN	Middle School Teacher (6th Grade)	1.0	Parker Middle School	\$	108,471
FLANAGAN	JENNIFER	Middle School Teacher (6th Grade)	1.0	Parker Middle School	\$	108,471
LOCOCO	KAREN	Middle School Teacher (6th Grade)	1.0	Parker Middle School	\$	108,471
SULESKI	MICHAEL	Middle School Teacher (6th Grade)	1.0	Parker Middle School	\$	108,471
HOGAN	JESSICA	Middle School Teacher (6th Grade)	1.0	Parker Middle School	\$	84,972
ABBASCIANO	MICHELLE	Middle School Teacher (6th Grade)	1.0	Parker Middle School	\$	88,603
GILLIES	LINDSEY	Middle School Teacher (6th Grade)	1.0	Parker Middle School	\$	97,861
AYLWARD	JENNIFER	Middle School Teacher (6th Grade)	1.0	Parker Middle School	\$	102,786
CODY	TRACEY	Middle School Teacher (6th Grade)	1.0	Parker Middle School	\$	102,786
SKAFF	LISA ANN	Middle School Teacher (6th Grade)	1.0	Parker Middle School	\$	102,786
SULLIVAN	JULIE	Middle School Teacher (6th Grade)	1.0	Parker Middle School	\$	108,471
			<b>34.0</b>		<b>\$</b>	<b>3,346,515</b>
BROWN	AMY	Art Teacher	1.0	Byam Elementary School	\$	93,655
BRANCO	HANNA	Art Teacher	1.0	Center Elementary School	\$	71,134
ALVES	MADALENA	Art Teacher	1.0	Chelmsford High School	\$	109,468
RICHARD	TIMOTHY	Art Teacher	1.0	Chelmsford High School	\$	78,053
GOVER	ALLISON	Art Teacher	1.0	Chelmsford High School	\$	102,786
MAZZONE	KELLY	Art Teacher	1.0	Harrington Elementary School	\$	87,507
MORTON	GWENDOLYN	Art Teacher	1.0	McCarthy Middle School	\$	74,760
KILEY	SARAH	Art Teacher	1.0	McCarthy Middle School	\$	94,469
NORMAN	ASHLEY-LYNN	Art Teacher	0.4	Parker Middle School	\$	35,441
ANNUNZIATA	DAWNMARI	Art Teacher	1.0	Parker Middle School	\$	91,537
CRISTANTIELLO	JANE	Art Teacher	1.0	South Row Elementary School	\$	102,786
			<b>10.4</b>		<b>\$</b>	<b>941,596</b>
SHUPE	ANDREW	Business Teacher	1.0	Chelmsford High School	\$	102,786
Vacant	Vacant	Business Teacher	1.0	Chelmsford High School	\$	74,594
			<b>2.0</b>		<b>\$</b>	<b>177,380</b>
BARTOS	MATTHEW	English Teacher	1.0	Chelmsford High School	\$	109,468
COURTEMANCHE	STEVEN	English Teacher	1.0	Chelmsford High School	\$	109,468
BEIMLER	JACK	English Teacher	1.0	Chelmsford High School	\$	82,951
CARPENITO	KRISTINA	English Teacher	1.0	Chelmsford High School	\$	96,288
ABOELSAAD	DAWN	English Teacher	1.0	Chelmsford High School	\$	108,471
PARATO	LISA	English Teacher	1.0	Chelmsford High School	\$	108,471
PARSONS	RYAN	English Teacher	1.0	Chelmsford High School	\$	108,471
SHEA	MICHAEL	English Teacher	1.0	Chelmsford High School	\$	108,471
VARGA	ERIK	English Teacher	1.0	Chelmsford High School	\$	108,471
DUPREWILSON	LAURA	English Teacher	1.0	Chelmsford High School	\$	81,513
CARPENITO	SAMUEL	English Teacher	1.0	Chelmsford High School	\$	102,786
REGAN	SUSAN	English Teacher	1.0	Chelmsford High School	\$	102,786
KAVERUD	KRISTINA	English Teacher	1.0	Chelmsford High School	\$	114,820
SHEEHAN	JUDITH	English Teacher	1.0	Chelmsford High School	\$	114,820
DENSON	MICHELE	English Teacher	1.0	McCarthy Middle School	\$	109,468
KISH	SHEILA	English Teacher	1.0	McCarthy Middle School	\$	109,468
SUCHECKI	ERIN	English Teacher	1.0	McCarthy Middle School	\$	99,822
MCCLURE	STEPHEN	English Teacher	1.0	McCarthy Middle School	\$	108,471
ERIKSEN	TAYLOR	English Teacher	1.0	McCarthy Middle School	\$	78,053
WARNOCK	JAKE	English Teacher	1.0	McCarthy Middle School	\$	81,513
FLEURY	MICHAEL	English Teacher	1.0	McCarthy Middle School	\$	84,972
COURTEMANCHE	KARA	English Teacher	1.0	McCarthy Middle School	\$	102,786
			<b>22.0</b>		<b>\$</b>	<b>2,231,808</b>
MURPHY	JOAN	Family Life & Consumer Science Teacher	1.0	Chelmsford High School	\$	102,786
KOBRENSKI	REBECCA	Health Teacher	1.0	Chelmsford High School	\$	108,471
GONSALVES	JULIE	Health Teacher	1.0	Chelmsford High School	\$	88,603
DIBBLE	MATTHEW	Health Teacher	1.0	Chelmsford High School	\$	102,786
GERMAIN	TRACEY	Health Teacher	1.0	McCarthy Middle School	\$	102,786
PARKS	ANGELA	Health Teacher	1.0	McCarthy Middle School	\$	102,786
FITZGERALD	MEAGHAN	Health Teacher	1.0	Parker Middle School	\$	85,343
LYONS	KRISTEN	Health Teacher	1.0	Parker Middle School	\$	109,468
			<b>7.0</b>		<b>\$</b>	<b>700,243</b>
BERNIER	AMANDA	Mathematics Instructional Specialist	1.0	Elementary Schools	\$	108,471
BOISVERT	KAREN	Mathematics Instructional Specialist	1.0	Elementary Schools	\$	108,471
DEHAAN	LAUREN	Mathematics Teacher	1.0	Chelmsford High School	\$	70,997
BLAGG	KAREN	Mathematics Teacher	1.0	Chelmsford High School	\$	108,471
HUNT	ILYSSA	Mathematics Teacher	1.0	Chelmsford High School	\$	108,471
MARSHALL	ERIN	Mathematics Teacher	1.0	Chelmsford High School	\$	108,471
MCINTYRE	ZACHARY	Mathematics Teacher	1.0	Chelmsford High School	\$	108,471
MCMANUS	JENNIFER	Mathematics Teacher	1.0	Chelmsford High School	\$	108,471
ROBERTS	PATRICIA	Mathematics Teacher	1.0	Chelmsford High School	\$	108,471
ROBILLARD	SCOTT	Mathematics Teacher	1.0	Chelmsford High School	\$	108,471
SHEPPARD	LINDSEY	Mathematics Teacher	1.0	Chelmsford High School	\$	108,471
FAGUNDES	GRACE	Mathematics Teacher	1.0	Chelmsford High School	\$	71,134
MACMULLIN	KELLY	Mathematics Teacher	1.0	Chelmsford High School	\$	81,513
DANIELS	ADAM	Mathematics Teacher	1.0	Chelmsford High School	\$	84,972

**Chelmsford Public School District**  
**FY2027 Superintendent's Recommended Budget**  
**February 3, 2026**

**Staff Salary Book**

MERRILL	CONNOR	Mathematics Teacher	1.0	Chelmsford High School	\$	84,972
VANNI	ELIZABETH	Mathematics Teacher	1.0	Chelmsford High School	\$	99,811
DOULAMIS	KATHERINE	Mathematics Teacher	1.0	Chelmsford High School	\$	102,786
JOHNSON	TAYLOR	Mathematics Teacher	1.0	McCarthy Middle School	\$	85,343
GALLAGHER	THOMAS	Mathematics Teacher	1.0	McCarthy Middle School	\$	94,469
ROBINSON	JESSICA	Mathematics Teacher	1.0	McCarthy Middle School	\$	103,355
MACKLER	HAYLEY	Mathematics Teacher	1.0	McCarthy Middle School	\$	105,332
HESLIN	JACKELYN	Mathematics Teacher	1.0	McCarthy Middle School	\$	108,471
LUCENTE	KATHRYN	Mathematics Teacher	1.0	McCarthy Middle School	\$	108,471
KARACEK	STACEY	Mathematics Teacher	1.0	McCarthy Middle School	\$	74,594
HELGASON	CATHERINE	Mathematics Teacher	1.0	McCarthy Middle School	\$	99,811
			<b>25.0</b>		<b>\$</b>	<b>2,460,741</b>
GRABER	MATTHEW	Music Teacher	1.0	Byam Elementary School	\$	108,471
MCGILLICUDDY	CHRISTOPHER	Music Teacher	1.0	Center Elementary School	\$	81,513
SYKES-MACLEOD	DYLAN	Music Teacher	1.0	Harrington Elementary School	\$	74,594
LAFOSSÉ	GILLIAN	Music Teacher	1.0	Parker Middle School	\$	78,053
COOPER	AMANDA	Music Teacher	1.0	South Row Elementary School	\$	102,786
SEXAUER	MATTHEW	Music Teacher (Band)	1.0	Chelmsford High School	\$	102,786
DESTEFANO	VINCENT	Music Teacher (Band)	1.0	McCarthy Middle School	\$	91,537
LINSNER	ERIC	Music Teacher (Band)	1.0	Parker Middle School	\$	94,469
Vacant	Vacant	Music Teacher (Chorus)	1.0	Chelmsford High School	\$	74,594
RICHARDSON	JODI	Music Teacher (Chorus)	1.0	McCarthy Middle School	\$	102,786
ROBERTSON	MARTHA	Music Teacher (Chorus)	1.0	Parker Middle School	\$	84,972
COMEAU	KATE	Music Teacher (Orchestra)	1.0	Chelmsford High School	\$	102,786
MILLER	LUCAS	Music Teacher (Orchestra)	1.0	McCarthy Middle School	\$	94,434
Vacant	Vacant	Music Teacher (Orchestra)	1.0	Parker Middle School	\$	74,594
			<b>14.0</b>		<b>\$</b>	<b>1,268,375</b>
QUINN	COURTNEY	Physical Education Teacher	1.0	Byam Elementary School	\$	114,820
KIVI	TANYA	Physical Education Teacher	1.0	Center Elementary School	\$	109,468
GUARENTE	MATTHEW	Physical Education Teacher	1.0	Chelmsford High School	\$	99,822
SLOAN	MICHELE	Physical Education Teacher	1.0	Chelmsford High School	\$	108,471
GRAHAM	REBECCA	Physical Education Teacher	1.0	Chelmsford High School	\$	102,786
MARSHALL	MICHAEL	Physical Education Teacher	1.0	Chelmsford High School	\$	102,786
CORMIER	KELLY	Physical Education Teacher	1.0	Harrington Elementary School	\$	102,786
GRAHAM	PATRICK	Physical Education Teacher	1.0	McCarthy Middle School	\$	108,471
SHERLOCK	JOHN	Physical Education Teacher	1.0	McCarthy Middle School	\$	108,471
KLICK-MCHUGH	CAITLIN	Physical Education Teacher	1.0	Parker Middle School	\$	108,471
MCCARTHY	GARRETT	Physical Education Teacher	1.0	Parker Middle School	\$	102,786
SULLIVAN	MICHAEL	Physical Education Teacher	1.0	Parker Middle School	\$	102,786
GAMBLE-BROWN	REBECCA	Physical Education Teacher	1.0	South Row Elementary School	\$	102,786
HILTZ	ERIC	Physical Education Teacher (Adaptive)	1.0	Districtwide	\$	90,086
			<b>14.0</b>		<b>\$</b>	<b>1,464,796</b>
ACHESON	BRIAN	Science Teacher	1.0	Chelmsford High School	\$	109,468
BAK	CARA	Science Teacher	1.0	Chelmsford High School	\$	99,822
KENDER	MICHELLE	Science Teacher	1.0	Chelmsford High School	\$	108,471
TYLENDÁ	JESSICA	Science Teacher	1.0	Chelmsford High School	\$	108,471
MATTEUCCI	ANDREW	Science Teacher	1.0	Chelmsford High School	\$	81,513
MARTINEZ	AXEL	Science Teacher	1.0	Chelmsford High School	\$	94,434
LICHTENTHAL	VALERIE	Science Teacher	1.0	Chelmsford High School	\$	102,786
DUSSAULT	JASON	Science Teacher	1.0	Chelmsford High School	\$	102,786
HUBBARD	MAUREEN	Science Teacher	1.0	Chelmsford High School	\$	102,786
PECORA	JOHN	Science Teacher	1.0	Chelmsford High School	\$	102,786
PERRY	JOHN	Science Teacher	1.0	Chelmsford High School	\$	80,907
SIMON	SHAROTKA	Science Teacher	1.0	Chelmsford High School	\$	80,907
CHOWDHURY	SOMDATTA	Science Teacher	1.0	Chelmsford High School	\$	105,808
TANINI	LINDA	Science Teacher	1.0	Chelmsford High School	\$	114,820
ROYER	MICHAEL	Science Teacher	1.0	McCarthy Middle School	\$	82,366
CARTER	ERIKA	Science Teacher	1.0	McCarthy Middle School	\$	93,655
VORONOV	JULIA	Science Teacher	1.0	McCarthy Middle School	\$	108,471
MORTON	LISA	Science Teacher	1.0	McCarthy Middle School	\$	108,471
JOHNSTONE	JORDAN	Science Teacher	1.0	McCarthy Middle School	\$	84,972
SHEEHAN	SIOBHAN	Science Teacher	1.0	McCarthy Middle School	\$	84,972
HILL	KATHERINE	Science Teacher	1.0	McCarthy Middle School	\$	99,811
BONNAR	ROSLYN	Science Teacher	1.0	McCarthy Middle School	\$	102,786
			<b>22.0</b>		<b>\$</b>	<b>2,161,269</b>
EMILE	SAMUEL	Social Studies Teacher	1.0	Chelmsford High School	\$	67,712
ANTETOMASO	MARY	Social Studies Teacher	1.0	Chelmsford High School	\$	109,468
GILBERT	STEPHANIE	Social Studies Teacher	1.0	Chelmsford High School	\$	109,468
GREENE	JEREMY	Social Studies Teacher	1.0	Chelmsford High School	\$	108,471
LAFLAMME	KATHRYN	Social Studies Teacher	1.0	Chelmsford High School	\$	108,471
SULLIVAN	KATHRYN	Social Studies Teacher	1.0	Chelmsford High School	\$	108,471
ZOPES	PETER	Social Studies Teacher	1.0	Chelmsford High School	\$	108,471
GILLIGAN	KATHERINE	Social Studies Teacher	1.0	Chelmsford High School	\$	84,972
BURLAND	JASON	Social Studies Teacher	1.0	Chelmsford High School	\$	102,786
DOAK	JENNIFER	Social Studies Teacher	1.0	Chelmsford High School	\$	102,786
O'KEEFE	MICHAEL	Social Studies Teacher	1.0	Chelmsford High School	\$	102,786
RICHTER	DANIEL	Social Studies Teacher	1.0	Chelmsford High School	\$	102,786
VITALE	CRAIG	Social Studies Teacher	1.0	Chelmsford High School	\$	102,786
HALEY	LIAM	Social Studies Teacher	1.0	McCarthy Middle School	\$	67,712
LANOQUETTE	CATHERINE	Social Studies Teacher	1.0	McCarthy Middle School	\$	109,468
JEAN	ASHLEY	Social Studies Teacher	1.0	McCarthy Middle School	\$	103,355
BRIAND	KIMBERLY	Social Studies Teacher	1.0	McCarthy Middle School	\$	108,471
CASEY	LAURA	Social Studies Teacher	1.0	McCarthy Middle School	\$	108,471
SWEENEY	BRITNI	Social Studies Teacher	1.0	McCarthy Middle School	\$	102,786

