



Chelmsford School Department School Committee

Filed with Town Clerk:

Notice of Public Meeting

Email Posting to townclerk@townofchelmsford.us Thank you.

As required by G.L. c. 30 A, §18-25

DATE: Tuesday February 3, 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 prior to 12:00 p.m. on Tuesday February 3, 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 January 20, 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. Spotlight on the Schools: South Row Elementary School
2. Approval of Non-Affiliated Employees Salary Schedules
3. Vote to Approve Assistant Superintendent's Contract
4. Superintendent's Recommended FY2027 Budget

5. 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
January 20, 2026
Meeting Minutes**

Members Present: Mr. Dennis King (Chair), Ms. Diana Lebeaux (Secretary), Ms. Susan Mackinnon, Mr. John Moses and Ms. Maria Santos

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 6, 2026

Ms. Santos moved to approve the minutes of the regular school committee meeting of January 6, 2026. Mr. Moses seconded. Motion carries 5-0.

CHS STUDENT REPRESENTATIVE ANNOUNCEMENTS

Patrick shared that on Saturday the CHS Basketball Team held a “Shootathon” fundraiser. It was very successful and well attended. Coach Vitale of the CHS Boys Swim and Dive Team “secured his one hundredth career win in his 14th year coaching after their big win over Central Catholic”. Term two closes this Friday and this Thursday and Friday will be half days. Testing takes place on Wednesday, Thursday and Friday.

Richie added that the acappella groups, The Thursdays and The Crescendos, will compete at the “Any Voices” competition this weekend. “Congrats!” The election process for classes for 2027 has begun. Students who are running need to collect 100 signatures by January 30th. Speeches will be due on February 23rd. Tomorrow night the CHS Senior Wrestling Team will compete against North Andover.

GOOD NEWS

Dr. Hirsch shared that today is the 90th day of school! We are halfway through the school year!

PUBLIC COMMENTS:

None

NEW BUSINESS

1. **Spotlight on the Departments: English Language Learner (ELL), Reading (K - 4) & Title I Services**

Ms. Kelly Rogers, Department Coordinator for Reading, English Language Learners, and Title I Services came to the table to provide updates and began with the writing framework, "ThinkSRSD a Self-Regulated Strategy Development". This has been newly adopted for grades K through 8 and accommodates all our learners and we are providing ongoing Professional Development in the upcoming years. All K to four teachers will be trained by the end of the school year. This is helping students "take ownership over their own learning" by giving them structures and exemplars. This helps them focus on thinking, self-reflection and self-regulation techniques. This framework helps students to build independence and confidence. Which is important since "writing is essential across all subject areas". ThinkSRSD supports consistency throughout schools and through grade levels and is explicit providing lots of modeling. It is aligned with grade level standards. The K through 4 Google Drive features all curriculum work and will be updated annually. ThinkSRSD has a Facebook Page and has a website. Collaboration is taking place with teachers from other school districts.

Teachers, Kiki Cote and Katie Ritter, and students: Chloe; Sam; Reachsey; Lexi and Mohhamed from Harrington Elementary School joined Ms. Rogers at the table to share their stories and experiences with the ThinkSRSD writing framework. These shared presentations detailed not only the steps in the process but how students became better strategic writers using it across all content areas! This part of the presentation may be **enjoyed** by watching it on Chelmsford Telemedia YouTube!

Ms. Rogers returned to the table to talk of the English Learner Program. Students who have tested out (exited) of the ELL program continue to be monitored for four more years. Currently there are 77 languages spoken in our district. Annual ACCESS testing will continue through January and February. Twice each school year family gathering events are held in the community.

Title 1 schools (receive federal grant funding) this year include Byam, Harrington and McCarthy. Interventionists provide support for the elementary school, while McCarthy offers after-school tutoring. Family engagement nights happen in the fall and the spring. Ms. Roger's and the Harrington school slides are included in tonight's agenda packet, but to fully appreciate this detailed presentation, please watch it in its entirety on Chelmsford Telemedia You/Tube.

2. 2026/27 School Year – Kindergarten Registration Dates

Ms. Johnson-Collins included a memorandum and brochure in tonight's agenda packet detailing information on Kindergarten registration which will be held on January 27th and 28th here at Central Office. Appointments must be made (for about a 15-minute session) and all required documents must be presented. 190 appointments have already been scheduled!

3. Parker Middle School Building Project: a. Grade Level Alignment Consideration

At the last School Building Committee meeting it was decided to leave all three grade level options on the table but to go only with the Parker site. The proposal to the State will be submitted this Thursday. Between now and May the School Committee will decide on the final grade configuration for the schematic design and cost estimations. No Committee action is required tonight. Dr. Lang did include slides from the entire presentation given to the Building Committee at their last meeting. Public forums will begin again following February vacation. The next Building Committee will take place on February 19th.

4. Curriculum Review and Adoption Update

Dr. Hirsch reviewed the timeline which she presented in November of 2024. In October State Bill H.4672 was passed by with a focus on "early literacy". Since COVID students throughout Massachusetts are not meeting ELA standards and the achievement gap has widened "among racial/ethnic groups, students with disabilities, low-income students, and English learners since 2019". This bill (which has passed the house but not the senate yet) focuses on grades K – 3. Although a pilot for new ELA curriculum is not scheduled until 2027/28 school year, she and Dr. Lang are proposing an ELA pilot start in the 2026/27 school year instead. The proposal will "encompass all components of reading in one program". Dr. Hirsch added that for consistency the pilot will include K – 6. The process will start in the spring with programs being implemented in the fall and final adoption by next winter. Professional development for any new curriculum will continue for three school years. To fully appreciate this detailed presentation and the Committees discussion after please view this segment on Chelmsford Telemedia YouTube.

5. FY2026 Budget Report: 2nd Quarter Financials (October 1 – December 31, 2025)

Ms. Johnson-Collins included a memorandum and supporting data in tonight's agenda packet to update the Committee on the FY2026 2nd Quarter Financials. We continue to be "favorable" in many categories. Currently, transportation costs are unfavorable due to costs of transporting out of district students on routes which Chelmsford is unable to share with other districts and our in-district special education busses. A solution to this is in the works! We budget \$7.3 million for out of district tuition. We receive money from the Circuit Breaker Fund and from Valley Collaborative for our local operating budget. Ms. Johnson-Collins predicts we will be "favorable" in this category because we prepaid tuitions last year. "School Choice" income funds our 1:1 computer initiative and we anticipate a favorable balance of about \$3 million.

6. Personnel Report: December 2025

No action required.

7. Valley Collaborative Report on Quarterly Business – FY2026 (2nd Quarter)

This report is included in tonight's agenda packet.

Ms. Santos motioned to accept the presentation of the quarterly reports on Collaborative business from FY26 second quarter for the Valley Collaborative Board of Directors. Mr. Moses seconded. Motion carries 5-0.

REPORTS

1. Liaison Reports

Ms. Lebeaux attended the Parker/McCarthy PTO meeting. A committee of Parker parents will hold a Science Fair on March 26th. Their "Student Giving" initiative was very successful. They are looking for someone to be in charge of "The Parker Pride Run" in May. McCarthy boasted high participation in Spirit Week. Project 300 is concluding. "Rock and Roll Bingo" is coming up. Both Parker and McCarthy are looking for students to apply for scholarships. "Division 10" which promotes DEI may be joined by any School Committees or School Committee members. They have valuable upcoming seminars scheduled.

Ms. Mackinnon said that Harrington will hold a "Skate Morning" at Skate 3 on February 1st. The book fair will take place from February 9th through 13th. They are seeking new PTO members for the next school year. CHIPS is hoping to have a district music ensemble group to perform this spring. An anonymous donor gave CHIPS \$800 which will allow them to bring "Ivy, the Very Determined Dog" for an enrichment program. The students are doing art work for the "Square One" fundraiser. CHIPS is grateful to Dr. Lang for money provided to promote staff appreciation events.

Ms. Santos attended the CHS PTO meeting and they continue to work on activities for "The After Prom" which will be held at the ELKS venue. They are always looking for more volunteers.

ACTION/NEW ITEMS

The Chair shared that the budget will be presented at the next School Committee meeting. At the meeting after February break a public hearing for the budget will be offered.

PUBLIC COMMENTS:

Peter Malloy, of 3 Village View Road, came to the table and spoke as a "teacher, a parent and a resident". He expressed his concern over the amount of screen time students spend in academic learning. He mentioned that studies have shown this contributes to lower academic

performance. In his teaching he has turned to a reduction in screen use in his classroom and returned to more use of “paper-based reading, writing and problem solving”. He believes his students have shown “immediate stronger focus, deeper engagement, clearer participation, more efficient thinking, and more collaboration between class members”. He requests the Committee remove Chrome Books from “routine classroom instruction” or create a sub-committee to review research and report back to the full School Committee with evidence regulating screen use across the Chelmsford Public Schools.

ADJOURNMENT at 8:15 p.m.

Ms. Santos moved to adjourn. Mr. Moses seconded. A roll call vote was taken. Motion carries 5-0.

Respectfully submitted,

Sharon Giglio, Recording Secretary

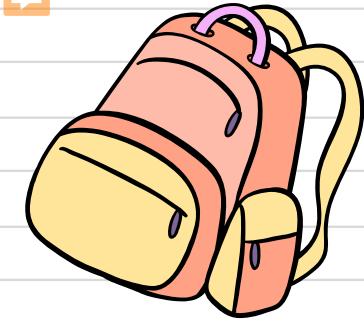
CHELMSFORD PUBLIC SCHOOLS

Jay Lang, Ed.D., Superintendent

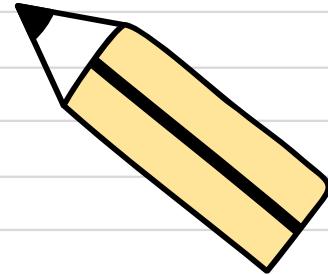
Memorandum

To: Members of the School Committee
From: Jay Lang, Ed.D., Superintendent of Schools
Date: January 30, 2026
Re: Spotlight on the Schools: South Row Elementary School

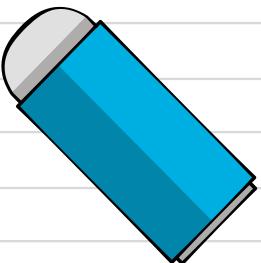
Attached please find a PowerPoint presentation provided by South Row Principal Ms. Terri Gilbert in advance of the meeting presentation. I look forward to hearing the presentation and discussing the good work that is occurring at the South Row Elementary School with the members of the school committee.



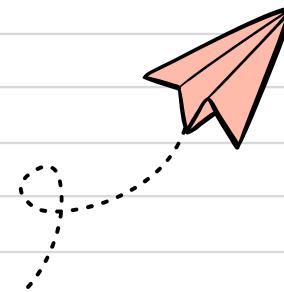
Spotlight on South Row



**Mrs. Terri Gilbert, Principal
Dr. Jayson Ramalho, Assistant Principal**



FEBRUARY 3rd, 2026





Tonight's Discussion: *The Power of Partnerships*

01

South Row Learning Lab

02

Creating Fully Integrated Experiences

03

Research and Executing
Thoughtful Partnerships

04

Umass Lowell BA ED

05

Strengthening Partnerships with
UMASS Lowell

06

Staff and Student Perspectives

07

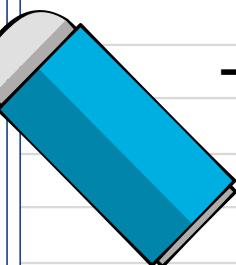
UML Students Perspectives

08

Wrap Up & Q/A



South Row Learning Lab



- Merrimack College
 - ◆ Fellowship/Undergraduate Student Teaching Program
- BWS, Endicott
 - ◆ Pre - practicum experiences
- Woburn School District
 - ◆ Implementing Reveal Math
- North Andover District
 - ◆ Music
- Inter - district collaborations
 - ◆ Learning across district and within district
- Psychologist Internship Program
 - ◆ Work under direct supervision of Dr. Brogan
- UMASS Lowell
 - ◆ Observations, Interviews/Focus Groups, Pre and Student Teaching

- practicum,





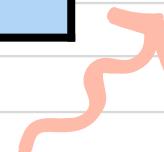
Creating a Fully Integrated Experience

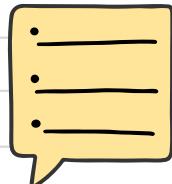




What Does the Research Say?

