



# HAMILTON-WENHAM REGIONAL SCHOOL DISTRICT

## SCHOOL COMMITTEE MEETING

Buker Elementary School  
Multi-Purpose Room

Wednesday, January 2, 2019

7:00 PM

1. Call to Order 7:00
2. Pledge of Allegiance
3. Approval of Warrants
4. Citizens' Comments
5. Chair's Report
6. Superintendent's Report
  - a. Northshore Education Consortium 2018 Annual Report Exhibit A
7. Consent Agenda
  - a. Town 2018 Reports Exhibit B & B1
8. New Business
  - b. FY20 Budget Discussions Exhibit C
    - a. School Resource Officer
      - i. Chief Stevens re: HCA with Green Meadows Farm
    - b. Special Education
      - i. Out of District Placement and Tuitions
    - c. OPEB Trust Fund
    - d. Updated Capital Project List
      - i. Capital Planning Subcommittee Recommendations
  - c. Adopt Tentative FY20 Budget
  - d. Approve the Seal of Biliteracy Diploma Endorsement Exhibit D
  - e. Donations: Exhibit E
    - Leuders Environmental Landscaping \$50.
9. Other
  - a. Topics for next meeting
10. Adjourn

David Polito, Chairperson HWRSC

*dmb*

**Knowledge • Responsibility • Respect • Excellence**

The District does not discriminate in its programs, activities or employment practices based on race, color, national origin, religion, gender, gender identity, sexual orientation, age or disability.



NORTHSHORE  
EDUCATION  
CONSORTIUM

# Annual Report 2017-2018



## Northshore Education Consortium

112 Sohier Road, Beverly, MA 01915

Tel: 978-232-9755 / [www.nsedu.org](http://www.nsedu.org)

Beverly, Danvers, Gloucester, Hamilton-Wenham Regional, Lynn, Lynnfield, Manchester-Essex Regional, Marblehead, Masconomet Regional, Nahant, North Reading, Peabody, Reading, Rockport, Salem, Swampscott, Triton Regional, Tri-Town Union (Boxford, Middleton, Topsfield)





**"You gave my child hope. You gave  
him acceptance. Thank you"**

- NEC Parent



<b>4</b>	<b>MESSAGE FROM THE EXECUTIVE DIRECTOR</b>
<b>5</b>	<b>COLLABORATIVE INFORMATION</b>
	History
	Member Districts/ Board of Directors 2017-2018
	Administrative Leadership Team 2017-2018
<b>6</b>	<b>MISSION/VISION/CORE VALUES &amp; BELIEFS</b>
	Mission
	Core Values
	Guiding Beliefs
	Long-Range Vision
<b>7</b>	<b>SCHOOL PROGRAMS 2017-2018</b>
<b>8</b>	<b>DEMOGRAPHICS</b>
<b>9</b>	<b>KEVIN O'GRADY SCHOOL</b>
<b>10-11</b>	<b>NORTHSHORE ACADEMY UPPER SCHOOL</b>
<b>12</b>	<b>NORTHSHORE ACADEMY LOWER SCHOOL</b>
<b>13</b>	<b>TOPSFIELD VOCATIONAL ACADEMY</b>
<b>14</b>	<b>NORTHSHORE RECOVERY HIGH SCHOOL</b>
<b>15-16</b>	<b>TRANSITION PROGRAMS: EMBARK, SOAR &amp; STEP</b>
<b>17</b>	<b>CONSULTATION &amp; CONTRACT SERVICES</b>
<b>17</b>	<b>FAMILY &amp; PROFESSIONAL LEARNING CENTER</b>
<b>18</b>	<b>COST EFFECTIVENESS OF PROGRAMS &amp; SERVICES</b>
<b>19</b>	<b>PROGRESS TOWARD ACHIEVING PURPOSE &amp; OBJECTIVES</b>
	Strategic Goals 2015-2018
<b>20</b>	<b>FINANCIAL SUMMARY FY 2017-2018</b>



# Message From the Executive Director

---

## Dear Northshore Education Consortium Members;

I am pleased to share this report highlighting the activities and accomplishments of the 2017-2018 school year.

Northshore Education Consortium remains committed to the core mission of providing high quality, cost effective public programs, support services, and resources to assist member districts in meeting the needs of students who require specialized educational services.

This past year was an excellent one for our Collaborative. Our public day programs served over 500 students, from 20 member and 40 non-member districts. We saw excellent outcomes in terms of student progress, we provided training and consultation to support our member districts, and we remained financially stable!

Some highlights of the year included the integration of the Topsfield Vocational Academy into our array of services, and the purchase of the property on Boston Street in Topsfield. We also completed the Lobby Renovation at 112 Sohier Road, improving security and creating a more functional and welcoming space for our students and families.

While our students have a wide range of abilities, we are very proud that forty-three students graduated from our three high schools with diplomas from their districts. All of our eligible students participated in MCAS-Alt or Computer-Based MCAS testing, with a high rate of success.

Many exciting professional development initiatives took place over the past year:

- 30 educators completed a course on Trauma and Learning offered by Lesley University.
- Thanks to a grant from the The Peter and Elizabeth C. Tower Foundation, a group of 17 educators participated in a customized week-long intensive TEACCH Autism training titled, "Transitioning Adolescents with Autism and Intellectual Disabilities to Meaningful Vocational and Community Settings".
- 150 educators completed a full day training on Collaborative Problem Solving with Dr. Stuart Ablon from MGH.
- 100 educators completed a full day training on team work and conflict resolution.
- 300 educators attended a full day of training on topics such as Culturally Competent Family Engagement and Universal Design for Learning.
- 15 new educators participated in the mentoring and induction program.
- We continued to provide regional professional development through our Family Center, Behavioral Health Conference, and Youth Mental Health First Aid Training.

And, of course, throughout the year, educators engaged in ongoing work to provide our students with high quality academic curriculum, vocational training and clinical supports. We are extremely proud that in addition to following the curriculum frameworks in the core academics areas and addressing student IEP goals, we also provide numerous opportunities for students to participate in the arts, sports, community field trips, internships, vocational opportunities, and a wide range of enrichment activities. These activities build upon our students' many strengths and assure that even those being educated in separate classrooms have opportunities for full inclusion in their communities.

I feel privileged every day to work with such talented colleagues, students, and families.

With thanks for your ongoing support,



Francine H. Rosenberg  
Executive Director



# Collaborative Information

## History



















Founded in 1974, the Northshore Education Consortium was one of the first regional collaboratives in Massachusetts and is the largest provider of intensive special education services to children and youth with emotional, behavioral, and developmental disabilities on the North Shore.

## Governance and Leadership

Northshore Education Consortium is governed by an 18-member Board of Directors, representing the 20 districts served (Tri-Town School Union is represented by their shared Superintendent.) All districts are represented by their Superintendent. The full Board meets six times per year. Each Board member also serves on one of four subcommittees: Finance, Facilities, Policy and Personnel. Each subcommittee meets as needed.




The administrative leadership team meets two or three times each month, to oversee the daily operations of the Consortium and its programs.

### Member Districts/ Board of Directors 2017-2018

-  Beverly Public Schools- **Dr. Steven Hiersche**
-  Danvers Public Schools- **Dr. Lisa Dana**
-  Gloucester Public Schools- **Dr. Richard Safier**
-  Hamilton-Wenham Public Schools- **Dr. Michael Harvey**
-  Lynn Public Schools- **Dr. Catherine Latham**
-  Lynnfield Public Schools- **Ms. Jane Tremblay**
-  Manchester-Essex Public Schools- **Ms. Pamela Beaudoin**
-  Marblehead Public Schools- **Ms. Maryann Perry**
-  Masconomet Regional- **Dr. Kevin Lyons**
-  Nahant Public Schools- **Mr. Anthony Pierantozzi**
-  North Reading Public Schools- **Mr. Jon Bernard**
-  Peabody Public Schools- **Dr. Herb Levine**
-  Reading Public Schools- **Dr. John Doherty**
-  Rockport Public Schools- **Mr. Robert Liebow**
-  Salem Public Schools- **Dr. Margarita Ruiz**
-  Swampscott Public Schools- **Ms. Pamela Angelakis**
-  Tri-Town School Union- **Dr. Scott Morrison**
-  Triton Regional School District- **Mr. Brian Forget**



### Administrative Leadership Team 2017-2018

-  **Francine Rosenberg**, Executive Director
-  **Glenn Bergevin**, Chief Financial Officer
-  **Thomas Miller**, Director Kevin O'Grady School
-  **Andrea Holt**, Assistant Director Kevin O'Grady School
-  **Stephanie Couillard**, Assistant Director Kevin O'Grady School
-  **Kenneth Letzring**, Director Northshore Academy Upper School
-  **Tracy Farraher**, Director Northshore Academy Lower School
-  **Michelle Lipinski**, Director Northshore Recovery High School
-  **Charles LeBuff**, Director Topsfield Vocational Academy
-  **Ellen Heald**, Director Embark, SOAR, and STEP
-  **Norman Roberts/ Monique Bourgault**, Director of Facilities





## Mission

The mission of the Northshore Education Consortium is to support member districts by offering high quality, cost-effective school programs, consultation, professional development, support services and resources to ensure that districts can provide successful learning experiences for all students, including those with complex or low-incidence special needs.

## Core Values

1. Individualized, Strength-Based Education
2. Compassion and Respect
3. Teamwork and Collaboration
4. Excellence and Lifelong Learning

## Guiding Beliefs

1. Communities need a broad continuum of options for children with disabilities and other risk factors.
2. All children deserve an education that allows them to achieve their full human potential, whether that means preparation for college or career, or maximum independent functioning and quality of life.
3. All children deserve an education that is individualized, strength-based, and has high expectations for achievement.
4. People with disabilities and their families deserve to be treated with compassion and respect.
5. Best outcomes are achieved through multi-disciplinary teamwork and collaboration between families, educators, and community partners.
6. Every member of the community, regardless of age, role, or ability should be engaged in a continuous learning process with a commitment to the highest level of excellence.

## Long-Range Vision

Our vision is to provide a continuum of services for our region, to ensure the best possible outcomes for all students, particularly those with risk factors or disabilities. We will strive to do this by providing outstanding educational programs, but also by becoming the “go to” resource in the region for individuals looking for consultation, training, information or guidance around helping children with special needs.

**We will achieve this vision by continuously developing the following:**

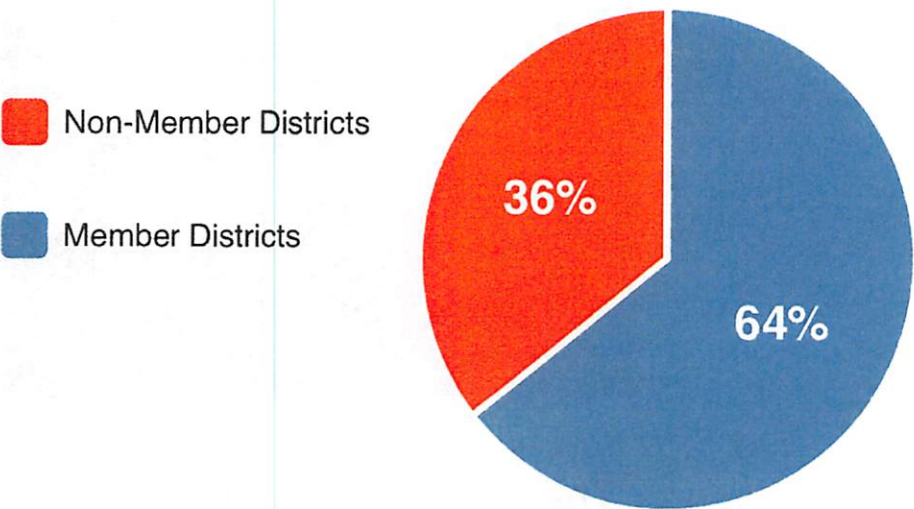
1. High quality, specialized programs for children with complex special needs, additions, or other unique challenges. This includes but is not limited to:
  - a. Assuring that our programs utilize the latest evidence-based practices.
  - b. Assuring that high standards are set for all students, regardless of disability, and that we are continuously measuring our success in meeting those standards.
  - c. Assuring that we have access to current technology, adaptive equipment, and other resources necessary for preparing our students for college, career, citizenship, and maximum independent functioning.
  - d. Providing opportunities for students to experience a rich array of opportunities beyond the core curriculum, including arts, fitness and wellness, community trips and activities, service learning, internships and supported work opportunities, etc.
  - e. Maintaining strong connections to community organizations that provide medical and mental health services.
  - f. Providing supports and services for families of children with special needs.
2. State-of-the-art professional development opportunities for our own staff and those from our districts, enabling them to stay up-to-date on best practices for complex youngsters.
3. Consultation, home, and school-based services that respond to the needs of our districts.
4. Partnerships with other schools and collaboratives, colleges, state and community agencies to advocate for and promote the interests of children and young adults with complex needs and their families.



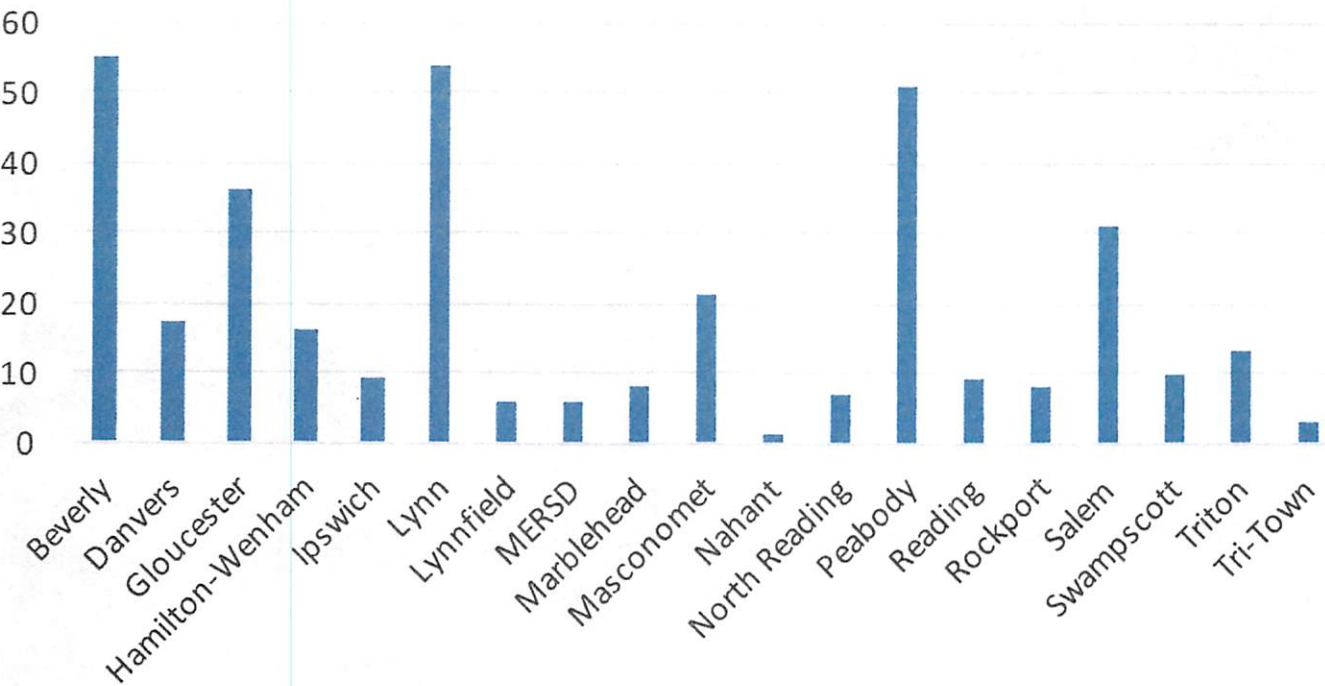
# School Programs 2017-2018

During the 2017-2018 school year, Northshore Education Consortium's approved day schools served 505 students from 20 member and 40 non-member districts.

Students from Member and Non-Member Districts



Students Served by Member Districts

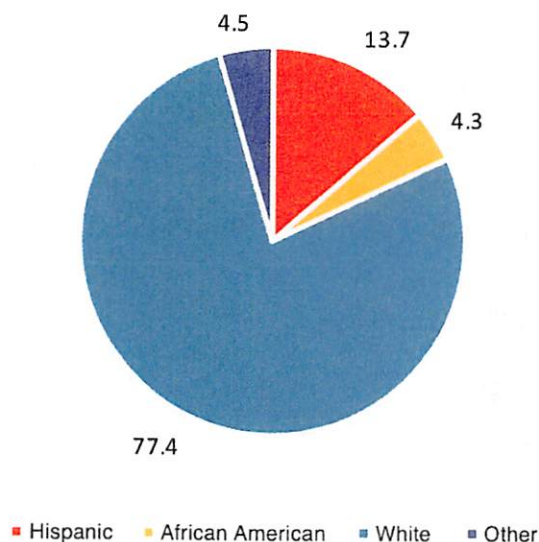




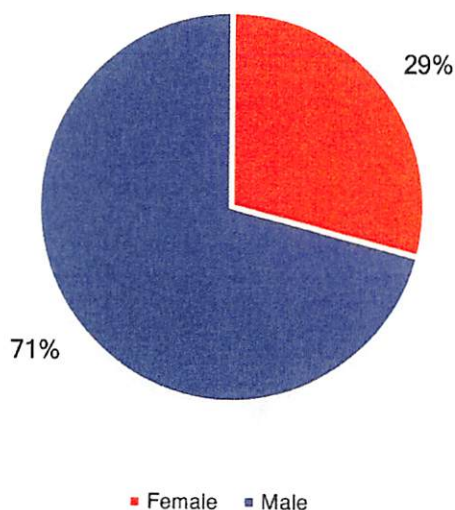
# Demographics

The following information is based on DESE School and District Profile Data

## Race & Ethnicity



## Gender



"The caring and attention provided to each student enables them to excel not only academically but socially"

- NEC Parent

## Additional Data

First Language not English	6.7%
English Learner	0.8%
Economically Disadvantaged	49.6%





# Kevin O'Grady School

The **Kevin O'Grady School** serves students age 3-22 with significant developmental disabilities including:

- Intellectual impairments
- Autism
- Multiple disabilities
- Physical disabilities
- Complex medical needs
- Sensory impairments
- Visual impairments
- Deafblindness

Located at 112 Sohier Road in Beverly, the Kevin O'Grady School focuses on developing academic and life skills to maximize students' educational potential and increase opportunities for meaningful participation in home and community activities.

During the 2017-2018 school year, the Kevin O'Grady School served 127 students.

## Approach

At the Kevin O'Grady School, each student's program focuses on developing these core skills:

- Communication (including augmentative and assistive technology)
- Movement & functional mobility
- Activities of daily living
- Social & leisure skills
- Pre-vocational & vocational skills
- Adaptive behavioral skills

## Specialized Services Include:

- Vision, orientation & mobility and deafblind services
- Support groups & workshops for families
- Home services
- Augmentative & assistive technology assessments
- Brace & wheelchair clinic
- Occupational therapy, physical therapy, speech & language pathology, and board certified behavior analysts

## Programs

**Foundations Integrated Preschool:** Following a theme-based curriculum, children with disabilities along with peer models learn developmentally appropriate skills to allow for transitions back to their neighborhood schools or to other specialized classrooms.

### Access: For students age 6-22 with multiple impairments and complex medical needs

Nursing services and therapies are integrated into the classroom. Adaptations including sensory diets, augmentative communication systems, adaptive equipment and environmental supports enable students to actively engage in all parts of their day.

### Reach: For students age 6-13 with autism, developmental, or intellectual impairments.

Through systematic instruction, including research-based teaching methodologies and applied behavior analysis, students acquire the academic, communication, social-emotional, and self-help skills needed to reach their full potential.