**Chelmsford Public School District**  
**FY2027 Superintendent's Recommended Budget**  
**February 3, 2026**

**Staff Salary Book**

Vacant	Vacant	Social Studies Teacher	1.0	McCarthy Middle School	\$	74,594
Vacant	Vacant	Social Studies Teacher	1.0	McCarthy Middle School	\$	74,594
			<b>21.0</b>		<b>\$</b>	<b>2,068,885</b>
TANG	JOSH	Technology Engineering Teacher	1.0	Chelmsford High School	\$	74,760
STEEVES	DAVID	Technology Engineering Teacher	1.0	Chelmsford High School	\$	108,471
KONG	CATHLEEN	Technology Engineering Teacher	1.0	Chelmsford High School	\$	74,594
DICARLO	CHRISTOPHER	Technology Engineering Teacher	1.0	Chelmsford High School	\$	102,786
Vacant	Vacant	Technology Engineering Teacher	1.0	McCarthy Middle School	\$	74,594
O'MEARA	PAMELA	Technology Engineering Teacher	1.0	McCarthy Middle School	\$	99,811
SALOMAA	JOANNE FAGAN	Technology Integration Specialist	1.0	Chelmsford High School	\$	97,861
Vacant	Vacant	Technology Integration Specialist	1.0	Districtwide	\$	74,594
GROUT	KRISTI	Technology Integration Specialist	1.0	Districtwide	\$	67,712
VENUGOPAL	DEVI	Technology Integration Specialist	1.0	McCarthy Middle School	\$	108,471
PANNETON	SHERRI	Technology Integration Specialist	1.0	Parker Middle School	\$	82,951
			<b>11.0</b>		<b>\$</b>	<b>966,605</b>
FITZGIBBONS	MEGHAN	World Language Teacher (ALS)	1.0	Chelmsford High School	\$	74,760
CHAGNON	MAIRIN	World Language Teacher (French)	1.0	Chelmsford High School	\$	108,471
GADBOIS	VERONICA	World Language Teacher (French)	1.0	Chelmsford High School	\$	108,471
EL-HADDAD	RIMA	World Language Teacher (French)	1.0	McCarthy Middle School	\$	70,997
KANTOR	MICHAEL	World Language Teacher (French)	1.0	McCarthy Middle School	\$	89,837
BORREGO	KARYN	World Language Teacher (Spanish)	1.0	Chelmsford High School	\$	78,565
SANCHEZ	PATRICIA	World Language Teacher (Spanish)	1.0	Chelmsford High School	\$	108,471
FERRONETTI	JESSICA	World Language Teacher (Spanish)	1.0	Chelmsford High School	\$	81,513
LORING	ELISABETH	World Language Teacher (Spanish)	1.0	Chelmsford High School	\$	94,434
TOWER	ESTEFANIA	World Language Teacher (Spanish)	1.0	Chelmsford High School	\$	94,434
PRAY	COURTNEY	World Language Teacher (Spanish)	1.0	Chelmsford High School	\$	102,786
BOUCHER	MARC	World Language Teacher (Spanish)	1.0	McCarthy Middle School	\$	105,332
DRAGOUMANOS	ELIZABETH	World Language Teacher (Spanish)	1.0	McCarthy Middle School	\$	108,471
EPSTEIN	SHELLEY LYNN	World Language Teacher (Spanish)	1.0	McCarthy Middle School	\$	108,471
MULROONEY	MATTHEW	World Language Teacher (Spanish)	1.0	McCarthy Middle School	\$	108,471
			<b>15.0</b>		<b>\$</b>	<b>1,443,484</b>
		Stipends - Principal Designee (Elementary & Middle Schools)			\$	8,244
		Stipends - Team Leaders & Specialists (Elementary Schools)			\$	38,473
		Stipends - Team Leaders & Facilitators (Middle Schools)			\$	27,480
		Tutoring			\$	143,640
MARTIN-LOEW	CATHERINE	English Language Learner Teacher	1.0	Byam Elementary School	\$	102,786
HUGUET	ALESSANDRA	English Language Learner Teacher	1.0	Center Elementary School	\$	102,786
O'DONNELL	COLLEEN	English Language Learner Teacher	1.0	Chelmsford High School	\$	99,822
CARNEVALE	VICTORIA	English Language Learner Teacher	1.0	Elementary Schools	\$	103,355
MARMO	ANDREA	English Language Learner Teacher	1.0	Harrington Elementary School	\$	102,786
BRAZIL	KATHLEEN	English Language Learner Teacher	1.0	McCarthy Middle School	\$	99,822
GHALI	SUSAN	English Language Learner Teacher	1.0	Parker Middle School	\$	81,513
DURKIN	JULIE	English Language Learner Teacher	1.0	South Row Elementary School	\$	109,468
			<b>8.0</b>		<b>\$</b>	<b>802,338</b>
KENNEDY	MEGHAN	Reading Teacher	1.0	Byam Elementary School	\$	109,468
GOLDSTEIN	JENNIFER	Reading Teacher	1.0	Byam Elementary School	\$	108,471
MARA	KIMBERLY	Reading Teacher	1.0	Center Elementary School	\$	108,471
OLSON	KRISTEN	Reading Teacher	1.0	Center Elementary School	\$	108,471
SMITH	MARIAN	Reading Teacher	1.0	Chelmsford High School	\$	108,471
KOLAKOWSKI	CATHERINE	Reading Teacher	1.0	Harrington Elementary School	\$	105,332
PAILES	THERESA	Reading Teacher	1.0	Harrington Elementary School	\$	108,471
RYLE	MEGHAN	Reading Teacher	1.0	McCarthy Middle School	\$	106,300
PIAZZA	SUSAN	Reading Teacher	1.0	Parker Middle School	\$	109,468
MAGNUSON	REBECCA	Reading Teacher	1.0	Parker Middle School	\$	102,786
CRAIG	ANNE	Reading Teacher	1.0	South Row Elementary School	\$	102,786
HOGAN	SARAH	Reading Teacher	1.0	South Row Elementary School	\$	102,786
			<b>12.0</b>		<b>\$</b>	<b>1,281,281</b>
MATSON-DURKIN	HOLLY	Board Certified Behavior Analyst (BCBA)	1.0	Byam Elementary School	\$	109,468
GIESEKER	ANNE	Board Certified Behavior Analyst (BCBA)	0.6	Center Elementary School	\$	56,660
DESCHENES	KATHRYN	Board Certified Behavior Analyst (BCBA)	1.0	CHIPS Program	\$	102,786
BASTIEN	MATTHEW	Board Certified Behavior Analyst (BCBA)	1.0	Harrington Elementary School	\$	99,811
MANOLOPOULOS	MARISSA	Board Certified Behavior Analyst (BCBA)	1.0	McCarthy Middle School	\$	102,786
HEIN	MOLLY	Board Certified Behavior Analyst (BCBA)	1.0	Parker Middle School	\$	99,822
HICKS	CATHERINE	Board Certified Behavior Analyst (BCBA)	1.0	South Row Elementary School	\$	102,786
			<b>6.6</b>		<b>\$</b>	<b>674,119</b>
PENNACHIO	CHRISTINA	Integrated Pre-School Teacher	1.0	CHIPS Program	\$	93,655
SCOTT	LAUREN	Integrated Pre-School Teacher	1.0	CHIPS Program	\$	108,471
BERRY	ABBY	Integrated Pre-School Teacher	1.0	CHIPS Program	\$	108,471
FORTY	MARY ELLEN	Integrated Pre-School Teacher	1.0	CHIPS Program	\$	108,471
NICOLOSI	LAUREN	Integrated Pre-School Teacher	1.0	CHIPS Program	\$	108,471
RANEY	LYNN	Integrated Pre-School Teacher	1.0	CHIPS Program	\$	108,471
HENNING	AMELIA	Integrated Pre-School Teacher	1.0	CHIPS Program	\$	102,786
			<b>7.0</b>		<b>\$</b>	<b>738,796</b>
AJKUTIRA	SANGEETHA	Special Education Teacher	1.0	Byam Elementary School	\$	102,786
BEGIN	ROSEMARIE	Special Education Teacher	1.0	Byam Elementary School	\$	84,972
BURGESS	CATHERINE	Special Education Teacher	1.0	Byam Elementary School	\$	102,786
CAMIRE	ALYSSA	Special Education Teacher	1.0	Byam Elementary School	\$	108,471

**Chelmsford Public School District  
FY2027 Superintendent's Recommended Budget  
February 3, 2026**

**Staff Salary Book**

FERRONETTI	SUSAN	Special Education Teacher	1.0	Byam Elementary School	\$	105,332
ATKINSON	KIMBERLY	Special Education Teacher (ASD Program)	1.0	Byam Elementary School	\$	108,471
MASTAS	JENNIFER	Special Education Teacher (ASD Program)	1.0	Byam Elementary School	\$	78,053
CARLSON	NICOLE	Special Education Teacher	1.0	Center Elementary School	\$	88,603
IANNALFO	MEGAN	Special Education Teacher	1.0	Center Elementary School	\$	81,513
JOHNSON	ERICA	Special Education Teacher	1.0	Center Elementary School	\$	108,471
KRAFSIG	JENNIFER	Special Education Teacher	1.0	Center Elementary School	\$	102,786
YANKOPOULOS	CLAIRE	Special Education Teacher	1.0	Center Elementary School	\$	108,471
LAROCHELLE	KATHLEEN	Special Education Teacher (Lifeskills Program)	1.0	Center Elementary School	\$	105,332
AYLWARD	JAMES	Special Education Teacher	1.0	Chelmsford High School	\$	102,786
CAFARELLI	JOHN	Special Education Teacher	1.0	Chelmsford High School	\$	99,822
DOHERTY	JOHN	Special Education Teacher	1.0	Chelmsford High School	\$	97,265
HOLLERAN	JEFFREY	Special Education Teacher	1.0	Chelmsford High School	\$	102,786
KEATING	LAUREN	Special Education Teacher	1.0	Chelmsford High School	\$	91,537
MARSETTA	LAUREN	Special Education Teacher	1.0	Chelmsford High School	\$	109,468
MIKUS	KELLEY	Special Education Teacher	1.0	Chelmsford High School	\$	94,434
ROGERS	KATELYN	Special Education Teacher	1.0	Chelmsford High School	\$	99,822
DEGEN	DANA	Special Education Teacher (Lifeskills Program)	1.0	Chelmsford High School	\$	105,332
FURTADO	JULIANNE	Special Education Teacher (Lifeskills Program)	1.0	Chelmsford High School	\$	78,053
REGA	ALLISON	Special Education Teacher (STEP Program)	1.0	Chelmsford High School	\$	81,513
FARRELL	COURTNEY	Special Education Teacher (STRIVE Program)	1.0	Chelmsford High School	\$	102,786
GRAY-WILLIAMS	MANDY	Special Education Teacher (STRIVE Program)	1.0	Chelmsford High School	\$	102,786
SOARES	SHEALAGH	Special Education Teacher (STRIVE Program)	1.0	Chelmsford High School	\$	102,786
BAER	JENNIFER	Special Education Teacher	1.0	Harrington Elementary School	\$	93,655
BOZEK	DARCY	Special Education Teacher	1.0	Harrington Elementary School	\$	64,427
COLARUSSO	ASHLEY	Special Education Teacher	1.0	Harrington Elementary School	\$	78,053
COLE	IAN	Special Education Teacher	1.0	Harrington Elementary School	\$	90,086
LESAFFRE RUFO	CAROLYN	Special Education Teacher	1.0	Harrington Elementary School	\$	94,434
MARVIN	MICHELLE	Special Education Teacher	1.0	Harrington Elementary School	\$	102,786
FITZGERALD	KATELYN	Special Education Teacher (ASD Program)	1.0	Harrington Elementary School	\$	99,822
PROEHL	MICHELLE	Special Education Teacher (ASD Program)	1.0	Harrington Elementary School	\$	93,655
RAYBALL	CHRISTINA	Special Education Teacher (ASD Program)	1.0	Harrington Elementary School	\$	81,513
BERUBE	BENJAMIN	Special Education Teacher	1.0	McCarthy Middle School	\$	102,786
CARUSO	CHRISTINA	Special Education Teacher	1.0	McCarthy Middle School	\$	90,086
CASABURRI	FAYE	Special Education Teacher	1.0	McCarthy Middle School	\$	97,861
EGAN	ASHLEY	Special Education Teacher	1.0	McCarthy Middle School	\$	84,972
GOSLIN	JULIE	Special Education Teacher	1.0	McCarthy Middle School	\$	82,366
ISAACS	KELLY	Special Education Teacher	1.0	McCarthy Middle School	\$	102,786
LYNCH	STEFANIE	Special Education Teacher	1.0	McCarthy Middle School	\$	78,053
THORP-DUSSOURD	KAREN	Special Education Teacher	1.0	McCarthy Middle School	\$	94,434
VAN DYNE	MAGGIE-MOLLOY	Special Education Teacher	1.0	McCarthy Middle School	\$	74,594
FLYNN	ALLYSON	Special Education Teacher (Language Based)	1.0	McCarthy Middle School	\$	81,513
SOUSA	ERIN	Special Education Teacher (Language Based)	1.0	McCarthy Middle School	\$	78,053
DEWING	MELISSA	Special Education Teacher (Lifeskills Program)	1.0	McCarthy Middle School	\$	74,594
MACGREGOR	CAITLYN	Special Education Teacher (STRIVE Program)	1.0	McCarthy Middle School	\$	88,603
ATHANAS	DOROTHEA	Special Education Teacher	1.0	Parker Middle School	\$	109,468
BUTLER	JALISA	Special Education Teacher	1.0	Parker Middle School	\$	99,822
FREY	BRITTNEY	Special Education Teacher	1.0	Parker Middle School	\$	91,537
GIORDANO	LAUREN	Special Education Teacher	1.0	Parker Middle School	\$	108,471
HARDOCK	BROOKE	Special Education Teacher	1.0	Parker Middle School	\$	71,134
KOMPERDA	JENNIFER	Special Education Teacher	1.0	Parker Middle School	\$	108,471
MANGIARATTI	CATHERINE	Special Education Teacher	1.0	Parker Middle School	\$	96,288
ROCHWARG	CATHARINE	Special Education Teacher	1.0	Parker Middle School	\$	102,786
STUTZ	CHRISTI	Special Education Teacher	1.0	Parker Middle School	\$	90,086
D'ALESSIO	CAITLIN	Special Education Teacher (ASD Program)	1.0	Parker Middle School	\$	94,434
CORBO	STACY	Special Education Teacher (Language Based)	1.0	Parker Middle School	\$	102,786
WOLFE	ABIGAIL	Special Education Teacher (Language Based)	1.0	Parker Middle School	\$	91,537
HANSBURY	ALEXANDRA	Special Education Teacher (Lifeskills Program)	1.0	Parker Middle School	\$	88,603
MYLLMAKI	ERICA	Special Education Teacher (STRIVE Program)	1.0	Parker Middle School	\$	91,537
BOYD	TRICIA	Special Education Teacher	1.0	South Row Elementary School	\$	97,861
HEVEY	ALLISON	Special Education Teacher	1.0	South Row Elementary School	\$	108,471
MONAHAN	MEAGAN	Special Education Teacher	1.0	South Row Elementary School	\$	81,513
ONESSIMO	SAMANTHA	Special Education Teacher	1.0	South Row Elementary School	\$	84,972
RUHMANN	MICHELLE	Special Education Teacher	1.0	South Row Elementary School	\$	108,471
CALLAHAN	KEVIN	Special Education Teacher (STRIVE Program)	1.0	South Row Elementary School	\$	71,134
DOUGHERTY-MARTIN	MICHELLE	Special Education Teacher (STRIVE Program)	1.0	South Row Elementary School	\$	94,434
			<b>70.0</b>		<b>\$</b>	<b>6,580,171</b>
LAROSE-YORK	RENEE	Speech & Language Pathologist	1.0	Byam Elementary School	\$	108,471
MCMENIMAN	PAMELA	Speech & Language Pathologist	1.0	Byam Elementary School	\$	102,786
YOST	SHANNEN	Speech & Language Pathologist	1.0	Center / South Row	\$	88,603
TASSINARI	HEATHER	Speech & Language Pathologist	1.0	Center Elementary School	\$	99,811
MEEGAN	MEAGAN	Speech & Language Pathologist	1.0	Chelmsford High School	\$	102,786
DOAK	ERICA	Speech & Language Pathologist	1.0	CHIPS Program	\$	97,861
BARRETT	ELIZABETH	Speech & Language Pathologist	1.0	CHIPS Program	\$	102,786
TESTA	CYNTHIA	Speech & Language Pathologist	1.0	CHS / McCarthy	\$	108,471
SCHWEICKERT	MADISON	Speech & Language Pathologist	1.0	Harrington Elementary School	\$	78,053
DURKIN	OLIVIA	Speech & Language Pathologist	1.0	Harrington Elementary School	\$	81,513
LALLY	ERIN	Speech & Language Pathologist	1.0	McCarthy Middle School	\$	108,471
FLANAGAN	TAMMIE	Speech & Language Pathologist	1.0	Parker Middle School	\$	109,468
KURTH	KRISTIANA	Speech & Language Pathologist	1.0	Parker Middle School	\$	88,603
RETICKER	COURTNEY	Speech & Language Pathologist	1.0	South Row Elementary School	\$	88,603
			<b>14.0</b>		<b>\$</b>	<b>1,366,286</b>
		Summer School Teachers		Districtwide	\$	160,000