Impact on Student and Engagement Learning	Impact on Mentor Teachers and School Culture	Impact on Pre - Service Teacher Retention and Preparedness
<ul style="list-style-type: none">Positive long term achievement gains (Goldhaber et al., 2020)	<ul style="list-style-type: none">Transformation of teachers into reflective practitioners (Menter & Flores, 2021)New teachers bring innovative ideas while experienced teachers provide experience (Stauffer, 2022)	<ul style="list-style-type: none">Builds classroom management confidence (White, 2024)Quality student teaching makes first year teachers as effective as typical second or third year (Goldhaber & Theobald, 2023)Develops emotional resilience and belonging (Donlon & Young, 2023)





Steps to Prepare and Execute Thoughtful Process for Partnerships

- Meet with Faculty, Administration, and South Row Teachers
- Set Clear Expectations and Systems for Communication
- Student Visits/Informal Meet and Greets
- Student Completion of Paperwork with HR and University
- Administration Completes Internal Paperwork
- Communication with Students and Families as appropriate
- Feedback Loops/Check Ins
- Continued efforts to strengthen our partnerships with UML



Strengthening Partnership with UML

About UML BA ED Program

- Dual - license BA in Education program for general education 1 - 6 and special education prek - 8
- Designed to prepare highly quality, equity minded educators
- Coursework is grounded in evidence - based instructional practices and culturally responsive and sustaining pedagogy.
- Field intensive - almost every methods course has a field work component beginning fall of freshman year
- Focused on creating strong collaborations with local school districts and supporting our students in creating strong connections with the school community



South Row Elementary
CHELMSFORD PUBLIC SCHOOLS



Strengthening Partnership with UML

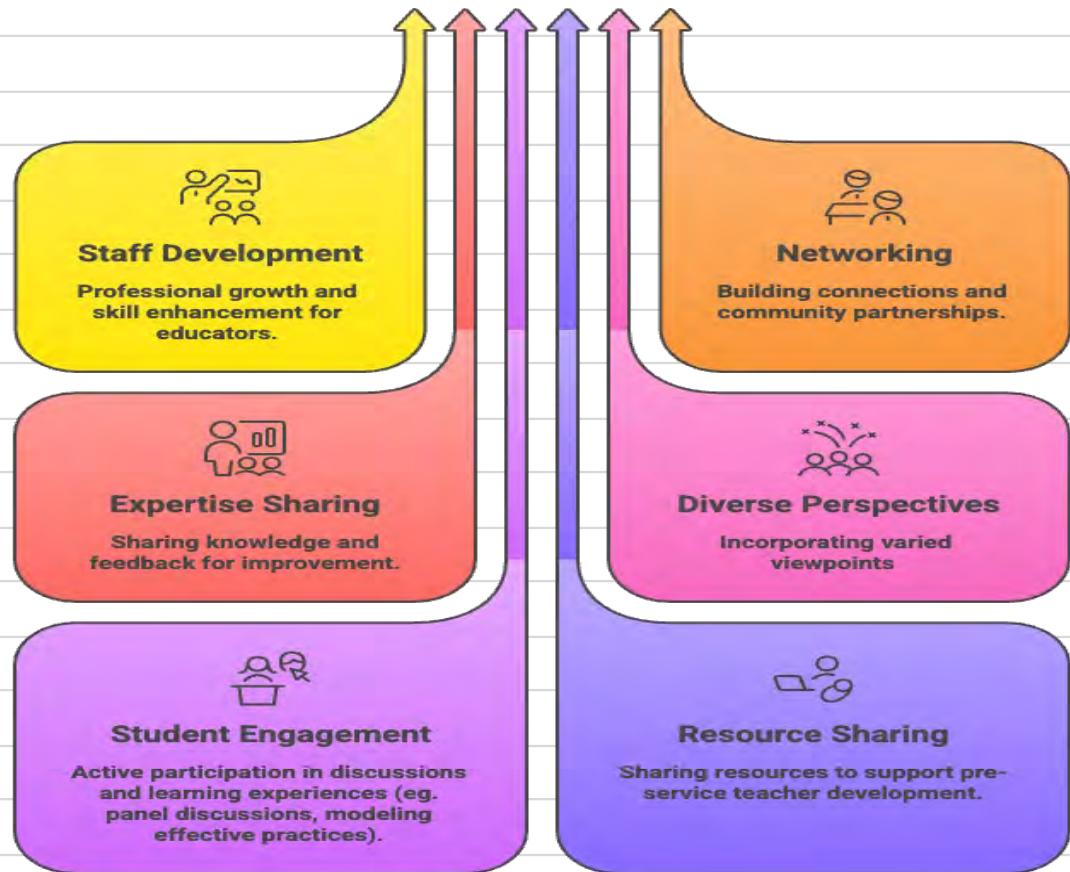
UML Field Work and Relationship with South Row

- EDUC 3600 - Teaching Science through Inquiry (Fall 2025)
 - Observed and supported science classrooms
- EDUC 2100 Intro to Moderate Disabilities (Fall 2024)
 - Observations of Special Education and Inclusive Classrooms
 - Interviews and focus groups with Special Education teachers
- Pre - Practicum (Spring 2026)
 - 2 students
 - One day a week
 - Observations and lessons
- Practicum (Spring 2025 - Spring 2026)
 - 2 Students
 - 1 semester general education setting
 - 1 semester special education setting





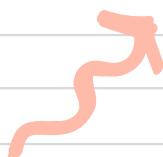
Strengthening Partnerships with UML Partnerships

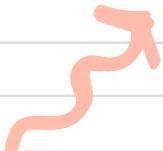




Benefits for Supervising Practitioners

- Classroom teachers can better meet IEP, 504, and Tier 2 needs with another trained adult in the room.
- Student teachers encourage SPs to be more **and intentional** **reflective**
 - Explaining your reasoning sharpens your own practice
 - More likely to try new strategies when someone brings fresh ideas.
- When roles are clear and the student teacher is well supported, there's shared responsibility during demanding parts of the day -

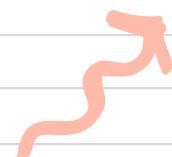




Benefits for Our Students



- Another trusted adult for students to build a relationship with
- Struggling students can get extra support while others are enriched
- More efficient feedback during writing, math, and reading workshops
- Student teachers bring **new ideas, updated strategies, and current research - based practices** from their programs to benefit our students

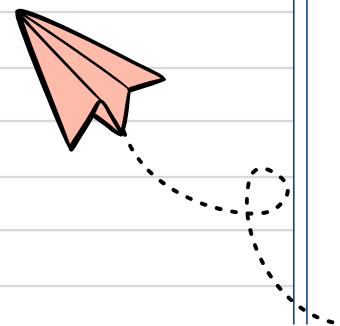
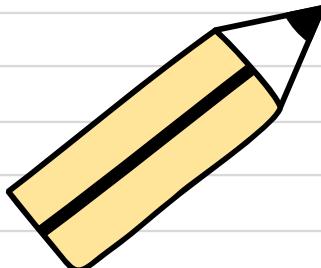


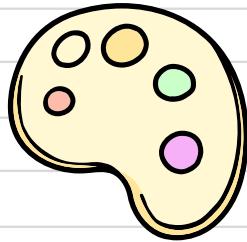


South Row Students Perspectives

Clara Bagni, Grade 4

Jack Rigby, Grade 2





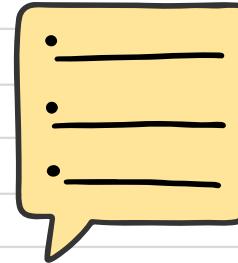
UML Present & Past Student Teachers Perspectives

Macayla Cote



Sarah Pontbriant



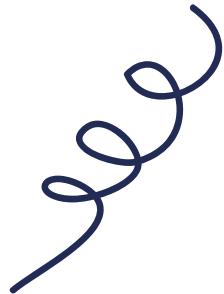


“Alone we can do so
little; together we can
do so much.”

Helen Keller



Wrap Up & Questions/Comments



CHELMSFORD PUBLIC SCHOOLS

Jay Lang, Ed.D., Superintendent

Memorandum

To: Members of the School Committee
From: Jay Lang, Ed.D., Superintendent of Schools
Date: January 30, 2026
Re: Approval of Non-Affiliated Employee Salary Schedules

As discussed in executive session, I have several non-affiliated employee salary (schedule) increases to bring forward this evening for public vote. The increases fall within a few distinct non-affiliated employee categories as follows:

Central Administration Clerks, Secretaries & Support Positions

At the June 27, 2025, school committee meeting, the Committee approved a 3% cost of living (COLA) salary increase for non-affiliated employees of the Chelmsford Public Schools effective July 1, 2025. These employees are not part of a bargaining unit.

Since that time, the Committee and the Chelmsford Federation of Teachers (CFT) Professional Support Personnel (PSP) Unit reached an agreement approving a 3% cost of living increase for FY2026, an increase within the steps of each job classification, as well as adding steps to the tables of each job classification. I recommend bringing the central administration support positions in-line with the CFT PSP salary rate increase noted in the secretary grids for the same time period. This amount is calculated on the current FY2026 salary amount which reflects a 3% cost of living increase and compares it to the step in the FY2026 secretary grid based on the years of service in the current support staff position. The recommended increase would be retroactive to July 1, 2025 and cumulatively totals \$ 15,379. In addition, the FY2027 Superintendent's Recommended Budget incorporates an increase for these non-affiliated employees in line with the step increase in the PSP contract secretary grid for FY2027.

Recommended Action / Vote: I recommend the Committee vote to approve an increase to the annual salary as specified to the central administration support positions effective July 1, 2025 at the regular meeting of the school committee on February 3, 2026.

Building Principals

The continued implementation of a salary schedule with steps for elementary and middle school principals and the high school principal was presented. This is in an effort for the building principals to remain competitive within comparable districts and surrounding towns. Instead of a previously approved 2.5 % COLA salary increase in FY27, a 3 % COLA salary increase is incorporated at Step 1 in FY27. A 3% COLA salary increase is incorporated in FY28 and FY29,

CHELMSFORD PUBLIC SCHOOLS

Jay Lang, Ed.D., Superintendent

consistent with recent salary negotiation settlements with other school department bargaining units.

Recommended Action/Vote: I recommend the Committee vote to approve the Appendix A: Non-Affiliated Principals Salary Schedule covering FY27 – FY29 as presented.

Central Administration Administrators

The continued implementation of a salary schedule with steps for non-affiliated central office administrators was presented. This is in an effort for the central office administrators to remain competitive within comparable districts and surrounding towns. A 3 % COLA salary increase in FY27 – FY29 is incorporated at Step 1, consistent with recent salary negotiation settlements with other school department bargaining units.

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

Assistant Superintendent of Curriculum & Instruction

The continued implementation of a salary schedule with steps for the Assistant Superintendent of Curriculum and Instruction was presented. This is in an effort to keep the salary for the Assistant Superintendent position competitive with comparable districts and surrounding towns. An additional step is added in FY27 and a 3 % COLA salary increase in FY27 – FY29 is incorporated at Step 1, consistent with recent salary negotiation settlements with other school department bargaining units.

Recommended Action/Vote: I recommend the Committee vote to approve the Appendix C: Non-Affiliated Salary Schedule for the Assistant Superintendent of Curriculum & Instruction covering FY27 – FY29 as presented.

Central Administration Clerks, Secretaries & Support Positions

Chelmsford Public Schools

Non-Affiliated Employees Pay Increase

Approved by

SC June 2025

Recommended to

SC February 2026

Emp #	Last Name	First Name	Job Class Description	Group/BU Description	Current Annual/Hourly Salary (FY25)	3% COLA July 1, 2025 (FY26)	Alignment with PSP Contract July 1, 2025 (FY26)	Alignment with PSP Contract July 1, 2026 (FY27)
24612	FREELOVE	BRIDGET	SUBSTITUTE TEACHER COORD	NON BARG	39,467.00	40,651.01	41,237.00	44,154.00
23656	GUILLEMETTE	TRACY	SPECIAL ED SECRETARY	NON BARG	49,907.39	51,404.61	53,828.00	55,443.00
23832	PACELLI	DONNA	ADMINISTRATIVE ASSISTANTS	NON BARG	46,255.63	47,643.30	53,828.00	55,443.00
23114	WOODMAN	KAREN	CENT OFFICE ACCTS PAYABLE	NON BARG	46,255.63	47,643.30	53,828.00	55,443.00

Appendix A: Non-Affiliated Salary Schedule
Building Principals

Elementary Level Principal	FY26	FY27	FY28	FY29
	2.5%	3.0%	3.0%	3.0%
Step 1	\$ 131,976	\$ 135,935	\$ 140,013	\$ 144,213
Step 2	\$ 133,955	\$ 137,974	\$ 142,113	\$ 146,377
Step 3	\$ 135,965	\$ 140,044	\$ 144,245	\$ 148,572
Step 4	\$ 138,004	\$ 142,144	\$ 146,409	\$ 150,801
Step 5	\$ 140,074	\$ 144,276	\$ 148,605	\$ 153,063
Step 6	\$ 142,175	\$ 146,441	\$ 150,834	\$ 155,359
Step 7	\$ 144,308	\$ 148,637	\$ 153,096	\$ 157,689

Middle Level Principal	FY26	FY27	FY28	FY29
	2.5%	3.0%	3.0%	3.0%
Step 1	\$ 139,161	\$ 143,335	\$ 147,635	\$ 152,064
Step 2	\$ 141,248	\$ 145,485	\$ 149,850	\$ 154,345
Step 3	\$ 143,367	\$ 147,668	\$ 152,098	\$ 156,661
Step 4	\$ 145,517	\$ 149,883	\$ 154,379	\$ 159,010
Step 5	\$ 147,700	\$ 152,131	\$ 156,695	\$ 161,396
Step 6	\$ 149,915	\$ 154,413	\$ 159,045	\$ 163,817
Step 7	\$ 152,164	\$ 156,729	\$ 161,431	\$ 166,274

High School Level Principal	FY26	FY27	FY28	FY29
	2.5%	3.0%	3.0%	3.0%
Step 1	\$ 159,067	\$ 163,839	\$ 168,754	\$ 173,817
Step 2	\$ 161,453	\$ 166,297	\$ 171,286	\$ 176,424
Step 3	\$ 163,875	\$ 168,791	\$ 173,855	\$ 179,070
Step 4	\$ 166,333	\$ 171,323	\$ 176,463	\$ 181,756
Step 5	\$ 168,828	\$ 173,893	\$ 179,110	\$ 184,483

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

	FY26	FY27	FY28	FY29
	2.5%	3.0%	3.0%	3.0%
Step 1	\$ 151,181	\$ 155,716	\$ 160,388	\$ 165,200
Step 2	\$ 154,961	\$ 159,609	\$ 164,398	\$ 169,330
Step 3	\$ 158,835	\$ 163,600	\$ 168,508	\$ 173,563
Step 4	\$ 162,805	\$ 167,690	\$ 172,720	\$ 177,902
Step 5	\$ 166,876	\$ 171,882	\$ 177,038	\$ 182,349
Step 6	\$ 171,047	\$ 176,179	\$ 181,464	\$ 186,908
Step 7	\$ 175,324	\$ 180,583	\$ 186,001	\$ 191,581

Positions:

Director of Business & Finance
 Director of Student Support Services
 Director of Personnel & Professional Learning
 Director of Information, Communication & Technology Services

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

	FY26	FY27	FY28	FY29
	2.5%	3.0%	3.0%	3.0%
Step 1	\$ 133,971	\$ 137,990	\$ 142,130	\$ 146,394
Step 2	\$ 137,990	\$ 141,440	\$ 145,683	\$ 150,054
Step 3	\$ 142,130	\$ 144,976	\$ 149,325	\$ 153,805
Step 4	\$ 146,394	\$ 148,601	\$ 153,059	\$ 157,650
Step 5	\$ 150,786	\$ 152,316	\$ 156,885	\$ 161,592
Step 6	\$ 155,309	\$ 156,123	\$ 160,807	\$ 165,631
Step 7	\$ 159,969	\$ 160,026	\$ 164,827	\$ 169,772

Positions:

Director of Human Resources
 Director of Facilities & Operations

Appendix C: Non-Affiliated Salary Schedule
Assistant Superintendent of Curriculum & Instruction

	FY26	FY27	FY28	FY29
	2.5%	3.0%	3.0%	3.0%
Step 1	\$ 171,421	\$ 176,564	\$ 181,861	\$ 187,316
Step 2	\$ 174,849	\$ 180,095	\$ 185,498	\$ 191,063
Step 3	\$ 178,346	\$ 183,697	\$ 189,208	\$ 194,884
Step 4	\$ 181,913	\$ 187,371	\$ 192,992	\$ 198,782
Step 5		\$ 191,118	\$ 196,852	\$ 202,757

CHELMSFORD PUBLIC SCHOOLS

Jay Lang, Ed.D., Superintendent

Memorandum

To: Members of the School Committee
From: Jay Lang, Ed.D., Superintendent of Schools
Date: January 30, 2026
Re: Approval of Assistant Superintendent's Employment Agreement

Attached please find a prior communication from Attorney Waugh pertaining to the approval of non-union personnel contracts. I recommend the committee members vote to approve a new contract of employment with Dr. Hirsch based upon the specific terms and conditions previously discussed by the Committee in executive session.