### Strive: For students age 14-22 with autism, intellectual impairments, and other complex needs

Students acquire the self-help, sensory, self-regulation, leisure, and pre-vocational skills needed to reach their full potential. The emphasis is on active learning through systematic instruction using research-based teaching methodologies.

### Target: For students age 14-22 on the autism spectrum or with intellectual impairments who are ready for vocational job opportunities

Students focus on academic, communication, social-emotional, self-help, pre-vocational/vocational and life skills needed for successful transition to adult services. Along with comprehensive vocational assessment, systematic skill instruction occurs in in-house vocational areas, community based vocational internships, and through community outings.



**The Arts:** Throughout the year, KOG students benefited from a grant-funded collaboration with Young Audiences and the Massachusetts Cultural Council. This included two concert-assemblies and an interactive art project with an artist-in-residence, resulting in a beautiful multisensory mural that is displayed in the lobby.



# Northshore Academy Upper School

**Northshore Academy Upper School** serves students in grades 7 through 12 who struggle with a variety of social, emotional, and psychological challenges. Students may also have learning disabilities, be diagnosed with Autism Spectrum disorders, or be dealing with several of these challenges simultaneously. Located in Beverly, the Academy served 142 students from 37 districts during the 2017-2018 school year. 19 students earned their high school diploma, and all left with a plan for continuing education or employment.

At the Academy, clinical and behavioral supports are fully integrated into the students' day, enabling them to focus on academic progress while also building social skills and skills for coping and self-regulation.

In addition to providing a challenging academic curriculum, the Academy's programs and services have been designed to help students enhance social skills, acquire new knowledge and develop supportive relationships within their school and communities, preparing them for their return to their home school, college, and/or job placement. This is accomplished through assigning each student to a Multi-Disciplinary Team of professionals and specialists, who, along with the student's parents, work together to meet the individual student's needs through the use of innovative educational programming, clinical support, and specialist services. All students have an Individual Educational Plan and are referred through the Special Education Department of the student's sending school district.

## Educational Programming:

- An integrated curriculum, which includes multi-sensory learning, art, drama, and music education, project, based learning and opportunities for physical and recreational development, including a dynamic outdoor adventure program
- Small classroom size which provides a more intensive and focused learning environment for students
- Enhanced computer and technology programming exposing students to a broader educational experience
- Academic testing to more accurately assess the educational strengths and needs of each student
- Vocational programming and work study opportunities presenting college and/or employment options to students

## Clinical Services:

- Psychosocial assessment to accurately determine social, emotional and behavioral interventions needed to support student success in the classroom
- Case management coordinating school-based services and/or facilitating referrals to outside agencies for substance abuse treatment, psychiatric assessment, and individual and/or family therapy
- Family supports
- School based counseling
- Psycho-educational groups (i.e. life skills, anger management, transition to young adulthood, teen health, social skills, college and career preparation, social thinking curriculum-based groups, etc.)
- Art/expressive therapy
- Speech and language, occupational therapy, or physical therapy if needed

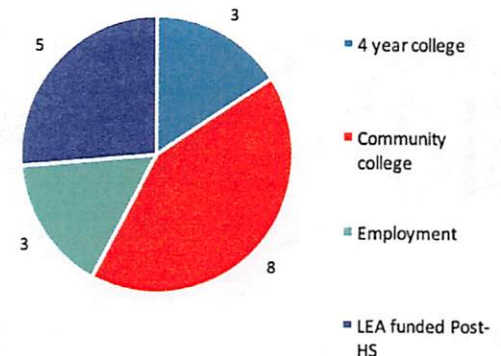
## Student Support Services:

- Social skill development specific to classroom and community interaction (anger management, decision making, critical thinking)
- Crisis management
- Behavioral and emotional support targeted at keeping the student in their classroom



In 2018, nineteen students earned their high school diploma, and all left with plans for continuing education or employment.

## Post-Graduation Plans







**"I go on as many trips as I can. It is all about the adventure!"**

**- NSAU Student**

## *NSAU Services Cont'd*

### **Transition Planning Service:**

- Career awareness and exploration activities (job shadows, Junior Achievement, class sessions, mini-workshops)
- Career center workshop
- College planning and preparation throughout the year
- Internships
- Classes on employment and career development skills
- Numerous college and trade school tours and information sessions
- Transition planning night for parents to provide information about College exploration, career preparation, digital portfolio use, the IEP process and transition planning, and how to use community resources and supports to prepare students for life after high school
- Close collaboration with the Massachusetts Rehabilitation Commission



## **Highlights of the 2017-2018 year**

### **A dynamic enrichment program including:**

- Intramural High school basketball teams
- Thanksgiving football and spring field days
- Saturday and school vacation hiking trips, including a winter overnight trip, nine hikes, and three other overnight trips
- Drivers education on site in collaboration with Triad Driving Academy
- After-school "LAN" parties (local area network) which give students an opportunity to come together and develop social skills while engaging in a variety of gaming activities
- Electives including furniture restoration, technology, culinary arts, fine arts, music, and drama

### **College Preparation Activities**

- Visits to Salem State University, Northern Essex, and UMASS Lowell
- 25 students took PSATs and 6 took SATs
- College & career planning night for students and parents
- Dual enrollment

### **Vocational Experiences**

- School store
- Culinary business program
- Internships at NEC schools and local businesses

### **School Spirit Days and Field Trips**



# Northshore Academy Lower School

The **Northshore Academy Lower School** serves students in grades K through 6 who struggle with a variety of social, emotional, and psychological challenges. Students may also have learning disabilities, be diagnosed with Autism Spectrum disorders, or be dealing with several of these challenges simultaneously. Located in West Peabody, the Lower School served 58 students from 25 districts during the 2017-2018 school year.

The Academy Lower School features small self-contained classrooms with a great deal of individual support. Clinical and behavioral support staff work closely with each classroom team, creating a closely connected multi-disciplinary team working with each student and their family.

In addition, students benefit from the services of an occupational therapist, speech and language pathologist, and reading specialist who provide direct services as needed and consult to teachers. In addition to their academic classes, students have opportunities to participate in art therapy, yoga and mindfulness activities, as well as a wide range of enrichment opportunities. Visits from Charlie Brown, the therapy dog are also very popular!

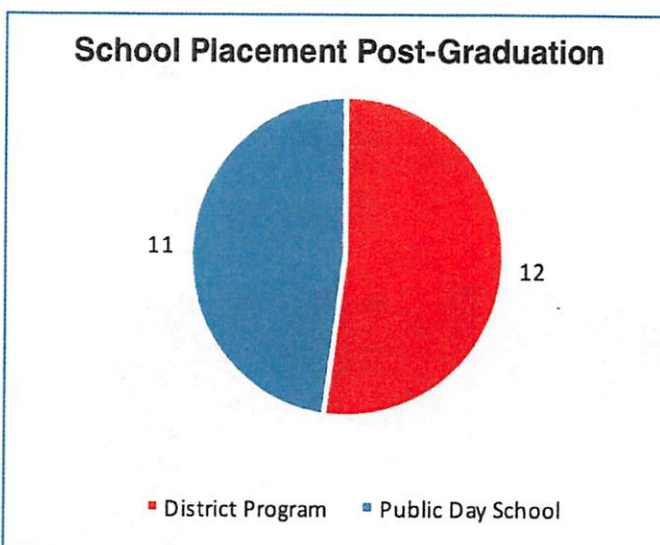
The Lower School has filled a need for districts to provide comprehensive, short-term assessment for young children in crisis. These students receive a comprehensive multi-disciplinary assessment and the district receives concrete recommendations on what the child will need to make educational progress and/or return to a less restrictive placement.

Many students who attend the Academy Lower School, whether for a short or a longer-term placement, are able to return to a less restrictive environment. During the 2017-2018 school year, 23 students "graduated" from the Lower School... either because they were ready to return to a less restrictive environment, or because they completed 6th grade. Twelve of these students returned to an in-district setting, while 11 moved onto another public day school.



**"My daughter has done great at Northshore Lower School and is ready to go back to the public school. Thank you for all that you do!"**

- NSAL Parent



During the 2017-2018 school year, 23 students "graduated" from the Lower School; either because they were ready to return to a less restrictive environment, or because they completed 6th grade. Twelve of these students returned to an in-district setting, while 11 moved onto another public day school.



# Topsfield Vocational Academy

**Topsfield Vocational Academy** is located in Topsfield and serves 6th-12th grade students with a range of learning and social-emotional, and behavioral health challenges.

During the 2017-2018 school year, the first year in which the program was part of NEC, Topsfield Vocational Academy educated 73 students from 27 districts. Despite significant learning challenges, 100% of tenth graders passed ELA and Math MCAS, and 14/18 passed science. Eleven seniors earned their diplomas and went on to continuing education or employment.

In addition to academic and clinical programming, Topsfield Vocational Academy features on-site vocational shops in the areas of culinary arts and carpentry, and a wide variety of community based vocational internships.

## Highlights of the 2017-2018 School Year

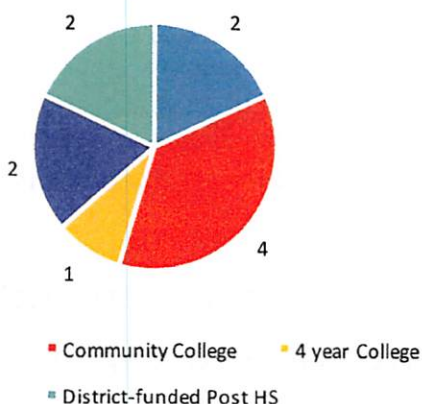
- A group of students helped to build and launch a dory at Essex Shipbuilding Museum.
- Several students participated in the Marine Endangered Species Art Contest.
- Students raised money to support their "sister school" in Zimbabwe.
- Woodshop students built several special chairs for their physically disabled peers at the Kevin O'Grady school, and planters for their peers at Northshore Academy Lower School. In addition, students built and donated a bench to the Gloucester Maritime Society.
- Students visited the Topsfield Fair and the New England Aquarium.



**" NEC is willing to be creative and flexible in addressing students needs"**

- Public School Liaison

## Post Graduation Plans



Despite significant learning challenges, 100% of tenth graders passed ELA and Math MCAS, and 14/18 passed science. Eleven seniors earned their diplomas and went on to continuing education or employment.





# Northshore Recovery High School

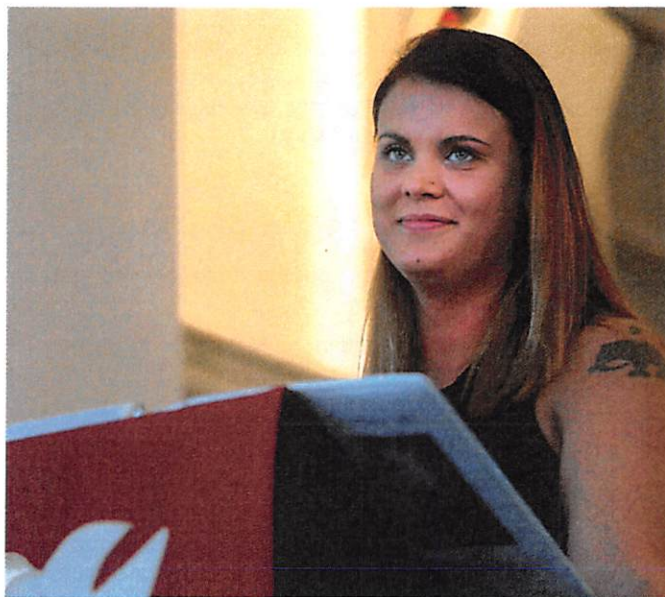
**Northshore Recovery High School (NSRHS)**, located in Beverly, is designed to meet the needs of high school students who have had a history of substance abuse but who have made a firm commitment to recovery. Funded by the State Department of Public Health and local school districts, NSRHS provides students a high school environment with the specialized clinical supports needed by students who are struggling with issues related to recovery, and often other mental health or learning challenges.

Students can be referred to NSRHS by schools, parents, courts/state agencies, drug & alcohol treatment agencies and residential programs. Students must have a recent diagnosis of a substance abuse disorder, be committed to an individual plan of recovery and, along with their parents or other caring adult, must be willing to sign an accountability contract.

During the 2017-2018 school year, NSRHS served 54 students from 26 communities. Eleven students graduated in June.

## Program Details:

- NSRHS aligns with Massachusetts State Standards, MCAS testing protocols and the course requirements of Northshore Education Consortium's member school districts.
- Curriculum is designed to meet the complicated needs of the enrolled students. Students work on a competency-based curriculum that adheres to the CES Principles.
- While not a special education placement, staff at NSRHS are able to meet the needs of students with IEPs who require accommodations and/or specially designed instruction.
- Students are eligible for graduation from their sending school district. The Guidance Counselor of NSRHS is responsible for coordinating requirements and credits needed for graduation with sending districts.
- Guidance staff work closely with districts, treatment providers and other residential placements to provide an accurate transcript for enrolled students.
- NSRHS provides wrap-around case management for students who have complex histories with court, DCF and other community adolescent and adult serving agencies.
- Students must be committed to and actively working on a valid individual program of recovery.
- Supporting the recovery culture of NSRHS, students and their parents will be accountable to develop and maintain their own recovery plan with the support and recommendations of NSRHS staff.
- All students participate in clinical groups and drug testing as part of the program.
- Substance abuse counseling will be provided to students after school hours by an outside substance abuse treatment agency. NSRHS Counselors will be available for onsite support and referral recommendation and facilitation as needed.



## Highlights of the 2017-2018 School Year

- Students performed at the Wang Center as part of the Express Yourself Program.
- Students attended regional recovery day and several events with other Recovery High Schools.
- Trauma informed Yoga and Mindfulness were incorporated into the curriculum. A special field trip enabled students to participate in "Goat Yoga".
- Several "Open Mic Night" events gave students a safe and sober forum for playing and listening to music.
- The school hosted its annual prom which was a great success.

**"I am thankful for my school. My school has held me and loved me at my worst and best. They make me want to continue living an fight to one day get into college, have a car, have healthy relationships, and gain years of true sobriety"**

- RHS Student



# Transition Programs

**NEC's Transition Programs** prepare young adults with moderate learning, psychiatric or intellectual disabilities for successful independence and employment, and in some cases, continuing education.

## Embark Program

### Program Components

The **Embark Program** is located at the Enterprise Center at Salem State College and is geared toward students with learning delays and intellectual disabilities. Students use the college campus resources (such as the library, bookstore, wellness center, and food court) to enhance their academic, vocational, and physical education.

In 2017-2018, Embark served 16 students.

The EMBARK experience has two major components; independent life and occupational development. The components are integrated and together contribute to the successful transition of each student from home and school to independent life.

### Independent Life

The Independent Life component focuses on foundation skills based on SCANS (Secretary's Commission on Achieving Necessary Skills). These skills are the core of EMBARK's curriculum and include:

- Using resources within the community
- Public transportation training
- Consumer skills
- Social skill training and application
- Leisure options
- Oral & written communication; computer literacy
- Current events and issues
- Health issues & issues pertaining to adult sexuality

### Occupational

The Occupational Development component includes foundation skills, vocational/career preparation and placement, occupational assessment and advisement; internship opportunities.

Students must attend EMBARK for a minimum of two years, up to a maximum of four years. The program sequence is individualized and includes the following:

- Vocational assessment
- Internship and/or job placement
- Residential living preparation
- Transition related issues
- Maintaining employment

## SOAR Program

The **SOAR Program** is a specially designed transition program for students aged 18-22 with Asperger's Syndrome, anxiety disorders and related diagnoses.

SOAR was a new program that started in 2012 with 3 students, in response to requests from member districts. During the 2017-2018 school year, 24 students attended the program.

The goal of the program is to assist students in transitioning to college and the world of work and to support students in becoming confident contributing members of society.

### Programs Components

- Career skills through paid & unpaid community based internships
- Life skills & skills for independent functioning
- Curriculum (self awareness & self advocacy)
- Time management
- Physical education (self-calming, self regulation, yoga, swimming, basketball, etc.)
- Study skills and test preparation
- Class etiquette & social skills
- Independent living orientation program (residing in the dorms on campus)
- After school enrichment classes
- Raw arts (therapeutic art program)
- Group skills
- Negotiating & problem solving skills
- Transportation
- Leisure
- Skills for appropriate social relationships (including hygiene, dating, roommates)





# Transition Programs

## STEP Program

Students enrolled in the **STEP Program** demonstrate a variety of challenges and diagnoses such as: Intellectual Impairment, Social-Emotional Disability and Learning Disabilities.

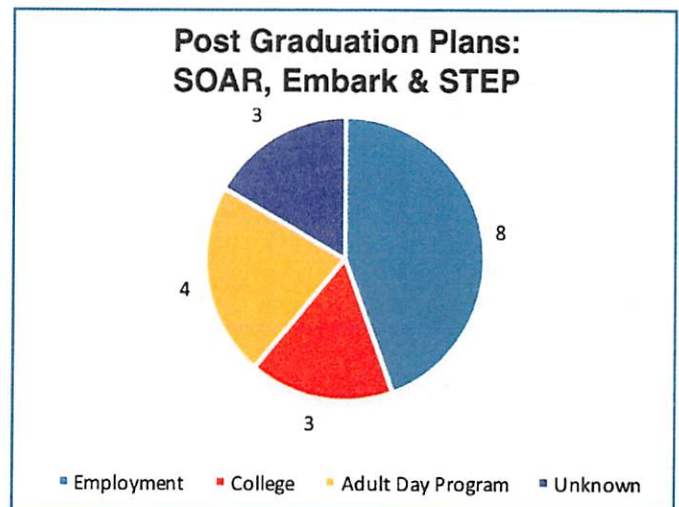
The STEP Program enrolls 15-18 year olds whose combination of disabilities has made it hard for them to succeed in other alternative settings, as well as 18-22 year olds with similar challenges.

During the 2017-2018 school year, STEP served 12 students.

The goal of the STEP Program is to enable students to achieve a high level of success and independence in a classroom setting and then transfer their skills in the community.

### Programs Components

- Functional academics
- Therapeutic supports
- Behavior management (Individualized Incentive/behavior plans)
- Completing graduation requirements
- Wellness
- Vocational skills training
- Community based internships
- Travel training
- Summer programming
- Exposure to community resources



"In the three years I've been at SOAR I've learned quite a lot. I've learned to handle college classes, I've learned to forge friendships with confidence and kindness, but most importantly I've learned to be myself"

- SOAR Graduate



# Consultation & Contract Services

During the 2017-2018 school year, NEC provided vision, orientation and mobility to 69 students who attend schools in member districts and provided home training for 7 students.

NEC employees also consulted to several districts around mental health issues, restraint prevention, creating positive behavioral supports, and assistive technology. In addition, our social workers provided clinical supervision to staff in one member district and conducted informal and formal consultations on complex student situations in several districts.

**"NEC provides us with valuable, knowledgeable vision consultants"**

- Public School Liaison

## Family & Professional Learning Center

The Consortium's **Family and Professional Learning Center** sponsors regional professional development, family education, and family support. In addition, the Family Center maintains a comprehensive resource library filled with books, pamphlets, and other materials on a wide range of disabilities and special education, mental health, and substance abuse issues. These resources are available for parents and professionals throughout the region.

### Professional Development

During the 2017-2018 year, approximately 150 individuals, in addition to our own employees, benefited from our regional professional development offerings. NEC hosted several sessions of Youth Mental Health First Aid training, an Orton Gillingham training, a seminar for New and Aspiring Special Education Team Leaders, and a full day Behavioral Health Conference.

NEC is also proud to have a wide variety of student teachers, interns, and trainees from several different universities and in a number of disciplines including special education, social work, speech and language pathology, and occupational therapy.