**Chelmsford Public School District**  
**FY2027 Superintendent's Recommended Budget**  
**February 3, 2026**

**Staff Salary Book**

GANNON	KRISTINA	Physical Therapist	0.4	Districtwide	\$	39,924
MAZARES	MELANIE	Physical Therapist	1.0	Districtwide	\$	114,820
			<b>1.4</b>		<b>\$</b>	<b>154,744</b>
MCCALL	CARRIE	Occupational Therapist	1.0	Byam Elementary School	\$	94,469
BEALS	ERIN	Occupational Therapist	1.0	Center / South Row	\$	81,513
WEAVER-MORRIS	LISA	Occupational Therapist	1.0	CHiPs Program	\$	84,972
MARTIN	LISA	Occupational Therapist	1.0	CHiPs Program	\$	102,786
DEROSA	AMANDA	Occupational Therapist	1.0	Harrington Elementary School	\$	88,603
			<b>5.0</b>		<b>\$</b>	<b>452,343</b>
		Substitutes - Paraeducators & Secretaries		Districtwide	\$	152,000
		Substitute Teachers - Day-to-Day		Districtwide	\$	420,000
		Substitute Teachers - Day-to-Day (Retired Teachers)		Districtwide	\$	54,000
		Substitute Teachers - Long-Term		Districtwide	\$	185,000
BURKE	JOSEPH	Lunch & Recess Aide	1.0	Byam Elementary School	\$	10,201
KYRICOS	DIANA	Lunch & Recess Aide	1.0	Byam Elementary School	\$	10,201
VAUGHAN	SHEILA	Lunch & Recess Aide	1.0	Byam Elementary School	\$	10,201
HUGHES	REBECCA	Lunch & Recess Aide	1.0	Byam Elementary School	\$	10,201
PORTER	ALCINDA	Lunch & Recess Aide	1.0	Byam Elementary School	\$	10,201
BHUSANI	VIGNESHWARI	Lunch & Recess Aide	1.0	Byam Elementary School	\$	10,201
CIAMPA	JAMIE	Lunch & Recess Aide	1.0	Byam Elementary School	\$	10,201
Vacant	Vacant	Lunch & Recess Aide	1.0	Byam Elementary School	\$	10,201
HAUSER	JESSICA	Lunch & Recess Aide	1.0	Center Elementary School	\$	10,201
KEOHANE	ANDREA	Lunch & Recess Aide	1.0	Center Elementary School	\$	10,201
KOHL	ERIN	Lunch & Recess Aide	1.0	Center Elementary School	\$	10,201
MARCHIONI	SUSAN	Lunch & Recess Aide	1.0	Center Elementary School	\$	10,201
SUSHMA DEVI	FNU	Lunch & Recess Aide	1.0	Center Elementary School	\$	10,201
CAMPBELL	DAVID	Lunch & Recess Aide	1.0	Center Elementary School	\$	10,201
MANSOUR	RANIA	Lunch & Recess Aide	1.0	Center Elementary School	\$	10,762
FYTEN	ANN MARIE	Lunch & Recess Aide	1.0	Center Elementary School	\$	10,979
ROY	RACHEL	Lunch & Recess Aide	1.0	Chelmsford High School	\$	8,501
SHOEMAKER	KATHERINE	Lunch & Recess Aide	1.0	Chelmsford High School	\$	8,501
ASHTON	REBECCA	Lunch & Recess Aide	1.0	Chelmsford High School	\$	8,501
AMENKOWICZ	MARYANNE	Lunch & Recess Aide	1.0	Chelmsford High School	\$	8,501
ALVES FERREIRA DA SILVA	ALEXANDRA	Lunch & Recess Aide	1.0	Harrington Elementary School	\$	10,201
MILNER	VICTORIA	Lunch & Recess Aide	1.0	Harrington Elementary School	\$	10,201
TGIBEDES	MELISSA	Lunch & Recess Aide	1.0	Harrington Elementary School	\$	10,201
LOVETT	KAREN	Lunch & Recess Aide	1.0	Harrington Elementary School	\$	10,762
SHELDON	DOLORES	Lunch & Recess Aide	1.0	Harrington Elementary School	\$	10,762
PLOURDE	JENNIFER	Lunch & Recess Aide	1.0	Harrington Elementary School	\$	10,201
GONYEA	ROBIN	Lunch & Recess Aide	1.0	Harrington Elementary School	\$	10,762
Vacant	Vacant	Lunch & Recess Aide	1.0	Harrington Elementary School	\$	10,201
SORY	SARETH	Lunch & Recess Aide	1.0	McCarthy Middle School	\$	10,201
EDOUARD	MARIE	Lunch & Recess Aide	1.0	McCarthy Middle School	\$	10,201
CURRAN	THERESA	Lunch & Recess Aide	1.0	McCarthy Middle School	\$	10,762
KOSCIOLEK	RAMONA	Lunch & Recess Aide	1.0	McCarthy Middle School	\$	10,762
SOM	BOLIKA	Lunch & Recess Aide	1.0	McCarthy Middle School	\$	10,201
SHATTUCK	MARCIA	Lunch & Recess Aide	1.0	McCarthy Middle School	\$	10,201
TERENZIO	MARY	Lunch & Recess Aide	1.0	McCarthy Middle School	\$	10,762
MESERVE	ROSALIND	Lunch & Recess Aide	1.0	Parker Middle School	\$	10,201
KHAN	SIDRA	Lunch & Recess Aide	1.0	Parker Middle School	\$	10,201
LEBLANC	KELLY	Lunch & Recess Aide	1.0	Parker Middle School	\$	10,201
ODUNFA	SARAH	Lunch & Recess Aide	1.0	Parker Middle School	\$	10,201
SIDELINGER	GLORIA	Lunch & Recess Aide	1.0	Parker Middle School	\$	10,201
LAROCHELLE	NORMA	Lunch & Recess Aide	1.0	Parker Middle School	\$	12,496
DELUCA	NANCY	Lunch & Recess Aide	1.0	Parker Middle School	\$	12,496
WALSH	JANICE	Lunch & Recess Aide	1.0	Parker Middle School	\$	12,496
MCNEILL	SUSAN	Lunch & Recess Aide	1.0	South Row Elementary School	\$	10,201
DIONNE	ASHLEY	Lunch & Recess Aide	1.0	South Row Elementary School	\$	10,201
ANDERSON	ELIZABETH	Lunch & Recess Aide	1.0	South Row Elementary School	\$	10,201
WHITNEY-PERRY	AMY	Lunch & Recess Aide	1.0	South Row Elementary School	\$	10,201
DIXON-MASSON	PAMELA	Lunch & Recess Aide	1.0	South Row Elementary School	\$	10,762
ELDAKKACHE	SONYA	Lunch & Recess Aide	1.0	South Row Elementary School	\$	10,762
HECTOR	TRACEY	Lunch & Recess Aide	1.0	South Row Elementary School	\$	10,762
MARTIN	SANDRA	Lunch & Recess Aide	1.0	South Row Elementary School	\$	10,762
			<b>51.0</b>		<b>\$</b>	<b>527,285</b>
BEDARD	LINDA	Paraeducator	1.0	Byam Elementary School	\$	24,957
GIBSON	GRACE	Paraeducator	1.0	Byam Elementary School	\$	24,384
GOFF	MICHAEL	Paraeducator	1.0	Byam Elementary School	\$	28,930
MACDONALD	CAROL	Paraeducator	1.0	Byam Elementary School	\$	28,930
MARKHAM	JILL	Paraeducator	1.0	Byam Elementary School	\$	28,087
RILEY	MONICA	Paraeducator	1.0	Byam Elementary School	\$	28,930
ROBICHAUD	JULIANNE	Paraeducator	1.0	Byam Elementary School	\$	24,957
Vacant	Vacant	Paraeducator	1.0	Byam Elementary School	\$	24,105
Vacant	Vacant	Paraeducator	1.0	Byam Elementary School	\$	24,105
VARMA	MEERA	Paraeducator	1.0	Byam Elementary School	\$	26,735
DESCHENES	EMILY	Paraeducator (ABA) (ASD Program)	1.0	Byam Elementary School	\$	26,133
DUPONT	LAUREN	Paraeducator (ABA) (ASD Program)	1.0	Byam Elementary School	\$	25,839
HOGAN	LINDSAY	Paraeducator (ABA) (ASD Program)	1.0	Byam Elementary School	\$	25,560
KAPOOR	POOJA	Paraeducator (ABA) (ASD Program)	1.0	Byam Elementary School	\$	24,384
KELLEY	LISA	Paraeducator (ABA) (ASD Program)	1.0	Byam Elementary School	\$	25,839
KREBS	KRISTIN	Paraeducator (ABA) (ASD Program)	1.0	Byam Elementary School	\$	26,397

**Chelmsford Public School District**  
**FY2027 Superintendent's Recommended Budget**  
**February 3, 2026**

**Staff Salary Book**

LANTEIGNE	REBECCA	Paraeducator (ABA) (ASD Program)	1.0	Byam Elementary School	\$	26,397
PATIL	MANALEE	Paraeducator (ABA) (ASD Program)	1.0	Byam Elementary School	\$	25,839
RICCIARDI	JASON	Paraeducator (ABA) (ASD Program)	1.0	Byam Elementary School	\$	25,560
STONEHOUSE	JENNIFER	Paraeducator (ABA) (ASD Program)	1.0	Byam Elementary School	\$	25,560
TULLY	ALYCE	Paraeducator (ABA) (ASD Program)	1.0	Byam Elementary School	\$	29,311
Vacant	Vacant	Paraeducator (ABA) (ASD Program)	1.0	Byam Elementary School	\$	25,281
WRIGHT	THERESA	Paraeducator (ABA) (ASD Program)	1.0	Byam Elementary School	\$	26,133
BENEDETTI	CLAUDIA	Paraeducator (ASD Program)	0.5	Byam Elementary School	\$	12,611
DARWIN	LISA	Paraeducator	1.0	Center Elementary School	\$	28,930
HANUMANTHU	RAMA	Paraeducator	1.0	Center Elementary School	\$	24,384
HILL	KIMBERLY	Paraeducator	1.0	Center Elementary School	\$	29,798
KARTHIKEYAN	JEYARANI	Paraeducator	1.0	Center Elementary School	\$	24,957
KEARNEY	OLIVIA	Paraeducator	1.0	Center Elementary School	\$	24,384
MCCARTIN	SALLY	Paraeducator	1.0	Center Elementary School	\$	28,930
MCHUGH	LAUREN	Paraeducator	1.0	Center Elementary School	\$	25,221
PARDO	ANGELA	Paraeducator	1.0	Center Elementary School	\$	24,957
RICHERD GLADIUS	JUDITH GLADIUS	Paraeducator	1.0	Center Elementary School	\$	25,221
SOUSA	ALLISON	Paraeducator	1.0	Center Elementary School	\$	26,735
SRIVASTAVA	SHRUTI	Paraeducator	1.0	Center Elementary School	\$	26,735
Vacant	Vacant	Paraeducator	1.0	Center Elementary School	\$	24,105
AKTER	SHAMIMA	Paraeducator (ABA)	1.0	Center Elementary School	\$	25,839
COLBERT	JENNIFER	Paraeducator (ABA)	1.0	Center Elementary School	\$	27,935
CONATSER	CHRISTINE	Paraeducator (ABA)	1.0	Center Elementary School	\$	26,397
MCELENEY	KATE	Paraeducator (ABA)	1.0	Center Elementary School	\$	25,839
HERON	JULIE	Paraeducator (Lifeskills Program)	1.0	Center Elementary School	\$	24,663
PANDEY SARASWAT	SWATI	Paraeducator (Lifeskills Program)	1.0	Center Elementary School	\$	24,663
AHIRE	GAUREE	Paraeducator	1.0	Chelmsford High School	\$	25,691
EASTMAN	MARGARET	Paraeducator	1.0	Chelmsford High School	\$	30,139
GADIRI	MERIEAM	Paraeducator	1.0	Chelmsford High School	\$	26,282
KIRK	CLAYTON	Paraeducator	1.0	Chelmsford High School	\$	25,400
MIAN	AAMINA	Paraeducator	1.0	Chelmsford High School	\$	29,259
MOHANRAJ	DEVIVUMA	Paraeducator	1.0	Chelmsford High School	\$	29,259
PELLAND	DENISE	Paraeducator	1.0	Chelmsford High School	\$	32,309
PRES	HOLLY	Paraeducator	1.0	Chelmsford High School	\$	27,849
UPADHYAY	BINA	Paraeducator	1.0	Chelmsford High School	\$	29,259
AYOUB	ERICA	Paraeducator (ABA) (NECC Program)	1.0	Chelmsford High School	\$	30,808
BELL	ANNE	Paraeducator (ABA) (NECC Program)	1.0	Chelmsford High School	\$	30,489
DRISCOLL HICKENBOTTOM	KELLEY	Paraeducator (ABA) (NECC Program)	1.0	Chelmsford High School	\$	36,186
KELBER	KELLY	Paraeducator (ABA) (NECC Program)	1.0	Chelmsford High School	\$	29,820
MCCARTHY	KRISTIN	Paraeducator (ABA) (NECC Program)	1.0	Chelmsford High School	\$	30,808
RAJI	PATRICIA	Paraeducator (ABA) (NECC Program)	1.0	Chelmsford High School	\$	32,590
ZIOLKOWSKI	SARAH	Paraeducator (ABA) (NECC Program)	1.0	Chelmsford High School	\$	29,820
ALTO	SYDNEY	Paraeducator (Lifeskills Program)	1.0	Chelmsford High School	\$	25,400
DIAS MONTEIRO	LUIZA	Paraeducator (Lifeskills Program)	1.0	Chelmsford High School	\$	25,997
KOAM	SAMUTH	Paraeducator (Lifeskills Program)	1.0	Chelmsford High School	\$	25,400
RYAN	SHEA	Paraeducator (Lifeskills Program)	1.0	Chelmsford High School	\$	25,997
ST. LOUIS	RENEE	Paraeducator (Lifeskills Program)	1.0	Chelmsford High School	\$	27,849
SUKERMAN	KELSEY	Paraeducator (Lifeskills Program)	1.0	Chelmsford High School	\$	25,691
DOMINGUEZ	MARIA	Paraeducator (NECC Program)	1.0	Chelmsford High School	\$	25,400
HUGHES	MATTHEW	Paraeducator (STEP Program)	1.0	Chelmsford High School	\$	25,691
DASCOLI	BRIDGET	Paraeducator (STRIVE Program)	1.0	Chelmsford High School	\$	29,259
KASOZI-NKUGWA	SUUBI	Paraeducator (STRIVE Program)	1.0	Chelmsford High School	\$	25,400
LESLIE	KATHLEEN	Paraeducator (STRIVE Program)	1.0	Chelmsford High School	\$	30,139
SHEA	KAITLYN	Paraeducator (STRIVE Program)	1.0	Chelmsford High School	\$	27,849
WHITE	THERESA	Paraeducator (STRIVE Program)	1.0	Chelmsford High School	\$	27,849
GUERTIN	CHANTAL	Paraeducator	1.0	CHiPs Program	\$	25,400
HALDER	MADHABI	Paraeducator	1.0	CHiPs Program	\$	25,691
KURUP	ANJALI	Paraeducator	1.0	CHiPs Program	\$	25,691
LEBEL	LINDA	Paraeducator	1.0	CHiPs Program	\$	27,849
LEHAN	CATHERINE	Paraeducator	1.0	CHiPs Program	\$	25,400
MATHEWS	ANJU	Paraeducator	1.0	CHiPs Program	\$	26,282
RAU	SARAH	Paraeducator	1.0	CHiPs Program	\$	26,282
RUSZKOWSKI	WENDY	Paraeducator	1.0	CHiPs Program	\$	30,139
SEXTON	HEATHER	Paraeducator	1.0	CHiPs Program	\$	27,849
ANGADI	SOWMYA	Paraeducator (ABA)	1.0	CHiPs Program	\$	29,099
CHHIM	SOKORNTAR	Paraeducator (ABA)	1.0	CHiPs Program	\$	30,534
FIRICANO	NATALIA	Paraeducator (ABA)	1.0	CHiPs Program	\$	27,222
KIVLAN	SARAH	Paraeducator (ABA)	1.0	CHiPs Program	\$	29,099
MARSHALL	DARLEEN	Paraeducator (ABA)	1.0	CHiPs Program	\$	26,916
MBALIRO	SHAMIR	Paraeducator (ABA)	1.0	CHiPs Program	\$	27,507
PANDA	PRANGYA	Paraeducator (ABA)	1.0	CHiPs Program	\$	29,099
REED	DIANE	Paraeducator (ABA)	1.0	CHiPs Program	\$	29,099
THIBAUT	MORGAN	Paraeducator (ABA)	1.0	CHiPs Program	\$	25,691
ABBOTT	KATHLEEN	Paraeducator	1.0	Harrington Elementary School	\$	29,798
CASSELLS	KATHLEEN	Paraeducator	1.0	Harrington Elementary School	\$	28,930
FUCCI	MEGAN	Paraeducator	1.0	Harrington Elementary School	\$	24,384
HOLM	TAYLOR	Paraeducator	1.0	Harrington Elementary School	\$	24,663
JOACINE	CHRYSTELLE	Paraeducator	1.0	Harrington Elementary School	\$	26,133
KALABOKIS	GEORGE	Paraeducator	1.0	Harrington Elementary School	\$	24,384
KINGSTON	TAMMY LEE	Paraeducator	1.0	Harrington Elementary School	\$	28,930
MANIKABARATHAN	NARMADHA	Paraeducator	1.0	Harrington Elementary School	\$	24,957
MARCHAND	MELISSA	Paraeducator	1.0	Harrington Elementary School	\$	26,735
MCCORMACK	SUSAN	Paraeducator	1.0	Harrington Elementary School	\$	28,930
NELANTI	PAVANI	Paraeducator	1.0	Harrington Elementary School	\$	24,663
TREDEAU	MARY	Paraeducator	1.0	Harrington Elementary School	\$	28,930
Vacant	Vacant	Paraeducator	1.0	Harrington Elementary School	\$	24,105
Vacant	Vacant	Paraeducator	1.0	Harrington Elementary School	\$	24,105
YADAV	DEEPTI	Paraeducator	1.0	Harrington Elementary School	\$	25,221