A second member should second the motion.

The Chair should take a roll call vote on the contract with each member present voting.

I have attached a copy of the negotiated employment agreement for reference.

I recommend the following motion by a committee member:

I move 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.

From: [Lang, Jay](#)
To: [Lang, Jay](#)
Subject: FW: Approval of non-union personnel contract
Date: Monday, December 04, 2017 8:43:02 AM

From: Andrew J. Waugh [mailto:awaugh@mhtl.com]
Sent: Wednesday, November 22, 2017 2:50 PM
To: Lang, Jay
Cc: Andrew J. Waugh
Subject: Re: Approval of non-union personnel contract

Hi Jay,

I am forwarding you an excerpt from the Attorney General's Office on the approval of non-union contracts. It is in a question and answer format.

May a public body approve a non-union personnel contract in executive session?

The final vote to execute a non-union personnel agreement must occur in open session. A public body may enter executive session under Purpose 2 to “conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct . . . contract negotiations with nonunion personnel.” G.L. c. 30A, § 21(a)(2). This purpose allows a public body to meet in executive session to discuss its strategy with respect to negotiating a contract with non-union personnel, and to engage in direct negotiations with non-union personnel. However, the executive session purpose does not permit the public body to take a final vote to execute such a contract behind closed doors. While a public body may agree on terms with individual non-union personnel in executive session, the final vote to execute such agreements must be taken by the public body in open session. See OML 2011-56; OML 2011-44; OML 2011-28.

As you will see, the AG's office requires that individual employment contracts be approved in open session. I would put this on your agenda for the next session and vote it in open session.

If you have any questions on this, please contact me.

Thanks,

Andy

Andrew J. Waugh, Esq.
Tel: (617) 479-5000
Fax: (617) 479-6469
awaugh@mhtl.com

MURPHY, HESSE, TOOMEY & LEHANE, LLP
Crown Colony Plaza
300 Crown Colony Drive
Quincy, MA 02169

CONTRACT OF EMPLOYMENT BETWEEN
LINDA J. HIRSCH AND THE CHELMSFORD SCHOOL DISTRICT
FOR THE POSITION OF ASSISTANT SUPERINTENDENT

This Contract of Employment (hereinafter “the Contract”) is made as of February 3, 2026 by and between the Chelmsford School District (hereinafter “the District”), through its Superintendent of Schools (hereinafter “the Superintendent”), and Dr. Linda J. Hirsch (hereinafter “Dr. Hirsch” or “the Assistant Superintendent”).

In consideration of the promises set forth below, the parties hereto mutually agree as follows:

1. **Employment.** The District, through the Superintendent of Schools, employs Dr. Hirsch as the Assistant Superintendent and Dr. Linda J. Hirsch hereby accepts said employment on the following terms and conditions.
2. **Term.** Dr. Hirsch shall be employed under this Contract for a term of three years, from July 1, 2026 through June 30, 2029. Employment will be consistent with the provisions of applicable state law.
3. **Work Year.** Dr. Hirsch shall work a twelve-month year, less all state/national holidays recognized by the District, and contracted vacation days. For purposes of proration, Dr. Hirsch’s regular work year shall be 228 days.
4. **Evaluation.**
 - A. The Superintendent shall evaluate the performance of Dr. Hirsch in writing in accordance with the Department of Elementary and Secondary Education (ESE) and pursuant to the educator evaluation regulations, 603 CMR 35.00. The purpose of such evaluation is to review progress towards mutually established goals and form the basis for personnel decisions, including but not limited to, annual salary or compensation adjustments.
 - B. The Superintendent shall prepare an evaluation of Dr. Hirsch which shall be signed by Dr. Hirsch and placed in her personnel file. Such signature shall not necessarily indicate agreement with the contents thereof but rather acknowledgement of receipt of the document. Dr. Hirsch may respond to the evaluation in writing and may attach her response to the evaluation in her file in accordance with DESE regulations.

C. The performance assessment shall be used for the following purposes:

1. to strengthen the working relationship between the Superintendent and Dr. Hirsch and to clarify for Dr. Hirsch the responsibilities the Superintendent relies on the Assistant Superintendent to fulfill;
2. to discuss and establish goals for the ensuing year, including Statewide Performance Standards; and,
3. to establish the basis for incremental salary adjustments in the annual salary rate for the Assistant Superintendent set forth in Section 5 should the Assistant Superintendent receive an overall rating of proficient or better in the annual evaluation.

5. **Compensation.** Dr. Hirsch shall be paid in the following manner:

A. Base Salary

For fiscal year 2027 (July 1, 2026 through June 30, 2027), the District shall pay the Assistant Superintendent an annual salary of One Hundred Ninety One Thousand One Hundred and Eighteen Dollars (\$191,118.00). For fiscal year 2028 (July 1, 2027 through June 30, 2028), the District shall pay the Assistant Superintendent an annual salary of One Hundred Ninety Six Thousand Eight Hundred and Fifty Two Dollars (\$196,852.00). For fiscal year 2029 (July 1, 2028 through June 30, 2029), the District shall pay the Assistant Superintendent an annual salary of Two Hundred Two Thousand Seven Hundred and Fifty Seven Dollars (\$202,757.00). The Assistant Superintendent's annual salary rate shall be paid to the Assistant Superintendent in accordance with the schedule of salary payments in effect for other certified employees.

B. The Assistant Superintendent shall receive an annual stipend of Three Thousand (\$ 3,000.00) Dollars in addition to their base salary upon attainment of a Certificate of Advanced Graduate Studies (CAGS) or an Education Specialist Degree (Ed.S.). The Assistant Superintendent shall receive an annual stipend of Four Thousand (\$ 4,000.00) Dollars in addition to their base salary upon attainment of a Doctor of Philosophy (Ph.D.) degree or a Doctor of Education (Ed.D.) degree. Increments for an advanced degree shall be effective July 1st upon the Assistant Superintendent submitting an official transcript(s) from an accredited college or university to demonstrate successful completion of the degree attained. Increments are not cumulative and are based upon the highest degree attained by the Assistant Superintendent.

- C. The District wishes to recognize, as it does other employees, the value of the service provided by the Assistant Superintendent, pursuant to M.G.L. c. 32, § 1, and 840 CMR 15.03(1)(d)(5). The Assistant Superintendent shall receive a Five Thousand Dollar (\$5,000.00) annual longevity payment in each contract year in recognition of length of professional service rendered and as an incentive to the continued regularity of such service to the District.
- D. At no time during the life of this Agreement, or any extension hereof, shall the Assistant Superintendent's salary be reduced.
- E. The Assistant Superintendent's salary, benefits and compensation shall be paid in equal installments in accordance with District practice unless otherwise agreed upon. All sums, including but not limited to all salary or benefits due under any provision of this Article, upon resignation, termination, or death shall be paid to the Assistant Superintendent or her estate in the pay period next following same or upon appointment of a fiduciary for the estate.

6. **Vacation, Sick Leave and Fringe Benefits.**

Vacation

The Assistant Superintendent shall be entitled to thirty (30) paid vacation days annually. The vacation days shall be accumulated equally on a quarterly basis. Use of vacation days are at the discretion of the Assistant Superintendent and may be used before they are accumulated. Should the Assistant Superintendent resign or retire from the District prior to the end of the school year, she will owe and agrees to repay the District for any used vacation time not yet accumulated.

Up to ten (10) days of unused vacation leave may be carried over from year to year, excluding vacation days that are "cashed out" for financial reimbursement. A maximum of fifteen (15) days of unused vacation days may be "cashed out" at the end of the fiscal year at the then effective per diem rate of pay. The maximum number of accumulated vacation days at any time shall be forty (40) days.

All accumulated vacation time will be paid to the Assistant Superintendent (or her estate) in the next pay period following resignation, retirement, termination or death at the then effective per diem rate of pay calculated based on the actual number of days in each year the Assistant Superintendent is required to work.

The Assistant Superintendent shall be entitled to all holidays and one-half days before holidays recognized by the Committee and made available to any other Committee employee.

Dr. Hirsch shall provide the Superintendent or his designee with advance notice of her intent to take vacation in order to allow the District to plan accordingly.

Sick Leave

Dr. Hirsch shall be entitled to receive eighteen (18) sick days per year, cumulative from year to year. Sick leave is for Dr. Hirsch to use during her own illness or injury, except that up to ten (10) days per Contract year may be used for illness in Dr. Hirsch's family.

Sick leave may be accumulated from year to year without limitation. Upon retirement and after ten (10) years of service to the Chelmsford Public Schools, unused sick leave may be bought back at the per diem rate, subject to a total cap not to exceed ten thousand dollars (\$10,000.00). The Assistant Superintendent will retain any accumulated sick time from her previous years of employment in the District.

Other Benefits

Dr. Hirsch shall be granted personal leave without loss of pay for time necessary with the advance approval of the Superintendent.

Dr. Hirsch shall be entitled to receive five (5) days with pay each time there is a death in the immediate family. "Immediate family" shall be understood to include the Assistant Superintendents' parent, parent-in-law, spouse, child, sibling, grandparent, grandchild, uncle, aunt, niece, nephew, sister/brother-in-law, and any person living in the immediate household. Additional days may be granted for travel or other unusual circumstances with the approval of the Superintendent.

Dr. Hirsch also shall be entitled to receive insurance (health, dental, and life) benefits and such other fringe benefits as currently, or in the future, are provided to other non-unionized managerial staff in the District, exclusive of the Superintendent.

The District shall purchase for the Assistant Superintendent a long-term disability policy based at current policy levels currently being provided to non-union Town of Chelmsford personnel (24-month duration at 60% level). The Assistant Superintendent shall be credited with the paid days as needed to satisfy any reasonable waiting period for collection of benefits under any such disability policy and such days shall not be deducted from the Assistant Superintendents' sick leave.

In addition to minimum statutory plans or life insurance plans available to other employees in the District, the District shall pay the entire premium for a One Million Dollar (\$1,000,000.00) term life insurance policy selected by the Assistant Superintendent. Said payment will be made either directly as a premium payment to the company providing such coverage or as a reimbursement to the Assistant Superintendent for premium payments already made by the Assistant Superintendent to such company, in either event with appropriate tax, FICA and retirement withholdings. The beneficiary of such life insurance proceeds shall be selected by the Assistant Superintendent.

For purposes of this paragraph, a “year” for purposes of calculating benefits, shall run from July 1st of one year to June 30th of the next year.

Dr. Hirsch shall remain professionally current and meet the requirements to retain certification as a Superintendent/Assistant Superintendent under the state law as amended. The School Committee will support participation in conferences, membership to professional organizations associated with the position and course work to achieve the goals of professional development.

Reimbursement for courses, not to exceed seventy-five percent (75%) of the cost of any course, shall be subject to the advance approval of the Superintendent. Dr. Hirsch shall be limited to \$3,000.00 reimbursement for each fiscal year. With the approval of the Superintendent, Dr. Hirsch will be reimbursed for membership dues to organizations important to her work as Assistant Superintendent.

Dr. Hirsch will be reimbursed for travel, registration, lodging and other reasonable expenses directly connected with attendance at workshops, conventions or seminars approved in advance by the Superintendent or his designee. In addition, the District shall reimburse the Assistant Superintendent for expenses and travel within and outside the District in the amount of four hundred dollars (\$400.00) per month. A voucher shall not be required for this payment.

The District shall provide Dr. Hirsch with a cell phone, computer and any other reasonable technology to enable efficient time management and fluid communications, and the District shall pay for any monthly service fees.

7. **Duties.** Dr. Hirsch shall perform faithfully, to the best of her ability, the duties of Assistant Superintendent as specified in the job description, the General Laws of Massachusetts and the policy manual of the Chelmsford School Committee and such other duties as may reasonably be requested by the Committee from time to time. Dr. Hirsch understands that the job responsibilities of Assistant Superintendent will require attendance at night meetings and other obligations outside the normal workday.

8. **Termination of Employment and Other Personnel Actions.**

- A. **Voluntary Termination.** In case of voluntary termination of employment, Dr. Hirsch shall give the Superintendent at least three (3) months' written notice of her intent to terminate her employment with the District.
- B. **Layoff.** Nothing in this Contract shall bar the District or the Superintendent from implementing a layoff based upon a reduction in force resulting from declining enrollment or budgetary reasons or from a bona fide reorganization. The District will give written notice of such layoff at least six (6) months prior to the effective date of layoff.
- C. **Non-renewal.** If the District does not intend to renew this Contract, the Superintendent will provide Dr. Hirsch with written notice of such intention by no later than December 1, 2028. In the absence of notification of non-renewal, Dr. Hirsch's contract will be extended one full year of employment. This agreement, may be extended for successive periods of time by mutual agreement of both parties, which agreement shall be reduced to writing.
- D. **Dismissal, Demotion and Suspension.** At any time during the term of this Contract, the Superintendent may dismiss, demote and/or suspend Dr. Hirsch from the position of Assistant Superintendent for good cause, consistent with the procedures set forth in MGL c. 71, § 41, MGL c. 71, § 42 and MGL c. 71, 42D.

The parties agree that the term "good cause" shall include, but shall not be limited to, any ground that is put forth in good faith that is not arbitrary, irrational, unreasonable or irrelevant to the efficient operation of the public schools, including but not limited to incompetence, incapacity, unbecoming conduct, or insubordination, failure to satisfy performance standards developed by the Superintendent and the School Committee, or other good cause.

9. **Indemnification.**

- A. The Committee shall at all times indemnify, hold harmless and defend the Assistant Superintendent to the maximum extent and in accordance with the terms of MGL c. 258. The Assistant Superintendent shall comply with all obligations to assist in any litigation instituted in which the statutory indemnification is applicable provided, however, that upon cessation of the employment relationship the Assistant Superintendent shall be compensated for such assistance in any day or part thereof during which such assistance is rendered at her then-effective per diem rate of pay.