### NEC Family Center

Our Family Center hosted 11 small Family Workshops on topics such as Transition to Turning 18, Special Needs Financial Planning, Everyday Strategies for Students with Autism, and Vaping: Information for Parents. Each workshop was attended by approximately ten parents and/or professionals from the region. The Family Center also sponsored several monthly support groups, including one specifically designed for Spanish speaking Latino Families.





# Cost Effectiveness of Programs & Services

NEC's approved day programs are both cost-effective based on a clear financial analysis of rates, but also enable districts to save on transportation costs by keeping students closer to home, and they are able to provide a higher quality service to students by pooling specialized expertise within one central location. The simplest way to discuss the cost-effectiveness of NEC programs is to compare them to private special education placements that serve similar populations, as we do in the charts below.

Based on an analysis of private schools serving similar populations, **member districts can save up to \$275/day (over \$49,000/year, not including transportation costs) by sending a student to an NEC program.** (All rates are based on OSD FY 2018 data, compared to NEC 2018 rates, and are based on daily rates for day programs, and rounded to the nearest dollar). NEC tuition rates include all therapy services.

Severe Disabilities	Autism	Multiple Disabilities/ Medically Fragile
NEC Kevin O'Grady: Member	375	390
NEC Kevin O'Grady: Non-Member	455	460
Melmark	470	
Nashoba Learning Center	490	
Hopeful Journeys	531	
Perkins School for the Blind		535 (medically impaired) 667 (severely impaired)
Kennedy Day School		431
BC Campus School		448
Beverly School for the Deaf: Children's Communication Center		436

## Emotional Disability (grades K-12)

Northshore Academy, TVA & STEP: Member	220
Northshore Academy, TVA & STEP Non-Member	264
Manville	498
Walker	404
Dearborn	386
Lighthouse School	400
Arlington School (McLean)	350
Community Therapeutic Day School	420
New England Academy	312

## Intellectual Disability / Autism (ages 18-22)

Embark/SOAR: Member	190
Embark/SOAR: Non-Member	213
Riverview	261
Cardinal Cushing	34

Similarly, contract and consultation services are more cost effective for member districts through the Collaborative as indicated below:

## BCBA, Vision/Orientation/Mobility, Other Professional Consultation

NEC Member Rate - \$110/hr.	Perkins School for the Blind/Carroll Center - \$125/hr.	Walker Partnerships - \$175/hr.
-----------------------------	---	---------------------------------

## Cost Effectiveness of Recovery High School

It is difficult to articulate the cost-effectiveness of RHS based on financial analysis. There are only five Recovery High Schools in MA, and there are not a lot of similar programs or schools to compare them to. By providing a regionalized Recovery High School, we are able to offer highly specialized services to a targeted group of high risk teenagers and enable these students to receive the needed supports to earn their diplomas. Most districts would be unable to provide these services within districts, as the cohort of students who need the service would be too small.

Districts were charged tuition of 68 to \$109/ day depending on special education needs and member status.

The full cost of providing clinical and recovery services is subsidized by the DPH grant.

Many of the students, prior to enrollment at RHS were utilizing extensive mental health services within their public schools, or were enrolled in public or private day schools with tuitions ranging from \$220/day (Northshore Academy) to \$498/day (Manville School)

## Professional Development

Our professional development offerings are cost effective as they enable us to bring experts to our region. Without these offerings, districts would have to pay individual staff members to travel to trainings given by these providers or by private, often for-profit, entities.

## Subsidizing through Philanthropy

Given our desire to keep tuition rates affordable and to provide the highest quality programs and services for our students, we have expanded our capacity to seek private philanthropic dollars to supplement and enhance what we are able to provide. During the 2017-2018 school year, Friends of NEC raised over \$165,000 through grants and private donations. This enabled us to provide staff training, purchase new technology and sensory equipment as well as to support a wide range of extracurricular and enrichment activities without having to utilize tuition revenue.



# Progress Toward Achieving Purpose and Objectives

## The purpose and objectives of NEC are stated in the Collaborative Agreement as:

**Purpose:** The Consortium exists to provide education and related services as requested by its member districts, including, but not limited to programs and services for children with low-incidence disabilities and professional development for teachers and other related service professionals. These programs and services will also be available for non-member districts.

The collaborative Board of Directors (herein, "the Board") has the authority to decide that the Consortium should provide services, programs, and/or assistance for its member districts in addition to those outlined in the first paragraph, consistent with applicable laws and regulations related to educational collaboratives.

**Focus:** The focus of the Consortium is to provide innovative, high quality, cost-effective educational services for students with complex or low-incidence disabilities, to provide resources for member districts, and to serve as a regional center for planning and problem solving for member districts.

**Objectives:** The overall objectives of the Consortium are:

1. To play a leading role in defining the future role of collaboratives in the Commonwealth.
2. To strengthen and expand the Consortium programs and services in a cost-effective manner that meets the needs of students and faculty in member districts and the region.
3. To develop new programs for students, particularly those with special needs, allowing them to meet the highest academic, social, and life-skill objectives in accordance with emerging evidence based practices.
4. To provide high quality, highly relevant professional development for the employees of the Consortium and member districts.

In terms of objective 1, the Executive Director is a regular participant in MOEC state-wide and regional meetings and she represents MOEC at the Children's League of Massachusetts. In addition, she convenes regular meetings of regional SPED administrators and maintains connections to the region's universities and child-serving state agencies.

Progress toward meeting objectives 2-4 is generally assessed in an ongoing way by looking at utilization of programs and services, gathering both formal and informal data about student outcomes, and gathering both formal and informal feedback from consumers including school district personnel and parents. Information about utilization, outcomes, and cost effectiveness is contained in each of the program descriptions in earlier sections of this report.

## Strategic Goals for 2015-2018

During the 2017-2018 year, substantial progress was made toward achieving the strategic goals set by the Board.

**Goal 1:** Strengthen internal process of utilizing data to assess program quality and student outcomes in all NEC programs.

### Progress:

- All schools implemented new systems for tracking behavioral data including but not limited to restraints, time-outs, and suspensions, enabling us to be compliant with state expectations and to begin to use this data in a more systemic manner for program quality improvement.
- Technology upgrades enabled us to complete CBT for MCAS and to become SIF compliant for state reporting.
- Strong outcomes were demonstrated through academic data, and the number of students who made progress on their IEP objectives and transition goals.

**Goal 2:** Strengthen NEC financial status and infrastructure for long-range sustainability

### Progress:

- NEC ended the school year with an operating surplus, and therefore did not need to increase tuition rates beyond 2%.
- The integration of the Topsfield Vocational Academy and the purchase of its home building were significant accomplishments in this area.
- Ongoing capital improvements have been successfully completed.
- NEC successfully pursued private contributions and grant funding as discussed above.

**Goal 3:** Strengthen NEC's ability to respond to district needs and serve as a regional resource.

### Progress:

- On an annual survey, special Education Directors reported a high level of satisfaction with NEC programs and services.
- NEC provided or hosted Orton Gillingham trainings in response to district requests and offered a course for New and Aspiring Team Leaders.
- NEC specialists provided consultation to districts in the areas of mental health, assistive technology, and vision services.
- NEC served as a community resource by providing space for a community organization to provide Mental Health First Aid training for police officers, providing space for community organizations to run therapeutic groups, and by participation in the Youth at Risk Conference in Essex County.

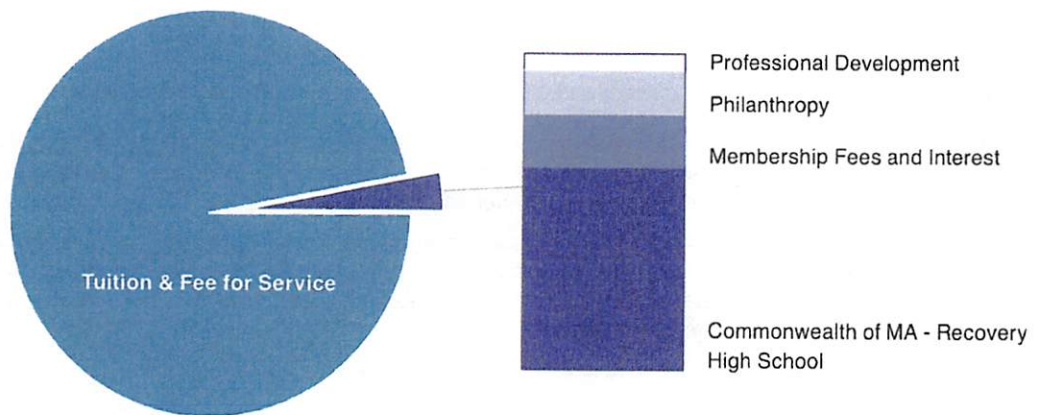


# Financial Summary FY 2018

A snapshot of NEC's financial performance is included below. For more detailed information please see the Audited Financial Statements and Uniform Financial Report.

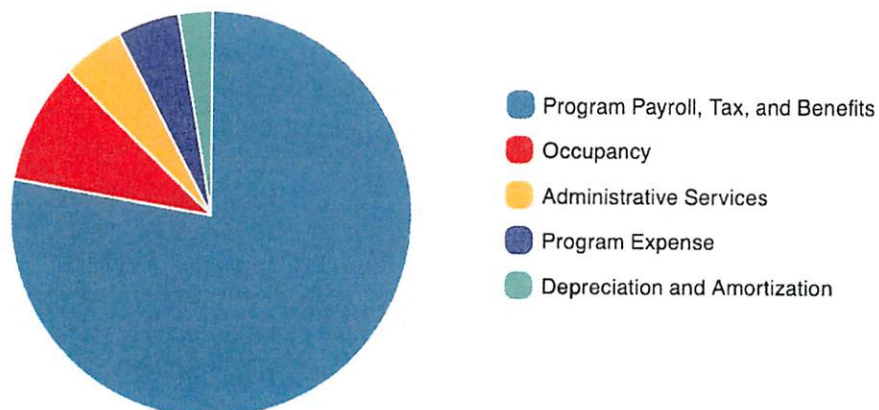
## FY 2018 Revenue Sources

Source	Dollars	Percentages
Tuition and Fee for Service	\$ 22,555,503	95.29%
Commonwealth of MA - Recovery High School	\$ 713,899	3.02%
Membership Fees and Interest	\$ 192,032	0.81%
Philanthropy	\$ 166,628	0.70%
Professional Development	\$ 42,293	0.18%
<b>Total Revenue</b>	<b>\$23,670,355</b>	<b>100%</b>



## FY 2018 Expense Categories

Category	Dollars	Percentages
Program Payroll, Tax, and Benefits	\$ 17,911,098	77.68%
Occupancy	\$ 2,208,123	9.58%
Administrative Services	\$ 1,164,591	5.05%
Program Expense	\$ 1,143,481	4.96%
Depreciation and Amortization	\$ 629,891	2.73%
<b>Total Expense</b>	<b>\$23,057,183</b>	<b>100%</b>

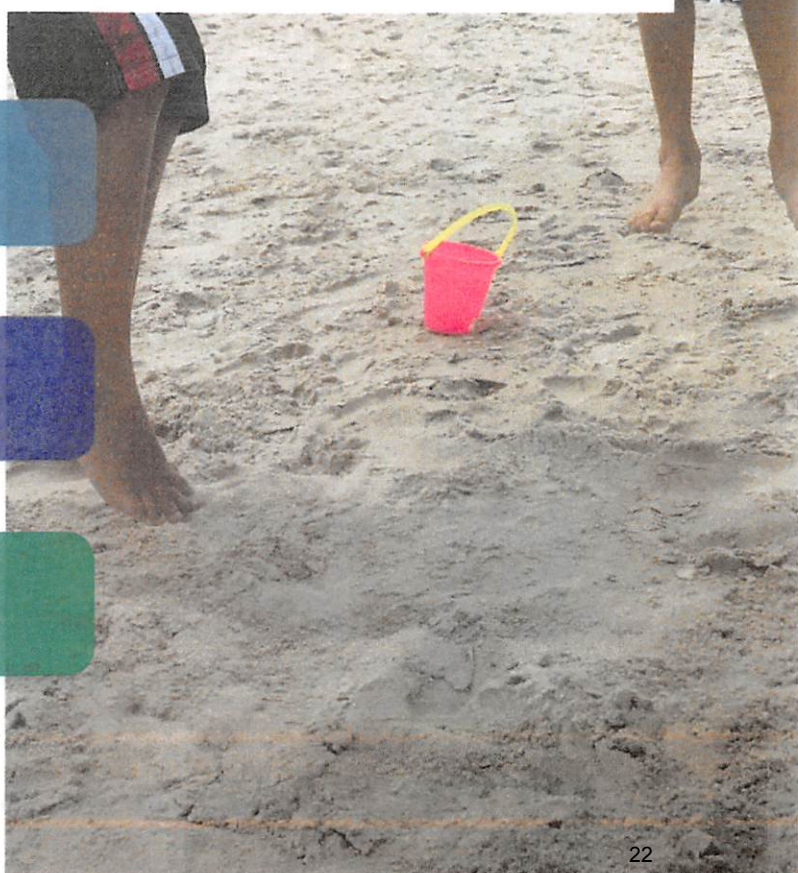
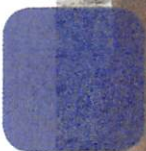






**"For the first time my son is  
happy to go to school"**

- NEC Parent







**NORTHSHORE  
EDUCATION  
CONSORTIUM**

## Contact Information:

**Executive Director** - Fran Rosenberg [frosenberg@nsedu.org](mailto:frosenberg@nsedu.org)

**Executive Assistant & PD Coordinator** - Kathy Mahoney [kmahoney@nsedu.org](mailto:kmahoney@nsedu.org)

**Kevin O'Grady School** - David A. Cook [dcook@nsedu.org](mailto:dcook@nsedu.org)

**Northshore Academy Upper School** - Ken Letzring [kletzring@nsedu.org](mailto:kletzring@nsedu.org)

**Northshore Academy Lower School** - Tracy Farragher [tfarragher@nsedu.org](mailto:tfarragher@nsedu.org)

**Northshore Recovery High School** - Michelle Lipinski [mlipinski@nsedu.org](mailto:mlipinski@nsedu.org)

**Topsfield Vocational Academy & STEP** - Charles LeBuff [clebuff@nsedu.org](mailto:clebuff@nsedu.org)

**SOAR & EMBARK Programs** - Ellen Heald [ehald@nsedu.org](mailto:ehald@nsedu.org)

**Family and Professional Learning Center** - Sheila Guiney [sguiney@nsedu.org](mailto:sguiney@nsedu.org)

---

### **Northshore Education Consortium**

112 Sohler Road, Beverly, MA 01915

Tel: 978-232-9755 | [www.nsedu.org](http://www.nsedu.org)



## 2018 Hamilton Town Report

Department/Board/Committee/Commission: Hamilton-Wenham Regional School District

### Nature of work (mission statement) (2-3 sentences):

The Mission of the Hamilton-Wenham Regional School District is to educate our children to become young adults who are of good character and demonstrate mastery of the knowledge and skills needed to be successful members of our global economy and engaged citizens of the 21<sup>st</sup> Century.

### Goals achieved/large projects accomplished (4-5 bullet points):

- Strengthened the Response to Intervention (RTI) Process at the Elementary Level and develop inventory of Tier 1-3 Interventions.
- Improved curriculum, instruction and assessment practices in grades 6-12 through training teachers in methods for analyzing student learning data.
- Train Curriculum Leaders in Effective Coaching Practices
- Developed a shared understanding of best practices in conducting walkthroughs among members of the Leadership Team.
- Completed a review of best practices in Social-Emotional Learning (SEL) with Leadership Team.
- Presented plans for the re-imagining of the HWRSD School Library Spaces.

### Priorities for 2019 (4-5 bullet points):

- Develop new Strategic Blueprint Document to guide the HWRSD's Improvement Efforts for the next five years.
- Build the Capacity of HWRSD Administrators to Faithfully Implement the DESE's Educator Evaluation System.
- Implement ALICE Crisis Response Protocols to ensure student and staff are using the most current practices regarding school safety.

### Significant statistics (if applicable, please feel free to include tables or charts if needed):

The HWRSD Currently serves 1715 students in grades K-12, 1091 of these students are Hamilton Residents. Three elementary schools, Bessie Buker in Wenham and Cutler and Winthrop Elementary in Hamilton, serve students in grades K-5. Students in grades 6-8 attend Miles River Middle School and grade 9-12 students attend Hamilton-Wenham Regional High School.

To serve these students, the HWRSD is currently staffed with approximately 308 Full-Time Equivalent (FTE) Positions. Professional Teaching Staff, 175 total, makes up 57% of these FTEs. Teaching assistants (53 FTE) make up the next largest group, with the remaining 80 positions distributed among administrators, nurses, administrative assistants, cafeteria workers and custodial/maintenance functions.

The FY19 Total Expenditures Budget was approved by both Hamilton and Wenham Town Meeting for the amount of \$34,009,333. The FY20 Budget request will be presented in detail on the HWRSD Website: [www.hwschools.net](http://www.hwschools.net).

### Personnel Changes and Acknowledgements (2-3 sentences):

The HWRSD would like to recognize the retirements of the following teachers:



Vincent Bucci	34 Years	History/Social Studies	Regional High School
Suzanne Clerkin	15 Years	Teacher	Cutler
Ann Marie Haskell	15 Years	Spanish Teacher	Regional High School
Kathleen Hughes	23 Years	Adjustment Counselor	Buker
Bonnie McGarrell	17 Years	Teacher	Miles River Middle School
Eleanor Todd	23 Years	Math Teacher	Miles River Middle School

We thank them for their many years of service to the HWRSD!

Provide an up to date list of department staff (with title) and/or board/commission members (please note Chairs):

David Polito, Chairperson  
 Gene Lee, Vice-Chairperson  
 Stacey Metternick, Secretary  
 Peter Wolczik, Assistant Secretary  
 Jeanise Bertrand  
 Michelle Bailey  
 Kerry Gertz

Please attach any pictures you would like considered for individual report pages or the cover page.



## 2018 Wenham Town Report

Department/Board/Committee/Commission: Hamilton-Wenham Regional School District

### Nature of work (mission statement) (2-3 sentences):

The Mission of the Hamilton-Wenham Regional School District is to educate our children to become young adults who are of good character and demonstrate mastery of the knowledge and skills needed to be successful members of our global economy and engaged citizens of the 21<sup>st</sup> Century.

### Goals achieved/large projects accomplished (4-5 bullet points):

- Strengthened the Response to Intervention (RTI) Process at the Elementary Level and develop inventory of Tier 1-3 Interventions.
- Improved curriculum, instruction and assessment practices in grades 6-12 through training teachers in methods for analyzing student learning data.
- Train Curriculum Leaders in Effective Coaching Practices
- Developed a shared understanding of best practices in conducting walkthroughs among members of the Leadership Team.
- Completed a review of best practices in Social-Emotional Learning (SEL) with Leadership Team.
- Presented plans for the re-imagining of the HWRSD School Library Spaces.

### Priorities for 2019 (4-5 bullet points):

- Develop new Strategic Blueprint Document to guide the HWRSD's Improvement Efforts for the next five years.
- Build the Capacity of HWRSD Administrators to Faithfully Implement the DESE's Educator Evaluation System.
- Implement ALICE Crisis Response Protocols to ensure student and staff are using the most current practices regarding school safety.

### Significant statistics (if applicable, please feel free to include tables or charts if needed):

The HWRSD Currently serves 1715 students in grades K-12, 624 of these students are Wenham Residents. Three elementary schools, Bessie Buker in Wenham and Cutler and Winthrop Elementary in Hamilton, serve students in grades K-5. Students in grades 6-8 attend Miles River Middle School and grade 9-12 students attend Hamilton-Wenham Regional High School.