**Chelmsford Public School District  
FY2027 Superintendent's Recommended Budget  
February 3, 2026**

**Staff Salary Book**

DEARBORN	APRIL	Paraeducator (ABA) (ASD Program)	1.0	Harrington Elementary School	\$	25,839
FORTIER	JOHN	Paraeducator (ABA) (ASD Program)	1.0	Harrington Elementary School	\$	25,560
GARCIA IRAUSQUIN	MELISSA	Paraeducator (ABA) (ASD Program)	1.0	Harrington Elementary School	\$	25,560
HAYWARD	CHRISTOPHER	Paraeducator (ABA) (ASD Program)	1.0	Harrington Elementary School	\$	26,397
MEIER	LINDSAY	Paraeducator (ABA) (ASD Program)	1.0	Harrington Elementary School	\$	26,133
MULLIGAN	DONALD	Paraeducator (ABA) (ASD Program)	1.0	Harrington Elementary School	\$	25,839
PROIA	JOCELYNE	Paraeducator (ABA) (ASD Program)	1.0	Harrington Elementary School	\$	26,397
ALAVALAPPIL	ANUPAMA	Paraeducator (ASD Program)	1.0	Harrington Elementary School	\$	24,384
FERREIRA	KAYLEIGH	Paraeducator (ASD Program)	1.0	Harrington Elementary School	\$	24,384
GLEASON	RYAN	Paraeducator (ASD Program)	1.0	Harrington Elementary School	\$	24,384
KELLEHER	KASSIE	Paraeducator (ASD Program)	1.0	Harrington Elementary School	\$	24,384
WILKINSON	LAURA	Paraeducator (ASD Program)	1.0	Harrington Elementary School	\$	24,384
CHEMALY	JEFFREY	Paraeducator	1.0	McCarthy Middle School	\$	28,930
FINN	KATHLEEN	Paraeducator	1.0	McCarthy Middle School	\$	28,087
KAMINSKY	DANIEL	Paraeducator	1.0	McCarthy Middle School	\$	24,384
LAROCHELLE	LISA	Paraeducator	1.0	McCarthy Middle School	\$	26,735
MATHUR	MONAL	Paraeducator	1.0	McCarthy Middle School	\$	24,663
MENG	WEIJUN	Paraeducator	1.0	McCarthy Middle School	\$	25,221
PATNAM	SRAVANI	Paraeducator	1.0	McCarthy Middle School	\$	24,384
Vacant	Vacant	Paraeducator	1.0	McCarthy Middle School	\$	24,105
EVERETT	KELLY	Paraeducator (ABA) (STRIVE Program)	1.0	McCarthy Middle School	\$	27,935
Vacant	Vacant	Paraeducator (ABA) (STRIVE Program)	1.0	McCarthy Middle School	\$	26,335
HAVENER	LYNN	Paraeducator (Language Based)	1.0	McCarthy Middle School	\$	28,930
KEMPNER	TINA	Paraeducator (Language Based)	1.0	McCarthy Middle School	\$	24,384
DENTY	IRENE	Paraeducator (Lifeskills Program)	1.0	McCarthy Middle School	\$	28,087
HANSON	LAURA	Paraeducator (Lifeskills Program)	1.0	McCarthy Middle School	\$	24,957
LANE	DEANNA	Paraeducator (Lifeskills Program)	1.0	McCarthy Middle School	\$	24,384
AGARWAL	KAMINI	Paraeducator (STRIVE Program)	1.0	McCarthy Middle School	\$	24,957
COHAN	MARCIA	Paraeducator	1.0	Parker Middle School	\$	29,798
KUTUVA JAYARAM	RANIMAI	Paraeducator	1.0	Parker Middle School	\$	26,735
MILLER	JOELLE	Paraeducator	1.0	Parker Middle School	\$	24,663
NAIK	KIRTI	Paraeducator	1.0	Parker Middle School	\$	24,663
PALLAPOTHU	CHITRA	Paraeducator	1.0	Parker Middle School	\$	26,735
PAUL	LYNN	Paraeducator	1.0	Parker Middle School	\$	28,930
PESTANA	ERIN	Paraeducator	1.0	Parker Middle School	\$	24,384
SHAH	KEJAL	Paraeducator	1.0	Parker Middle School	\$	26,735
THOMPSON	PAMELA	Paraeducator	1.0	Parker Middle School	\$	24,384
VIGIL KASPAR DEV	AMIRTHA LINCY	Paraeducator	1.0	Parker Middle School	\$	24,663
WU-MARSHALL	JANNIS	Paraeducator	1.0	Parker Middle School	\$	28,087
CALDEIRA PACHECO	ROSHELLE	Paraeducator (ABA)	1.0	Parker Middle School	\$	24,384
WOODWARD	ALYSSA	Paraeducator (ABA) (ASD Program)	1.0	Parker Middle School	\$	25,839
BARKER	EMILY	Paraeducator (ABA) (STRIVE Program)	1.0	Parker Middle School	\$	26,397
DALY	MAUREEN	Paraeducator (ABA) (STRIVE Program)	1.0	Parker Middle School	\$	26,397
MANI	JANAKI	Paraeducator (ABA) (STRIVE Program)	1.0	Parker Middle School	\$	24,384
DJITLI	NADHIRA	Paraeducator (ASD Program)	1.0	Parker Middle School	\$	24,384
FRISCIA	KAYLA	Paraeducator (ASD Program)	1.0	Parker Middle School	\$	24,384
INDIRA AMMA	VINITHA	Paraeducator (ASD Program)	1.0	Parker Middle School	\$	24,384
SCHWANZ	FEBIE ANN	Paraeducator (ASD Program)	1.0	Parker Middle School	\$	24,384
MCCORMICK	VIRGINIA	Paraeducator (Language Based)	1.0	Parker Middle School	\$	28,087
ORTIZ	MATARA	Paraeducator (Language Based)	1.0	Parker Middle School	\$	25,221
AVILA	LINDA	Paraeducator (Lifeskills Program)	1.0	Parker Middle School	\$	29,798
BHARTI	PREETI	Paraeducator (Lifeskills Program)	1.0	Parker Middle School	\$	25,221
DALY	VIRGINIA	Paraeducator (Lifeskills Program)	1.0	Parker Middle School	\$	28,087
BOTT	MICHELLE	Paraeducator	1.0	South Row Elementary School	\$	24,957
BURLAMACHI	ELIZABETH	Paraeducator	1.0	South Row Elementary School	\$	28,930
DININO	KRISTINA	Paraeducator	1.0	South Row Elementary School	\$	24,384
HEATER	JENNIFER	Paraeducator	1.0	South Row Elementary School	\$	26,735
MOORE	ELIZABETH	Paraeducator	1.0	South Row Elementary School	\$	26,735
PADHY	SUNITA	Paraeducator	1.0	South Row Elementary School	\$	24,957
REIDY	DIANE	Paraeducator	1.0	South Row Elementary School	\$	28,930
Vacant	Vacant	Paraeducator	1.0	South Row Elementary School	\$	24,105
Vacant	Vacant	Paraeducator	1.0	South Row Elementary School	\$	24,105
WARNOCK	HALLE	Paraeducator	1.0	South Row Elementary School	\$	24,663
HARRIMAN	KIMBERLY	Paraeducator (ABA) (STRIVE Program)	1.0	South Row Elementary School	\$	25,560
HOUREAS	DANIELLE	Paraeducator (ABA) (STRIVE Program)	1.0	South Row Elementary School	\$	26,133
HUNT	JOSHUA	Paraeducator (ABA) (STRIVE Program)	1.0	South Row Elementary School	\$	26,133
MACKAY	CORI	Paraeducator (ABA) (STRIVE Program)	1.0	South Row Elementary School	\$	25,560
PINTAL	KATHLEEN	Paraeducator (ABA) (STRIVE Program)	1.0	South Row Elementary School	\$	27,935
			<b>171.5</b>		<b>\$</b>	<b>4,559,336</b>
		Toileting Stipend		Districtwide	\$	42,000
Vacant	Vacant	Librarian	1.0	McCarthy Middle School	\$	74,594
LARRABEE	TERRIE	Librarian	1.0	Parker Middle School	\$	108,471
O'SULLIVAN	JOHN	Librarian	1.0	Chelmsford High School	\$	108,471
			<b>3.0</b>		<b>\$</b>	<b>291,536</b>
DRISCOLL	BETSEY	Library Assistant	1.0	Byam Elementary School	\$	59,808
BERGLUND	CATHARINA	Library Assistant	1.0	Center Elementary School	\$	51,542
PIMENTEL	MEGHAN	Library Assistant	1.0	Harrington Elementary School	\$	56,799
HAMM	MARIA	Library Assistant	1.0	South Row Elementary School	\$	59,808
			<b>4.0</b>		<b>\$</b>	<b>227,957</b>
VARGHESE	JINCE	Library Clerk - Circulation	1.0	Chelmsford High School	\$	27,945
DESILVIO	CHRISTINE	Library Clerk - Circulation	1.0	Chelmsford High School	\$	37,532
			<b>2.0</b>		<b>\$</b>	<b>65,477</b>

**Chelmsford Public School District**  
**FY2027 Superintendent's Recommended Budget**  
**February 3, 2026**

**Staff Salary Book**

MARCOUX	VICTORIA	Technology Assistant	1.0	Byam Elementary School	\$	54,169
PAPPERT	ALYSSA	Technology Assistant	1.0	Center Elementary School	\$	56,799
FIDLER	HEATHER	Technology Assistant	1.0	Harrington Elementary School	\$	56,799
CLIMO	KIMBERLY	Technology Assistant	1.0	McCarthy Middle School	\$	56,799
Vacant	Vacant	Technology Assistant	1.0	Parker Middle School	\$	48,912
BAGNI	KERRIE	Technology Assistant	1.0	South Row Elementary School	\$	54,169
			<b>6.0</b>		<b>\$</b>	<b>327,647</b>
		Mentoring Stipends		Districtwide	\$	35,000
O'NEIL	LYNDESE	Guidance Counselor	1.0	Byam Elementary School	\$	91,537
LALLAS	CATHERINE	Guidance Counselor	1.0	Center Elementary School	\$	102,786
KELLEY	KARA	Guidance Counselor - Emerson House	1.0	Chelmsford High School	\$	97,861
MCGRATH	DANIEL	Guidance Counselor - Emerson House	1.0	Chelmsford High School	\$	84,972
LEARY	TAMMY	Guidance Counselor - Hawthorne House	1.0	Chelmsford High School	\$	109,468
LIMA	CHRISTINE	Guidance Counselor - Hawthorne House	1.0	Chelmsford High School	\$	102,786
MORRISSETTE	JENNA	Guidance Counselor - STEP Program	1.0	Chelmsford High School	\$	108,471
ELLIS	JAMIE	Guidance Counselor - Whittier House	1.0	Chelmsford High School	\$	94,434
ORSINI	JENNIFER	Guidance Counselor - Whittier House	1.0	Chelmsford High School	\$	102,786
RHAMES	LINDSAY	Guidance Counselor	1.0	Harrington Elementary School	\$	81,513
CHARIG	MOYA	Guidance Counselor	1.0	McCarthy Middle School	\$	100,800
SEERO	ELYSE	Guidance Counselor	1.0	McCarthy Middle School	\$	109,468
WEAVER	JESSICA	Guidance Counselor	1.0	McCarthy Middle School	\$	109,468
GANNON	JULIA	Guidance Counselor - STEP Program	1.0	McCarthy Middle School	\$	93,655
DOLAN	AUTUMN	Guidance Counselor	1.0	Parker Middle School	\$	114,820
MACISAAC	MELISSA	Guidance Counselor	1.0	Parker Middle School	\$	102,786
LIECHTY	JUSTIN	Guidance Counselor	1.0	South Row Elementary School	\$	86,518
			<b>17.0</b>		<b>\$</b>	<b>1,694,129</b>
		Guidance Counselor - Stipends - Extended Year		Districtwide	\$	26,800
MCMENIMAN-PINHEIRO	AMY	Secretary - Main Office	1.0	Chelmsford High School	\$	55,443
DA SILVA	GABRIELLA	Career and College Readiness Facilitator	1.0	Chelmsford High School	\$	66,950
		MTSS / SEL Building Leader Stipends		Districtwide	\$	42,500
EDSON	KATHERINE	School Psychologist	1.0	Byam Elementary School	\$	80,363
HAUG	JASMINE	School Psychologist	1.0	Center Elementary School	\$	76,793
ORFANEDES	MAURA	School Psychologist - Emerson House	1.0	Chelmsford High School	\$	109,477
LAFORTUNE	JOSHUA	School Psychologist - Hawthorne House	1.0	Chelmsford High School	\$	114,820
BELLISSIMO	JENNIFER	School Psychologist - Whittier House	1.0	Chelmsford High School	\$	95,724
BARRASSO	MARLANA	School Psychologist	1.0	Harrington Elementary School	\$	92,019
HANLON	NICOLE	School Psychologist	1.0	McCarthy Middle School	\$	92,019
HARRIS	SYDNEY	School Psychologist	1.0	McCarthy Middle School	\$	92,019
ARNOLD	ANNALYSE	School Psychologist	1.0	Parker Middle School	\$	76,793
LEE	AARON	School Psychologist	1.0	Parker Middle School	\$	76,793
BROGAN	DEIRDRE	School Psychologist	1.0	South Row Elementary School	\$	114,820
			<b>11.0</b>		<b>\$</b>	<b>1,021,640</b>
BRODEUR	JAELITHE	Social Worker / Family Counselor	1.0	Districtwide	\$	94,434
DUTCHER	SHAWN	Social Worker / Family Counselor	1.0	Districtwide	\$	93,655
HOPKINS	JULIE	Social Worker / Family Counselor	1.0	Districtwide	\$	91,537
CURRIER	KENDRA	Social Worker	1.0	Parker Middle School	\$	74,594
			<b>4.0</b>		<b>\$</b>	<b>354,220</b>
PAPPO	EMMA	School Nurse (RN)	1.0	Byam Elementary School	\$	82,366
FELZANI	ROSE	School Nurse (RN)	1.0	Center Elementary School	\$	91,537
GREENWOOD	MEGAN	School Nurse (LPN)	1.0	Chelmsford High School	\$	59,808
JACOB	SHOBA	School Nurse (RN)	1.0	Chelmsford High School	\$	82,366
VANDEVOORDT	SHANNON	School Nurse (RN)	1.0	Chelmsford High School	\$	88,603
LYNCH	KRISTEN	School Nurse (RN)	0.5	CHIPS Program	\$	45,868
FLAHERTY	ANA CARLA	School Nurse (RN)	1.0	Harrington Elementary School	\$	74,760
CLANCY	REGINA	School Nurse (LPN)	1.0	McCarthy Middle School	\$	59,808
HUGHES	MAEGHAN	School Nurse (RN)	1.0	McCarthy Middle School	\$	74,760
FOLEY	DONNA	School Nurse (LPN)	1.0	Parker Middle School	\$	62,515
KAMENIDES	LISA	School Nurse (RN)	1.0	Parker Middle School	\$	102,786
MARTIN	HEATHER	School Nurse (RN)	1.0	South Row Elementary School	\$	91,735
			<b>11.5</b>		<b>\$</b>	<b>916,912</b>
		School Nurses - Substitute Coverage		Districtwide	\$	60,000
		School Nurses - Stipends		Districtwide	\$	2,200
		School Crossing Guards	1.0	Districtwide	\$	5,000
BREKALIS	PETER	Transportation Coordinator	1.0	Central Administration	\$	58,112
ANTOLINI	NANCY	Director of School Nutrition	1.0	Districtwide	\$	112,186
		<i>Less: Offset to the School Nutrition Revolving Fund</i>	-1.0		\$	(112,186)
			<b>0.0</b>		<b>\$</b>	<b>-</b>
HART	DANIEL	Athletic Director	1.0	Chelmsford High School	\$	128,344
Vacant	Vacant	Athletic Trainer	1.0	Chelmsford High School	\$	60,000
DISTASI	REBECCA	Secretary - Athletic Director	1.0	Chelmsford High School	\$	45,726

**Chelmsford Public School District**  
**FY2027 Superintendent's Recommended Budget**  
**February 3, 2026**

**Staff Salary Book**

POISSON	RYAN	Athletic Student Assistant	0.4	Chelmsford High School	\$	14,666
		Athletic Coach Stipends		Chelmsford High School	\$	413,380
		Middle School Regional Knowledge Bowl Advisors		McCarthy Middle School	\$	2,250
		Night School Instructors		Chelmsford High School	\$	2,500
		Student Activity Advisors		Chelmsford High School	\$	93,190
		Student Activity Advisors		McCarthy Middle School	\$	39,900
		Student Activity Advisors		Parker Middle School	\$	39,900
					\$	<b>172,990</b>
TRUE MELLO	KRISTEN	Supervisor of Students	1.0	Chelmsford High School	\$	56,799
DEMERS	JONATHAN	Supervisor of Students	1.0	Chelmsford High School	\$	60,705
CROWLEY	JENNIFER	Supervisor of Students	1.0	McCarthy Middle School	\$	56,799
BRANCO	KEVIN	Supervisor of Students	1.0	McCarthy Middle School	\$	62,515
LAROSA	CHARLES	Supervisor of Students	1.0	Parker Middle School	\$	59,808
			<b>5.0</b>		\$	<b>296,626</b>
		Court Liaison		Districtwide	\$	15,000
CURLEY	BRIAN	Director of Facility Services	1.0	Central Administration	\$	160,026
		Vacation Buyback			\$	10,528
ROMAC	THOMAS	Building Custodian	1.0	Byam Elementary School	\$	53,724
WOODMAN	ALLEN	Building Custodian	1.0	Center Elementary School	\$	53,724
MANNINEN	MATTHEW	Building Custodian	1.0	Chelmsford High School	\$	53,724
CUNHA	CHRISTOPHER	Building Custodian	1.0	Chelmsford High School	\$	53,724
BUFFUM	CHARLES	Building Custodian	1.0	Chelmsford High School	\$	66,378
SPAULDING	CHERYL	Building Custodian	1.0	CHIPS Program / Community Education	\$	53,724
HIRSCH	ADAM	Building Custodian	1.0	Districtwide	\$	52,158
TRUJILLO	NICOLAS	Building Custodian	1.0	Harrington Elementary School	\$	53,724
ARIAS	PEDRO	Building Custodian	1.0	McCarthy Middle School	\$	53,724
KELLY	SHAWN	Building Custodian	1.0	Parker Middle School	\$	53,724
OCASIO	GLORIVEE	Building Custodian	1.0	South Row Elementary School	\$	53,724
			<b>11.0</b>		\$	<b>602,054</b>
		Custodial Overtime - General		Districtwide	\$	24,000
		Custodial Overtime - Snow & Ice Removal		Districtwide	\$	10,000
		Retirement Incentive / Sick-Leave Buy-Back		Districtwide	\$	125,511

# Appendix A

## Student Enrollment Summary

# CHELMSFORD PUBLIC SCHOOLS

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Jay Lang, Ed.D., Superintendent

## **Memorandum**

To: Members of the School Committee

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

Date: November 28, 2025

Re: Final October 1, 2025 Student Enrollment & NESDEC Enrollment Projection

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We supplied the Massachusetts Department of Elementary and Secondary Education (DESE) with our October 1, 2025 student enrollment data which has been certified by DESE. The in-district enrollment information, coupled with our out-of-district special education enrollment, forms the basis for our FY27 Chapter 70 state aid calculation. Attached please find our final enrollment figures certified by DESE for students enrolled and participating in-district as of October 1, 2025. I have also attached an updated enrollment projection performed by NESDEC. We update our student enrollment projections annually to assist with budget and facility planning.