B. In the event that the Assistant Superintendent is personally named as a defendant in a civil action and has been acting within the scope of her employment, the Assistant Superintendent may retain, at the Committee's expense and upon prior notice to the Committee, independent legal counsel to provide representation to her in any proceedings in state or federal court. In such cases, counsel for the Committee shall retain primary responsibility for preparation and presentation of the case. As a condition of retaining independent counsel, the Assistant Superintendent shall have a duty to cooperate fully and completely with the Committee and the Committee's counsel and to engage in a joint defense of such action.

C. These indemnification provisions, Article 9, A, B and C, shall survive expiration of this Contract or the cessation of the employment relationship by any means or cause.

10. **Agreement.** This Contract embodies the entire agreement between the parties and may not be changed except by written agreement, signed on behalf of the District by the Superintendent. This Contract shall be construed and interpreted in accordance with the laws of the Commonwealth of Massachusetts. If any provision of this Contract or any application of this Contract is found to be contrary to law, then such provisions or application shall not be deemed to be valid except to the extent permitted by law, and all other provisions and applications of this Contract will continue in full force and effect.

Dr. Linda J. Hirsch

Date

Dr. Roger J. Lang, IV
Superintendent of Schools

Date

Dennis F. King, II
Chair, Chelmsford School Committee

Date



Superintendent's Recommended FY2027 Budget

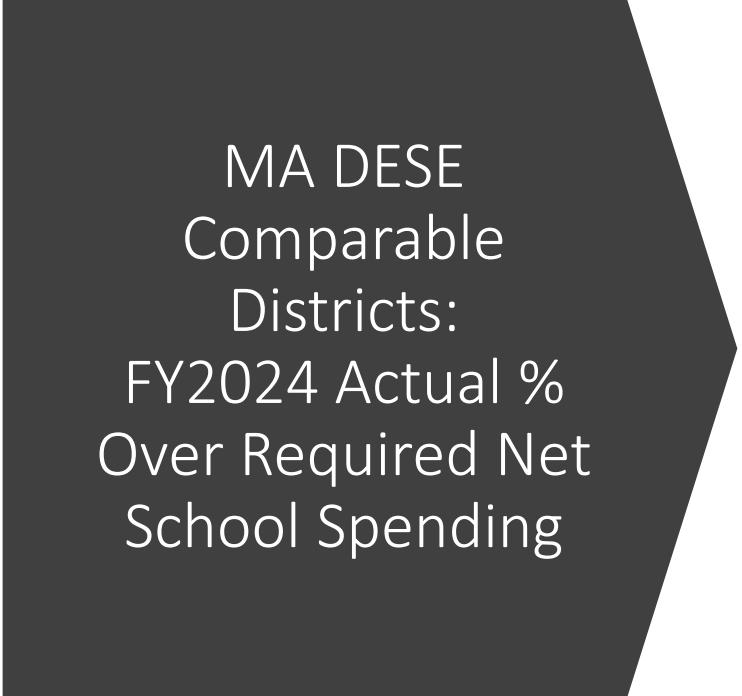
Jay Lang, Ed.D.
Superintendent of Schools

FY2026 Budget Status

Current FY2026 Budget Status

- All collective bargaining agreements are in place for FY2026 (July 1, 2025 – June 30, 2026).
- The FY2026 local operating budget is in good shape – no concerns with personnel or non-personnel accounts at this time.
- The FY2026 grants and revolving funds are in good shape – no concerns with any accounts at this time.
- Meetings with individual departments and schools to formulate the FY2027 budget recommendation have occurred.





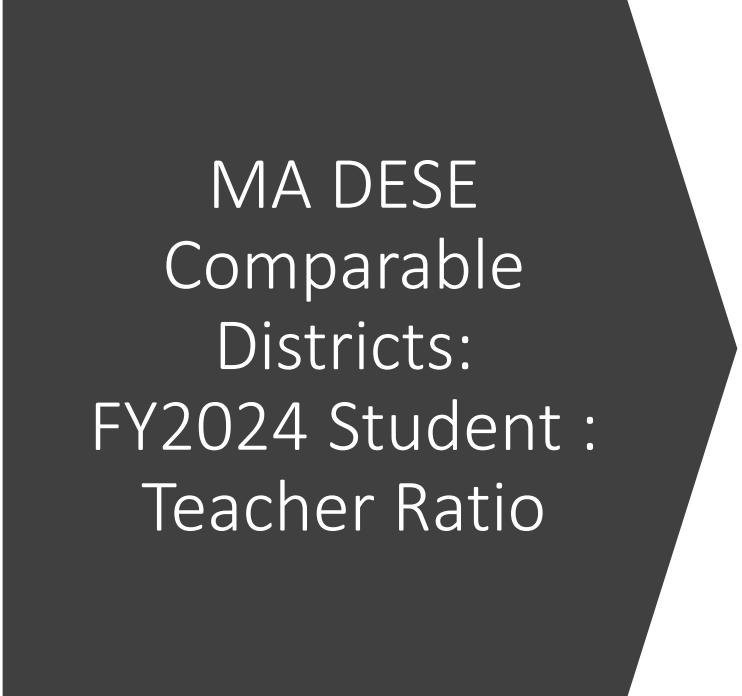
MA DESE
Comparable
Districts:
FY2024 Actual %
Over Required Net
School Spending

District	Actual as % of Required
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 %



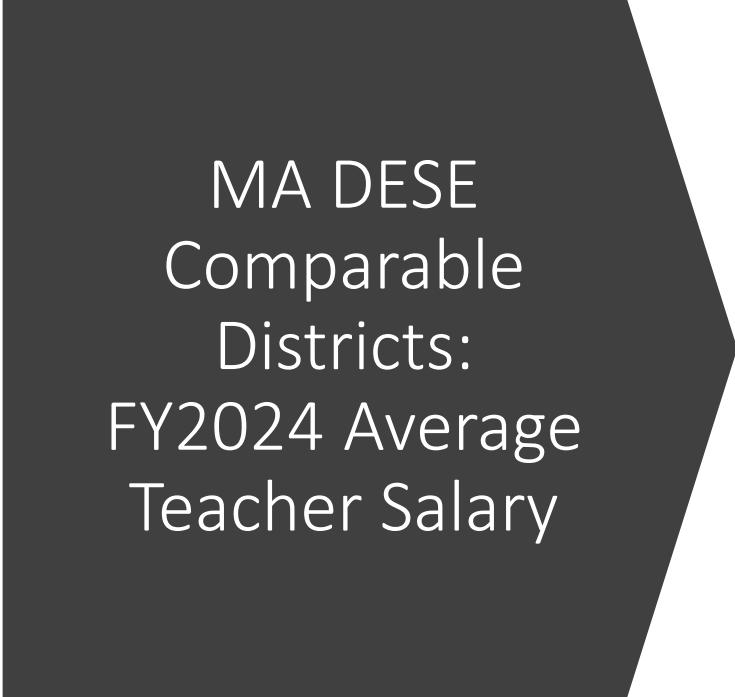
MA DESE
Comparable
Districts: FY2024
Total In-District
Per-Pupil
Expenditures

District	In-District Expenditures Per Pupil
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



MA 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



MA 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

Superintendent's FY2027 Budget Assumptions

- In coordination with Town Manager Cohen and the overall FY2027 Town of Chelmsford budget, a level-service FY2027 general operating budget for the Chelmsford Public Schools is presented and recommended. 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.
- 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).

Superintendent's FY2027 Budget Assumptions

- 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.
- Special Education Out-of-District Tuition: \$ 425K decrease
- Circuit Breaker Revenue: \$ 235K increase
- Revenue offset from Valley Collaborative: \$ 300K
- Local budget increase: \$ 2.5 million or 3.2% over FY2026



SCHOOL COMMITTEE MEMBERS

Dennis F. King II, Chair
Maria L. Santos, Vice-Chair
Diana Lebeaux, Secretary
Susan Mackinnon
John W. Moses

CENTRAL ADMINISTRATION

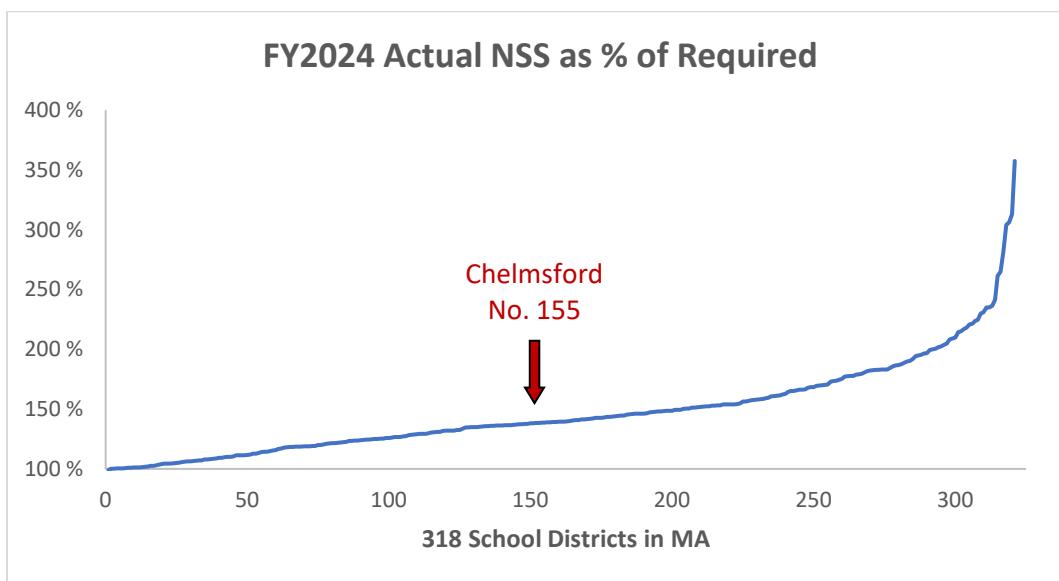
Dr. Jay Lang, Superintendent
Dr. Linda Hirsch, Assistant Superintendent
Joanna Johnson-Collins, Director of Business & Finance

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 5th grade students at Parker Middle School and 9th 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.

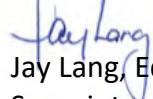
The FY2027 superintendent's recommended budget continues to include Circuit Breaker, School Choice, Athletic Revolving Fund, Transportation Revolving Fund, and the CHIPs Revolving Fund as revenue offsets in support of the Chelmsford Public Schools. The FY2027 superintendent's recommended budget also 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, appearing to read "Jay Lang".

Jay Lang, Ed.D.

Superintendent of Schools

	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
Grand Total	794.2	70,700,000	807.8	73,880,000	803.6	75,650,000	802.6	78,150,000

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
1110 SCHOOL COMMITTEE						
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
Total 1110 SCHOOL COMMITTEE	\$ 32,532	\$ 30,808	0.0	\$ 34,700	0.0	\$ 34,960

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
1210 SUPERINTENDENT						
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
Total Personnel	\$ 375,386	\$ 392,390	3.0	\$ 398,807	3.0	\$ 413,363
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
Total Non-Personnel	\$ 106,329	\$ 101,724	0.0	\$ 106,050	0.0	\$ 106,050
Total 1210 SUPERINTENDENT	\$ 481,714	\$ 494,114	3.0	\$ 504,857	3.0	\$ 519,413

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
1220 ASSISTANT SUPERINTENDENT						
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
Total Personnel	\$ 243,605	\$ 253,806	2.0	\$ 262,244	2.0	\$ 275,958
OTHER EXPENSES	\$ 21,950	\$ 21,522	-	\$ 19,000	-	\$ 19,000
SUPPLIES	\$ 4,311	\$ 3,773	-	\$ 5,000	-	\$ 5,000
Total Non-Personnel	\$ 26,261	\$ 25,295	0.0	\$ 24,000	0.0	\$ 24,000
Total 1220 ASSISTANT SUPERINTENDENT	\$ 269,867	\$ 279,101	2.0	\$ 286,244	2.0	\$ 299,958

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
1230 DISTRICT WIDE						
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
Total 1230 DISTRICT WIDE	\$ 665,542	\$ 757,454	0.0	\$ 523,700	0.0	\$ 501,700

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

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
1410 BUSINESS AND FINANCE						
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
Total 1410 BUSINESS AND FINANCE	\$ 485,664	\$ 494,222	6.0	\$ 501,941	6.0	\$ 570,159

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.

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
1420 HUMAN RESOURCES						
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
Total Personnel	\$ 305,654	\$ 324,606	3.8	\$ 317,670	3.8	\$ 343,572
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
Total Non-Personnel	\$ 12,170	\$ 16,392	0.0	\$ 33,000	0.0	\$ 33,000
Total 1420 HUMAN RESOURCES	\$ 317,824	\$ 340,998	3.8	\$ 350,670	3.8	\$ 376,572

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.

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
1430 - 1435 LEGAL SERVICES & SETTLEMENTS						
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
Total 1430 - 1435 LEGAL SERVICES & SETTLEMENTS	\$ 76,308	\$ 76,422	0.0	\$ 123,000	0.0	\$ 93,000

Notes:

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

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
1450 DISTRICTWIDE MIS						
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
Total Personnel	\$ 753,196	\$ 772,064	10.0	\$ 787,981	10.0	\$ 827,846
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
Total Non-Personnel	\$ 1,221,893	\$ 809,737	0.0	\$ 887,000	0.0	\$ 900,800
Total 1450 DISTRICTWIDE MIS	\$ 1,975,089	\$ 1,581,801	10.0	\$ 1,674,981	10.0	\$ 1,728,646

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.

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
2110 CURRICULUM DIRECTORS						
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
Total Personnel	\$ 1,253,060	\$ 1,371,682	12.0	\$ 1,362,515	12.0	\$ 1,449,744
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
Total Non-Personnel	\$ 39,506	\$ 36,181	0.0	\$ 69,000	0.0	\$ 69,000
Total 2110 CURRICULUM DIRECTORS	\$ 1,292,566	\$ 1,407,863	12.0	\$ 1,431,515	12.0	\$ 1,518,744

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
2110 CURRICULUM DIRECTORS - SPECIAL EDUCATION						
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
Total Personnel	\$ 960,141	\$ 983,650	9.0	\$ 1,023,668	9.0	\$ 1,090,761
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
Total Non-Personnel	\$ 29,663	\$ 23,684	0.0	\$ 34,700	0.0	\$ 36,200
Total 2110 CURRICULUM DIRECTORS - SPECIAL EDUCATION	\$ 989,803	\$ 1,007,335	9.0	\$ 1,058,368	9.0	\$ 1,126,961

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
2210 SCHOOL LEADERSHIP						
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 ACCREDITATION - 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
Total Personnel	\$ 2,864,015	\$ 2,959,587	41.0	\$ 3,002,992	41.0	\$ 3,170,365
ADMIN INST, CONFERENCES & DUES	\$ 22,055	\$ 28,444	-	\$ 50,940	-	\$ 51,940
COMPUTER SUPPLIES & MAINTENANCE	\$ 42,906	\$ 56,988	-	\$ 57,000	-	\$ 57,000
CHS ACCREDITATION	\$ 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
Total Non-Personnel	\$ 157,283	\$ 170,190	0.0	\$ 237,965	0.0	\$ 244,165
Total 2210 SCHOOL LEADERSHIP	\$ 3,021,298	\$ 3,129,777	41.0	\$ 3,240,957	41.0	\$ 3,414,530

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.