To serve these students, the HWRSD is currently staffed with approximately 308 Full-Time Equivalent (FTE) Positions. Professional Teaching Staff, 175 total, makes up 57% of these FTEs. Teaching assistants (53 FTE) make up the next largest group, with the remaining 80 positions distributed among administrators, nurses, administrative assistants, cafeteria workers and custodial/maintenance functions.

The FY19 Total Expenditures Budget was approved by both Hamilton and Wenham Town Meeting for the amount of \$34,009,333. The FY20 Budget request will be presented in detail on the HWRSD Website: [www.hwschools.net](http://www.hwschools.net).

### Personnel Changes and Acknowledgements (2-3 sentences):

The HWRSD would like to recognize the retirements of the following teachers:

Vincent Bucci	34 Years	History/Social Studies	Regional High School
---------------	----------	------------------------	----------------------

Suzanne Clerkin	15 Years	Teacher	Cutler
Ann Marie Haskell	15 Years	Spanish Teacher	Regional High School
Kathleen Hughes	23 Years	Adjustment Counselor	Buker
Bonnie McGarrell	17 Years	Teacher	Miles River Middle School
Eleanor Todd	23 Years	Math Teacher	Miles River Middle School

We thank them for their many years of service to the HWRSD!

Provide an up to date list of department staff (with title) and/or board/commission members (please note Chairs):

David Polito, Chairperson  
 Gene Lee, Vice-Chairperson  
 Stacey Metternick, Secretary  
 Peter Wolczik, Assistant Secretary  
 Jeanise Bertrand  
 Michelle Bailey  
 Kerry Gertz

Please attach any pictures you would like considered for individual report pages or the cover page.





**HAMILTON-WENHAM**  
**REGIONAL SCHOOL DISTRICT**

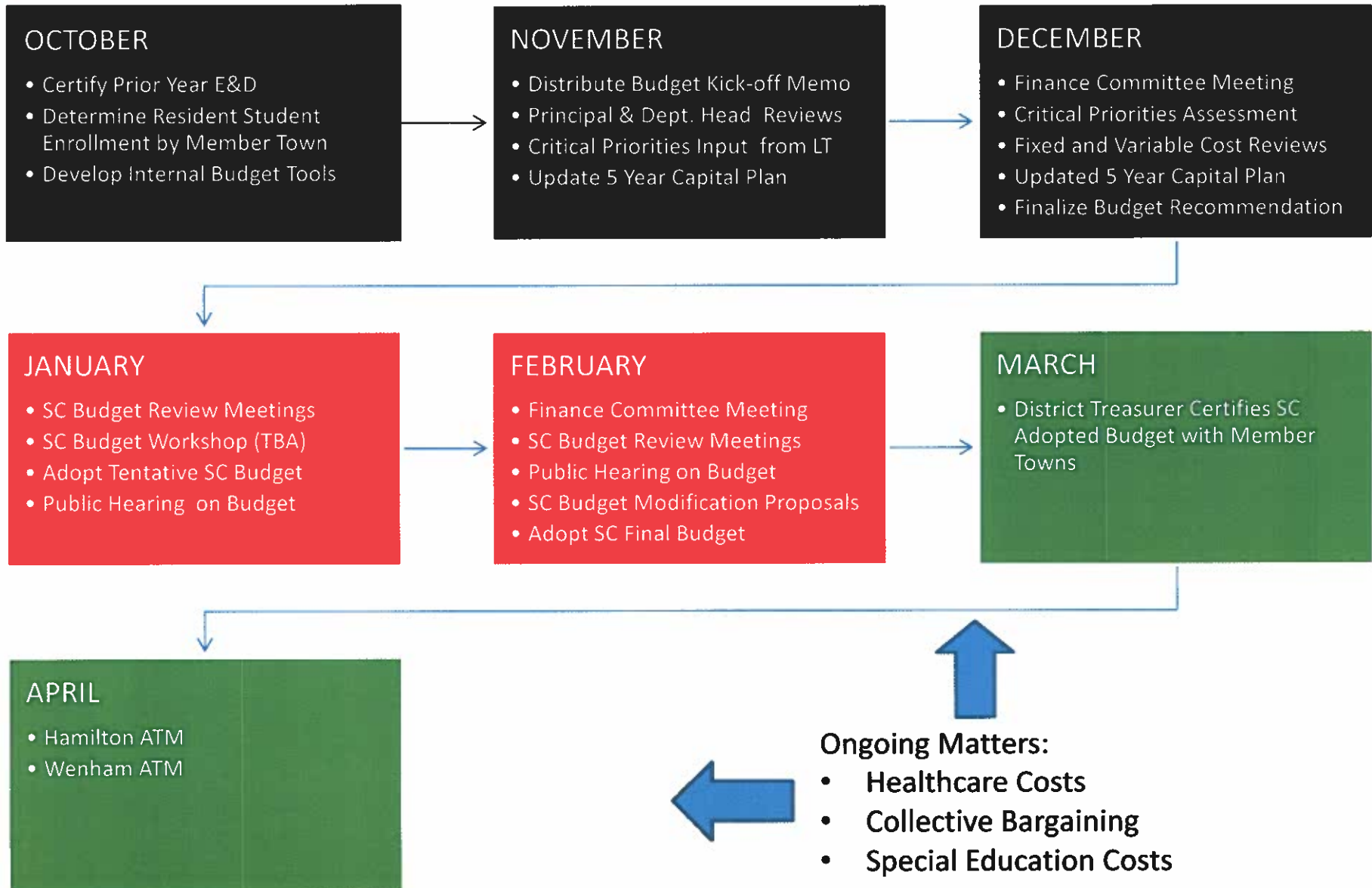
*FY20 Superintendent's Budget Recommendation*  
*School Committee Presentation*  
*January 2, 2019*

Prepared by:

Michael M. Harvey, Ed.D., Superintendent of Schools  
Jeffrey D. Sands, Assistant Superintendent of Schools  
Vincent Leone, Director of Accounting & Payroll



# HWRSD Budget Process Overview







# FY20 Budget

## *Superintendent's Recommendation*

Level Service

+

OPEB Trust Fund (OPEB)

+

School Resource Officer (SRO)

### What Does “Level Service” Mean?

*Level Service is a continuation of the current services, activity, and programs of the District.*

For FY20, Level Service + OPEB + SRO translates into a spending increase in our Gross Operating Expenses (after Offsets) of \$1,975,703 or 6.19% versus the FY19 Budget.



# FY20 Budget – Expense Category Analysis

## *Level Service + OPEB + SRO: Gross Operating Expense Budget*

Expense Category	FY20 Gross Expenses		FY19 Gross Expenses		VS PR YR	
	Tot \$	% of Tot	Tot \$	% of Tot	Chg \$	Chg %
Salaries	\$ 21,492,585	60.9%	\$ 20,817,994	62.9%	\$ 674,591	3.2%
Out-of-District Tuition	\$ 3,775,296	10.7%	\$ 2,878,510	8.7%	\$ 896,786	31.2%
Healthcare	\$ 2,811,920	8.0%	\$ 2,613,760	7.9%	\$ 198,159	7.6%
In-District Transportation	\$ 828,880	2.3%	\$ 765,820	2.3%	\$ 63,060	8.2%
Essex Retirement	\$ 986,641	2.8%	\$ 908,291	2.7%	\$ 78,350	8.6%
Utilities	\$ 563,248	1.6%	\$ 587,160	1.8%	\$ (23,912)	-4.1%
Facilities, Maintenance & Custodial (non-salary)	\$ 560,525	1.6%	\$ 576,025	1.7%	\$ (15,500)	-2.7%
Technology (non-salary)	\$ 619,751	1.8%	\$ 614,437	1.9%	\$ 5,314	0.9%
Special Education Transportation	\$ 639,669	1.8%	\$ 614,696	1.9%	\$ 24,973	4.1%
Other Fringe (Medicare, SS, Unemployment, 403B)	\$ 437,308	1.2%	\$ 419,512	1.3%	\$ 17,796	4.2%
Substitute Teachers	\$ 221,750	0.6%	\$ 221,750	0.7%	\$ -	0.0%
School Materials, Supplies & Textbooks	\$ 336,303	1.0%	\$ 445,904	1.3%	\$ (109,601)	-24.6%
Athletics (non-salary)	\$ 441,168	1.3%	\$ 415,698	1.3%	\$ 25,469	6.1%
District Insurance (Property, Liability & WC)	\$ 227,514	0.6%	\$ 209,464	0.6%	\$ 18,049	8.6%
OPEB Trust Fund	\$ 250,000	0.7%	\$ -	0.0%	\$ 250,000	#DIV/0!
School Resource Officer (SRO)	\$ 73,000	0.2%	\$ -	0.0%	\$ 73,000	#DIV/0!
All Other	\$ 1,008,851	2.9%	\$ 1,008,844	3.0%	\$ 8	0.0%
<b>Totals:</b>	<b>\$ 35,274,408</b>	<b>100.0%</b>	<b>\$ 33,097,866</b>	<b>100.0%</b>	<b>\$ 2,176,543</b>	<b>6.6%</b>





# FY20 Budget

## *Superintendent's Recommendation*

### School Resource Officer (SRO)

#### Presenters:

Russ Stevens, Hamilton Chief of Police

Tom Perkins, Wenham Chief of Police



# FY20 Budget

## *Superintendent's Recommendation*

### Out-of-District Placements and Tuition Costs

Presenter:

Stacy Bucyk, Director of Student Services





# FY20 Budget

## OPEB Trust Fund Recommendation

- Background Information
  - The District has not yet established an OPEB Trust Fund.
  - In April 2018, the District engaged the services of Odyssey Advisors to prepare an updated GASB 74/75 OPEB Actuarial Valuation to be referenced during the 2018 Annual Audit and FY20 Budget Process.
  - On May 11, 2018, Odyssey Advisors completed the updated report with a valuation date of July 1, 2017 and reporting dates for the Fiscal Years Ending June, 30, 2018 and June 30, 2019.
  - The District's OPEB Liability as of the July 1, 2018 Measurement Date is \$35,395,182 .
  - The discount rate used by Odyssey Advisors in this valuation is 3.25% (tied to the S&P Municipal 20 Year Bond Index)
  - Note: The discount rate is the rate used to value the cost of future obligations. In simple terms, the discount rate is determined by estimating the expected rates of return from investments over the long term. Higher discount rates yield lower liabilities and vice versa.



# FY20 Budget

## OPEB Trust Fund Recommendation

- Background Information (concluded)
  - In order to establish an OPEB Trust Fund, the Regional School Committee must first accept MGL Chapter 32B Section 20. This is the section of MGL which governs the establishment and activity of OPEB Trust Funds.
  - According to MGL c.32B s.20, “In a Regional School District, appropriations of amounts to an OPEB Fund may be made only in the annual budget submitted to the member towns for approval” and that “the treasurer shall be the custodian of the OPEB Fund”.
  - During the September - December 2018 timeframe, my office conducted a Qualifications-Based review of four (4) OPEB Trust Fund Advisors with the goal of recommending the top-rated Advisor to the School Committee during the FY20 Budget Process.
  - During the November – December 2018 timeframe, my office worked with Odyssey Advisors to develop several funding scenarios with the goal of recommending a single funding strategy to the School Committee during the FY20 Budget Process.





# FY20 Budget

## OPEB Trust Fund Recommendation

- Recommendations to the School Committee
  - Engage with our top-rated firm to serve as the District's OPEB Trust Fund Advisor going forward. Our recommended Advisor is:  
Rockland Trust Investment Management Group.
  - Accept our 30 Year Funding Strategy proposal that reflects a long-term funding program that will achieve a Plan Funded Ratio of 100% (i.e. fully funded) by 2049. Funding program highlights include:
    - \$250,000 in FY20, increasing by \$250,000 per year to \$1.25M per year in FY24 and then \$1.25M per year until FY49; *plus*
    - An additional \$1.54M per year beginning in FY37 once the Essex Pension system is fully funded (these funds would be reallocated from pension to OPEB).
  - Approve our Year 1 OPEB Funding Recommendation of \$250,000 which has been incorporated into our FY20 Budget Recommendation.



# FY20 Budget

## OPEB Trust Fund Recommendation

- Recommendations to the School Committee (concluded)
  - Develop a School Committee OPEB Trust Fund Funding Policy that incorporates our proposed 30 Year Funding Strategy as well as our proposed schedule of Employer Excess Payments to be made into the Trust Fund.
  - Work with the team at Rockland Trust Investment Management Group to establish our Trust Fund by June 30, 2019 which will including but not limited be limited to the following:
    - Adopt MGL Chapter 32B Section 20
    - Establish a Formal Trust Agreement including naming Trustees
    - Develop Investment Policy Statement (Asset Allocation)
  - Deposit our first Employer Contribution into the Trust Fund on or around July 1, 2019.





# FY20 Budget – OPEB Trust Fund Recommendation

## 30 Year Funding Strategy Proposal

**Scenario 7 - Funding \$250k Increasing by \$250k per year to \$1.25 million and Deferred Pension Funding - 5.50% discount rate**

For the Fiscal Year	Period Ending on the Measurement Date of:	I. Total OPEB Liability ("TOL") as of Measurement Date	II. Fiduciary Net Position as of Measurement Date with expected 6.50% return	III. Net OPEB Liability (Asset) [I. - II.]	IV. Funded Ratio [II. / I.]	V. Employer Share of Premiums / Claims	VI. Excess Employer Payments (beyond claims)	VII. Total Employer Payments [V. + VI.]
2018	July 1, 2017	24,849,777	0	24,849,777	0.00%	748,115	0	748,115
2019	July 1, 2018	26,252,732	0	26,252,732	0.00%	913,041	0	913,041
2020	July 1, 2019	27,758,271	257,997	27,500,274	0.93%	975,651	250,000	1,225,651
2021	July 1, 2020	29,200,591	790,761	28,409,830	2.71%	1,052,267	500,000	1,552,267
2022	July 1, 2021	30,793,341	1,616,152	29,177,189	5.25%	1,140,423	750,000	1,890,423
2023	July 1, 2022	32,440,228	2,753,190	29,687,038	8.49%	1,236,903	1,000,000	2,236,903
2024	July 1, 2023	34,137,172	4,222,133	29,915,039	12.37%	1,352,975	1,250,000	2,602,975
2025	July 1, 2024	35,881,414	5,786,557	30,094,857	16.13%	1,438,428	1,250,000	2,688,428
2026	July 1, 2025	37,691,935	7,452,669	30,239,266	19.77%	1,531,500	1,250,000	2,781,500
2027	July 1, 2026	39,548,183	9,227,078	30,321,105	23.33%	1,621,246	1,250,000	2,871,246
2028	July 1, 2027	41,506,439	11,116,824	30,389,615	26.78%	1,718,317	1,250,000	2,968,317
2029	July 1, 2028	43,534,723	13,129,403	30,405,320	30.16%	1,797,427	1,250,000	3,047,427
2030	July 1, 2029	45,688,568	15,272,800	30,415,768	33.43%	1,888,172	1,250,000	3,138,172
2031	July 1, 2030	48,015,849	17,555,517	30,460,332	36.56%	1,990,943	1,250,000	3,240,943
2032	July 1, 2031	50,410,333	19,986,611	30,423,722	39.65%	2,128,378	1,250,000	3,378,378
2033	July 1, 2032	52,826,761	22,575,726	30,251,035	42.74%	2,255,489	1,250,000	3,505,489
2034	July 1, 2033	55,308,383	25,333,134	29,975,249	45.80%	2,400,148	1,250,000	3,650,148
2035	July 1, 2034	57,942,727	28,269,773	29,672,954	48.79%	2,496,176	1,250,000	3,746,176
2036	July 1, 2035	60,738,008	31,397,294	29,340,714	51.69%	2,634,731	1,250,000	3,884,731
2037	July 1, 2036	63,516,805	36,342,250	27,174,555	57.22%	2,701,260	2,814,113	5,515,373
2038	July 1, 2037	66,561,488	41,608,628	24,952,860	62.51%	2,826,790	2,814,113	5,640,903
2039	July 1, 2038	69,842,900	47,217,321	22,625,579	67.61%	2,973,497	2,814,113	5,787,610
2040	July 1, 2039	73,266,818	53,190,579	20,076,239	72.60%	3,071,823	2,814,113	5,885,936
2041	July 1, 2040	76,889,310	59,552,098	17,337,212	77.45%	3,213,924	2,814,113	6,028,037
2042	July 1, 2041	80,711,482	66,327,116	14,384,366	82.18%	3,403,858	2,814,113	6,217,971
2043	July 1, 2042	84,644,142	73,542,510	11,101,632	86.88%	3,615,600	2,814,113	6,429,713
2044	July 1, 2043	88,783,591	81,226,905	7,556,686	91.40%	3,766,425	2,814,113	6,580,538
2045	July 1, 2044	93,144,266	89,410,786	3,733,480	95.99%	3,931,420	2,814,113	6,745,533
2046	July 1, 2045	97,750,676	98,126,619	(375,943)	100.38%	4,108,245	2,814,113	6,922,358
2047	July 1, 2046	102,580,962	104,116,880	(1,535,918)	101.50%	4,272,822	(375,943)	3,896,879
2048	July 1, 2047	107,692,862	109,299,428	(1,606,566)	101.49%	4,468,219	(1,535,918)	2,932,301
2049	July 1, 2048	113,239,988	114,745,933	(1,505,945)	101.33%	4,686,433	(1,606,566)	3,079,867



# Capital Improvement Project List Updated

## *Key Assumptions*

- **Time Frame:**
  - Covers the Fiscal Years beginning with FY20 and ending with FY23.
- **Scope:**
  - Facilities & Grounds
  - Technology
  - Food Service
  - Athletics
  - Master Plan
- **Definition:**
  - Tangible Assets that cost at least \$10,000 and have a useful life of at least 5 years.
- **Funding Sources:**
  - It is being recommended that four (4) capital items (\$122,186) are funded through the FY20 District's Operating Budget.
  - For the remainder of the Projects on the list, funding sources for FY20 and beyond have not been specifically identified and may include Debt Exclusions, Grants, Donations, and the District's Operating Budget.