In addition to the state SIMS Reports and NESDEC enrollment projection that I provide annually, I have provided summary documents from X2, our student database, on actual homeroom enrollment at the elementary, middle and high school levels. As elementary students do not switch classes, these are the class sizes at Byam, Center, Harrington and South Row Elementary Schools. As middle and high school students switch classes and follow a more course-based (rather than homeroom-based) schedule, I have provided the actual course section enrollments detailing the actual number of students enrolled in each course section at McCarthy, Parker and Chelmsford High School. I hope you find this information helpful as we look at student enrollment and class size in the district.

**Chelmsford Public School District  
Student Enrollment Report  
October 1, 2025 - FINAL SIMS Report  
In-District Students**

	Pre-K	KP	KF	1	2	3	4	5	6	7	8	9	10	11	12	SP	TOTAL
Chelmsford Public Schools	171	0	348	390	391	373	395	428	389	409	392	374	342	363	363	0	5128
CHIPS	171	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	171
Byam Elementary School	0	0	87	97	115	105	103	0	0	0	0	0	0	0	0	0	507
Center Elementary School	0	0	93	104	104	86	97	0	0	0	0	0	0	0	0	0	484
Harrington Elementary School	0	0	94	96	81	98	99	0	0	0	0	0	0	0	0	0	468
South Row Elementary School	0	0	74	93	91	84	96	0	0	0	0	0	0	0	0	0	438
McCarthy Middle School	0	0	0	0	0	0	0	0	0	409	392	0	0	0	0	0	801
Parker Middle School	0	0	0	0	0	0	0	428	389	0	0	0	0	0	0	0	817
Chelmsford High School	0	0	0	0	0	0	0	0	0	0	0	374	342	363	363	0	1442

Byam Elementary School	0	0	87	97	115	105	103	0	0	0	0	0	0	0	0	0	507
# Homerooms:			5	5	5	5	5										
Avg. Class Size:			17.4	19.4	23	21	20.6										

Center Elementary School	0	0	93	104	104	86	97	0	0	0	0	0	0	0	0	0	484
# Homerooms:			4	5	5	4	5										
Avg. Class Size:			23.25	20.8	20.8	21.5	19.4										

Harrington Elementary School	0	0	94	96	81	98	99	0	0	0	0	0	0	0	0	0	468
# Homerooms:			4	4	4	4	4										
Avg. Class Size:			23.5	24	20.25	24.5	24.75										

South Row Elementary School	0	0	74	93	91	84	96	0	0	0	0	0	0	0	0	0	438
# Homerooms:			4	4	4	4	4										
Avg. Class Size:			18.5	23.3	22.8	21.0	24.0										

Chelmsford Public School District  
 Student Enrollment Report  
 October 1, 2025 - FINAL SIMS Report  
 In-District Students



	Pre-K	KP	KF	1	2	3	4	5	6	7	8	9	10	11	12	SP	TOTAL
Chelmsford Public Schools	171	0	348	390	391	373	395	428	389	409	392	374	342	363	363	0	5128



Parker Middle School	0	0	0	0	0	0	0	428	389	0	0	0	0	0	0	0	817
# Homerooms:								18	16	0	0						
Avg. Class Size:								23.8	24.3								

McCarthy Middle School	0	0	0	0	0	0	0	0	0	409	392	0	0	0	0	0	801
# Homerooms:										16	16						
Avg. Class Size:										25.6	24.5						



# SIMS Report 5: Enrollment Statistics

District Summary  
Oct 2025 (FY 2026)

District: Chelmsford (00560000)

2025-10-23 18:39:47

## Grade

PK1	PK2	PK3	PK4	PK5	KP	KF	KT	1	2	3	4	5	6	7	8	9	10	11	12	SP	Total
171	0	0	0	0	0	348	0	390	391	373	395	428	389	409	392	374	342	363	363	0	5128

## Gender

Male	Female	Nonbinary
2631	2492	5

## English Learner Populations

Total EL	Not in EL Program	Sheltered	Two-Way	Other Bilingual	Transitional Bilingual	Opted-Out	EL Recently Arrived in U.S.
268	0	244	0	0	0	24	41

## Other Populations

Immigrant	Military Family	SPED Age 3-5	SPED Age 6-21	504 Plan	Title I	FLNE
52	10	69	942	351	184	1572

Supplemental Low-Income Indicator	Student Count
	0

## High Quality College and Career Pathway Program Type

Innovation Career Pathway	Early College	Early College Promise	Innovation Career Pathway and Early College
194	0	0	0

## Race

Race Code and Description	Count
01 White	3179
02 Black or African American	225
03 Asian	986
04 American Indian or Alaskan Native	10
05 Native Hawaiian or Other Pacific Islander	14
06 White & Black or African American	68
07 White & Asian	144
08 White & American Indian or Alaska Native	3
09 White & Native Hawaiian or Other Pacific Islander	5
10 Black or African American & Asian	6
13 Asian & American Indian or Alaska Native	1
16 White & Black or African American & Asian	1
20 White & Asian & Native Hawaiian or Other Pacific Islander	3
33 White (Hispanic/Latino)	421
34 Black or African American (Hispanic/Latino)	18
35 Asian (Hispanic/Latino)	13
37 Native Hawaiian or Other Pacific Islander (Hispanic/Latino)	4
38 White & Black or African American (Hispanic/Latino)	19
39 White & Asian (Hispanic/Latino)	5
41 White & Native Hawaiian or Other Pacific Islander (Hispanic/Latino)	3

# SIMS Report 4: Enrollment Statistics

School Summary  
Oct 2025 (FY 2026)

District: Chelmsford (00560000)  
School: Byam School (00560030)  
2025-10-23 18:40:34

## Grade

PK1	PK2	PK3	PK4	PK5	KP	KF	KT	1	2	3	4	5	6	7	8	9	10	11	12	SP	Total
0	0	0	0	0	0	87	0	97	115	105	103	0	0	0	0	0	0	0	0	0	507

## Gender

Male	Female	Nonbinary
262	245	0

## English Learner Populations

Total EL	Not in EL Program	Sheltered	Two-Way	Other Bilingual	Transitional Bilingual	Opted-Out	EL Recently Arrived in U.S.
38	0	38	0	0	0	0	3

## Other Populations

Immigrant	Military Family	SPED Age 3-5	SPED Age 6-21	504 Plan	Title I	FLNE
1	0	0	92	18	75	144

Supplemental Low-Income Indicator	Student Count
	0

## High Quality College and Career Pathway Program Type

Innovation Career Pathway	Early College	Early College Promise	Innovation Career Pathway and Early College
0	0	0	0

## Race

Race Code and Description	Count
01 White	326
02 Black or African American	23
03 Asian	76
04 American Indian or Alaskan Native	2
05 Native Hawaiian or Other Pacific Islander	4
06 White & Black or African American	7
07 White & Asian	11
09 White & Native Hawaiian or Other Pacific Islander	3
33 White (Hispanic/Latino)	47
34 Black or African American (Hispanic/Latino)	4
35 Asian (Hispanic/Latino)	3
39 White & Asian (Hispanic/Latino)	1

# SIMS Report 4: Enrollment Statistics

School Summary  
Oct 2025 (FY 2026)

District: Chelmsford (00560000)  
School: Center Elementary School (00560005)  
2025-10-23 18:40:50

## Grade

PK1	PK2	PK3	PK4	PK5	KP	KF	KT	1	2	3	4	5	6	7	8	9	10	11	12	SP	Total
0	0	0	0	0	0	93	0	104	104	86	97	0	0	0	0	0	0	0	0	0	484

## Gender

Male	Female	Nonbinary
242	242	0

## English Learner Populations

Total EL	Not in EL Program	Sheltered	Two-Way	Other Bilingual	Transitional Bilingual	Opted-Out	EL Recently Arrived in U.S.
73	0	72	0	0	0	1	17

## Other Populations

Immigrant	Military Family	SPED Age 3-5	SPED Age 6-21	504 Plan	Title I	FLNE
18	0	0	73	27	0	180

Supplemental Low-Income Indicator	Student Count
	0

## High Quality College and Career Pathway Program Type

Innovation Career Pathway	Early College	Early College Promise	Innovation Career Pathway and Early College
0	0	0	0

## Race

Race Code and Description	Count
01 White	289
02 Black or African American	27
03 Asian	104
05 Native Hawaiian or Other Pacific Islander	2
06 White & Black or African American	4
07 White & Asian	15
09 White & Native Hawaiian or Other Pacific Islander	1
10 Black or African American & Asian	1
33 White (Hispanic/Latino)	32
34 Black or African American (Hispanic/Latino)	1
35 Asian (Hispanic/Latino)	3
38 White & Black or African American (Hispanic/Latino)	3
41 White & Native Hawaiian or Other Pacific Islander (Hispanic/Latino)	2

# SIMS Report 4: Enrollment Statistics

School Summary  
Oct 2025 (FY 2026)

District: Chelmsford (00560000)  
School: Charles D Harrington (00560025)  
2025-10-23 18:41:00

## Grade

PK1	PK2	PK3	PK4	PK5	KP	KF	KT	1	2	3	4	5	6	7	8	9	10	11	12	SP	Total
0	0	0	0	0	0	94	0	96	81	98	99	0	0	0	0	0	0	0	0	0	468

## Gender

Male	Female	Nonbinary
245	223	0

## English Learner Populations

Total EL	Not in EL Program	Sheltered	Two-Way	Other Bilingual	Transitional Bilingual	Opted-Out	EL Recently Arrived in U.S.
26	0	24	0	0	0	2	4

## Other Populations

Immigrant	Military Family	SPED Age 3-5	SPED Age 6-21	504 Plan	Title I	FLNE
0	0	0	112	10	61	188

Supplemental Low-Income Indicator	Student Count
	0

## High Quality College and Career Pathway Program Type

Innovation Career Pathway	Early College	Early College Promise	Innovation Career Pathway and Early College
0	0	0	0

## Race

Race Code and Description	Count
01 White	272
02 Black or African American	20
03 Asian	90
05 Native Hawaiian or Other Pacific Islander	1
06 White & Black or African American	11
07 White & Asian	18
08 White & American Indian or Alaska Native	1
10 Black or African American & Asian	1
33 White (Hispanic/Latino)	46
34 Black or African American (Hispanic/Latino)	5
35 Asian (Hispanic/Latino)	1
38 White & Black or African American (Hispanic/Latino)	1
39 White & Asian (Hispanic/Latino)	1

# SIMS Report 4: Enrollment Statistics

School Summary  
Oct 2025 (FY 2026)

District: Chelmsford (00560000)  
School: South Row (00560015)  
2025-10-23 18:41:54

## Grade

PK1	PK2	PK3	PK4	PK5	KP	KF	KT	1	2	3	4	5	6	7	8	9	10	11	12	SP	Total
0	0	0	0	0	0	74	0	93	91	84	96	0	0	0	0	0	0	0	0	0	438

## Gender

Male	Female	Nonbinary
236	202	0

## English Learner Populations

Total EL	Not in EL Program	Sheltered	Two-Way	Other Bilingual	Transitional Bilingual	Opted-Out	EL Recently Arrived in U.S.
35	0	35	0	0	0	0	3

## Other Populations

Immigrant	Military Family	SPED Age 3-5	SPED Age 6-21	504 Plan	Title I	FLNE
1	0	0	72	13	0	121

Supplemental Low-Income Indicator	Student Count
	0

## High Quality College and Career Pathway Program Type

Innovation Career Pathway	Early College	Early College Promise	Innovation Career Pathway and Early College
0	0	0	0

## Race

Race Code and Description	Count
01 White	295
02 Black or African American	10
03 Asian	70
04 American Indian or Alaskan Native	1
05 Native Hawaiian or Other Pacific Islander	1
06 White & Black or African American	11
07 White & Asian	18
33 White (Hispanic/Latino)	29
34 Black or African American (Hispanic/Latino)	1
35 Asian (Hispanic/Latino)	1
38 White & Black or African American (Hispanic/Latino)	1

# SIMS Report 4: Enrollment Statistics

School Summary  
Oct 2025 (FY 2026)

District: Chelmsford (00560000)  
School: Col Moses Parker School (00560305)  
2025-10-23 18:41:20

## Grade

PK1	PK2	PK3	PK4	PK5	KP	KF	KT	1	2	3	4	5	6	7	8	9	10	11	12	SP	Total
0	0	0	0	0	0	0	0	0	0	0	0	428	389	0	0	0	0	0	0	0	817

## Gender

Male	Female	Nonbinary
405	411	1

## English Learner Populations

Total EL	Not in EL Program	Sheltered	Two-Way	Other Bilingual	Transitional Bilingual	Opted-Out	EL Recently Arrived in U.S.
26	0	19	0	0	0	7	3

## Other Populations

Immigrant	Military Family	SPED Age 3-5	SPED Age 6-21	504 Plan	Title I	FLNE
8	1	0	181	65	0	245

Supplemental Low-Income Indicator	Student Count
	0

## High Quality College and Career Pathway Program Type

Innovation Career Pathway	Early College	Early College Promise	Innovation Career Pathway and Early College
0	0	0	0

## Race

Race Code and Description	Count
01 White	516
02 Black or African American	36
03 Asian	154
04 American Indian or Alaskan Native	3
05 Native Hawaiian or Other Pacific Islander	1
06 White & Black or African American	8
07 White & Asian	22
08 White & American Indian or Alaska Native	1
09 White & Native Hawaiian or Other Pacific Islander	1
10 Black or African American & Asian	1
20 White & Asian & Native Hawaiian or Other Pacific Islander	1
33 White (Hispanic/Latino)	66
34 Black or African American (Hispanic/Latino)	2
35 Asian (Hispanic/Latino)	1
38 White & Black or African American (Hispanic/Latino)	3
39 White & Asian (Hispanic/Latino)	1

# SIMS Report 4: Enrollment Statistics

School Summary  
Oct 2025 (FY 2026)

District: Chelmsford (00560000)  
School: McCarthy Middle School (00560310)  
2025-10-23 18:41:43

## Grade

PK1	PK2	PK3	PK4	PK5	KP	KF	KT	1	2	3	4	5	6	7	8	9	10	11	12	SP	Total
0	0	0	0	0	0	0	0	0	0	0	0	0	0	409	392	0	0	0	0	0	801

## Gender

Male	Female	Nonbinary
400	400	1

## English Learner Populations

Total EL	Not in EL Program	Sheltered	Two-Way	Other Bilingual	Transitional Bilingual	Opted-Out	EL Recently Arrived in U.S.
25	0	19	0	0	0	6	3

## Other Populations

Immigrant	Military Family	SPED Age 3-5	SPED Age 6-21	504 Plan	Title I	FLNE
8	4	0	172	55	48	228

Supplemental Low-Income Indicator	Student Count
	0

## High Quality College and Career Pathway Program Type

Innovation Career Pathway	Early College	Early College Promise	Innovation Career Pathway and Early College
0	0	0	0