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
2300 - 2305 CLASSROOM TEACHERS - REGULAR EDUCATION						
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
Total Personnel	\$ 24,755,500	\$ 25,667,884	287.4	\$ 27,801,845	286.4	\$ 27,871,859
Total 2300 - 2305 CLASSROOM TEACHERS - REGULAR EDUCATION	\$ 24,755,500	\$ 25,667,884	287.4	\$ 27,801,845	286.4	\$ 27,871,859

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.

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
2310 TEACHER SPECIALISTS - REGULAR EDUCATION						
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
Total 2310 TEACHERS SPECIALIST - REGULAR EDUCATION	\$ 1,898,078	\$ 2,174,970	20.0	\$ 2,082,496	20.0	\$ 2,227,259

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.

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
2310 TEACHER SPECIALISTS - SPECIAL EDUCATION						
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
<i>Less: Offset to CHIPS Revolving Fund</i>	<i>\$ (43,303)</i>	<i>\$ -</i>	<i>-</i>	<i>\$ (115,000)</i>	<i>-</i>	<i>\$ (115,000)</i>
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
Total 2310 TEACHER SPECIALISTS - SPECIAL EDUCATION	\$ 7,526,793	\$ 8,417,350	97.6	\$ 8,668,938	97.6	\$ 9,404,372

Notes:

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

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 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
Total 2320 MEDICAL/THERAPEUTIC SERVICES	\$ 427,895	\$ 528,182	6.4	\$ 555,693	6.4	\$ 607,087

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
2325 SUBSTITUTES						
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
Total 2325 SUBSTITUTES	\$ 784,429	\$ 845,962	0.0	\$ 811,000	0.0	\$ 811,000

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.

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
2330 PARAPROFESSIONALS						
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
Total 2330 PARAPROFESSIONALS	\$ 4,003,946	\$ 4,355,060	222.5	\$ 4,782,869	222.5	\$ 5,128,621

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
2340 LIBRARY/MEDIA CENTER						
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
Total 2340 LIBRARIANS/MEDIA CENTER	\$ 751,587	\$ 768,119	15.0	\$ 840,312	15.0	\$ 912,617

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
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2357 PROFESSIONAL DEVELOPMENT

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
Total 2357 PROFESSIONAL DEVELOPMENT	\$ 137,662	\$ 170,468	0.0	\$ 218,727	0.0	\$ 220,727

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
2410 - 2415 TEXTBOOKS & INSTRUCTIONAL MATERIALS						
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
Total 2410 - 2415 TEXTBOOKS & INSTRUCTIONAL MATERIALS	\$ 711,934	\$ 348,015	0.0	\$ 473,099	0.0	\$ 494,550

Notes:

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

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
2420 INSTRUCTIONAL EQUIPMENT						
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
Total 2420 INSTRUCTIONAL EQUIPMENT	\$ 177,105	\$ 198,829	0.0	\$ 192,900	0.0	\$ 188,200

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
2430 GENERAL SUPPLIES						
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
Total 2430 GENERAL SUPPLIES	\$ 1,043,852	\$ 838,176	0.0	\$ 612,333	0.0	\$ 650,232

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.

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
2440 OTHER INSTRUCTIONAL SERVICES - SPECIAL EDUCATION						
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
Total 2440 OTHER INSTRUCTIONAL SERVICES - SPECIAL ED	\$ 170,349	\$ 190,929	0.0	\$ 215,000	0.0	\$ 215,000

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
2451 - 2455 CLASSROOM INSTRUCTIONAL TECHNOLOGY & SOFTWARE						
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
<i>Less: School Choice Funds Offset</i>	<i>\$ (185,521)</i>	<i>\$ -</i>	<i>-</i>	<i>\$ (239,723)</i>	<i>-</i>	<i>\$ (394,978)</i>
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
Total 2451 - 2455 CLASSROOM INST TECHNOLOGY & SOFTWARE	\$ 731,016	\$ 901,075	0.0	\$ 805,000	0.0	\$ 871,000

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.

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
2710 - 2800 GUIDANCE & PSYCHOLOGICAL SERVICES						
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
Total Personnel	\$ 2,839,304	\$ 2,940,169	34.0	\$ 3,087,269	34.0	\$ 3,261,682
 SUPPLIES - GUIDANCE	 \$ 30,216	 \$ 35,962	 -	 \$ 48,755	 -	 \$ 48,755
CONTRACTED SERVICES - GUIDANCE	\$ -	\$ -	-	\$ 65,000	-	\$ 65,000
Total Non-Personnel	\$ 30,216	\$ 35,962	0.0	\$ 113,755	0.0	\$ 113,755
 Total 2710 - 2800 GUIDANCE & PSYCHOLOGICAL SERVICES	 \$ 2,869,520	 \$ 2,976,131	 34.0	 \$ 3,201,024	 34.0	 \$ 3,375,437

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.

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
3200 MEDICAL & HEALTH SERVICES						
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
Total Personnel	\$ 819,903	\$ 846,734	11.5	\$ 905,497	11.5	\$ 979,112
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
Total Non-Personnel	\$ 54,407	\$ 21,762	0.0	\$ 74,544	0.0	\$ 75,131
Total 3200 MEDICAL & HEALTH SERVICES	\$ 874,310	\$ 868,497	11.5	\$ 980,041	11.5	\$ 1,054,243

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

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
3300 TRANSPORTATION						
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
Total 3300 TRANSPORTATION	\$ 4,583,351	\$ 4,837,613	2.0	\$ 5,042,638	2.0	\$ 5,691,534

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.

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
3400 FOOD SERVICES						
DIRECTOR OF SCHOOL NUTRITION	\$ 100,628	\$ 104,691	1.0	\$ 108,918	-	\$ 112,186
<i>Less: Offset to School Nutrition Revolving Fund</i>	<i>\$ -</i>	<i>\$ -</i>	<i>-1.0</i>	<i>\$ (108,918)</i>	<i>-</i>	<i>\$ (112,186)</i>
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
Total 3400 FOOD SERVICES	\$ 115,093	\$ 110,591	0.0	\$ 25,000	0.0	\$ 25,000

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.

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
3510 ATHLETIC DEPARTMENT						
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
<i>Less: Offset to Athletic Revolving Fund (Athletic Fees & Gate Receipts)</i>	<i>\$ (170,130)</i>	<i>\$ (228,891)</i>	<i>-</i>	<i>\$ (274,383)</i>	<i>-</i>	<i>\$ (316,754)</i>
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
Total 3510 ATHLETIC DEPARTMENT	\$ 973,362	\$ 1,039,552	3.4	\$ 898,939	3.4	\$ 935,492

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.

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
3520 OTHER STUDENT ACTIVITIES						
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
<i>Less: Offset to Student Activity Revolving Fund</i>	<i>\$ (44,799)</i>	<i>\$ (44,002)</i>	<i>-</i>	<i>\$ (47,464)</i>	<i>-</i>	<i>\$ (55,847)</i>
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
Total 3520 OTHER STUDENT ACTIVITIES	\$ 186,127	\$ 183,879	0.0	\$ 199,940	0.0	\$ 199,440

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.

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
3600 SCHOOL SECURITY						
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
Total 3600 SCHOOL SECURITY	\$ 189,004	\$ 203,737	5.0	\$ 275,661	5.0	\$ 311,626

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
4110 - 4210 - 4230 CUSTODIAL SERVICES						
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
Total Personnel	\$ 711,566	\$ 800,405	12.0	\$ 792,012	12.0	\$ 806,608
CONTRACTUAL SERVICES	\$ 901,422	\$ 901,813	-	\$ 939,973	-	\$ 1,014,743
OTHER EXPENSES	\$ 6,630	\$ 6,658	-	\$ 7,827	-	\$ 7,827
<i>Less: Offset to Community Education Revolving Fund</i>	<i>\$ (38,314)</i>	<i>\$ (38,314)</i>	<i>-</i>	<i>\$ (38,314)</i>	<i>-</i>	<i>\$ (42,936)</i>
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
Total Non-Personnel	\$ 1,606,571	\$ 1,686,515	0.0	\$ 1,347,625	0.0	\$ 1,424,867
Total 4110 - 4210 - 4230 CUSTODIAL SERVICES	\$ 2,318,137	\$ 2,486,920	12.0	\$ 2,139,637	12.0	\$ 2,231,475

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.

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
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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
Total 4120 - 4130 HEATING OF BUILDINGS & UTILITY SERVICES	\$ 1,101,197	\$ 1,126,587	0.0	\$ 1,485,100	0.0	\$ 1,559,000

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
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5150 EMPLOYEE SEPARATION COSTS

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
Total 5150 EMPLOYEES SEPARATION COSTS	\$ 238,212	\$ 171,777	0.0	\$ 98,606	0.0	\$ 125,511

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

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.

	FY2024 ACTUAL	FY2025 ACTUAL	FY26 FPE	FY2026 BUDGET	FY27 FPE	FY2027 BUDGET
9300 TUITIONS						
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
Total 9300 TUITIONS	\$ 4,012,713	\$ 4,662,658	0.0	\$ 3,512,269	0.0	\$ 2,854,075

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.

	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
			5.0		\$ 349,696
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
			2.0		\$ 133,024
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
			2.0		\$ 175,017
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
			7.0		\$ 460,366
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	1.0	Districtwide	\$ 131,344
		<i>Less: Offset to Title I Grant (30% Annual Salary)</i>			\$ (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
			11.0		\$ 1,388,774
		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	HARIKLLIA	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
			2.0		\$ 110,886

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

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
			<u>4.0</u>		\$	<u>515,058</u>
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
			<u>7.0</u>		\$	<u>1,076,334</u>
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
			<u>4.0</u>		\$	<u>519,376</u>
SOUZA	MARK	Assistant Principal - Middle	1.0	Parker Middle School	\$	131,344
COWAN	CHRISTOPHER	Assistant Principal - Middle	1.0	McCarthy Middle School	\$	126,447
			<u>2.0</u>		\$	<u>257,791</u>
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
			<u>3.0</u>		\$	<u>387,392</u>
		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
			<u>15.0</u>		\$	<u>673,812</u>
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
			<u>9.0</u>		\$	<u>227,960</u>
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
LOZIM	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	ELLEN	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
FY2027 Superintendent's Recommended Budget
February 3, 2026
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 (3rd 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	LYNDSEY	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
71.0					\$	6,801,510
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
PATRICKIN	ABIGAIL	Kindergarten Teacher	1.0	South Row Elementary School	\$	91,537
RIGBY	JENNIFER	Kindergarten Teacher	1.0	South Row Elementary School	\$	102,786
17.0					\$	1,530,311
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
BEAUDDIN	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

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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
RAPOPORT	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
			34.0		\$	3,346,515
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
CRISTANTIOLLO	JANE	Art Teacher	1.0	South Row Elementary School	\$	102,786
			10.4		\$	941,596
SHUPE	ANDREW	Business Teacher	1.0	Chelmsford High School	\$	102,786
Vacant	Vacant	Business Teacher	1.0	Chelmsford High School	\$	74,594
			2.0		\$	177,380
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
			22.0		\$	2,231,808
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
			7.0		\$	700,243
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	LYSSA	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

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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
			<u>25.0</u>		\$	<u>2,460,741</u>
GRABER	MATTHEW	Music Teacher	1.0	Byam Elementary School	\$	108,471
MCGILLCUDDY	CHRISTOPHER	Music Teacher	1.0	Center Elementary School	\$	81,513
SYKES-MACLEOD	DYLAN	Music Teacher	1.0	Harrington Elementary School	\$	74,594
LAFOFFE	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
			<u>14.0</u>		\$	<u>1,268,375</u>
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
			<u>14.0</u>		\$	<u>1,464,796</u>
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
TYLENDA	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
			<u>22.0</u>		\$	<u>2,161,269</u>
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
LANOUETTE	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

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Vacant	Vacant	Social Studies Teacher	1.0	McCarthy Middle School	\$ 74,594
Vacant	Vacant	Social Studies Teacher	1.0	McCarthy Middle School	\$ 74,594
			21.0		\$ 2,068,885
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
			11.0		\$ 966,605
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
			15.0		\$ 1,443,484
		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
			8.0		\$ 802,338
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
			12.0		\$ 1,281,281
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
			6.6		\$ 674,119
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
HENNIG	AMELIA	Integrated Pre-School Teacher	1.0	CHIPS Program	\$ 102,786
			7.0		\$ 738,796
AJIKUTIRA	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
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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	SHELAGH	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
HEYEV	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
			70.0		\$	6,580,171

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
			14.0		\$	1,366,286

Summer School Teachers

Districtwide

\$ 160,000

**Chelmsford Public School District
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Staff Salary Book

GANNON	KRISTINA	Physical Therapist	0.4	Districtwide	\$	39,924
MAZARES	MELANIE	Physical Therapist	1.0	Districtwide	\$	114,820
			1.4		\$	154,744
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
			5.0		\$	452,343
		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	REBECKA	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
KOHLIS	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
			51.0		\$	527,285
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

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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	MERIEM	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	DEVIUMA	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	TERESA	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	SOKORNTEAR	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
THIBAULT	MORGAN	Paraeducator (ABA)	1.0	CHIPS Program	\$ 25,691
ABBOTT	KATHLEEN	Paraeducator	1.0	Harrington Elementary School	\$ 29,798
CASSELS	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
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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
CHEMALLY	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
VIDIL 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
FRISCHIA	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

171.5 **\$ 4,559,336**

		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
			3.0		\$	291,536
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
			4.0		\$	227,957
VARGHESE	JINCE	Library Clerk - Circulation	1.0	Chelmsford High School	\$	27,945
DESLIVIO	CHRISTINE	Library Clerk - Circulation	1.0	Chelmsford High School	\$	37,532
			2.0		\$	65,477