**Hamilton Wenham Regional School District**  
**Capital Improvement Project Summary as of December 19, 2018**

Department	Project	Location	Total Est Cost	FY20 (Op)	FY20	FY21	FY22	FY23
Fac & Grds	New Roof	HS	3,000,000	-	-	-	-	3,000,000
Fac & Grds	Building Energy Management Systems*	HS / MS	375,000	-	375,000	-	-	-
Fac & Grds	Replace Recalled Sprinkler Heads	HS / MS	37,500	-	37,500	-	-	-
Fac & Grds	Replace Classroom Sinks, Countertops & Water bubblers	Elem Schools	61,000	-	25,000	36,000	-	-
Fac & Grds	Waste Water Treatment Plant	District	80,000	20,000	-	20,000	20,000	20,000
Fac & Grds	Repair, refinish & reline Gymnasium Floors	District	60,000	-	30,000	30,000	-	-
Fac & Grds	Install Keyless Entryway Swipecard Systems*	District	67,895	-	67,895	-	-	-
Fac & Grds	Install Exterior Surveillance Cameras	District	30,000	-	30,000	-	-	-
Fac & Grds	Install Main Entry & Main Office Interior Surveillance Cameras	District	25,000	-	25,000	-	-	-
Fac & Grds	Interior Classroom & Hallway Painting	Cut	30,000	-	-	-	30,000	-
Fac & Grds	Replace 2 Classroom Carpets with Tile	Cut	10,000	-	10,000	-	-	-
Fac & Grds	Classroom Shades	Cut, Buk, HS & MS	135,000	-	135,000	-	-	-
Fac & Grds	Admin Bldg Emergency Generator*	Admin Bldg	35,000	-	35,000	-	-	-
Fac & Grds	4 Autoscrubbers	District	60,000	-	15,000	15,000	15,000	15,000
Fac & Grds	Replace flooring in HS Fitness Center	HS	15,000	-	15,000	-	-	-
Fac & Grds	Equipment for HS Fitness Center	HS	20,000	-	20,000	-	-	-
Fac & Grds	Install ADA Accessible Handicap Lifts/Ramps for school stages	Win & Buk	30,000	-	30,000	-	-	-
Fac & Grds	Project Adventure Course Upgrades	HS / MS	15,000	-	15,000	-	-	-
Fac & Grds	Replace front sidewalks at Middle School	MRMS	60,000	-	60,000	-	-	-
Fac & Grds	Replace Ceiling Tiles in Primary Wing Classrooms & Hallway	Winthrop	10,000	-	-	-	10,000	-
Fac & Grds	Repair sidewalks and curbing at Admin Bldg	Admin	15,000	-	15,000	-	-	-
Fac & Grds	Upgrade, repair and install Intercom systems*	Various	26,936	-	26,936	-	-	-
Fac & Grds	Replace Sound System in gymnasium	HS / MS	20,000	-	20,000	-	-	-
Fac & Grds	40' - 50' Scissor Lift w/ Trailer	District	25,000	-	25,000	-	-	-
Fac & Grds	Buker Drainage	Buker	20,000	-	20,000	-	-	-
Fac & Grds	Replace Buker Side Entryway and Handicap Ramp	Buker	80,000	-	80,000	-	-	-
Fac & Grds	Install new ADA Accessible Ramp off Primary Wing*	Winthrop	20,000	-	20,000	-	-	-
Fac & Grds	Cutler Fire Alarm System: Replace Panel and Devices*	Cutler	37,750	-	37,750	-	-	-
Fac & Grds	Buker Fire Alarm System: Replace Panel and Devices*	Buker	31,000	-	31,000	-	-	-
Tech	iPads for Students on Scholarship and F&RL	District	70,000	17,500	-	17,500	17,500	17,500
Tech	Classroom Hardware Refresh 4 year cycle (iPads)	District	259,000	-	42,000	84,000	70,000	63,000
Tech	Classroom Hardware Refresh 7 year cycle (Laptops & Labs)	District	228,825	47,470	-	34,970	92,430	53,955
Tech	Classroom Chromebooks 4 year cycle	District	135,000	-	18,000	18,000	18,000	81,000
Tech	Upgrade Wireless Access Points including wiring	District	49,920	-	49,920	-	-	-
Tech	Replace Phone System with new VoIP System	HS / MS	47,000	-	47,000	-	-	-
Tech	Replace Backup Server / Services	District	52,000	-	52,000	-	-	-
Tech	Replace VMWare Server and Licenses	District	113,000	-	113,000	-	-	-
Tech	Replace Network Area Storage Arrays	District	207,000	-	207,000	-	-	-
Tech	Replace Network IDF	District	72,000	-	72,000	-	-	-
Tech	Replace Classroom SMARTBoards, Projectors, etc	District	204,688	37,216	37,216	65,128	65,128	-
Tech	Upgrade Auditorium Theatrical Electrical Systems	HS	75,000	-	75,000	-	-	-
Tech	Replace Auditorium Lighting Control Console	HS	17,000	-	17,000	-	-	-
Tech	Auditorium HD Projector, Projection Screen & Monitors	HS	50,000	-	-	50,000	-	-

**Hamilton Wenham Regional School District**  
**Capital Improvement Project Summary as of December 19, 2018**

Department	Project	Location	Total Est Cost	FY20 (Op)	FY20	FY21	FY22	FY23
Food Svc	Kitchen Equipment	District	373,575	-	373,575	-	-	-
<b>Subtotal Operating:</b>			<b>6,386,089</b>	<b>122,186</b>	<b>2,304,792</b>	<b>370,598</b>	<b>338,058</b>	<b>3,250,455</b>
Master Plan	Classroom Furniture (Master Plan)	District	800,000	-	800,000	-	-	-
Master Plan	Longmeadow Property*	District	4,225,000	-	-	-	-	4,225,000
Master Plan	HS/MS Library Media Center Renovation (Master Plan)	HS / MS	2,460,000	-	-	-	-	2,460,000
Master Plan	Elementary Library Media Center Renovations (Master Plan)	Elem Schools	2,841,825	-	-	-	-	2,841,825
<b>Subtotal Master Plan:</b>			<b>10,326,825</b>	<b>-</b>	<b>800,000</b>	<b>-</b>	<b>-</b>	<b>9,526,825</b>
Athletics	Tennis Courts*	District	660,032	-	-	-	-	660,032
Athletics	Turf Fields: Track & Field	District	3,671,863	-	-	-	-	3,671,863
Athletics	Turf Fields: Combination Baseball Field	District	3,051,365	-	-	-	-	3,051,365
Athletics	Turf Fields: Entrance Improvements & Amenities	District	2,024,928	-	-	-	-	2,024,928
<b>Subtotal Athletics:</b>			<b>9,408,188</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>9,408,188</b>
<b>Totals:</b>			<b>\$ 26,121,102</b>	<b>\$ 122,186</b>	<b>\$ 3,104,792</b>	<b>\$ 370,598</b>	<b>\$ 338,058</b>	<b>\$ 22,185,468</b>

\$ 122,186 - A "green" shaded entry in FY20 denotes an expense that has been incorporated into the FY20 Operating Budget Recommendation.

\$ 2,861,042 - An "orange" shaded entry in FY20 denotes an expense that was requested and denied at April 2018 Town Meeting as a Debt Exclusion.

\* - Denotes an expense that is either new to the list or the cost estimate has been revised and updated.

Note - Tangible assets or projects that cost at least \$10,000 and have a useful life of at least 5 years.





# FY20 Budget – Summary by DESE Category

## *Level Service + OPEB + SRO: Gross Operating Expense Budget*

Summary	FY18	FY19	FY20	Change FY19 to FY20	
by DESE Category	Budget	Budget	Budget	\$	%
Administration	\$ 1,135,489	\$ 1,180,028	\$ 1,281,488	\$ 101,460	8.60%
Capital, Operations, Maintenance	\$ 2,228,122	\$ 2,185,001	\$ 2,188,334	\$ 3,333	0.15%
Guidance, Counseling, Testing	\$ 1,065,718	\$ 1,110,803	\$ 1,132,103	\$ 21,301	1.92%
Inst. Materials	\$ 873,876	\$ 1,006,104	\$ 901,817	\$ (104,287)	-10.37%
Instructional Leadership	\$ 2,931,318	\$ 3,082,942	\$ 3,144,508	\$ 61,567	2.00%
Insurance, Retirement, Other	\$ 3,978,971	\$ 4,173,276	\$ 4,736,189	\$ 562,913	13.49%
Other Teaching Services	\$ 2,408,619	\$ 2,477,389	\$ 2,589,061	\$ 111,672	4.51%
Prof. Dev.	\$ 209,594	\$ 223,799	\$ 233,943	\$ 10,145	4.53%
Pupil Services	\$ 2,080,527	\$ 2,439,488	\$ 2,596,474	\$ 156,986	6.44%
Teachers	\$ 11,695,832	\$ 12,264,738	\$ 12,616,826	\$ 352,088	2.87%
Tuitions	\$ 2,795,559	\$ 2,954,300	\$ 3,853,666	\$ 899,366	30.44%
Grand Total	\$ 31,403,624	\$ 33,097,866	\$ 35,274,408	\$ 2,176,543	6.58%



# FY20 Budget – District Totals

## *Level Service + OPEB + SRO: Net Assessment Budget*

Total Expenses						
	FY18 BUD	FY18 ACT	FY19 BUD	FY20 BUD	Difference	
General Operating Expense (Before Offsets)	\$ 31,403,624	\$ 31,434,715	\$ 33,097,866	\$ 35,274,408	\$ 2,176,543	6.58%
Expense Offsets	\$ 1,203,808	\$ 1,243,065	\$ 1,203,808	\$ 1,404,648	\$ 200,840	16.68%
General Operating Expenses (After Offsets)	\$ 30,199,816	\$ 30,191,650	\$ 31,894,058	\$ 33,869,760	\$ 1,975,703	6.19%
Debt Service Expense	\$ 2,092,860	\$ 2,092,860	\$ 2,115,275	\$ 398,372	\$ (1,716,903)	-81.17%
<b>TOTAL EXPENDITURES</b>	<b>\$ 32,292,676</b>	<b>\$ 32,284,510</b>	<b>\$ 34,009,333</b>	<b>\$ 34,268,132</b>	<b>\$ 258,799</b>	<b>0.76%</b>

Total Funding Sources						
	FY18 BUD	FY18 ACT	FY19 BUD	FY20 BUD	Difference	
<i>Revenues</i>						
Chapter 70-Base Aid	\$ 3,554,656	\$ 3,606,706	\$ 3,606,706	\$ 3,659,749	\$ 53,043	1.5%
MSBA Debt Service Reimbursement	\$ 1,132,065	\$ 1,132,065	\$ 1,132,065	\$ -	\$ (1,132,065)	-100.0%
State Transportation Reimbursement	\$ 340,686	\$ 340,686	\$ 330,837	\$ 385,868	\$ 55,031	16.6%
Medicaid Reimbursement	\$ 85,000	\$ 175,036	\$ 150,000	\$ 175,000	\$ 25,000	16.7%
Interest Income	\$ 4,000	\$ 13,675	\$ 4,000	\$ 4,000	\$ -	0.0%
Prior Year Unexpended Encumbrances	\$ -	\$ 15,473	\$ -	\$ -	\$ -	#DIV/0!
Other Non-recurring Income (Including Transp)	\$ -	\$ 37,931	\$ -	\$ -	\$ -	#DIV/0!
<b>Total Revenues</b>	<b>\$ 5,116,407</b>	<b>\$ 5,321,571</b>	<b>\$ 5,223,608</b>	<b>\$ 4,224,617</b>	<b>\$ (998,991)</b>	<b>-19.1%</b>
<i>Transfers In From Other Funds</i>						
Excess and Deficiency	\$ 568,821	\$ 568,821	\$ 347,218	\$ 147,396	\$ (199,822)	-57.5%
<b>Total Transfers</b>	<b>\$ 568,821</b>	<b>\$ 568,821</b>	<b>\$ 347,218</b>	<b>\$ 147,396</b>	<b>\$ (199,822)</b>	<b>-57.5%</b>
<b>Total Funding Sources</b>	<b>\$ 5,685,228</b>	<b>\$ 5,890,392</b>	<b>\$ 5,570,826</b>	<b>\$ 4,372,013</b>	<b>\$ (1,198,813)</b>	<b>-21.5%</b>
<b>Total Expenditures</b>	<b>\$ 32,292,676</b>	<b>\$ 32,284,510</b>	<b>\$ 34,009,333</b>	<b>\$ 34,268,132</b>	<b>\$ 258,799</b>	<b>0.8%</b>
<b>Less Total Funding Sources</b>	<b>\$ 5,685,228</b>	<b>\$ 5,890,392</b>	<b>\$ 5,570,826</b>	<b>\$ 4,372,013</b>	<b>\$ (1,198,813)</b>	<b>-21.5%</b>
<b>NET ASSESSMENT including Debt Service</b>	<b>\$ 26,607,448</b>	<b>\$ 26,394,118</b>	<b>\$ 28,438,507</b>	<b>\$ 29,896,119</b>	<b>\$ 1,457,612</b>	<b>5.1%</b>

Total Town Assessments						
	FY18 BUD	FY18 ACT	FY19 BUD	FY20 BUD	Difference	
Hamilton	\$ 17,401,271	\$ 17,401,271	\$ 18,385,495	\$ 19,148,464	\$ 762,970	4.1%
Wenham	\$ 9,206,177	\$ 9,206,177	\$ 10,053,012	\$ 10,747,655	\$ 694,643	6.9%
<b>NET ASSESSMENT including Debt Service</b>	<b>\$ 26,607,448</b>	<b>\$ 26,607,448</b>	<b>\$ 28,438,507</b>	<b>\$ 29,896,119</b>	<b>\$ 1,457,612</b>	<b>5.1%</b>



## FY20 Budget

### Motion for School Committee Tentative Budget Vote

#### **“Section X: Budget” of the Regional Agreement reads....**

“Not less than thirty days prior to the date on which the Committee adopts its final budget for the ensuing fiscal year, the Committee shall annually prepare a tentative operating and maintenance budget including therein provision for any installment of principal or interest to become due in such year on any bonds, notes or other evidence of indebtedness of the District..... “

#### **Motion for Tentative FY20 Operating Budget Vote:**

Motion: The Hamilton-Wenham Regional School Committee approves a Tentative FY20 Total General Fund Expenditures Budget of \$34,268,132. This amount includes General Fund Operating Expenses (after Offsets) in the amount of \$33,869,760 and General Fund Debt Service Expenses in the amount of \$398,372. Furthermore, the Gross Operating Expenses of the District (before Offsets) have been allocated to the DESE-defined Accounts according to the “Summary by DESE Category” chart included in this Budget Presentation.





# Budget Topics for Next SC Meeting

on January 16, 2019

- Winthrop Sprinkler Project Financing  
*(Hilltop Securities)*
- FY20 Budget Public Hearing #1
- Capital Projects Prioritization
  - Debt Authorizations and Debt Exclusions for April 2019 ATM
- Summary of Administrator Requests not included in the FY20 Budget Recommendation



# FY20 Budget: Calendar

OCTOBER 4, 2018	DISTRICT SUBMITS FY18 E&D TO MA DOR FOR CERTIFICATION
OCTOBER 26, 2018	DISTRIBUTION OF OCTOBER 2018 RESIDENT ENROLLMENT DATA TO TOWNS
NOVEMBER 1, 2018	DISTRIBUTION OF FY20 BUDGET KICK-OFF MEMO TO HWRSD BUDGET HOLDERS
NOVEMBER 1, 2018	DISTRIBUTION OF FY20 BUDGET CALENDAR
DECEMBER 4, 2018	FY20 BUDGET PLANNING MEETING #1 WITH TOWN FINANCE COMMITTEES
DECEMBER 19, 2018	FY20 BUDGET RECOMMENDATION PRESENTED TO SCHOOL COMMITTEE
DECEMBER 19, 2018	SCHOOL COMMITTEE REVIEWS FY20 BUDGET RECOMMENDATION
JANUARY 2, 2019	SCHOOL COMMITTEE REVIEWS FY20 BUDGET RECOMMENDATION
JANUARY 2, 2019	SCHOOL COMMITTEE ADOPTS TENTATIVE FY20 BUDGET
JANUARY 7, 2019	DISTRICT ADMINISTRATION ADVERTISES FY20 BUDGET PUBLIC HEARING #1
JANUARY 16, 2019	SCHOOL COMMITTEE HOLDS FY20 BUDGET PUBLIC HEARING #1
JANUARY 16, 2019	SCHOOL COMMITTEE REVIEWS FY20 BUDGET RECOMMENDATION
JANUARY 29, 2019	DISTRICT ADMINISTRATION MAILES ADOPTED TENTATIVE FY20 BUDGET TO TOWNS
JANUARY 30, 2019	SCHOOL COMMITTEE REVIEWS FY20 BUDGET RECOMMENDATION
FEBRUARY 4, 2019	DISTRICT ADMINISTRATION ADVERTISES FY20 BUDGET PUBLIC HEARING #2
FEBRUARY 5, 2019	FY20 BUDGET PLANNING MEETING #2 WITH TOWN FINANCE COMMITTEES
FEBRUARY 13, 2019	SCHOOL COMMITTEE HOLDS FY20 BUDGET PUBLIC HEARING #2
FEBRUARY 13, 2019	SCHOOL COMMITTEE REVIEWS FY20 BUDGET FINAL RECOMMENDATION
FEBRUARY 13, 2019	SCHOOL COMMITTEE ADOPTS FY20 FINAL BUDGET
MARCH 15, 2019	DISTRICT TREASURER CERTIFIES FY20 APPORTIONED AMOUNTS WITH TOWNS
APRIL 6, 2019	ANNUAL TOWN MEETINGS

December 5, 2018

***Personal and Confidential***

Mr. Jeffrey Sands  
Asst. Superintendent of Finance & Administration  
Hamilton-Wenham Regional School District  
5 School Street  
Wenham, MA 01984

Dear Mr. Sands:

The figures presented in this report are based on the Hamilton-Wenham Regional School District GASB 75 Report with a July 1, 2017 Valuation and Measurement Date for the Fiscal Year ending on the June 30, 2018 Reporting Date.

This report shows five funding options and the liabilities and cash flows associated with each option. The scenarios include fixed dollar funding and increasing funding amounts as well as four (4) scenarios which include Deferred Pension Funding. Deferred Pension Funding utilized the funds that are freed up after the Essex Retirement System completely pays its Unfunded Liability in 2036.

All costs, liabilities and other factors under the plan were determined in accordance with generally accepted actuarial principles and procedures. In our opinion, the actuarial assumptions used are reasonable, reflecting the experience of the plan and reasonable expectations and, in combination, represent our best estimate of the anticipated experience under the plan.

We will be pleased to answer any questions that you may have regarding this actuarial valuation report.

Very truly yours,



Parker E. Elmore, ASA, EA, FCA, MAAA  
President, CEO & Actuary



December 5, 2018

ACTUARIAL CERTIFICATION

This is to certify that Odyssey Advisors has conducted an actuarial valuation of certain benefit obligations of the Hamilton-Wenham Regional School District other postemployment benefit programs with a Valuation Date of July 1, 2017 with a Measurement Date of July 1, 2017 for the Reporting Date & fiscal year ending June 30, 2018 in accordance with generally accepted actuarial principles and practices. The actuarial calculations presented in this report have been made on a basis consistent with our understanding of GASB Statements Numbers 74 & 75 for the determination of the liability for postemployment benefits other than pensions.

The actuarial data is based on the plan of benefits verified by the District and on participant claims or premium data provided by the District and/or vendors employed by the District.

The actuarial computations made are for purposes of fulfilling plan accounting requirements. Determinations for purposes other than meeting financial accounting requirements may yield results significantly different than those reported here. As such, additional determinations may be needed for other purposes including determining the benefit security at termination and/or adequacy of the funding of an ongoing plan.

To the best of our knowledge, this report is complete and accurate and in our opinion represents the information necessary to comply with GASB Statements Number 74 and 75 with respect to the benefit obligations addressed. The signing actuaries are members of the Society of Actuaries, the American Academy of Actuaries and other professional actuarial organizations and meet their "General Qualification Standards for Statements of Actuarial Opinion" to render the actuarial opinion contained herein. Further, in our opinion, the assumptions as approved by the District are reasonably related to the experience and expectations of the postemployment benefits programs.