## Race

Race Code and Description	Count
01 White	502
02 Black or African American	27
03 Asian	170
04 American Indian or Alaskan Native	2
06 White & Black or African American	9
07 White & Asian	20
10 Black or African American & Asian	1
16 White & Black or African American & Asian	1
20 White & Asian & Native Hawaiian or Other Pacific Islander	1
33 White (Hispanic/Latino)	57
34 Black or African American (Hispanic/Latino)	2
35 Asian (Hispanic/Latino)	1
37 Native Hawaiian or Other Pacific Islander (Hispanic/Latino)	1
38 White & Black or African American (Hispanic/Latino)	5
39 White & Asian (Hispanic/Latino)	2

# SIMS Report 4: Enrollment Statistics

School Summary  
Oct 2025 (FY 2026)

District: Chelmsford (00560000)  
School: Chelmsford High (00560505)  
2025-10-23 18:41:09

## Grade

PK1	PK2	PK3	PK4	PK5	KP	KF	KT	1	2	3	4	5	6	7	8	9	10	11	12	SP	Total
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	374	342	363	363	0	1442

## Gender

Male	Female	Nonbinary
750	689	3

## English Learner Populations

Total EL	Not in EL Program	Sheltered	Two-Way	Other Bilingual	Transitional Bilingual	Opted-Out	EL Recently Arrived in U.S.
36	0	28	0	0	0	8	8

## Other Populations

Immigrant	Military Family	SPED Age 3-5	SPED Age 6-21	504 Plan	Title I	FLNE
15	5	0	240	163	0	397

Supplemental Low-Income Indicator	Student Count
	0

## High Quality College and Career Pathway Program Type

Innovation Career Pathway	Early College	Early College Promise	Innovation Career Pathway and Early College
194	0	0	0

## Race

Race Code and Description	Count
01 White	887
02 Black or African American	69
03 Asian	283
04 American Indian or Alaskan Native	2
05 Native Hawaiian or Other Pacific Islander	4
06 White & Black or African American	15
07 White & Asian	37
08 White & American Indian or Alaska Native	1
10 Black or African American & Asian	2
13 Asian & American Indian or Alaska Native	1
20 White & Asian & Native Hawaiian or Other Pacific Islander	1
33 White (Hispanic/Latino)	126
34 Black or African American (Hispanic/Latino)	2
35 Asian (Hispanic/Latino)	3
37 Native Hawaiian or Other Pacific Islander (Hispanic/Latino)	3
38 White & Black or African American (Hispanic/Latino)	5
41 White & Native Hawaiian or Other Pacific Islander (Hispanic/Latino)	1



*New England School Development Council*

**Chelmsford Public Schools  
Chelmsford, MA**

**School Year 2025-26 Enrollment Projection Report**

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## Enrollment Summary

NESDEC is pleased to send you this report displaying the past, present, and projected enrollments for your District. It is important to update enrollment projections every year to identify changes in enrollment patterns. Ten-year projections are designed to provide your District with yearly, up-to-date enrollment information that can be used by boards and administrators for effective planning and allocation of resources. We received the enrollment data from the District, and we assume that the method of collecting this data has been consistent from year to year.

Birth data informs Kindergarten enrollment. Each year, NESDEC secures birth data from State sources, providing a snapshot in time as to actual and provisional births as reported by the State, and then uses this birth data to predict Kindergarten enrollments. We only use annual birth data to assure consistency in reporting from year to year. Estimated births, which are an average of the previous five years of birth data, are based on this same snapshot. NESDEC acknowledges the variability of the provisional and the estimated birth data, and notes that the projected Kindergarten enrollments may serve as a guide to future planning.

Enrollment projections are more reliable in Years #1-3 in the future. Projections four to ten years out may serve as a guide to future enrollments and are useful for planning purposes. For more information, please refer to the Projection Methodology and Reliability section of this document.

The NESDEC enrollment projection fell within 7 students of the K-12 total, 4,950 students projected vs. 4,957 enrolled. A variance of 36 students occurred at Kindergarten, 384 projected vs. 348 enrolled. Ratios have been adjusted. Note: Ungraded students are not included in K-12 total.

Births increased by 21 from a previous ten-year average of 332 to a projected average of 353. In most districts, Grades 1-8 are very stable in enrollments. However, there have been increases in 6 of the 8 most recent years, leading to a net increase averaging 27 students per year.

Over the next three years, Grades K-4 enrollments are projected to increase by 46 students, Grades 5-6 enrollments are projected to decrease by 31 students, Grades 7-8 enrollments are projected to increase by 54 students, and Grades 9-12 enrollments are projected to increase by 19 students, as students move through the grades.



# Historical Enrollment

School District: Chelmsford, MA

11/3/2025

Historical Enrollment By Grade																			
Birth Year	Births*	School Year	PK	K	1	2	3	4	5	6	7	8	9	10	11	12	UNGR	K-12	PK-12
2010	320	2015-16	132	300	352	373	350	391	371	386	412	411	337	381	371	420	0	4855	4987
2011	318	2016-17	136	333	345	358	382	361	387	384	389	414	372	347	391	372	< 10 **	4836	4972
2012	370	2017-18	132	368	369	349	379	387	359	400	380	392	372	367	351	389	0	4862	4994
2013	342	2018-19	151	376	382	376	349	379	369	359	397	381	356	368	369	351	0	4812	4963
2014	316	2019-20	166	365	393	405	385	367	387	381	360	400	329	348	371	365	18	4874	5040
2015	345	2020-21	76	350	349	381	391	373	363	383	393	359	360	335	342	373	0	4752	4828
2016	314	2021-22	127	355	414	360	388	401	380	373	399	404	328	349	324	342	0	4817	4944
2017	316	2022-23	201	354	382	419	370	395	390	392	383	402	356	341	351	320	0	4855	5056
2018	343	2023-24	200	375	367	391	424	381	393	404	398	384	360	361	345	347	0	4930	5130
2019	334	2024-25	158	359	387	373	387	416	382	396	403	405	340	358	362	342	0	4910	5068
2020	356	2025-26	171	348	390	391	373	395	428	389	409	392	374	342	363	363	0	4957	5128

\*Birth data provided by Public Health Vital Records Departments in each state.

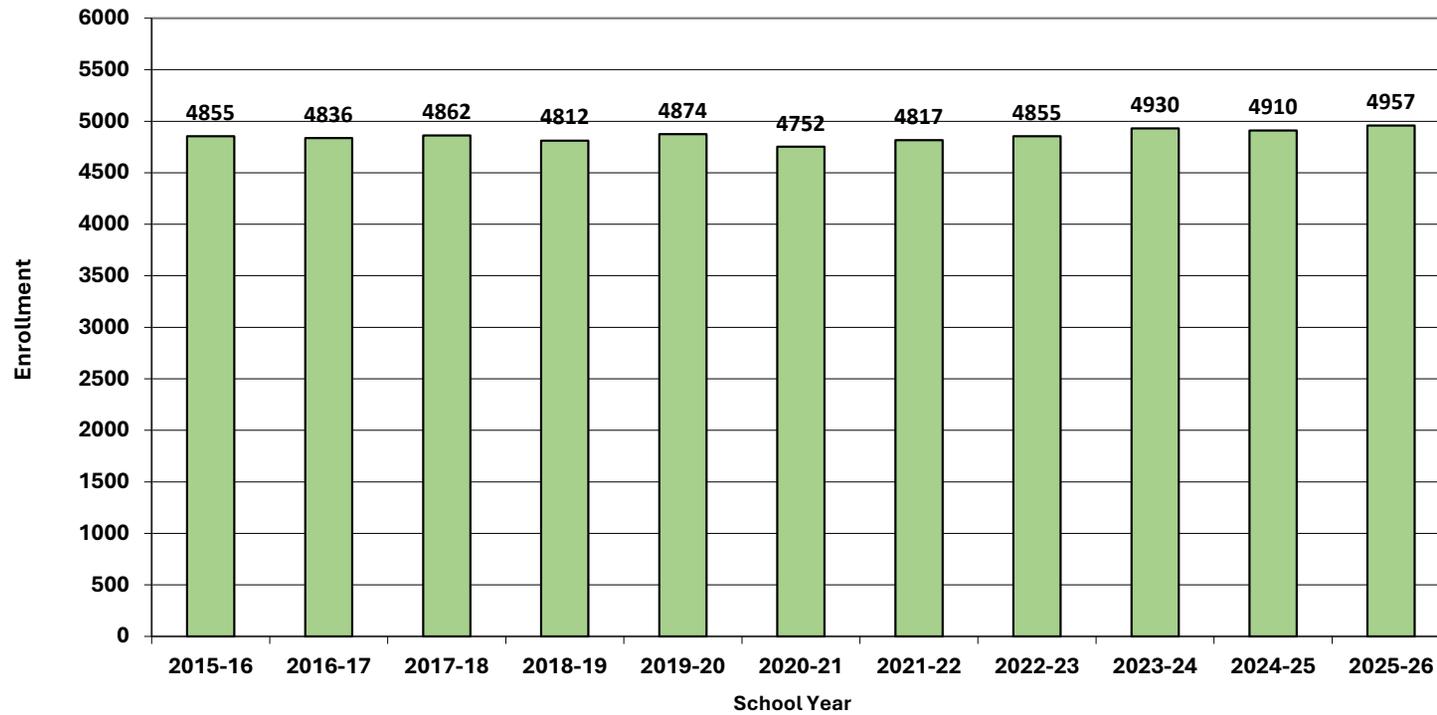
\*\* < 10 Not reported, to protect subgroups with fewer than 10 students.

Historical Enrollment in Grade Combinations										
School Year	PK-4	K-4	K-2	5-6	5-8	K-8	PK-8	7-8	6-12	9-12
2015-16	1898	1766	1025	757	1580	3346	3478	823	2718	1509
2016-17	1915	1779	1036	771	1574	3353	3489	803	2669	1482
2017-18	1984	1852	1086	759	1531	3383	3515	772	2651	1479
2018-19	2013	1862	1134	728	1506	3368	3519	778	2581	1444
2019-20	2081	1915	1163	768	1528	3443	3609	760	2554	1413
2020-21	1920	1844	1080	746	1498	3342	3418	752	2545	1410
2021-22	2045	1918	1129	753	1556	3474	3601	803	2519	1343
2022-23	2121	1920	1155	782	1567	3487	3688	785	2545	1368
2023-24	2138	1938	1133	797	1579	3517	3717	782	2599	1413
2024-25	2080	1922	1119	778	1586	3508	3666	808	2606	1402
2025-26	2068	1897	1129	817	1618	3515	3686	801	2632	1442

Historical Percentage Changes			
School Year	K-12	Diff.	%
2015-16	4855		
2016-17	4836	-19	-0.4%
2017-18	4862	26	0.5%
2018-19	4812	-50	-1.0%
2019-20	4874	62	1.3%
2020-21	4752	-122	-2.5%
2021-22	4817	65	1.4%
2022-23	4855	38	0.8%
2023-24	4930	75	1.5%
2024-25	4910	-20	-0.4%
2025-26	4957	47	1.0%
<b>Change</b>		<b>102</b>	<b>2.1%</b>



## Grades K-12 Historical Enrollment





# Projected Enrollment

School District: Chelmsford, MA

11/3/2025

Enrollment Projections By Grade*																				
Birth Year	Births*		School Year	PK	K	1	2	3	4	5	6	7	8	9	10	11	12	UNGR	K-12	PK-12
2020	356		2025-26	171	348	390	391	373	395	428	389	409	392	374	342	363	363	0	4957	5128
2021	381		2026-27	171	400	366	397	391	377	398	437	395	408	353	376	345	361	0	5004	5175
2022	365		2027-28	171	383	421	372	397	395	380	406	444	394	368	355	380	343	0	5038	5209
2023	323		2028-29	171	339	403	428	372	401	398	388	412	443	355	370	358	378	0	5045	5216
2024	349	(prov.)	2029-30	172	366	357	410	428	376	405	406	394	411	399	357	374	356	0	5039	5211
2025	355	(est.)	2030-31	172	372	385	363	410	432	379	413	412	393	371	401	360	372	0	5063	5235
2026	355	(est.)	2031-32	172	372	391	391	363	414	436	387	419	411	354	373	405	358	0	5074	5246
2027	349	(est.)	2032-33	173	366	391	398	391	367	418	445	393	418	371	356	377	403	0	5094	5267
2028	346	(est.)	2033-34	173	363	385	398	398	395	370	427	452	392	377	373	359	375	0	5064	5237
2029	351	(est.)	2034-35	173	368	382	391	398	402	398	378	433	451	353	379	377	357	0	5067	5240
2030	351	(est.)	2035-36	174	368	387	388	391	402	406	406	384	432	407	355	383	375	0	5084	5258

Note: Ungraded students (UNGR) often are high school students whose anticipated years of graduation are unknown, or students with special needs - UNGR not included in Grade Combinations for 7-12, 9-12, etc.

Based on an estimate of births

Based on children already born

Based on students already enrolled

\*Birth data provided by Public Health Vital Records Departments in each state.

\*\* < 10 Not reported, to protect subgroups with fewer than 10 students.

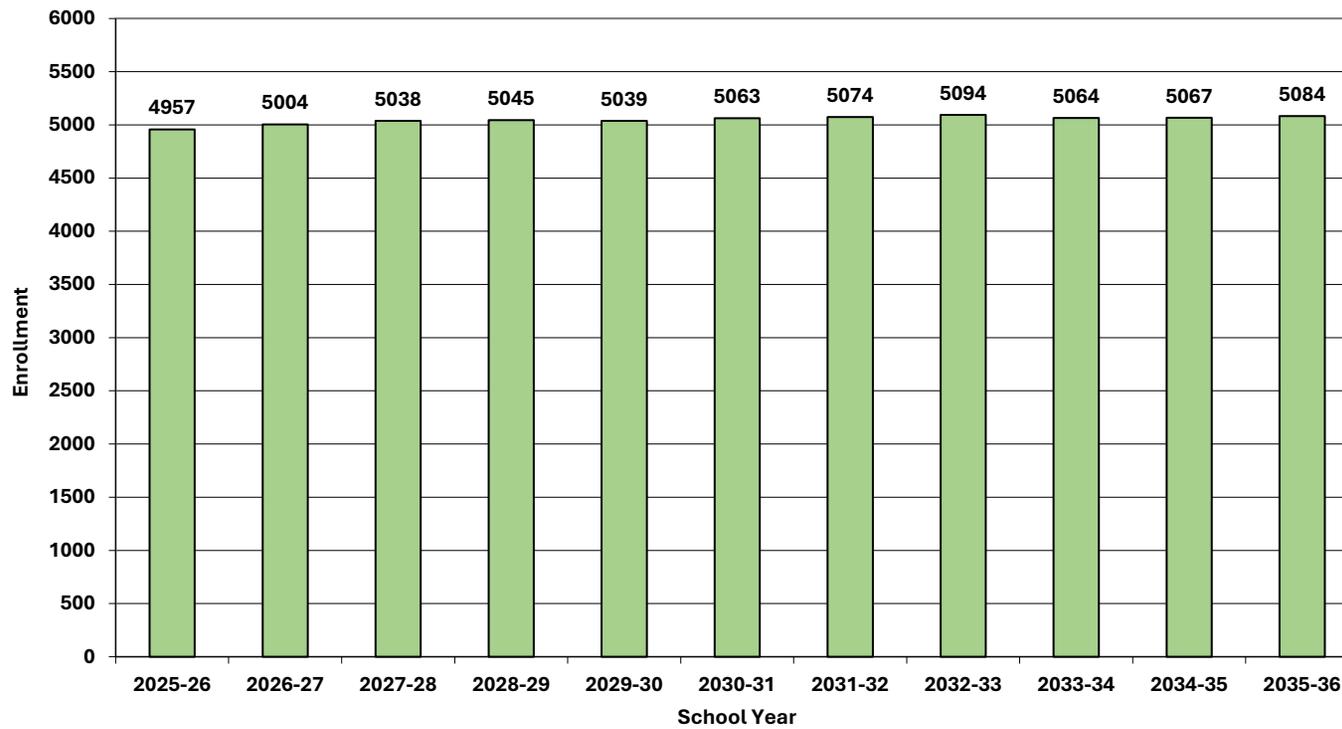
Projected Enrollment in Grade Combinations*										
School Year	PK-4	K-4	K-2	5-6	5-8	K-8	PK-8	7-8	6-12	9-12
2025-26	2068	1897	1129	817	1618	3515	3686	801	2632	1442
2026-27	2102	1931	1163	835	1638	3569	3740	803	2675	1435
2027-28	2139	1968	1176	786	1624	3592	3763	838	2690	1446
2028-29	2114	1943	1170	786	1641	3584	3755	855	2704	1461
2029-30	2109	1937	1133	811	1616	3553	3725	805	2697	1486
2030-31	2134	1962	1120	792	1597	3559	3731	805	2722	1504
2031-32	2103	1931	1154	823	1653	3584	3756	830	2707	1490
2032-33	2086	1913	1155	863	1674	3587	3760	811	2763	1507
2033-34	2112	1939	1146	797	1641	3580	3753	844	2755	1484
2034-35	2114	1941	1141	776	1660	3601	3774	884	2728	1466
2035-36	2110	1936	1143	812	1628	3564	3738	816	2742	1520

Projected Percentage Changes			
School Year	K-12	Diff.	%
2025-26	4957		
2026-27	5004	47	0.9%
2027-28	5038	34	0.7%
2028-29	5045	7	0.1%
2029-30	5039	-6	-0.1%
2030-31	5063	24	0.5%
2031-32	5074	11	0.2%
2032-33	5094	20	0.4%
2033-34	5064	-30	-0.6%
2034-35	5067	3	0.1%
2035-36	5084	17	0.3%
<b>Change</b>		<b>127</b>	<b>2.6%</b>

\*Projections should be updated annually to reflect changes in in/out-migration of families, births, and similar factors.