Chelmsford Public School District
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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
			6.0		\$	327,647
Mentoring Stipends			Districtwide		\$	35,000
O'NEIL	LYNDSEY	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
			17.0		\$	1,694,129
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
BELLISIMO	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	ANALYSE	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
			11.0		\$	1,021,640
BRODEUR	JAEILITHE	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
			4.0		\$	354,220
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
			11.5		\$	916,912
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 <i>Less: Offset to the School Nutrition Revolving Fund</i>	1.0	Districtwide	\$	112,186
			-1.0		\$	(112,186)
			0.0		\$	-
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
					\$	<u>172,990</u>
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
			<u>5.0</u>		\$	<u>296,626</u>
		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	GLORIEE	Building Custodian	1.0	South Row Elementary School	\$	53,724
			<u>11.0</u>		\$	<u>602,054</u>
		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

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

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

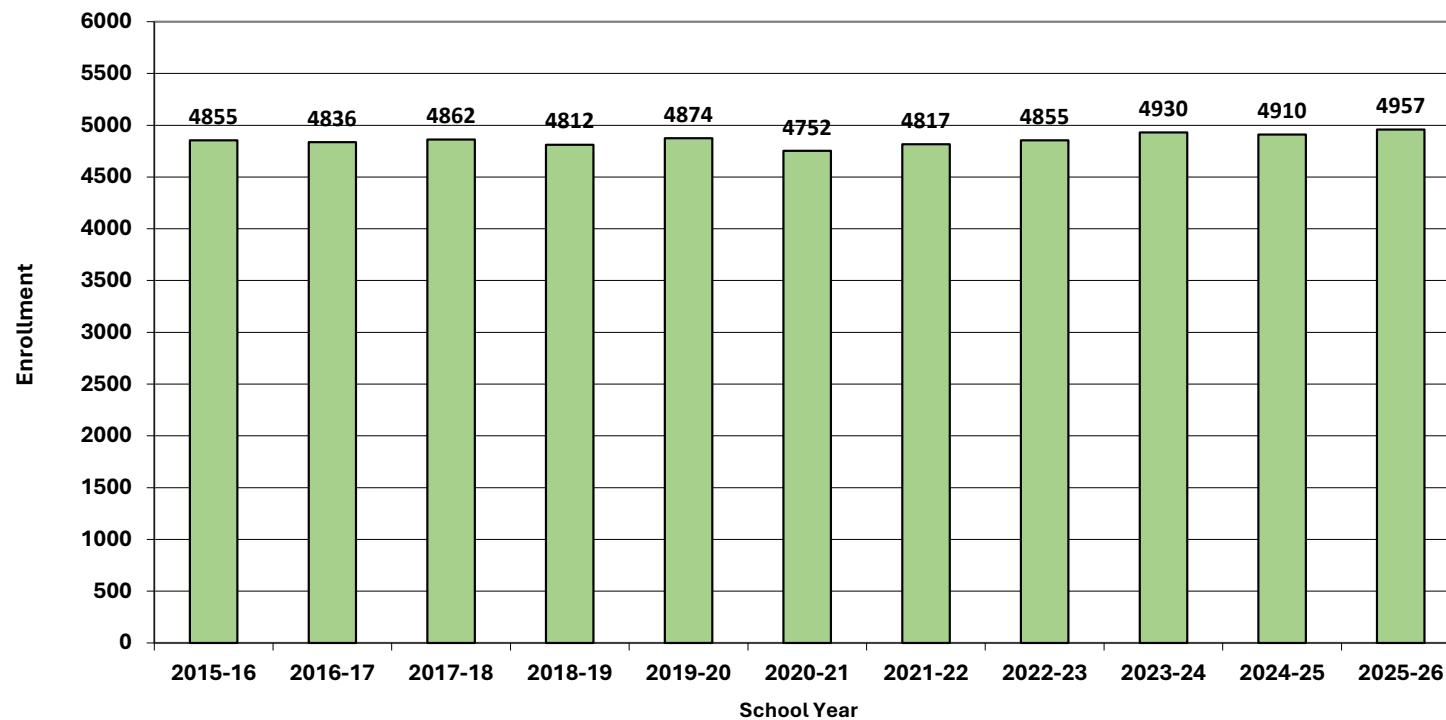
Historical Enrollment By Grade																			
Birth Year	Births*	School Year	PK	K	1	2	3	4	5	6	7	8	9	10	11	12	UNGR	K-12	PK-12
2010	320	2015-16	132	300	352	373	350	391	371	386	412	411	337	381	371	420	0	4855	4987
2011	318	2016-17	136	333	345	358	382	361	387	384	389	414	372	347	391	372	< 10 **	4836	4972
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%
Change	102	2.1%	





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.

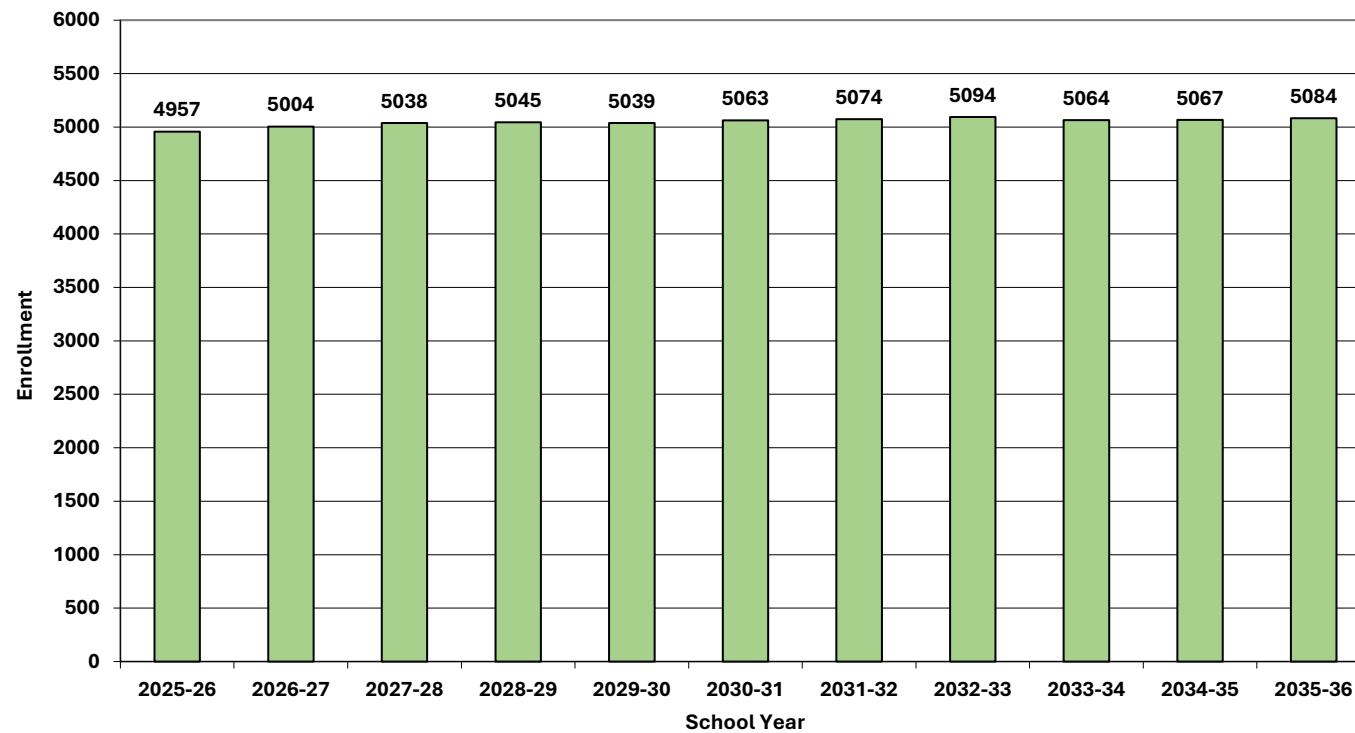
Projected Enrollment in Grade Combinations*										
School Year	PK-4	K-4	K-2	5-6	5-8	K-8	PK-8	7-8	6-12	9-12
2025-26	2068	1897	1129	817	1618	3515	3686	801	2632	1442
2026-27	2102	1931	1163	835	1638	3569	3740	803	2675	1435
2027-28	2139	1968	1176	786	1624	3592	3763	838	2690	1446
2028-29	2114	1943	1170	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

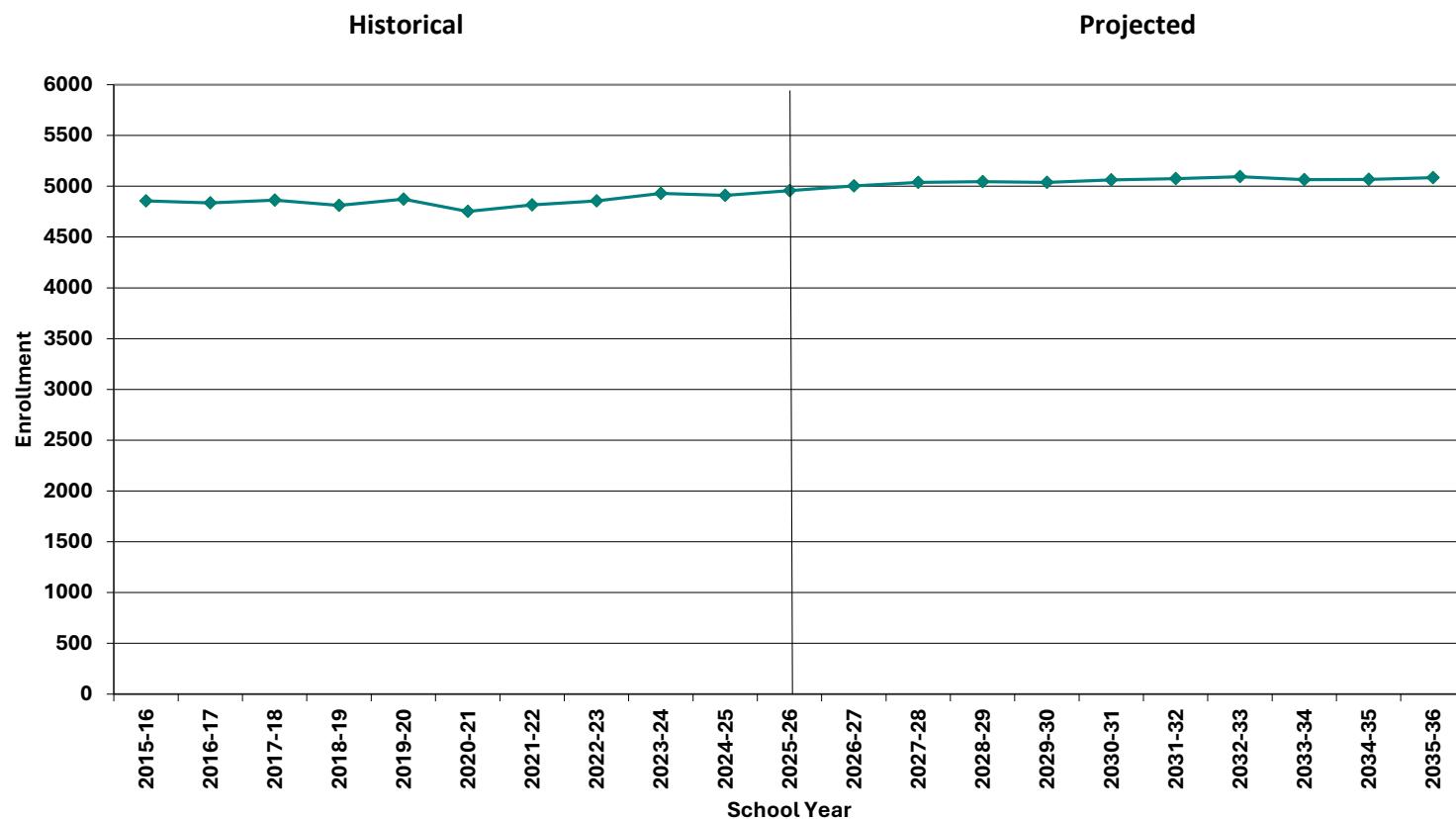
*Projections should be updated annually to reflect changes in in/out-migration of families, births, and similar factors.