---

Parker E. Elmore, ASA, EA, FCA, MAAA  
President, CEO & Actuary

## BASELINE

### Baseline Scenario - Funding \$200k per year - 3.50% discount rate

For the Fiscal Year	Period Ending on the Measurement Date of:	I. Total OPEB Liability ("TOL") as of Measurement Date	II. Fiduciary Net Position as of Measurement Date with expected 6.50% return	III. Net OPEB Liability (Asset) [I. - II.]	IV. Funded Ratio [II. / I.]	V. Employer Share of Premiums / Claims	VI. Excess Employer Payments (beyond claims)	VII. Total Employer Payments [V. + VI.]
2018	July 1, 2017	33,583,923	0	33,583,923	0.00%	748,115	0	748,115
2019	July 1, 2018	35,395,182	0	35,395,182	0.00%	913,041	0	913,041
2020	July 1, 2019	37,340,879	206,398	37,134,481	0.55%	975,651	200,000	1,175,651
2021	July 1, 2020	39,459,501	426,212	39,033,289	1.08%	1,052,267	200,000	1,252,267
2022	July 1, 2021	41,611,739	660,313	40,951,426	1.59%	1,140,423	200,000	1,340,423
2023	July 1, 2022	43,837,127	909,631	42,927,496	2.08%	1,236,903	200,000	1,436,903
2024	July 1, 2023	46,130,152	1,175,155	44,954,997	2.55%	1,352,975	200,000	1,552,975
2025	July 1, 2024	48,487,083	1,457,938	47,029,145	3.01%	1,438,428	200,000	1,638,428
2026	July 1, 2025	50,933,574	1,759,102	49,174,472	3.45%	1,531,500	200,000	1,731,500
2027	July 1, 2026	53,441,856	2,079,841	51,362,015	3.89%	1,621,246	200,000	1,821,246
2028	July 1, 2027	56,087,989	2,421,428	53,666,561	4.32%	1,718,317	200,000	1,918,317
2029	July 1, 2028	58,828,758	2,785,218	56,043,540	4.73%	1,797,427	200,000	1,997,427
2030	July 1, 2029	61,739,214	3,172,655	58,566,559	5.14%	1,888,172	200,000	2,088,172
2031	July 1, 2030	64,884,057	3,585,275	61,298,782	5.53%	1,990,943	200,000	2,190,943
2032	July 1, 2031	68,119,747	4,024,716	64,095,031	5.91%	2,128,378	200,000	2,328,378
2033	July 1, 2032	71,385,150	4,492,720	66,892,430	6.29%	2,255,489	200,000	2,455,489
2034	July 1, 2033	74,738,717	4,991,144	69,747,573	6.68%	2,400,148	200,000	2,600,148
2035	July 1, 2034	78,298,743	5,521,966	72,776,777	7.05%	2,496,176	200,000	2,696,176
2036	July 1, 2035	82,076,297	6,087,291	75,989,006	7.42%	2,634,731	200,000	2,834,731
2037	July 1, 2036	85,831,621	6,689,363	79,142,258	7.79%	2,701,260	200,000	2,901,260
2038	July 1, 2037	89,946,301	7,330,569	82,615,732	8.15%	2,826,790	200,000	3,026,790
2039	July 1, 2038	94,380,974	8,013,454	86,367,520	8.49%	2,973,497	200,000	3,173,497
2040	July 1, 2039	99,008,327	8,740,726	90,267,601	8.83%	3,071,823	200,000	3,271,823
2041	July 1, 2040	103,904,061	9,515,271	94,388,790	9.16%	3,213,924	200,000	3,413,924
2042	July 1, 2041	109,069,700	10,340,161	98,729,539	9.48%	3,403,858	200,000	3,603,858
2043	July 1, 2042	114,384,744	11,218,669	103,166,075	9.81%	3,615,600	200,000	3,815,600
2044	July 1, 2043	119,979,383	12,154,280	107,825,103	10.13%	3,766,425	200,000	3,966,425
2045	July 1, 2044	125,872,968	13,150,706	112,722,262	10.45%	3,931,420	200,000	4,131,420
2046	July 1, 2045	132,098,628	14,211,900	117,886,728	10.76%	4,108,245	200,000	4,308,245
2047	July 1, 2046	138,626,797	15,342,071	123,284,726	11.07%	4,272,822	200,000	4,472,822
2048	July 1, 2047	145,535,548	16,545,703	128,989,845	11.37%	4,468,219	200,000	4,668,219
2049	July 1, 2048	153,032,494	17,827,571	135,204,923	11.65%	4,686,433	200,000	4,886,433

## SCENARIO 1

**Scenario 1 - Funding \$200k increasing by \$100k per year to \$1.0 million - 4.50% discount rate**

For the Fiscal Year	Period Ending on the Measurement Date of:	I. Total OPEB Liability ("TOL") as of Measurement Date	II. Fiduciary Net Position as of Measurement Date with expected 6.50% return	III. Net OPEB Liability (Asset) [I. - II.]	IV. Funded Ratio [II. / I.]	V. Employer Share of Premiums / Claims	VI. Excess Employer Payments (beyond claims)	VII. Total Employer Payments [V. + VI.]
2018	July 1, 2017	28,705,634	0	28,705,634	0.00%	748,115	0	748,115
2019	July 1, 2018	30,289,823	0	30,289,823	0.00%	913,041	0	913,041
2020	July 1, 2019	31,990,203	206,398	31,783,805	0.65%	975,651	200,000	1,175,651
2021	July 1, 2020	33,729,549	529,410	33,200,139	1.57%	1,052,267	300,000	1,352,267
2022	July 1, 2021	35,569,286	976,617	34,592,669	2.75%	1,140,423	400,000	1,540,423
2023	July 1, 2022	37,471,552	1,556,091	35,915,461	4.15%	1,236,903	500,000	1,736,903
2024	July 1, 2023	39,431,636	2,276,430	37,155,206	5.77%	1,352,975	600,000	1,952,975
2025	July 1, 2024	41,446,349	3,146,790	38,299,559	7.59%	1,438,428	700,000	2,138,428
2026	July 1, 2025	43,537,619	4,176,922	39,360,697	9.59%	1,531,500	800,000	2,331,500
2027	July 1, 2026	45,681,707	5,377,211	40,304,496	11.77%	1,621,246	900,000	2,521,246
2028	July 1, 2027	47,943,626	6,758,718	41,184,908	14.10%	1,718,317	1,000,000	2,718,317
2029	July 1, 2028	50,286,437	8,230,023	42,056,414	16.37%	1,797,427	1,000,000	2,797,427
2030	July 1, 2029	52,774,290	9,796,963	42,977,327	18.56%	1,888,172	1,000,000	2,888,172
2031	July 1, 2030	55,462,486	11,465,754	43,996,732	20.67%	1,990,943	1,000,000	2,990,943
2032	July 1, 2031	58,228,324	13,243,016	44,985,308	22.74%	2,128,378	1,000,000	3,128,378
2033	July 1, 2032	61,019,536	15,135,800	45,883,736	24.80%	2,255,489	1,000,000	3,255,489
2034	July 1, 2033	63,886,085	17,151,615	46,734,470	26.85%	2,400,148	1,000,000	3,400,148
2035	July 1, 2034	66,929,082	19,298,458	47,630,624	28.83%	2,496,176	1,000,000	3,496,176
2036	July 1, 2035	70,158,000	21,584,846	48,573,154	30.77%	2,634,731	1,000,000	3,634,731
2037	July 1, 2036	73,367,898	24,019,849	49,348,049	32.74%	2,701,260	1,000,000	3,701,260
2038	July 1, 2037	76,884,947	26,613,128	50,271,819	34.61%	2,826,790	1,000,000	3,826,790
2039	July 1, 2038	80,675,486	29,374,970	51,300,516	36.41%	2,973,497	1,000,000	3,973,497
2040	July 1, 2039	84,630,684	32,316,331	52,314,353	38.19%	3,071,823	1,000,000	4,071,823
2041	July 1, 2040	88,815,274	35,448,881	53,366,393	39.91%	3,213,924	1,000,000	4,213,924
2042	July 1, 2041	93,230,549	38,785,047	54,445,502	41.60%	3,403,858	1,000,000	4,403,858
2043	July 1, 2042	97,773,495	42,338,063	55,435,432	43.30%	3,615,600	1,000,000	4,615,600
2044	July 1, 2043	102,555,375	46,122,025	56,433,350	44.97%	3,766,425	1,000,000	4,766,425
2045	July 1, 2044	107,592,792	50,151,945	57,440,847	46.61%	3,931,420	1,000,000	4,931,420
2046	July 1, 2045	112,914,060	54,443,810	58,470,250	48.22%	4,108,245	1,000,000	5,108,245
2047	July 1, 2046	118,493,915	59,014,646	59,479,269	49.80%	4,272,822	1,000,000	5,272,822
2048	July 1, 2047	124,399,074	63,882,586	60,516,488	51.35%	4,468,219	1,000,000	5,468,219
2049	July 1, 2048	130,806,991	69,066,942	61,740,049	52.80%	4,686,433	1,000,000	5,686,433



## SCENARIO 2

### Scenario 2 - Funding \$200k increasing by \$200k per year to \$1.0 million - 4.75% discount rate

For the Fiscal Year	Period Ending on the Measurement Date of:	I. Total OPEB Liability ("TOL") as of Measurement Date	II. Fiduciary Net Position as of Measurement Date with expected 6.50% return	III. Net OPEB Liability (Asset) [I. - II.]	IV. Funded Ratio [II. / I.]	V. Employer Share of Premiums / Claims	VI. Excess Employer Payments (beyond claims)	VII. Total Employer Payments [V. + VI.]
2018	July 1, 2017	27,634,847	0	27,634,847	0.00%	748,115	0	748,115
2019	July 1, 2018	29,166,802	0	29,166,802	0.00%	913,041	0	913,041
2020	July 1, 2019	30,810,863	206,398	30,604,465	0.67%	975,651	200,000	1,175,651
2021	July 1, 2020	32,471,780	632,609	31,839,171	1.95%	1,052,267	400,000	1,452,267
2022	July 1, 2021	34,242,922	1,292,922	32,950,000	3.78%	1,140,423	600,000	1,740,423
2023	July 1, 2022	36,074,262	2,202,553	33,871,709	6.11%	1,236,903	800,000	2,036,903
2024	July 1, 2023	37,961,265	3,377,707	34,583,558	8.90%	1,352,975	1,000,000	2,352,975
2025	July 1, 2024	39,900,862	4,629,246	35,271,616	11.60%	1,438,428	1,000,000	2,438,428
2026	July 1, 2025	41,914,159	5,962,135	35,952,024	14.22%	1,531,500	1,000,000	2,531,500
2027	July 1, 2026	43,978,306	7,381,662	36,596,644	16.78%	1,621,246	1,000,000	2,621,246
2028	July 1, 2027	46,155,889	8,893,458	37,262,431	19.27%	1,718,317	1,000,000	2,718,317
2029	July 1, 2028	48,411,347	10,503,521	37,907,826	21.70%	1,797,427	1,000,000	2,797,427
2030	July 1, 2029	50,806,437	12,218,238	38,588,199	24.05%	1,888,172	1,000,000	2,888,172
2031	July 1, 2030	53,394,398	14,044,412	39,349,986	26.30%	1,990,943	1,000,000	2,990,943
2032	July 1, 2031	56,057,102	15,989,287	40,067,815	28.52%	2,128,378	1,000,000	3,128,378
2033	July 1, 2032	58,744,229	18,060,579	40,683,650	30.74%	2,255,489	1,000,000	3,255,489
2034	July 1, 2033	61,503,878	20,266,505	41,237,373	32.95%	2,400,148	1,000,000	3,400,148
2035	July 1, 2034	64,433,386	22,615,816	41,817,570	35.10%	2,496,176	1,000,000	3,496,176
2036	July 1, 2035	67,541,878	25,117,832	42,424,046	37.19%	2,634,731	1,000,000	3,634,731
2037	July 1, 2036	70,632,054	27,782,479	42,849,575	39.33%	2,701,260	1,000,000	3,701,260
2038	July 1, 2037	74,017,924	30,620,329	43,397,595	41.37%	2,826,790	1,000,000	3,826,790
2039	July 1, 2038	77,667,074	33,642,639	44,024,435	43.32%	2,973,497	1,000,000	3,973,497
2040	July 1, 2039	81,474,733	36,861,399	44,613,334	45.24%	3,071,823	1,000,000	4,071,823
2041	July 1, 2040	85,503,227	40,289,378	45,213,849	47.12%	3,213,924	1,000,000	4,213,924
2042	July 1, 2041	89,753,796	43,940,176	45,813,620	48.96%	3,403,858	1,000,000	4,403,858
2043	July 1, 2042	94,127,266	47,828,276	46,298,990	50.81%	3,615,600	1,000,000	4,615,600
2044	July 1, 2043	98,730,746	51,969,102	46,761,644	52.64%	3,766,425	1,000,000	4,766,425
2045	July 1, 2044	103,580,233	56,379,082	47,201,151	54.43%	3,931,420	1,000,000	4,931,420
2046	July 1, 2045	108,702,985	61,075,711	47,627,274	56.19%	4,108,245	1,000,000	5,108,245
2047	July 1, 2046	114,074,685	66,077,621	47,997,064	57.92%	4,272,822	1,000,000	5,272,822
2048	July 1, 2047	119,759,556	71,404,655	48,354,901	59.62%	4,468,219	1,000,000	5,468,219
2049	July 1, 2048	125,928,431	77,077,946	48,850,485	61.21%	4,686,433	1,000,000	5,686,433

### SCENARIO 3

<b>Scenario 3 - Funding \$250k Increasing by \$250k per year to \$1.25 million - 5.25% discount rate</b>
--

For the Fiscal Year	Period Ending on the Measurement Date of:	I. Total OPEB Liability ("TOL") as of Measurement Date	II. Fiduciary Net Position as of Measurement Date with expected 6.50% return	III. Net OPEB Liability (Asset) [I. - II.]	IV. Funded Ratio [II. / I.]	V. Employer Share of Premiums / Claims	VI. Excess Employer Payments (beyond claims)	VII. Total Employer Payments [V. + VI.]
2018	July 1, 2017	25,706,918	0	25,706,918	0.00%	748,115	0	748,115
2019	July 1, 2018	27,147,676	0	27,147,676	0.00%	913,041	0	913,041
2020	July 1, 2019	28,693,668	257,997	28,435,671	0.90%	975,651	250,000	1,225,651
2021	July 1, 2020	30,207,286	790,761	29,416,525	2.62%	1,052,267	500,000	1,552,267
2022	July 1, 2021	31,854,933	1,616,152	30,238,781	5.07%	1,140,423	750,000	1,890,423
2023	July 1, 2022	33,558,583	2,753,190	30,805,393	8.20%	1,236,903	1,000,000	2,236,903
2024	July 1, 2023	35,314,015	4,222,133	31,091,882	11.96%	1,352,975	1,250,000	2,602,975
2025	July 1, 2024	37,118,373	5,786,557	31,331,816	15.59%	1,438,428	1,250,000	2,688,428
2026	July 1, 2025	38,991,294	7,452,669	31,538,625	19.11%	1,531,500	1,250,000	2,781,500
2027	July 1, 2026	40,911,520	9,227,078	31,684,442	22.55%	1,621,246	1,250,000	2,871,246
2028	July 1, 2027	42,937,270	11,116,824	31,820,446	25.89%	1,718,317	1,250,000	2,968,317
2029	July 1, 2028	45,035,463	13,129,403	31,906,060	29.15%	1,797,427	1,250,000	3,047,427
2030	July 1, 2029	47,263,548	15,272,800	31,990,748	32.31%	1,888,172	1,250,000	3,138,172
2031	July 1, 2030	49,671,051	17,555,517	32,115,534	35.34%	1,990,943	1,250,000	3,240,943
2032	July 1, 2031	52,148,077	19,986,611	32,161,466	38.33%	2,128,378	1,250,000	3,378,378
2033	July 1, 2032	54,647,810	22,575,726	32,072,084	41.31%	2,255,489	1,250,000	3,505,489
2034	July 1, 2033	57,214,994	25,333,134	31,881,860	44.28%	2,400,148	1,250,000	3,650,148
2035	July 1, 2034	59,940,175	28,269,773	31,670,402	47.16%	2,496,176	1,250,000	3,746,176
2036	July 1, 2035	62,831,848	31,397,294	31,434,554	49.97%	2,634,731	1,250,000	3,884,731
2037	July 1, 2036	65,706,473	34,728,104	30,978,369	52.85%	2,701,260	1,250,000	3,951,260
2038	July 1, 2037	68,856,159	38,275,416	30,580,743	55.59%	2,826,790	1,250,000	4,076,790
2039	July 1, 2038	72,250,746	42,053,304	30,197,442	58.20%	2,973,497	1,250,000	4,223,497
2040	July 1, 2039	75,792,765	46,076,754	29,716,011	60.79%	3,071,823	1,250,000	4,321,823
2041	July 1, 2040	79,540,209	50,361,728	29,178,481	63.32%	3,213,924	1,250,000	4,463,924
2042	July 1, 2041	83,494,227	54,925,226	28,569,001	65.78%	3,403,858	1,250,000	4,653,858
2043	July 1, 2042	87,562,555	59,785,351	27,777,204	68.28%	3,615,600	1,250,000	4,865,600
2044	July 1, 2043	91,844,819	64,961,384	26,883,435	70.73%	3,766,425	1,250,000	5,016,425
2045	July 1, 2044	96,355,936	70,473,859	25,882,077	73.14%	3,931,420	1,250,000	5,181,420
2046	July 1, 2045	101,121,261	76,344,645	24,776,616	75.50%	4,108,245	1,250,000	5,358,245
2047	July 1, 2046	106,118,176	82,597,032	23,521,144	77.83%	4,272,822	1,250,000	5,522,822
2048	July 1, 2047	111,406,417	89,255,825	22,150,592	80.12%	4,468,219	1,250,000	5,718,219
2049	July 1, 2048	117,144,896	96,347,439	20,797,457	82.25%	4,686,433	1,250,000	5,936,433

### SCENARIO 4

#### Scenario 4 - Funding \$300k Increasing by \$300k per year to \$1.5 million - 5.50% discount rate

For the Fiscal Year	Period Ending on the Measurement Date of:	I. Total OPEB Liability ("TOL") as of Measurement Date	II. Fiduciary Net Position as of Measurement Date with expected 6.50% return	III. Net OPEB Liability (Asset) [I. - II.]	IV. Funded Ratio [II. / I.]	V. Employer Share of Premiums / Claims	VI. Excess Employer Payments (beyond claims)	VII. Total Employer Payments [V. + VI.]
2018	July 1, 2017	24,849,777	0	24,849,777	0.00%	748,115	0	748,115
2019	July 1, 2018	26,252,732	0	26,252,732	0.00%	913,041	0	913,041
2020	July 1, 2019	27,758,271	309,597	27,448,674	1.12%	975,651	300,000	1,275,651
2021	July 1, 2020	29,200,591	948,914	28,251,677	3.25%	1,052,267	600,000	1,652,267
2022	July 1, 2021	30,793,341	1,939,383	28,853,958	6.30%	1,140,423	900,000	2,040,423
2023	July 1, 2022	32,440,228	3,303,829	29,136,399	10.18%	1,236,903	1,200,000	2,436,903
2024	July 1, 2023	34,137,172	5,066,560	29,070,612	14.84%	1,352,975	1,500,000	2,852,975
2025	July 1, 2024	35,881,414	6,943,869	28,937,545	19.35%	1,438,428	1,500,000	2,938,428
2026	July 1, 2025	37,691,935	8,943,203	28,748,732	23.73%	1,531,500	1,500,000	3,031,500
2027	July 1, 2026	39,548,183	11,072,494	28,475,689	28.00%	1,621,246	1,500,000	3,121,246
2028	July 1, 2027	41,506,439	13,340,189	28,166,250	32.14%	1,718,317	1,500,000	3,218,317
2029	July 1, 2028	43,534,723	15,755,284	27,779,439	36.19%	1,797,427	1,500,000	3,297,427
2030	July 1, 2029	45,688,568	18,327,360	27,361,208	40.11%	1,888,172	1,500,000	3,388,172
2031	July 1, 2030	48,015,849	21,066,621	26,949,228	43.87%	1,990,943	1,500,000	3,490,943
2032	July 1, 2031	50,410,333	23,983,934	26,426,399	47.58%	2,128,378	1,500,000	3,628,378
2033	July 1, 2032	52,826,761	27,090,872	25,735,889	51.28%	2,255,489	1,500,000	3,755,489
2034	July 1, 2033	55,308,383	30,399,761	24,908,622	54.96%	2,400,148	1,500,000	3,900,148
2035	July 1, 2034	57,942,727	33,923,728	24,018,999	58.55%	2,496,176	1,500,000	3,996,176
2036	July 1, 2035	60,738,008	37,676,753	23,061,255	62.03%	2,634,731	1,500,000	4,134,731
2037	July 1, 2036	63,516,805	41,673,725	21,843,080	65.61%	2,701,260	1,500,000	4,201,260
2038	July 1, 2037	66,561,488	45,930,500	20,630,988	69.00%	2,826,790	1,500,000	4,326,790
2039	July 1, 2038	69,842,900	50,463,965	19,378,935	72.25%	2,973,497	1,500,000	4,473,497
2040	July 1, 2039	73,266,818	55,292,105	17,974,713	75.47%	3,071,823	1,500,000	4,571,823
2041	July 1, 2040	76,889,310	60,434,074	16,455,236	78.60%	3,213,924	1,500,000	4,713,924
2042	July 1, 2041	80,711,482	65,910,271	14,801,211	81.66%	3,403,858	1,500,000	4,903,858
2043	July 1, 2042	84,644,142	71,742,421	12,901,721	84.76%	3,615,600	1,500,000	5,115,600
2044	July 1, 2043	88,783,591	77,953,661	10,829,930	87.80%	3,766,425	1,500,000	5,266,425
2045	July 1, 2044	93,144,266	84,568,632	8,575,634	90.79%	3,931,420	1,500,000	5,431,420
2046	July 1, 2045	97,750,676	91,613,576	6,137,100	93.72%	4,108,245	1,500,000	5,608,245
2047	July 1, 2046	102,580,962	99,116,441	3,464,521	96.62%	4,272,822	1,500,000	5,772,822
2048	July 1, 2047	107,692,862	107,106,992	585,870	99.46%	4,468,219	1,500,000	5,968,219
2049	July 1, 2048	113,239,988	115,616,929	(2,376,941)	102.10%	4,686,433	1,500,000	6,186,433