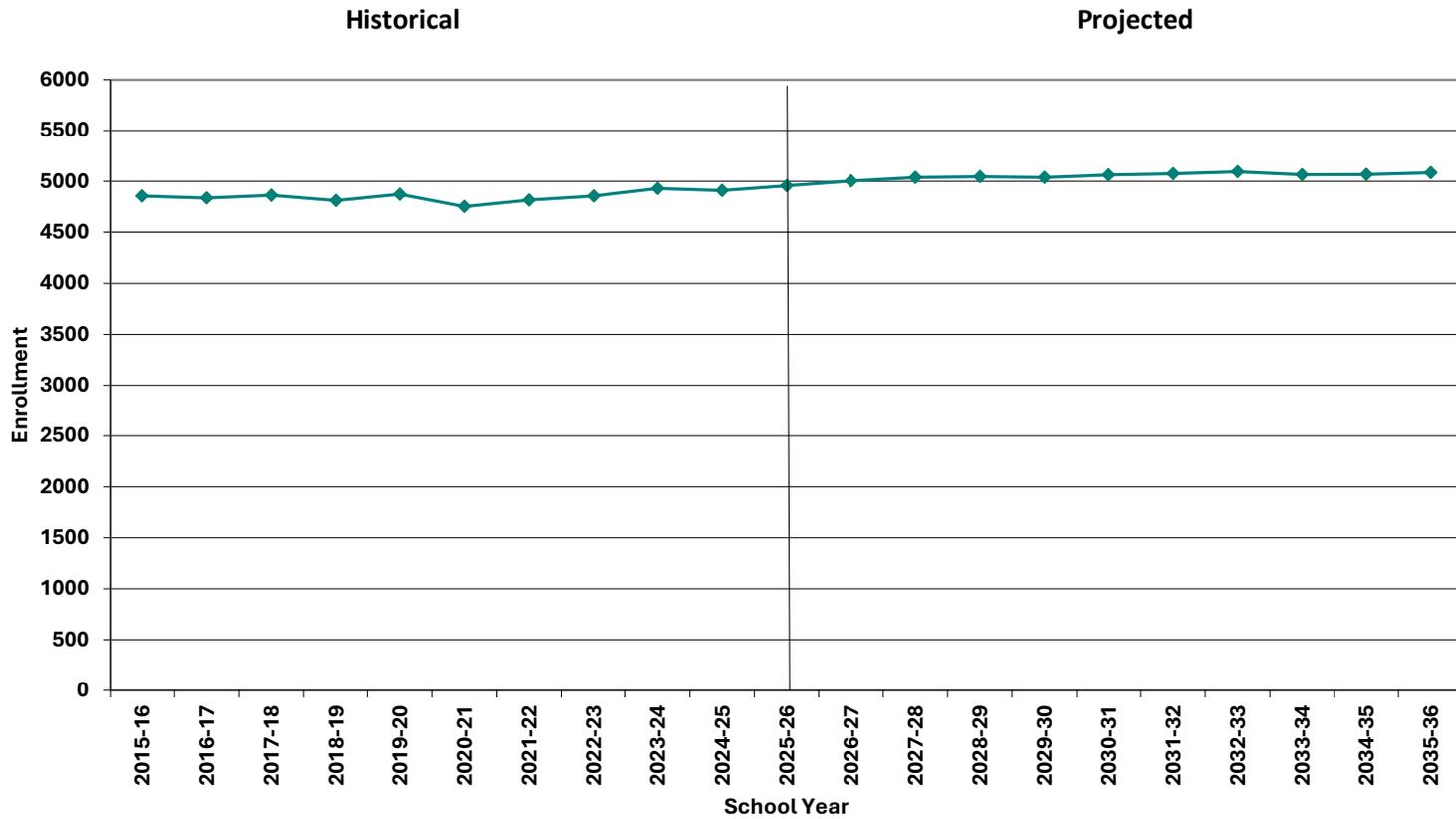


## Grades K-12 Projected Enrollment



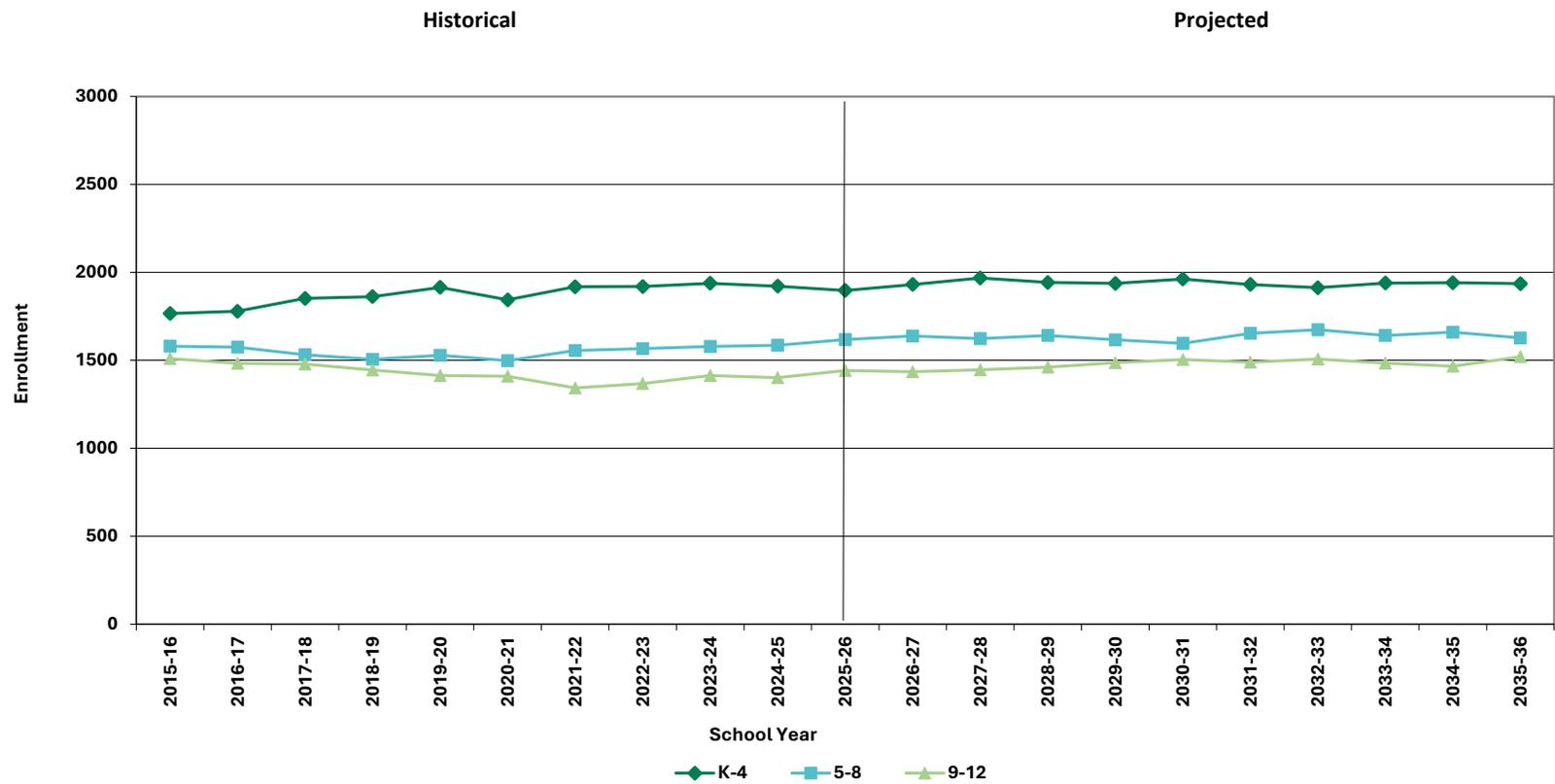


## Grades K-12 Historical & Projected Enrollment



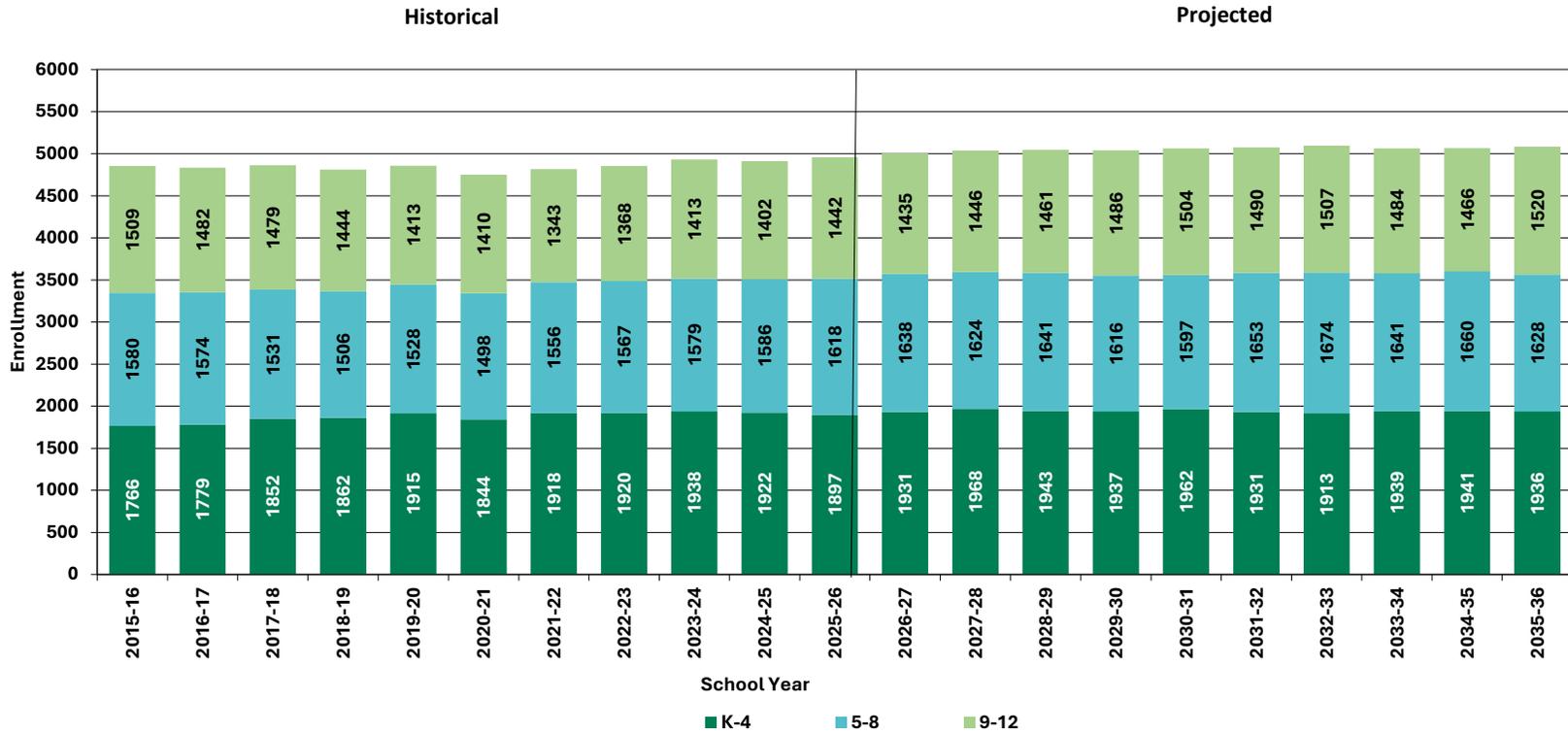


# Historical & Projected Enrollment in Grade Combinations



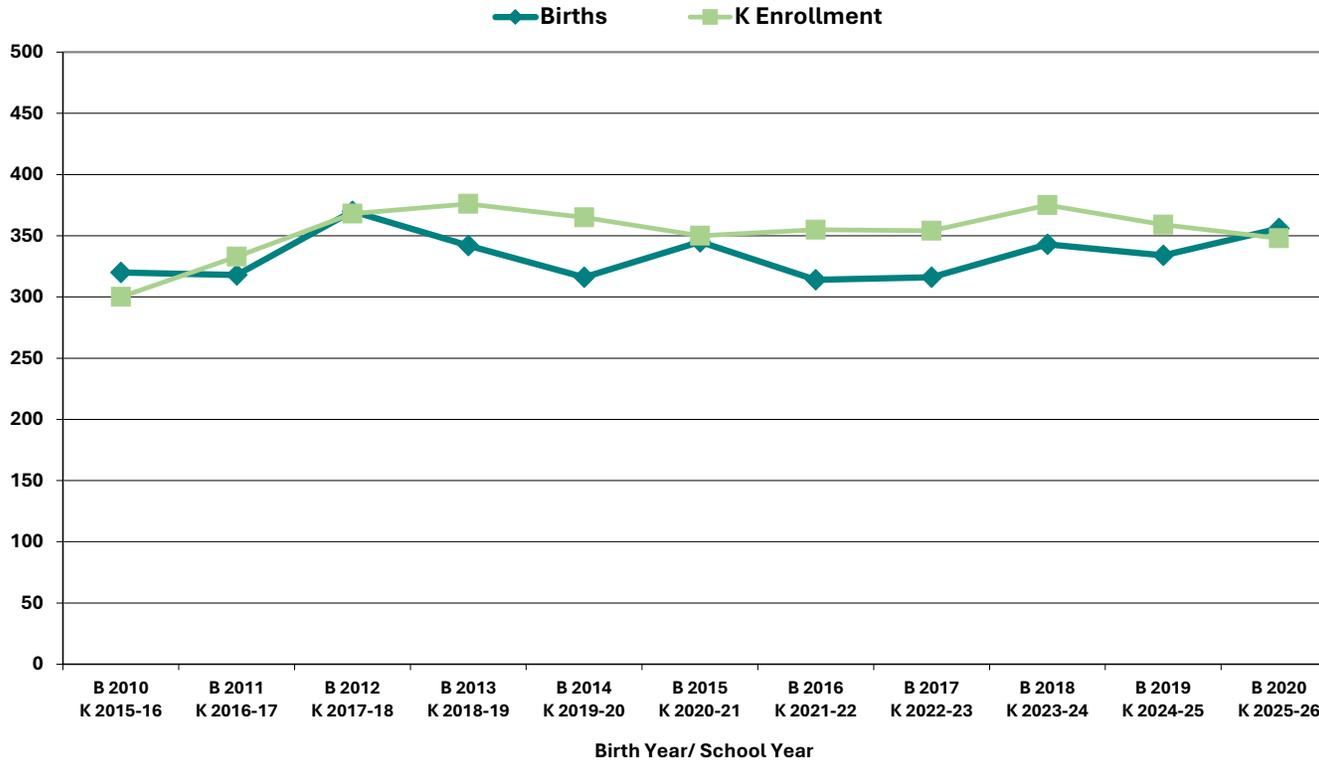


# Historical & Projected Enrollment in Grade Combinations





## Birth to Kindergarten Relationship



	B 2010 K 2015-16	B 2011 K 2016-17	B 2012 K 2017-18	B 2013 K 2018-19	B 2014 K 2019-20	B 2015 K 2020-21	B 2016 K 2021-22	B 2017 K 2022-23	B 2018 K 2023-24	B 2019 K 2024-25	B 2020 K 2025-26
<b>Births</b>	320	318	370	342	316	345	314	316	343	334	356
<b>Kindergarten</b>	300	333	368	376	365	350	355	354	375	359	348



## Additional Information

School Year	9-12 CTE	K-12 Non-Public	K-12 Choice-In	K-12 Choice-Out	K-12 Out District SPED	K-12 Homeschool
2021-22	196	164	42	105	64	57
2022-23	212	116	36	96	59	45
2023-24	216	106	37	84	63	37
2024-25	210	101	38	79	67	36
2025-26	n/a	n/a	38	n/a	67	46

\* Data provided by District.

"n/a" signifies that information was not provided by District.

\*\* < 10 Not reported, to protect subgroups with fewer than 10 students.



## New England's PK-12 Enrollments Trends

State	Fall 2013 PK - 12	Fall 2019 PK - 12	Fall 2022 PK - 12	Fall 2023 PK - 12	% Change 2013 - 23	% Change 2019-23	% Change 2022-23
USA	50,044,522	50,796,445	49,618,464	49,516,361	-1.1%	-2.5%	-0.2%
CT	546,200	523,690	513,513	512,652	-6.1%	-2.1%	-0.2%
ME	183,995	180,291	173,853	172,545	-6.2%	-4.3%	-0.8%
MA	955,739	959,394	923,349	914,958	-4.3%	-4.6%	-0.9%
NH	186,310	177,351	168,909	166,594	-10.6%	-6.1%	-1.4%
RI	142,008	143,557	137,449	136,154	-4.1%	-5.2%	-0.9%
VT	88,690	86,759	83,654	82,455	-7.0%	-5.0%	-1.4%

Source: U.S. Department of Education, National Center for Education Statistics, Enrollment in public elementary and secondary schools, by region, state, and jurisdiction: Selected years, fall 1990 through fall 2023, Table 203.20, Report Generated Oct. 2024, NESDEC 5.28.25

Although most New England Districts are seeing a decline in the number of births, NESDEC's experience indicates that the impact on enrollment varies from District to District. Almost half of New England Districts have been growing in PK-12 enrollment, and a similar number are declining (often in rural areas), with the other Districts remaining stable.