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%
Change	127	2.6%	



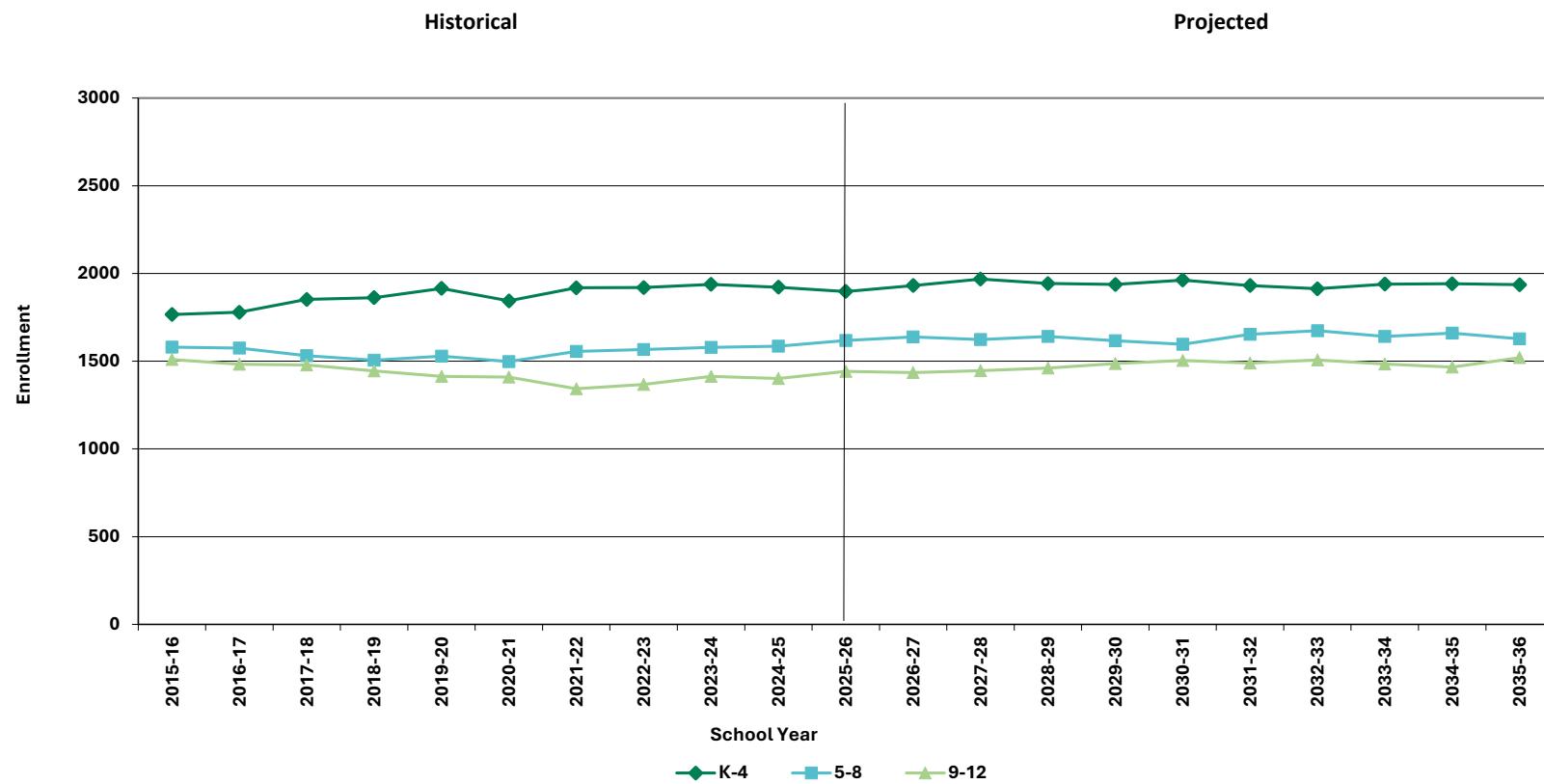
Grades K-12 Projected Enrollment







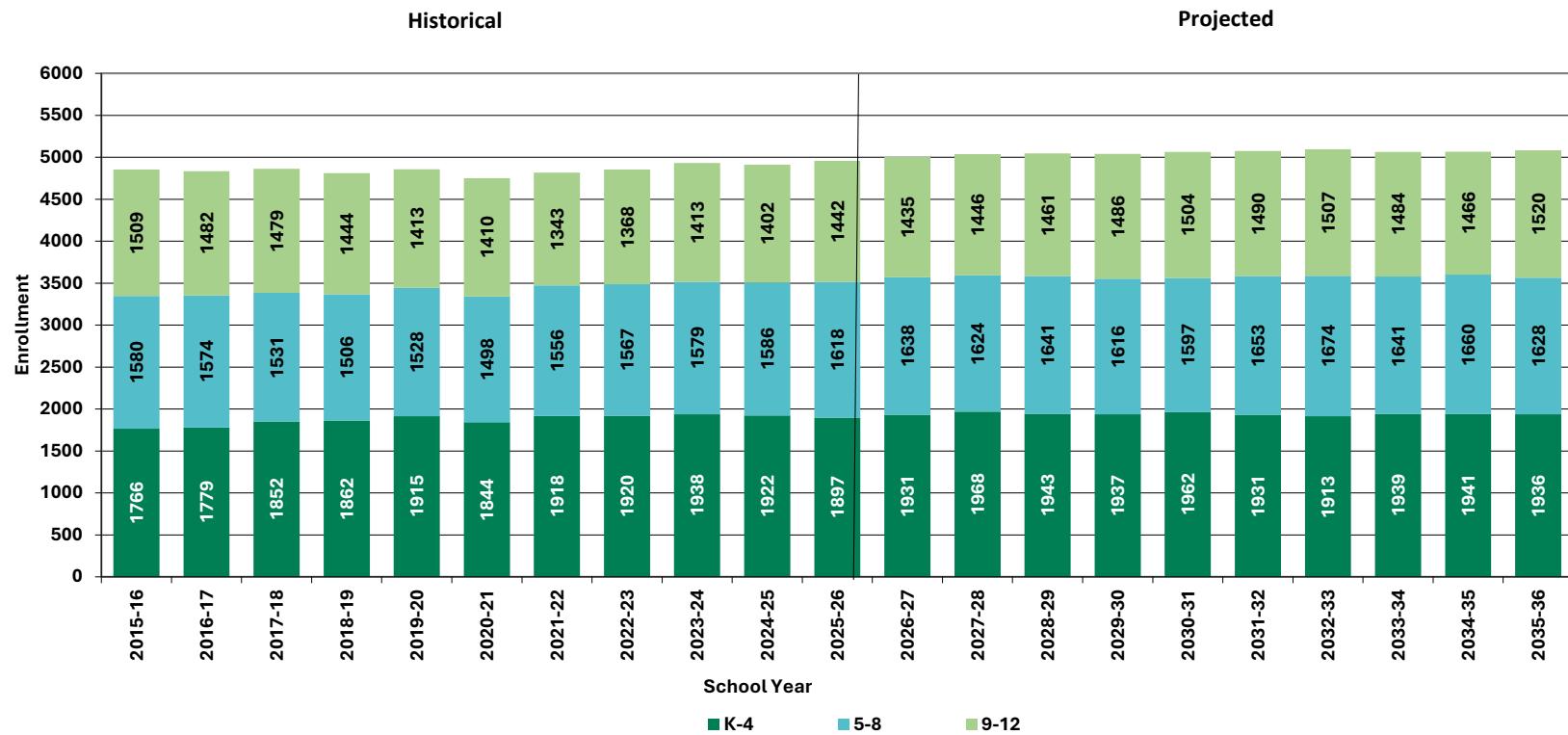
Historical & Projected Enrollment in Grade Combinations

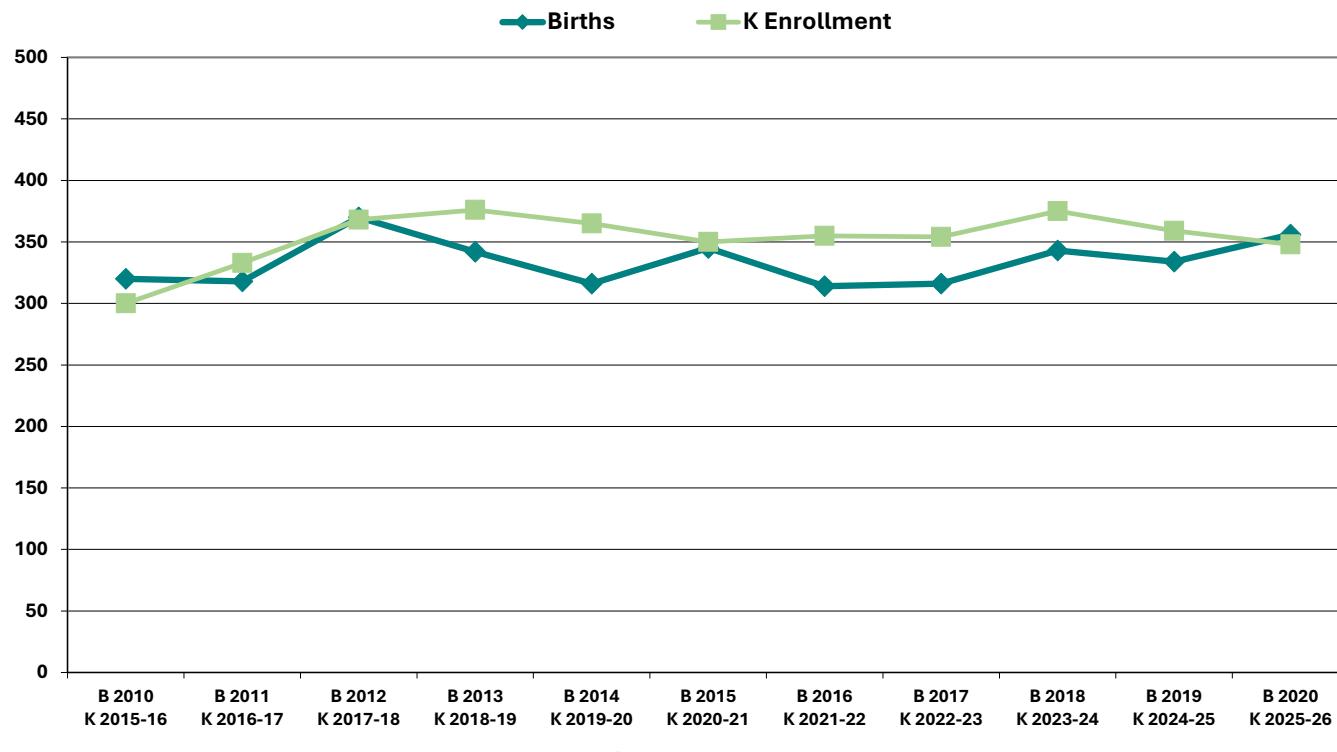


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Historical & Projected Enrollment in Grade Combinations







Additional Information

School Year	9-12 CTE	K-12 Non-Public	K-12 Choice-In	K-12 Choice-Out	K-12 Out District	K-12 SPED 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

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 ACTIVITES & CLUBS

NO STUDENT ACTIVITY FEE PARTICIPATION IS A REQUIREMENT FOR ENROLLING IN A SPECIFIC COURSE DURING THE REGULAR SCHOOL DAY	NO STUDENT ACTIVITY FEE PARTICIPATION IS COMMUNITY SERVICE BASED OR BY INVITATION ONLY	ACTIVITY FEE COLLECTED 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
Revolving Fund Revenue (517)						
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
Total Revolving Fund Revenue		405,289	407,747	416,517	415,463	408,695
Revolving Fund Expense (517)						
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
Total Revolving Fund Expenses		47,464	44,002	49,926	49,182	55,847
Local Budget Expense (3520)						
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
Total Local Budget Expense - Stipends		172,990	173,367	172,990	172,990	172,990
Expenditure Transfer - to local						
Expense Total		220,454	217,369	222,916	222,172	228,837

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
CURRICULUM												
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.											
	SUB TOTAL		38,308	22,900	203,000	32,975	3,448	236,505	103,785	0	176,602	817,523

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	
SPECIAL EDUCATION													
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.												
	SUBTOTAL			0	113,249	424,692	7,100	0	878,265	63,000	0	0	1,486,306
OTHER													
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.												
	SUBTOTAL			0	17,000	0	0	0	5,000	0	0	31,500	53,500
	TOTAL GRANTS			38,308	153,149	627,692	40,075	3,448	1,119,770	166,785	0	208,102	2,357,329

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

Approval of Field Trips & Travel Requests

1.) Chelmsford High School

Wrestling Team – Qualifying Members

New England Wrestling Championship Tournament

March 7 – 8, 2026

Providence, Rhode Island

2.) Chelmsford High School

Interested Students

Service Learning Trip

February 11 – 21, 2027

South Africa

FIELD TRIP APPLICATION FORM
CHELMSFORD PUBLIC SCHOOLS

230 North Road, Chelmsford, MA 01824
Phone (978) 251-5100

Teacher Sub(s) Needed:

YES NO

Full-Day Sub(s)

Half Day Sub(s)

needed for: AM / PM

Please fill out application form completely. Please print. * Apply for only one trip per form.

School Requesting Permission: CHS PARKER McCARTHY

BYAM CENTER HARRINGTON SOUTH ROW

Day(s) of Week for Trip: MON TUE WED THR FRI SAT SUN

Trip Date: 3 / 7 / 26 If Overnight Trip, Return Date: 3 / 8 / 26

Requests for school day field trips should be made at least thirty calendar days in advance. All overnight trip requests should be two months in advance and will be submitted to the School Committee for final approval.

Faculty Trip Sponsor: Chris Piscione Cell Phone: 617-676-7644

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

Total Number of Students: 1-5 Number of Male 5 Number of Female

Number of Students Assigned Per Chaperone: 2

Total Number of Chaperones: 4 Number of Male 4 Number of Female

Non-faculty chaperones must be over 25 years of age and must have a CORI submitted at time of application.

Faculty/Chaperones (Names): Chris Piscione, David Dagneault, Dan Rokas, Joseph Vecchione

Cell Phone #:

Faculty/Chaperone with Epi-Pen Designation (Name):

If applicable

Is a Nurse Needed? Yes No

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

Reviewed by:

David Mandeville RN

Signature of School Nurse

Date

Event/Purpose of the Trip: New England Championship Wrestling Tournament

Curriculum Standard Addressed by Trip (Reason for the Trip)
New England Wrestling Championship Tournament

Destination: Providence Career and Technical Center (401) 456-9111
Facility Facility Telephone
41 Fricker St. Providence R.I. 02903

Facility Street Address City State

Estimated Leave Time: 7 am a.m. / p.m. Estimated Return Time: 8pm a.m. / p.m.

No. of Regular School Buses Needed: 0 No. of Wheel Chair Accessible Buses Needed: 0

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) CPS Mini buses to be used -CHS Parking Lot

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

Equipment: Wrestling bags and overnight bags

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: N/A

TRIP COST / FUNDING

Price per Bus: \$ N/A Total Cost of Bus Transportation \$ _____

Total Price of event \$ _____

Additional Costs _____ \$ _____

Total Cost of Trip \$ _____

School/Org. to pay for: Reimburse Coaches Rooms \$ 400.00

Student paying \$ 0 per person for: \$ _____

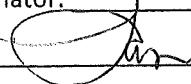
Please list any other circumstances that may affect the trip:

Submitted by: Daniel Hart

Signature of Trip Sponsor:  Date: 1/20/2026

Approved by:

Signature of Dept. Head/Coordinator: _____ Date: _____

Signature of Building Principal:  Date: 1/21/26

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

FIELD TRIP APPLICATION FORM

CHELMSFORD PUBLIC SCHOOLS

Teacher Sub(s) Needed:
YES NO
Full-Day Sub(s) Half Day Sub(s) AM / PM

SCANNED
102-26
TOSC.

Please fill out the application form completely. Please print. *

Apply for only one trip per form.

School Requesting Permission: CHS PARKER McCARTHY
 BYAM CENTER HARRINGTON SOUTH ROW

Day(s) of Week for Trip: MON TUE WED THR FRI SAT SUN

Trip Date: 2 / 11 / 27 If Overnight Trip, Return Date: 2 / 21 / 27 Requests for school day field trips should be made at least thirty calendar days in advance. All overnight trip requests should be two months in advance and will be submitted to the School Committee for final approval.