### SCENARIO 5

**Scenario 5 - Funding \$200k increasing by \$100k per year to \$1.0 million and Deferred Pension Funding - 5.00% discount rate**

For the Fiscal Year	Period Ending on the Measurement Date of:	I. Total OPEB Liability ("TOL") as of Measurement Date	Position as of Measurement Date with expected 6.50% return	III. Net OPEB Liability (Asset) [I. - II.]	IV. Funded Ratio [II. / I.]	V. Employer Share of Premiums / Claims	VI. Excess Employer Payments (beyond claims)	VII. Total Employer Payments [V. + VI.]
2018	July 1, 2017	26,564,060	0	26,564,060	0.00%	748,115	0	748,115
2019	July 1, 2018	28,038,072	0	28,038,072	0.00%	913,041	0	913,041
2020	July 1, 2019	29,619,532	206,398	29,413,134	0.70%	975,651	200,000	1,175,651
2021	July 1, 2020	31,213,872	529,410	30,684,462	1.70%	1,052,267	300,000	1,352,267
2022	July 1, 2021	32,916,409	976,617	31,939,792	2.97%	1,140,423	400,000	1,540,423
2023	July 1, 2022	34,676,814	1,556,091	33,120,723	4.49%	1,236,903	500,000	1,736,903
2024	July 1, 2023	36,490,725	2,276,430	34,214,295	6.24%	1,352,975	600,000	1,952,975
2025	July 1, 2024	38,355,193	3,146,790	35,208,403	8.20%	1,438,428	700,000	2,138,428
2026	July 1, 2025	40,290,508	4,176,922	36,113,586	10.37%	1,531,500	800,000	2,331,500
2027	July 1, 2026	42,274,702	5,377,211	36,897,491	12.72%	1,621,246	900,000	2,521,246
2028	July 1, 2027	44,367,938	6,758,718	37,609,220	15.23%	1,718,317	1,000,000	2,718,317
2029	July 1, 2028	46,536,031	8,230,023	38,306,008	17.69%	1,797,427	1,000,000	2,797,427
2030	July 1, 2029	48,838,346	9,796,963	39,041,383	20.06%	1,888,172	1,000,000	2,888,172
2031	July 1, 2030	51,326,059	11,465,754	39,860,305	22.34%	1,990,943	1,000,000	2,990,943
2032	July 1, 2031	53,885,618	13,243,016	40,642,602	24.58%	2,128,378	1,000,000	3,128,378
2033	July 1, 2032	56,468,650	15,135,800	41,332,850	26.80%	2,255,489	1,000,000	3,255,489
2034	July 1, 2033	59,121,388	17,151,615	41,969,773	29.01%	2,400,148	1,000,000	3,400,148
2035	July 1, 2034	61,937,400	19,298,458	42,638,942	31.16%	2,496,176	1,000,000	3,496,176
2036	July 1, 2035	64,925,459	21,584,846	43,340,613	33.25%	2,634,731	1,000,000	3,634,731
2037	July 1, 2036	67,895,909	25,633,996	42,261,913	37.75%	2,701,260	2,564,113	5,265,373
2038	July 1, 2037	71,150,594	29,946,340	41,204,254	42.09%	2,826,790	2,564,113	5,390,903
2039	July 1, 2038	74,658,354	34,538,987	40,119,367	46.26%	2,973,497	2,564,113	5,537,610
2040	July 1, 2039	78,318,475	39,430,156	38,888,319	50.35%	3,071,823	2,564,113	5,635,936
2041	July 1, 2040	82,190,873	44,639,251	37,551,622	54.31%	3,213,924	2,564,113	5,778,037
2042	July 1, 2041	86,276,738	50,186,937	36,089,801	58.17%	3,403,858	2,564,113	5,967,971
2043	July 1, 2042	90,480,736	56,095,223	34,385,513	62.00%	3,615,600	2,564,113	6,179,713
2044	July 1, 2043	94,905,822	62,387,547	32,518,275	65.74%	3,766,425	2,564,113	6,330,538
2045	July 1, 2044	99,567,386	69,088,872	30,478,514	69.39%	3,931,420	2,564,113	6,495,533
2046	July 1, 2045	104,491,629	76,225,783	28,265,846	72.95%	4,108,245	2,564,113	6,672,358
2047	July 1, 2046	109,655,178	83,826,594	25,828,584	76.45%	4,272,822	2,564,113	6,836,935
2048	July 1, 2047	115,119,764	91,921,457	23,198,307	79.85%	4,468,219	2,564,113	7,032,332
2049	July 1, 2048	121,049,599	100,542,486	20,507,113	83.06%	4,686,433	2,564,113	7,250,546

## SCENARIO 6

**Scenario 6 - Funding \$200k Increasing by \$200k per year to \$1.0 million and Deferred Pension Funding - 5.25% discount rate**

For the Fiscal Year	Period Ending on the Measurement Date of:	I. Total OPEB Liability ("TOL") as of Measurement Date	II. Fiduciary Net Position as of Measurement Date with expected 6.50% return	III. Net OPEB Liability (Asset) [I. - II.]	IV. Funded Ratio [II. / I.]	V. Employer Share of Premiums / Claims	VI. Excess Employer Payments (beyond claims)	VII. Total Employer Payments [V. + VI.]
2018	July 1, 2017	25,706,918	0	25,706,918	0.00%	748,115	0	748,115
2019	July 1, 2018	27,147,676	0	27,147,676	0.00%	913,041	0	913,041
2020	July 1, 2019	28,693,668	206,398	28,487,270	0.72%	975,651	200,000	1,175,651
2021	July 1, 2020	30,207,286	632,609	29,574,677	2.09%	1,052,267	400,000	1,452,267
2022	July 1, 2021	31,854,933	1,292,922	30,562,011	4.06%	1,140,423	600,000	1,740,423
2023	July 1, 2022	33,558,583	2,202,553	31,356,030	6.56%	1,236,903	800,000	2,036,903
2024	July 1, 2023	35,314,015	3,377,707	31,936,308	9.56%	1,352,975	1,000,000	2,352,975
2025	July 1, 2024	37,118,373	4,629,246	32,489,127	12.47%	1,438,428	1,000,000	2,438,428
2026	July 1, 2025	38,991,294	5,962,135	33,029,159	15.29%	1,531,500	1,000,000	2,531,500
2027	July 1, 2026	40,911,520	7,381,662	33,529,858	18.04%	1,621,246	1,000,000	2,621,246
2028	July 1, 2027	42,937,270	8,893,458	34,043,812	20.71%	1,718,317	1,000,000	2,718,317
2029	July 1, 2028	45,035,463	10,503,521	34,531,942	23.32%	1,797,427	1,000,000	2,797,427
2030	July 1, 2029	47,263,548	12,218,238	35,045,310	25.85%	1,888,172	1,000,000	2,888,172
2031	July 1, 2030	49,671,051	14,044,412	35,626,639	28.27%	1,990,943	1,000,000	2,990,943
2032	July 1, 2031	52,148,077	15,989,287	36,158,790	30.66%	2,128,378	1,000,000	3,128,378
2033	July 1, 2032	54,647,810	18,060,579	36,587,231	33.05%	2,255,489	1,000,000	3,255,489
2034	July 1, 2033	57,214,994	20,266,505	36,948,489	35.42%	2,400,148	1,000,000	3,400,148
2035	July 1, 2034	59,940,175	22,615,816	37,324,359	37.73%	2,496,176	1,000,000	3,496,176
2036	July 1, 2035	62,831,848	25,117,832	37,714,016	39.98%	2,634,731	1,000,000	3,634,731
2037	July 1, 2036	65,706,473	29,396,626	36,309,847	44.74%	2,701,260	2,564,113	5,265,373
2038	July 1, 2037	68,856,159	33,953,541	34,902,618	49.31%	2,826,790	2,564,113	5,390,903
2039	July 1, 2038	72,250,746	38,806,656	33,444,090	53.71%	2,973,497	2,564,113	5,537,610
2040	July 1, 2039	75,792,765	43,975,223	31,817,542	58.02%	3,071,823	2,564,113	5,635,936
2041	July 1, 2040	79,540,209	49,479,747	30,060,462	62.21%	3,213,924	2,564,113	5,778,037
2042	July 1, 2041	83,494,227	55,342,065	28,152,162	66.28%	3,403,858	2,564,113	5,967,971
2043	July 1, 2042	87,562,555	61,585,434	25,977,121	70.33%	3,615,600	2,564,113	6,179,713
2044	July 1, 2043	91,844,819	68,234,622	23,610,197	74.29%	3,766,425	2,564,113	6,330,538
2045	July 1, 2044	96,355,936	75,316,007	21,039,929	78.16%	3,931,420	2,564,113	6,495,533
2046	July 1, 2045	101,121,261	82,857,682	18,263,579	81.94%	4,108,245	2,564,113	6,672,358
2047	July 1, 2046	106,118,176	90,889,566	15,228,610	85.65%	4,272,822	2,564,113	6,836,935
2048	July 1, 2047	111,406,417	99,443,522	11,962,895	89.26%	4,468,219	2,564,113	7,032,332
2049	July 1, 2048	117,144,896	108,553,486	8,591,410	92.67%	4,686,433	2,564,113	7,250,546

## SCENARIO 7

**Scenario 7 - Funding \$250k Increasing by \$250k per year to \$1.25 million and Deferred Pension Funding - 5.50% discount rate**

For the Fiscal Year	Period Ending on the Measurement Date of:	I. Total OPEB Liability ("TOL") as of Measurement Date	II. Fiduciary Net Position as of Measurement Date with expected 6.50% return	III. Net OPEB Liability (Asset) [I. - II.]	IV. Funded Ratio [II. / I.]	V. Employer Share of Premiums / Claims	VI. Excess Employer Payments (beyond claims)	VII. Total Employer Payments [V. + VI.]
2018	July 1, 2017	24,849,777	0	24,849,777	0.00%	748,115	0	748,115
2019	July 1, 2018	26,252,732	0	26,252,732	0.00%	913,041	0	913,041
2020	July 1, 2019	27,758,271	257,997	27,500,274	0.93%	975,651	250,000	1,225,651
2021	July 1, 2020	29,200,591	790,761	28,409,830	2.71%	1,052,267	500,000	1,552,267
2022	July 1, 2021	30,793,341	1,616,152	29,177,189	5.25%	1,140,423	750,000	1,890,423
2023	July 1, 2022	32,440,228	2,753,190	29,687,038	8.49%	1,236,903	1,000,000	2,236,903
2024	July 1, 2023	34,137,172	4,222,133	29,915,039	12.37%	1,352,975	1,250,000	2,602,975
2025	July 1, 2024	35,881,414	5,786,557	30,094,857	16.13%	1,438,428	1,250,000	2,688,428
2026	July 1, 2025	37,691,935	7,452,669	30,239,266	19.77%	1,531,500	1,250,000	2,781,500
2027	July 1, 2026	39,548,183	9,227,078	30,321,105	23.33%	1,621,246	1,250,000	2,871,246
2028	July 1, 2027	41,506,439	11,116,824	30,389,615	26.78%	1,718,317	1,250,000	2,968,317
2029	July 1, 2028	43,534,723	13,129,403	30,405,320	30.16%	1,797,427	1,250,000	3,047,427
2030	July 1, 2029	45,688,568	15,272,800	30,415,768	33.43%	1,888,172	1,250,000	3,138,172
2031	July 1, 2030	48,015,849	17,555,517	30,460,332	36.56%	1,990,943	1,250,000	3,240,943
2032	July 1, 2031	50,410,333	19,986,611	30,423,722	39.65%	2,128,378	1,250,000	3,378,378
2033	July 1, 2032	52,826,761	22,575,726	30,251,035	42.74%	2,255,489	1,250,000	3,505,489
2034	July 1, 2033	55,308,383	25,333,134	29,975,249	45.80%	2,400,148	1,250,000	3,650,148
2035	July 1, 2034	57,942,727	28,269,773	29,672,954	48.79%	2,496,176	1,250,000	3,746,176
2036	July 1, 2035	60,738,008	31,397,294	29,340,714	51.69%	2,634,731	1,250,000	3,884,731
2037	July 1, 2036	63,516,805	36,342,250	27,174,555	57.22%	2,701,260	2,814,113	5,515,373
2038	July 1, 2037	66,561,488	41,608,628	24,952,860	62.51%	2,826,790	2,814,113	5,640,903
2039	July 1, 2038	69,842,900	47,217,321	22,625,579	67.61%	2,973,497	2,814,113	5,787,610
2040	July 1, 2039	73,266,818	53,190,579	20,076,239	72.60%	3,071,823	2,814,113	5,885,936
2041	July 1, 2040	76,889,310	59,552,098	17,337,212	77.45%	3,213,924	2,814,113	6,028,037
2042	July 1, 2041	80,711,482	66,327,116	14,384,366	82.18%	3,403,858	2,814,113	6,217,971
2043	July 1, 2042	84,644,142	73,542,510	11,101,632	86.88%	3,615,600	2,814,113	6,429,713
2044	July 1, 2043	88,783,591	81,226,905	7,556,686	91.49%	3,766,425	2,814,113	6,580,538
2045	July 1, 2044	93,144,266	89,410,786	3,733,480	95.99%	3,931,420	2,814,113	6,745,533
2046	July 1, 2045	97,750,676	98,126,619	(375,943)	100.38%	4,108,245	2,814,113	6,922,358
2047	July 1, 2046	102,580,962	104,116,880	(1,535,918)	101.50%	4,272,822	(375,943)	3,896,879
2048	July 1, 2047	107,692,862	109,299,428	(1,606,566)	101.49%	4,468,219	(1,535,918)	2,932,301
2049	July 1, 2048	113,239,988	114,745,933	(1,505,945)	101.33%	4,686,433	(1,606,566)	3,079,867



## SCENARIO 8

**Scenario 8 - Funding \$300k Increasing by \$300k per year to \$1.5 million and Deferred Pension Funding - 5.50% discount rate**

For the Fiscal Year	Period Ending on the Measurement Date of:	I. Total OPEB Liability ("TOL") as of Measurement Date	II. Fiduciary Net Position as of Measurement Date with expected 6.50% return	III. Net OPEB Liability (Asset) [I. - II.]	IV. Funded Ratio [II. / I.]	V. Employer Share of Premiums / Claims	VI. Excess Employer Payments (beyond claims)	VII. Total Employer Payments [V. + VI.]
2018	July 1, 2017	24,849,777	0	24,849,777	0.00%	748,115	0	748,115
2019	July 1, 2018	26,252,732	0	26,252,732	0.00%	913,041	0	913,041
2020	July 1, 2019	27,758,271	309,597	27,448,674	1.12%	975,651	300,000	1,275,651
2021	July 1, 2020	29,200,591	948,914	28,251,677	3.25%	1,052,267	600,000	1,652,267
2022	July 1, 2021	30,793,341	1,939,383	28,853,958	6.30%	1,140,423	900,000	2,040,423
2023	July 1, 2022	32,440,228	3,303,829	29,136,399	10.18%	1,236,903	1,200,000	2,436,903
2024	July 1, 2023	34,137,172	5,066,560	29,070,612	14.84%	1,352,975	1,500,000	2,852,975
2025	July 1, 2024	35,881,414	6,943,869	28,937,545	19.35%	1,438,428	1,500,000	2,938,428
2026	July 1, 2025	37,691,935	8,943,203	28,748,732	23.73%	1,531,500	1,500,000	3,031,500
2027	July 1, 2026	39,548,183	11,072,494	28,475,689	28.00%	1,621,246	1,500,000	3,121,246
2028	July 1, 2027	41,506,439	13,340,189	28,166,250	32.14%	1,718,317	1,500,000	3,218,317
2029	July 1, 2028	43,534,723	15,755,284	27,779,439	36.19%	1,797,427	1,500,000	3,297,427
2030	July 1, 2029	45,688,568	18,327,360	27,361,208	40.11%	1,888,172	1,500,000	3,388,172
2031	July 1, 2030	48,015,849	21,066,621	26,949,228	43.87%	1,990,943	1,500,000	3,490,943
2032	July 1, 2031	50,410,333	23,983,934	26,426,399	47.58%	2,128,378	1,500,000	3,628,378
2033	July 1, 2032	52,826,761	27,090,872	25,735,889	51.28%	2,255,489	1,500,000	3,755,489
2034	July 1, 2033	55,308,383	30,399,761	24,908,622	54.96%	2,400,148	1,500,000	3,900,148
2035	July 1, 2034	57,942,727	33,923,728	24,018,999	58.55%	2,496,176	1,500,000	3,996,176
2036	July 1, 2035	60,738,008	37,676,753	23,061,255	62.03%	2,634,731	1,500,000	4,134,731
2037	July 1, 2036	63,516,805	43,287,871	20,228,934	68.15%	2,701,260	3,064,113	5,765,373
2038	July 1, 2037	66,561,488	49,263,711	17,297,777	74.01%	2,826,790	3,064,113	5,890,903
2039	July 1, 2038	69,842,900	55,627,981	14,214,919	79.65%	2,973,497	3,064,113	6,037,610
2040	July 1, 2039	73,266,818	62,405,929	10,860,889	85.18%	3,071,823	3,064,113	6,135,936
2041	July 1, 2040	76,889,310	69,624,443	7,264,867	90.55%	3,213,924	3,064,113	6,278,037
2042	July 1, 2041	80,711,482	77,312,161	3,399,321	95.79%	3,403,858	3,064,113	6,467,971
2043	July 1, 2042	84,644,142	85,499,580	(855,438)	101.01%	3,615,600	3,064,113	6,679,713
2044	July 1, 2043	88,783,591	90,174,251	(1,390,660)	101.57%	3,766,425	(855,438)	2,910,987
2045	July 1, 2044	93,144,266	94,600,432	(1,456,166)	101.56%	3,931,420	(1,390,660)	2,540,760
2046	July 1, 2045	97,750,676	99,246,714	(1,496,038)	101.53%	4,108,245	(1,456,166)	2,652,079
2047	July 1, 2046	102,580,962	104,153,857	(1,572,895)	101.53%	4,272,822	(1,496,038)	2,776,784
2048	July 1, 2047	107,692,862	109,300,648	(1,607,786)	101.49%	4,468,219	(1,572,895)	2,895,324
2049	July 1, 2048	113,239,988	114,745,974	(1,505,986)	101.33%	4,686,433	(1,607,786)	3,078,647