## Projection Methodology and Reliability

### PROJECTION METHODOLOGY

Cohort component (survival) technique is a frequently used method of preparing enrollment projections. NESDEC uses this method, but modifies it in order to move away from projections that are wholly computer- or formula-driven. Such modification permits the incorporation of important, current district-specific demographic information into the generation of enrollment projections (such as in/out-migration of students, resident births, etc.). Percentages are calculated from the historical enrollment data to determine a reliable percentage of increase or decrease in enrollment between any two grades. For example, if 100 students enrolled in Grade 1 in 2024-25 increased to 104 students in Grade 2 in 2025-26, the percentage of survival would be 104%, or a ratio of 1.04. Ratios are calculated between each pair of grades or years in school over several recent years.

After study and analysis of the historical ratios, and based upon a reasonable set of assumptions regarding births, migration rates, retention rates, etc., ratios most indicative of future growth patterns are determined for each pair of grades. The ratios thus selected are applied to the present enrollment statistics to project into future years. The ratios are the key factors in the reliability of the projections, assuming validity of the data at the starting point.

### RELIABILITY OF ENROLLMENT PROJECTIONS

Projections can serve as useful guides to school administrators for educational planning. Enrollment projections are more reliable in Years #1-3 in the future and less reliable in the “out-years.” Projections four to ten years out may serve as a guide to future enrollments and are useful for planning purposes, but they should be viewed as subject to change given the likelihood of potential shifts in underlying assumptions/trends, such as student migration, births as they relate to Kindergarten enrollment, and other factors.

Projections that are based upon **the children who already are in the district** (the current K-12 population only) will be the most reliable. The second level of reliability will be for those children already **born into the community but not yet old enough to be in school**. The least reliable category is the group for which an estimate must be made **to predict the number of births**, thereby adding additional uncertainty. See these three multi-colored groupings on the “Projected Enrollment” tab.

Annual updates allow for early identification of recent changes in historical trends. When the actual enrollment in a grade is significantly different (higher or lower) from the projected number, it is important (yet difficult) to determine whether this is a one-year aberration or whether a new trend may have begun. **In light of this possibility, NESDEC urges all school districts to have updated enrollment projections developed by NESDEC each October.** This service is available at no cost to affiliated school districts.

# Appendix B

## Student Activities & Clubs

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

<b>NO STUDENT ACTIVITY FEE</b> PARTICIPATION IS A REQUIREMENT FOR ENROLLING IN A SPECIFIC COURSE DURING THE REGULAR SCHOOL DAY	<b>NO STUDENT ACTIVITY FEE</b> PARTICIPATION IS COMMUNITY SERVICE BASED OR BY INVITATION ONLY	<b>ACTIVITY FEE COLLECTED</b> PARTICIPATION IS VOLUNTARY
Band - Concert Band - Marching Assistant Director Band - Marching Director Band - Marching Staff A Band - Marching Staff B Band - Marching Staff C Band - Marching Staff D Band - Marching Staff E Mock Trial Orchestra Treble Choir	Business National Honor Society French Honor Society GIVE Club (Thomas Jefferson Forum) Interact Club (Key Club) LIME National English Honor Society National Honor Society Science National Honor Society Peer Tutoring Spanish Honor Society Tri-M Honor Society	Acapella American Sign Language Club Art Club Auxiliary (CG/Major) Best Buddies Chorus Coding Club Dance Team DECA Drama Club Ecology Club Jazz Band Math Team Melting Pot Club Model UN (International Relations) Musical PRISM (Gay/Straight Alliance) Robotics Team Rufus Porter Society Speech & Debate Team Stock Market & Investing Club Student Council Tabletop Games TV Club VOICE - Literacy Advisor Yearbook - Business Yearbook - Literacy Other (Proposed)

CHELMSFORD PUBLIC SCHOOLS  
STUDENT ACTIVITY FEE SUMMARY

	FY25 Budget	FY25 Actual	FY26 Budget	FY26 Preliminary Forecast	FY27 Projected Budget
<b>Revolving Fund Revenue (517)</b>					
High School	16,000	19,422	19,000	22,351	19,000
McCarthy	16,000	12,787	13,000	14,023	13,000
Parker	21,000	20,735	20,000	18,547	20,000
Student Participation Fees	53,000	52,944	52,000	54,920	52,000
End of Prior Fiscal Year Carry Over Balance	352,289	354,804	364,517	360,542	356,695
<b>Total Revolving Fund Revenue</b>	<b>405,289</b>	<b>407,747</b>	<b>416,517</b>	<b>415,463</b>	<b>408,695</b>

<b>Revolving Fund Expense (517)</b>					
High School	36,095	35,457	40,026	39,736	43,724
McCarthy	4,910	0	200	624	1,840
Parker	6,459	8,545	9,700	8,822	10,284
Revolving Fund - Stipends	47,464	44,002	49,926	49,182	55,847
Expenditure Transfer from Revolving Fund	0	0	0	0	0
<b>Total Revolving Fund Expenses</b>	<b>47,464</b>	<b>44,002</b>	<b>49,926</b>	<b>49,182</b>	<b>55,847</b>

<b>Local Budget Expense (3520)</b>					
High School	93,190	93,190	93,190	93,190	93,190
McCarthy	39,900	39,635	39,900	39,900	39,900
Parker	39,900	40,542	39,900	39,900	39,900
<b>Total Local Budget Expense - Stipends</b>	<b>172,990</b>	<b>173,367</b>	<b>172,990</b>	<b>172,990</b>	<b>172,990</b>
<b>Expenditure Transfer - to local</b>					
<b>Expense Total</b>	<b>220,454</b>	<b>217,369</b>	<b>222,916</b>	<b>222,172</b>	<b>228,837</b>

**FY27 Proposed Budget Assumptions:**

CHS Student Activity Fee to remain at \$50 annually

McCarthy and Parker Middle School Student Activity Fees to remain at \$50 annually

The costs associate with the late bus runs remain fully funded in the Transportation (3300) section of the budget

# Appendix C

## Grant Fund Summary

CHELMSFORD PUBLIC SCHOOLS		2026 APPROVED GRANTS										
Fund	Program Name	Type	Admin Staff	Direct Service Staff	Support Staff	Stipends	Fringe MTRS	Contractual Services	Supplies	Travel	Other	Total Grant Award
<b>CURRICULUM</b>												
305	Title I	Federal	38,308		180,000	19,500	3,448	131,548	65,788			438,592
	The Title I grant provides supplemental resources to help low achieving students in high poverty schools meet the state's academic standards. This grant primarily funds a portion (30%) of the Title I Director's salary, up to nine math and reading interventionists (tutors) at two elementary schools and after school tutoring at the middle school level.											
140	Title IIA-Teacher Quality	Federal		5,900	5,000			70,000	2,315			83,215
	The Title II A grant is used to increase student achievement through comprehensive district initiatives that focus on the preparation, training, recruitment and retention of effective educators. This grant primarily funds professional development around best teaching practices in writing methods to enhance academic achievement.											
180	Title III English Lang LEP Support	Federal		17,000	18,000				1,530		5,000	41,530
	The Title III grant provides supplemental resources to improve the education of English language learners. This grant primarily funds ELL tutors to support students at the high school level, ELL teachers to provide before and after school tutoring and extended learning opportunities, ELL facilitation stipends to implement SEI strategies and professional development for teachers to attend the MATSOL conference.											
309	Title IV A	Federal						29,642				29,642
	The Title IV A grant provides resources to ensure all students have equitable access to high quality educational experiences that follow one or more of the following priorities: well rounded educational opportunities, safe and healthy students and effective use of technology. This grant primarily funds professionals development in support of curriculum training and inclusive practices.											
418	Capital Skills CHS Grant	State							19,429		130,115	149,544
	The Capital Skills CHS grant provides supplies and equipment for two of the four career pathways, one in Environmental and Life Sciences and one in Manufacturing for CHS students. The district will purchase biotechnology equipment for a renovated space and create a dedicated manufacturing lab which allows for a stronger curriculum experience in the coursework.											
419	Innovation Pathways CHS Grant	State							14,273		35,727	50,000
	The Innovation Pathways CHS grant supports initiatives to four career pathways, one in Environmental and Life Sciences, one in Business, one in Information Technology and one in Manufacturing for CHS students.											
461	Early College Planning CHS Grant	State				13,475		5,315	450		5,760	25,000
	The Early College Planning CHS grant supports initiatives to expand the dual enrollment courses, in partnership with Middlesex Community College, piloting a Early College minimester program for CHS students.											
<b>SUB TOTAL</b>			<b>38,308</b>	<b>22,900</b>	<b>203,000</b>	<b>32,975</b>	<b>3,448</b>	<b>236,505</b>	<b>103,785</b>	<b>0</b>	<b>176,602</b>	<b>817,523</b>

CHELMSFORD PUBLIC SCHOOLS		2026 APPROVED GRANTS										
Fund	Program Name	Type	Admin Staff	Direct Service Staff	Support Staff	Stipends	Fringe MTRS	Contractual Services	Supplies	Travel	Other	Total Grant Award
<b>SPECIAL EDUCATION</b>												
240	SPED 94-142 Allocation	Federal		113,249	383,730	7,100		878,265	63,000			1,445,344
The SPED IDEA (Individuals with Disabilities Education Act) 240 grant provides funds to ensure that eligible students with disabilities receive a free and appropriate public education that includes special education and related services designed to meet the individual needs. This grant primarily funds one special education secretary, support staff for students with an IEP (two LPNs and up to thirteen paraeducators), and contracted services providers, the largest one being the NECC program.												
262	SPED Early Childhood Allocation	Federal			40,962							40,962
The Early Childhood Special Education Grant is similar to the SPED IDEA grant, but is targeted for early childhood students (ages 3-5). This grant primarily funds 2.5 paraeducators in the CHIPS program.												
<b>SUBTOTAL</b>			<b>0</b>	<b>113,249</b>	<b>424,692</b>	<b>7,100</b>	<b>0</b>	<b>878,265</b>	<b>63,000</b>	<b>0</b>	<b>0</b>	<b>1,486,306</b>
<b>OTHER</b>												
250	Essential School Health Grant	State		17,000							16,500	33,500
The grant from the Department of Public Health funds vision and hearing screenings for students. It also funds professional development opportunities for school nurses, new equipment (mannequins for CPR training, bleeding control kits) and health and education reading and supplies for students.												
301	Project Lead The Way (PLTW) Grant	Private									15,000	15,000
The grant from PLTW funds equipment in the PLTW Engineering program at Chelmsford High School.												
301	Ecology (NEB) Composting Grant	Private						5,000				5,000
This grant from the New England Biolabs (NEB) organization funds the composting service set up in the CHS cafeterias with the assistance of the ecology club students.												
<b>SUBTOTAL</b>			<b>0</b>	<b>17,000</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5,000</b>	<b>0</b>	<b>0</b>	<b>31,500</b>	<b>53,500</b>
<b>TOTAL GRANTS</b>			<b>38,308</b>	<b>153,149</b>	<b>627,692</b>	<b>40,075</b>	<b>3,448</b>	<b>1,119,770</b>	<b>166,785</b>	<b>0</b>	<b>208,102</b>	<b>2,357,329</b>

# Appendix D

## Revolving & Other Fund Summary

CHELMSFORD PUBLIC SCHOOLS  
THREE YEAR REVOLVING FUND AND OTHER FUND SUMMARY

MUNIS #	Revolving Accounts	Balance 7/1/2024	Balance 7/1/2025	Estimated Receipts in FY26	Estimated Expenditures in FY26	Net Surplus or (Deficit) in FY26	Estimated Balance 7/1/26
501	Café (School Nutrition)	4,168,053	3,997,231	2,952,000	2,812,000	140,000	4,308,053
502	Athletic	1,146,597	1,050,398	305,155	274,383	30,772	1,177,369
503	Gifts & Donations	53,320	56,038	14,100	8,250	5,850	59,170
503	Gifts & Donations - 255 Princeton St Development		180,000	0	0	0	0
504	Lost / Damaged Books & Computers	19,018	54,496	14,500	0	14,500	33,518
505	Musical Instrument Repair	0	0	0	0	0	0
506	Adult Education/Music/Guidance	500,439	585,857	299,500	275,000	24,500	524,939
507	Childcare	1,818,301	2,081,526	2,329,500	2,198,500	131,000	1,949,301
508	Out of Town Tuition Reimbursement	75,494	101,183	25,600	0	25,600	101,094
509	Summer School	34,746	37,246	6,850	4,000	2,850	37,596
510	School Choice	2,820,570	3,230,069	260,000	394,978	(134,978)	2,685,592
511	Civic Activities	383,504	519,714	195,000	135,400	59,600	443,104
516	Transportation	1,187,710	1,097,440	330,000	452,692	(122,692)	1,065,018
517	Student Activity	354,803	363,745	54,920	49,182	5,738	360,541
518	Turf Fields	355,075	423,541	86,900	29,070	57,830	412,905
	Total	12,917,630	13,778,485	6,874,025	6,633,455	240,570	13,158,200

**Other Accounts**

310	Circuit Breaker	2,285,026	3,183,334	4,479,775	3,872,891	606,884	2,891,910
819	Special Ed Reserve Fund (established FY22)	795,660	824,834	25,725	0	25,725	821,385

# CHELMSFORD PUBLIC SCHOOLS

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*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: February 11, 2026

**Re: Personnel Report – January 2026**

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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 – January 2026**

**New Hires**

**Bennett, Andrea**

**Interim Paraeducator  
Center Elementary School  
Effective date: 2/9/26**

**Berrios Rosa, Ilianna**

**Lunch/Recess Aide  
South Row Elementary School  
Effective date: 1/20/26**

**Bouderra, Houda**

**Interim Paraeducator  
Harrington Elementary School  
Effective date: 2/2/26**

**Dineen-Sullivan, Kristen**

**Lunch/Recess Aide  
Harrington Elementary School  
Effective date: 1/26/26**

**Gelineau, Emma**

**Interim Paraeducator  
Chelmsford High School  
Effective date: 1/26/26**

**Guertin, Chantal**

**Interim Preschool ABA Paraeducator  
Chelmsford Integrated Preschool (CHIPs)  
Effective date: 1/9/26**

**Kattuparambil, Sruthy**

**Interim Paraeducator  
South Row Elementary School  
Effective date: 1/20/26**

**Lehan, Catherine**

**ABA Paraeducator  
Chelmsford Integrated Preschool (CHIPs)  
Effective date: 1/5/26**

**Pisal, Sushma**

**Interim Paraeducator  
Byam Elementary School  
Effective date: 2/2/26**

**Sett, Jayatri**

**Paraeducator  
Harrington Elementary School  
Effective date: 2/2/26**

**Terenzio, Mary**

**Lunch/Recess Aide  
Harrington Elementary School  
Effective date: 1/26/26**

**Resignations:**

**Alves-Ferreira DeSilva, Alexandra**

**Lunch/Recess Aide  
Harrington Elementary School  
Effective date: 1/12/26**

**Hanumanthu, Rama**

**Paraeducator  
Center Elementary School  
Effective date: 1/8/26**

**Heron, Julie**

**Paraeducator  
Center Elementary School  
Effective date: 1/28/26**

**LeBlanc, Kelly**

**Lunch/Recess Aide  
Parker Middle School  
Effective date: 1/15/26**

**Retirements:**

**Assignment Changes:**

## **Approval of Field Trip & Travel Requests**

1.) Chelmsford High School

Qualifying DECA Students

DECA State Conference

March 12 – 14, 2026

Boston, MA



Curriculum Standard Addressed by Trip (Reason for the Trip)

2nd Round of DECA Competition

Destination: Westin Seaport (617) 532-4600

Facility 425 Summer St Facility Telephone Boston MA  
Facility Street Address City State

Estimated Leave Time: 9 AM <sup>3-12</sup> (a.m.) p.m. Estimated Return Time: 2 a.m. (p.m.) 3-14

No. of Regular School Buses Needed: 1 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 precedent 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) Front of School

Equipment Space Needed (such as music instruments): Yes  NO

Equipment: Luggage

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.

Meal Plans: Included in Conference Reg

TRIP COST/FUNDING

Price per Bus: \$      Total Cost of Bus Transportation \$     

Total Price of event \$     

Additional Costs \$     

Total Cost of Trip \$ 510

School/Org. to pay for:      \$ 75 -DECA FUNDS  
Student paying \$ 435 per person for:      \$ 435

Please list any other circumstances that may affect the trip:

Submitted by:

Signature of Trip Sponsor: [Signature] Date: 2-9-26

Approved by:

Signature of Dept. Head/Coordinator: [Signature] Date: 2/9/2026

Signature of Building Principal: [Signature] Date: 2/12/26

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