617-678-9844 (SK)

Faculty Trip Sponsor: STINA KAVERUD + JESS FERRONETTI Cell Phone: 978-886-8431 (JF)

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

all students eligible Total Number of Students: 20

Number of Male Number of Female

Number of Students Assigned Per Chaperone: 5

Total Number of Chaperones: 4 Number of Male Number of Female
Non-faculty chaperones must be over 25 years of age and must have a CORI submitted at time of application.

Faculty/Chaperones (Names): Jess Ferronetti, Stina Kaverud, PATRICIA SANCHEZ,
+ TBD (if needed) Cell Phone #: 617-678-9849

Faculty/Chaperone with Epi-Pen Designation

(Name): STINA KAVERUD If applicable

JESS FERRONETTI

Is a Nurse Needed? Yes No →TBD based on Student list.

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

* Roster TBD. *

Reviewed by:

ml

Signature of School Nurse Date Event:/Purpose of the Trip:

Trip [International]: South Africa (community service)

Curriculum Standard Addressed by Trip (Reason for the Trip)

Service learning, see proposal packet

ALL STUDENTS MUST ATTEND THEIR FIRST BLOCK CLASS IN ORDER TO GO ON THE FIELD TRIP.

(Any questions please see, Principal Murray)

Destination: WORLD STRIDES, SOUTH AFRICA ()
Facility Facility Telephone

Cape Town, Johannesburg, Pilanesberg, Lesedi Village
Facility Street Address City State

Estimated Leave Time: TBD a.m. / p.m. Estimated Return Time: TBD a.m. / p.m.

No. of Regular School Buses Needed: 0 No. of Wheel Chair Accessible Buses Needed: _____

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

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

Bus Pick-Up Location (be specific) N/A

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

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

TRIP COST/FUNDING

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

Total Price of event \$ 6,350
Additional Costs \$ _____
Total Cost of Trip \$ _____

School/Org. to pay for: _____ \$ _____

Student paying \$ _____ per person for: _____ \$ _____

Please list any other circumstances that may affect the trip:

Some fundraising will take place prior to the trip

Submitted by:

J. Kavensky 1/6/2025
Signature of Trip Sponsor Date
Jessica Kavensky 1/6/2025

Approved by:

D. M. 1/6/2025 O. B. 1-9-26
Dept Head/Coordinator Date Building Principal Date

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



Proposal for South Africa Service Learning Trip

Submitted by: Stina Kaverud and Jess Ferronetti

School: Chelmsford High School

Proposed Dates: February or April 2026 or 2027

Travel Provider: WorldStrides

We are interested in providing an overseas service learning trip to South Africa in partnership with WorldStrides, who we successfully traveled with to Panama and Costa Rica in April of 2025. This trip would offer Chelmsford High School students a transformative global education experience. As the advisor to the CHS GIVE Club, Dr. Kaverud's goal has been to engage students in **service learning** through volunteer experience, and this opportunity would give them the chance to participate actively in **life-changing service learning**. As a longtime member of the World Language Department and Fulbright Scholar, Ms. Ferronetti's cross-cultural experience is extensive and varied. Ms. Ferronetti also has extensive experience with community service learning, having taken many classes with community service components. Both teachers have hosted fellows from around the world in the TEA Program through UMass Lowell and are experienced with cross-cultural dialogue. The itinerary proposed by WorldStrides includes cultural immersion in Cape Town, Johannesburg, Pilanesberg National Park, and Lesedi Village, as well as volunteering in local schools and communities. This would be a different experience than previous trips that CHS has hosted. With that in mind, we wanted to explain how this experience would be beneficial to students.

Educational Value:

This trip aligns with Chelmsford High's mission to foster **global citizenship, empathy, and civic engagement**. While past trips have emphasized science and language, this interdisciplinary program adds a **service-learning** dimension, empowering students to contribute meaningfully to a community while engaging with diverse cultures and histories.

Key academic and developmental components include:

- **Cultural Literacy:** Visits to Robben Island, Mandela House Museum, and Lesedi Cultural Village for a deep dive into apartheid history and indigenous cultures. After traveling to Panama and Costa Rica this spring, students almost unanimously said that the biggest highlight of the trip was a visit to an indigenous village in Panama.
- **Service Learning:** Volunteer opportunities in local South African schools, fostering empathy and real-world problem-solving. When we were able to visit a schoolhouse in Panama as well,

although school was not in session, we couldn't help but picture how awesome it would have been for students in our group to have met with and even volunteered in the school.

- **Ecological and Wildlife Education:** Environmental learning in Pilanesberg National Park. This would engage students in interdisciplinary education and conversation as well.

Curricular Integration:

To provide context and extend learning, we would host **Pre-Trip Seminars** during PRIDE blocks that would explore apartheid and South African history, featuring selected chapters from *Born a Crime* by Trevor Noah (already in our ELA curriculum). We would also include **Post-Trip Reflections** and invite student-led presentations and writing assignments on global responsibility, ethics, and cross-cultural understanding. If possible, we could even work to give students academic credit for their work, either through Middlesex and the Dual Enrollment Program or through CHS. WorldStrides also offers free academic credit for students if they choose.

South Africa: Logistics, Safety, and History

WorldStrides, a trusted provider from previous trips, will handle all travel logistics, lodging, insurance, and 24/7 support to ensure a **safe and structured experience**. The program has been successfully run in other districts and is designed specifically for high school students. We chose South Africa for a number of specific reasons. While any international travel carries inherent risks, it's important to know that **South Africa has a modern and reliable healthcare system**, particularly in the areas our program will visit. Many facilities operate at the same standard as facilities in the United States and Europe. While South Africa has 11 official languages, English is widely spoken, especially in urban areas and educational institutions. This allows for seamless communication during service projects, cultural tours, and educational visits. This would enhance engagement and reduce barriers for both students and local partners. It would also be inclusive for our own students: those in any language classroom, those taking ASL, or those not taking a language could be included. South Africa also offers an unparalleled opportunity to study systems of oppression and reconciliation through the lens of apartheid and the post-apartheid era. Visits to Robben Island, the Apartheid Museum, and the Mandela House provide firsthand insights into human rights, resilience, and healing, all key themes for service learning and global citizenship. Lastly, while Africa is often perceived monolithically in the American media, South Africa is politically stable, especially in tourist regions like Cape Town and Johannesburg. The government supports international tourism and student travel, and with proper planning and reputable partners, travel there is both enriching and safe.

Alignment with Chelmsford High School's PRIDE Values:

This service learning trip to South Africa is not just an academic experience—it is an opportunity for students to live out the core values that define our school culture. Each element of the PRIDE framework is woven into the structure and purpose of the journey:

- **Perseverance:** Students would step outside their comfort zones to engage in new environments, navigate unfamiliar cultures, and face the emotional and intellectual challenges of confronting global inequities. Through service work and reflective learning, they would develop resilience and adaptability.

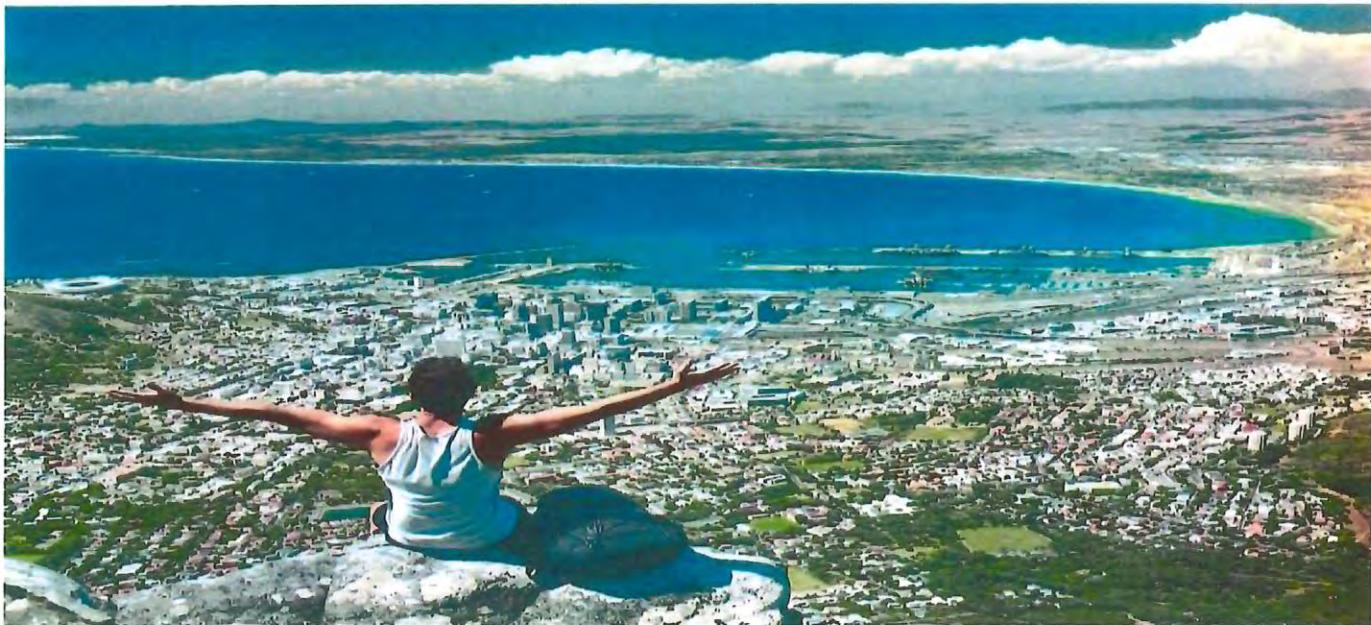
- **Respect:** From visiting historic sites like Robben Island and the Mandela House to volunteering in local schools, students will learn to honor the lived experiences, traditions, and perspectives of others. This trip promotes mutual respect across cultures and fosters appreciation for South Africa's rich, complex history. We could use this experience to reflect on America's history of civil rights.
- **Integrity:** By participating in ethically guided service projects and engaging in open conversations about privilege, justice, and equity, students will be asked to act with honesty, humility, and a strong moral compass.
- **Dedication:** Preparing for this trip requires commitment—through pre-trip learning, group collaboration, and active engagement in all aspects of the program. Students will be asked to show dedication not only to the experience itself, but to their personal growth and learning journey. We would also want to host fundraising events to help students defray the cost of the trip and make it more accessible for them.
- **Empathy:** Perhaps most powerfully, this trip will cultivate empathy. By interacting with South African peers, learning about apartheid through first-hand stories, and participating in service initiatives, students will develop deeper compassion and an understanding of diverse global experiences.

The size of this group would be limited to program capacity (10-15 students). A smaller group would give students the opportunity to get to know everyone well and play a critical role in our volunteer experience. Participation criteria might include the usual behavior/dean's approval as well as interest and/or experience volunteering and an application including a letter of intent. We welcome the opportunity to discuss this proposal further and hope to gain approval to begin outreach and planning. We believe that this trip represents a meaningful expansion of Chelmsford High School's core values and our commitment to students. Please let us know what questions you have at this time.

Included in program fee:

- Transportation to & from destination
- Hotel accommodations
- Admissions to attractions
- Meals (unless otherwise noted)
- Community-based projects
- Guided sightseeing tours & city walks (details in itinerary)
- WorldStrides Tour Director: A dynamic destination expert who makes learning come to life by leading your group's activities and discussions
- WorldAssist staff members available 24/7 should your group need extra help
- Tips for local guides and drivers
- Academic credit for students (optional)





South Africa: WorldStrides Volunteer Trip

educationaltravel.com/Ferronetti-1432

February 11 - February 21, 2027

Day 1 Start tour

Day 2 Hello Cape Town

Meet your tour director and check into hotel
Table Mountain visit by cable car
Explore Victoria and Alfred Waterfront

Day 3 Cape Town

Local school visit
LEAP Lekker Eet!
Masiphumelele bike tour
Dinner on your own

Day 4 Cape Town

Local school visit
Tour of Cape Peninsula
Boulders Beach visit
Table Mountain National Park visit

Day 5 Cape Town

Local school visit
Robben Island excursion : Prison tour , Robben Island Museum visit

Day 6 Cape Town

District 6 Museum visit
Explore Company Gardens
Shopping at Greenmarket Square

Day 7 Cape Town--Johannesburg

Fly to Johannesburg
Travel to Soweto
Mandela House visit
Hector Pieterson Memorial

Day 8 Johannesburg--Lesedi

Travel to Lesedi Village
Lesedi Cultural Village: Lesedi Village visit, Guided tour of Lesedi local ethnic homesteads , Traditional Feast with African Dancing

Day 9 Lesedi--Pilanesberg

Travel to Pilansberg
Pilanesberg National Park
Evening game drive
Overnight in a game lodge

Day 10 End tour

Early morning game drive
Chameleon Village visit
Fly home

Day 11 Return home



Reserve your spot!

MyTrip ID: Ferronetti-1432

Registration deadline: December 17, 2025

What's included

We provide everything you need for a remarkable trip:

- Round-trip airfare and other transportation described in the itinerary
- Basic Medical, Dental, Emergency Evacuation Insurance during trip
- Up to three college credits upon course completion (grades 9-12) or high school credit (grades 6-12)
- Centrally located three- and four-star hotels
- Plentiful daily breakfast to start the day energized and ready to go
- Appetizing, culturally representative, three-course dinner daily (lunch replacement where "dinner on your own" is noted)
- Full time, multilingual, WorldStrides tour director who is LEAP-trained in experiential education
- Local guide at sites and on city tours as described in the itinerary
- LEAP! Learning through Exploration and Active Participation; trademarked immersive approach of learning by doing
- Entrances and transportation to sites and activities described in your itinerary
- Local guide and local bus driver tips; see note regarding other important tips
- 24/7 On Tour Emergency Support
- Note: On arrival day only dinner is provided; on departure day, only breakfast is provided
- Note: Tour cost does not include airline-imposed baggage fees, any required passport or visa fees, optional excursions, or recommended Tips for the Tour Director or multi-day Bus Drivers. Optional excursions, optional pre-paid tips, or other individual/group customizations will be listed as separate line items in the total trip cost, if included.

Tour investment

Students (travelers under the age of 23): \$5,947

Adults (age 23 and over): \$6,432

Price reflects savings of \$300 scholarship. Sign up by 12/17/2025 and enter code EarlyEnrollment2027 in order to take advantage of this limited-time offer!

Automatic monthly payment plan

Pay just \$99 upon enrollment and the balance will be divided into equal monthly payments, charged automatically to your credit card or checking account. As of December 04, 2025, your monthly payment would be just \$449.85.

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by phone, or by mail



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701 E. Water Street, Suite 200
Charlottesville, VA 22902

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