Comparison of Funding Options

For the Fiscal Year	Period Ending on the Measurement Date of:	Baseline Scenario - 3.50%				Scenario 1 - 4.50%				Scenario 2 - 4.75%				Scenario 3 - 5.25%				Scenario 4 - 5.50%			
		I. Total OPEB Liability ("TOL") as of Measurement Date		II. Fiduciary Net Position as of Measurement Date with expected 6.47% return		V. Total OPEB Liability ("TOL") as of Measurement Date		VI. Fiduciary Net Position as of Measurement Date with expected 6.47% return		IX. Total OPEB Liability ("TOL") as of Measurement Date		X. Fiduciary Net Position as of Measurement Date with expected 6.47% return		XIII. Total OPEB Liability ("TOL") as of Measurement Date		XIV. Fiduciary Net Position as of Measurement Date with expected 6.47% return		XVII. Total OPEB Liability ("TOL") as of Measurement Date		XVIII. Fiduciary Net Position as of Measurement Date with expected 6.47% return	
		III. Net OPEB Liability (Asset) [I. - II.]	IV. Total Employer Payments	VII. Net OPEB Liability (Asset) [V. - VI.]	VIII. Total Employer Payments	XI. Net OPEB Liability (Asset) [IX. - X.]	XII. Total Employer Payments	XIV. Net OPEB Liability (Asset) [XIII. - XIV.]	XV. Total Employer Payments	XVI. Net OPEB Liability (Asset) [XVII. - XVIII.]	XIX. Total Employer Payments										
2018	July 1, 2017	33,583,923	0	33,583,923	748,115	28,705,634	0	28,705,634	748,115	27,634,847	0	27,634,847	748,115	25,706,918	0	25,706,918	748,115	24,849,777	0	24,849,777	748,115
2019	July 1, 2018	35,395,182	0	35,395,182	913,041	30,289,823	0	30,289,823	913,041	29,166,802	0	29,166,802	913,041	27,147,676	0	27,147,676	913,041	26,252,732	0	26,252,732	913,041
2020	July 1, 2019	37,340,879	206,398	37,134,481	1,175,651	31,990,203	206,398	31,783,805	1,175,651	30,810,863	206,398	30,604,465	1,175,651	28,693,668	257,997	28,435,671	1,225,651	27,758,271	309,597	27,448,674	1,275,651
2021	July 1, 2020	39,459,501	426,212	39,033,289	1,252,267	33,729,549	529,410	33,200,139	1,352,267	32,471,780	632,609	31,839,171	1,452,267	30,207,286	790,761	29,416,525	1,552,267	29,200,591	948,914	28,251,677	1,652,267
2022	July 1, 2021	41,811,739	660,313	40,951,426	1,340,423	35,569,286	976,617	34,592,669	1,540,423	34,247,922	1,292,922	32,950,000	1,740,423	31,854,933	1,616,152	30,238,781	1,890,423	30,793,341	1,939,383	28,853,958	2,040,423
2023	July 1, 2022	43,817,127	909,631	42,927,496	1,436,903	37,471,552	1,556,091	35,915,461	1,736,903	36,074,262	2,202,553	33,871,709	2,036,903	33,558,583	2,753,190	30,805,393	2,236,903	32,440,228	3,303,829	29,136,399	2,436,903
2024	July 1, 2023	46,130,152	1,175,155	44,954,997	1,552,975	39,431,636	2,276,430	37,155,206	1,952,975	37,961,265	3,377,707	34,583,558	2,352,975	35,314,015	4,222,133	31,091,882	2,602,975	34,137,172	5,066,560	29,070,612	2,852,975
2025	July 1, 2024	48,487,083	1,457,938	47,029,145	1,638,428	41,446,349	3,146,790	38,299,559	2,138,428	39,800,862	4,629,246	35,271,616	2,438,428	37,118,373	5,786,557	31,331,816	2,688,428	35,881,414	6,943,869	28,937,545	2,938,428
2026	July 1, 2025	50,933,574	1,759,102	49,174,472	1,731,500	43,537,619	4,176,922	39,360,697	2,331,500	41,914,159	5,942,135	35,952,024	2,531,500	38,991,294	7,452,669	31,538,625	2,781,500	37,691,935	8,943,203	28,748,732	3,031,500
2027	July 1, 2026	53,441,856	2,079,841	51,362,015	1,821,246	45,681,707	5,377,211	40,304,496	2,521,246	43,978,306	7,381,662	36,596,644	2,621,246	40,911,520	9,227,078	31,684,442	2,871,246	39,548,183	11,072,494	28,475,689	3,121,246
2028	July 1, 2027	56,007,989	2,421,428	53,586,561	1,918,317	47,943,626	6,758,718	41,184,908	2,718,317	46,155,889	8,893,458	37,262,431	2,718,317	42,937,270	11,116,824	31,820,446	2,968,317	41,506,439	13,340,189	28,166,250	3,218,317
2029	July 1, 2028	58,828,758	2,785,218	56,043,540	1,997,427	50,286,437	8,230,023	42,056,414	2,797,427	48,411,347	10,503,521	37,907,826	2,797,427	45,035,463	13,129,403	31,906,060	3,047,427	43,534,723	15,755,284	27,779,439	3,297,427
2030	July 1, 2029	61,799,214	3,172,655	58,566,559	2,088,172	52,774,290	9,796,963	42,977,327	2,888,172	50,806,437	12,218,238	38,588,199	2,888,172	47,263,548	15,272,800	31,990,748	3,138,172	45,688,568	18,327,360	27,361,208	3,388,172
2031	July 1, 2030	64,884,057	3,585,275	61,298,782	2,190,943	55,462,486	11,465,754	43,996,732	2,990,943	53,394,398	14,044,412	39,349,986	2,990,943	49,671,051	17,555,517	32,115,534	3,240,943	48,015,849	21,066,621	26,949,228	3,490,943
2032	July 1, 2031	68,119,747	4,024,716	64,095,031	2,328,378	58,228,324	13,243,016	44,985,308	3,128,378	56,057,102	15,989,287	40,067,815	3,128,378	52,148,077	19,986,611	32,161,466	3,378,378	50,410,333	23,983,934	26,426,399	3,628,378
2033	July 1, 2032	71,385,150	4,492,720	66,892,430	2,455,489	61,019,536	15,135,800	45,883,736	3,255,489	58,744,229	18,060,579	40,683,650	3,255,489	54,647,810	22,575,726	32,072,084	3,505,489	52,826,761	27,090,872	25,735,889	3,755,489
2034	July 1, 2033	74,738,717	4,991,144	69,747,573	2,600,148	63,886,085	17,151,615	46,734,470	3,400,148	61,503,878	20,266,505	41,237,373	3,400,148	57,214,994	25,333,134	31,881,860	3,650,148	55,308,383	30,399,761	24,908,622	3,900,148
2035	July 1, 2034	78,298,743	5,521,966	72,776,777	2,696,176	66,929,082	19,298,458	47,630,624	3,496,176	64,433,886	22,615,816	41,817,570	3,496,176	59,940,175	28,269,773	31,670,402	3,746,176	57,942,727	33,923,728	24,018,999	3,996,176
2036	July 1, 2035	82,076,297	6,087,291	75,989,006	2,834,731	70,158,000	21,584,846	48,573,154	3,634,731	67,541,878	25,117,832	42,424,046	3,634,731	62,831,848	31,397,294	31,434,554	3,884,731	60,738,008	37,676,753	23,081,255	4,134,731
2037	July 1, 2036	85,831,621	6,689,363	79,142,258	2,901,260	73,367,898	24,019,849	49,348,049	3,701,260	70,632,054	27,782,479	42,849,575	3,701,260	65,706,473	34,728,104	30,978,369	3,951,260	63,516,805	41,673,725	21,843,080	4,201,260
2038	July 1, 2037	89,946,301	7,330,569	82,615,732	3,026,790	76,884,947	26,612,128	50,271,819	3,826,790	74,017,924	30,620,329	43,397,959	3,826,790	68,856,159	38,275,416	30,580,743	4,076,790	66,561,488	45,930,500	20,630,988	4,326,790
2039	July 1, 2038	94,380,974	8,013,454	86,367,520	3,173,497	80,675,486	29,374,970	51,300,516	3,973,497	77,667,074	33,642,639	44,024,435	3,973,497	72,250,746	42,053,304	30,197,442	4,223,497	69,842,900	50,463,965	19,378,935	4,473,497
2040	July 1, 2039	99,008,327	8,740,726	90,267,601	3,271,823	84,630,684	32,316,331	52,314,353	4,071,823	81,474,733	36,861,399	44,613,334	4,071,823	75,792,765	46,076,754	29,716,011	4,321,823	73,266,818	55,292,105	17,974,713	4,571,823
2041	July 1, 2040	103,904,061	9,515,271	94,388,790	3,413,924	88,815,274	35,448,881	53,366,393	4,213,924	85,503,217	40,289,378	45,213,849	4,213,924	79,540,209	50,361,728	29,178,481	4,463,924	76,889,510	60,434,074	16,455,236	4,713,924
2042	July 1, 2041	109,069,700	10,340,161	98,729,539	3,603,858	93,230,549	38,785,047	54,445,502	4,403,858	89,753,796	43,940,176	45,813,620	4,403,858	83,494,227	54,925,226	28,569,001	4,653,858	80,711,482	65,910,271	14,801,211	4,903,858
2043	July 1, 2042	114,384,744	11,218,669	103,166,075	3,815,600	97,773,495	42,338,063	55,435,432	4,615,600	94,127,266	47,828,276	46,298,990	4,615,600	87,562,555	59,785,351	27,777,204	4,865,600	84,644,142	71,742,421	12,901,721	5,115,600
2044	July 1, 2043	119,979,383	12,154,280	107,825,103	3,966,425	102,555,375	46,122,025	56,433,350	4,766,425	98,730,746	51,969,102	46,761,644	4,766,425	91,844,819	64,961,384	26,883,435	5,016,425	88,783,591	77,953,661	10,829,930	5,266,425
2045	July 1, 2044	125,872,968	13,150,706	112,722,262	4,131,420	107,592,792	50,151,945	57,440,847	4,931,420	103,580,233	56,379,082	47,201,151	4,931,420	96,355,936	70,473,859	25,882,077	5,181,420	93,144,266	84,568,632	8,575,634	5,431,420
2046	July 1, 2045	132,098,628	14,211,900	117,886,728	4,308,245	112,914,060	54,443,810	58,470,250	5,108,245	108,702,985	61,075,711	47,627,274	5,108,245	101,121,261	76,344,645	24,776,616	5,358,245	97,750,676	91,613,576	6,137,100	5,608,245
2047	July 1, 2046	138,626,797	15,342,071	123,284,726	4,472,822	118,493,915	59,014,646	59,479,269	5,272,822	114,074,685	66,077,621	47,997,064	5,272,822	106,118,176	82,597,032	23,521,144	5,522,822	102,580,962	99,116,441	3,464,521	5,772,822
2048	July 1, 2047	145,535,548	16,545,703	128,989,845	4,668,219	124,399,074	63,882,586	60,516,488	5,468,219	119,759,556	71,404,855	48,354,901	5,468,219	111,406,417	89,255,825	22,190,592	5,718,219	107,692,862	107,106,992	585,870	5,968,219
2049	July 1, 2048	153,032,494	17,827,571	135,204,923	4,886,433	130,806,991	69,066,942	61,740,049	5,686,433	125,928,431	77,077,946	48,850,485	5,686,433	117,144,896	96,347,439	20,797,457	5,936,433	113,239,988	115,616,929	4,776,989	6,186,433

**Comparison of Funding Options (Continued)**

For the Fiscal Year	Period Ending on the Measurement Date of:	Scenario 5 - 5.00%				Scenario 6 - 5.25%				Scenario 7 - 5.50%				Scenario 8 - 5.50%			
		I. Total OPEB Liability ("TOL") as of Measurement Date		II. Fiduciary Net Position as of Date with expected 6.47% return		III. Net OPEB Liability (Asset) [I. - II.]		IV. Total Employer Payments		V. Total OPEB Liability ("TOL") as of Measurement Date		VI. Fiduciary Net Position as of Date with expected 6.47% return		VII. Net OPEB Liability (Asset) [V. - VI.]		VIII. Total Employer Payments	
		IX. Total OPEB Liability ("TOL") as of Measurement Date	X. Fiduciary Net Position as of Date with expected 6.47% return	XI. Net OPEB Liability (Asset) [IX. - X.]	XII. Total Employer Payments	XIII. Total OPEB Liability ("TOL") as of Measurement Date	XIV. Fiduciary Net Position as of Date with expected 6.47% return	XV. Net OPEB Liability (Asset) [XIII. - XIV.]	XVI. Total Employer Payments	XVII. Total OPEB Liability ("TOL") as of Measurement Date	XVIII. Fiduciary Net Position as of Date with expected 6.47% return	XIX. Net OPEB Liability (Asset) [XVII. - XVIII.]	XX. Total Employer Payments	XXI. Total OPEB Liability ("TOL") as of Measurement Date	XXII. Fiduciary Net Position as of Date with expected 6.47% return	XXIII. Net OPEB Liability (Asset) [XXI. - XXII.]	XXIV. Total Employer Payments
2018	July 1, 2017	26,564,060	0	26,564,060	748,115	25,706,918	0	25,706,918	748,115	24,849,777	0	24,849,777	748,115	24,849,777	0	24,849,777	748,115
2019	July 1, 2018	28,038,072	0	28,038,072	913,041	27,147,676	0	27,147,676	913,041	26,252,732	0	26,252,732	913,041	26,252,732	0	26,252,732	913,041
2020	July 1, 2019	29,619,532	206,398	29,413,134	1,175,651	28,693,668	206,398	28,487,270	1,175,651	27,758,271	257,997	27,500,274	1,225,651	27,758,271	309,597	27,448,674	1,275,651
2021	July 1, 2020	31,213,872	529,410	30,684,462	1,352,267	30,207,286	632,609	29,574,677	1,452,267	29,200,591	790,761	28,409,830	1,552,267	29,200,591	948,914	28,251,677	1,652,267
2022	July 1, 2021	32,916,409	976,617	31,939,792	1,540,423	31,854,933	1,292,922	30,562,011	1,740,423	30,793,341	1,616,152	29,177,189	1,890,423	30,793,341	1,939,383	28,853,958	2,040,423
2023	July 1, 2022	34,676,814	1,556,091	33,120,723	1,736,903	33,558,583	2,202,553	31,356,030	2,036,903	32,440,228	2,753,190	29,687,038	2,236,903	32,440,228	3,303,829	29,136,399	2,436,903
2024	July 1, 2023	36,490,725	2,276,430	34,214,295	1,952,975	35,314,015	3,377,707	31,936,308	2,352,975	34,137,172	4,222,133	29,915,039	2,602,975	34,137,172	5,066,560	29,070,612	2,852,975
2025	July 1, 2024	38,355,193	3,146,790	35,208,403	2,138,428	37,118,373	4,629,246	32,489,127	2,438,428	35,881,414	5,786,557	30,094,857	2,688,428	35,881,414	6,943,869	28,937,545	2,938,428
2026	July 1, 2025	40,290,508	4,176,922	36,113,586	2,331,500	38,991,294	5,962,135	33,029,159	2,531,500	37,691,935	7,452,669	30,239,266	2,781,500	37,691,935	8,943,203	28,748,732	3,031,500
2027	July 1, 2026	42,274,702	5,377,211	36,897,491	2,521,246	40,911,520	7,381,662	33,529,858	2,621,246	39,548,183	9,227,078	30,321,105	2,871,246	39,548,183	11,072,494	28,475,689	3,121,246
2028	July 1, 2027	44,367,938	6,758,718	37,609,220	2,718,317	42,937,270	8,893,458	34,043,812	2,718,317	41,506,439	11,116,824	30,389,615	2,968,317	41,506,439	13,340,189	28,166,250	3,218,317
2029	July 1, 2028	46,536,031	8,230,023	38,306,008	2,797,427	45,035,463	10,903,521	34,531,942	2,797,427	43,534,723	13,129,403	30,405,320	3,047,427	43,534,723	15,755,284	27,779,439	3,297,427
2030	July 1, 2029	48,838,346	9,796,963	39,041,383	2,888,172	47,263,548	12,218,738	35,045,310	2,888,172	45,688,568	15,272,800	30,415,768	3,138,172	45,688,568	18,327,360	27,361,208	3,388,172
2031	July 1, 2030	51,326,059	11,465,754	39,860,305	2,990,943	49,671,051	14,044,412	35,626,639	2,990,943	48,015,849	17,555,517	30,460,332	3,240,943	48,015,849	21,066,621	26,949,228	3,490,943
2032	July 1, 2031	53,885,618	13,243,016	40,642,602	3,128,378	52,148,077	15,989,287	36,158,790	3,128,378	50,410,333	19,986,611	30,423,722	3,378,378	50,410,333	23,983,934	26,426,399	3,628,378
2033	July 1, 2032	56,468,650	15,135,800	41,332,850	3,255,489	54,647,810	18,060,579	36,587,231	3,255,489	52,826,761	22,575,726	30,251,035	3,505,489	52,826,761	27,090,872	25,735,889	3,755,489
2034	July 1, 2033	59,121,388	17,151,615	41,969,773	3,400,148	57,214,994	20,266,505	36,948,489	3,400,148	55,308,383	25,333,134	29,975,249	3,650,148	55,308,383	30,399,761	24,908,622	3,900,148
2035	July 1, 2034	61,937,400	19,298,458	42,638,942	3,496,176	59,940,175	22,615,816	37,324,359	3,496,176	57,942,727	28,269,773	29,672,954	3,746,176	57,942,727	33,923,728	24,018,999	3,996,176
2036	July 1, 2035	64,925,459	21,584,846	43,340,613	3,634,731	62,831,848	25,117,832	37,714,016	3,634,731	60,738,008	31,397,294	29,340,714	3,884,731	60,738,008	37,676,753	23,061,255	4,134,731
2037	July 1, 2036	67,895,909	25,633,996	42,261,913	5,265,373	65,706,473	29,396,626	36,309,847	5,265,373	63,516,805	36,342,250	27,174,555	5,515,373	63,516,805	43,287,871	20,228,934	5,765,373
2038	July 1, 2037	71,150,594	29,946,340	41,204,254	5,390,903	68,856,159	33,953,541	34,902,618	5,390,903	66,561,488	41,608,628	24,952,860	5,640,903	66,561,488	49,263,711	17,297,777	5,890,903
2039	July 1, 2038	74,658,354	34,538,987	40,119,367	5,537,610	72,250,746	38,806,656	33,444,090	5,537,610	69,842,900	47,217,321	22,625,579	5,787,610	69,842,900	55,627,981	14,214,919	6,037,610
2040	July 1, 2039	78,318,475	39,430,156	38,888,319	5,635,936	75,792,765	43,975,223	31,817,542	5,635,936	73,266,818	53,190,579	20,076,239	5,885,936	73,266,818	62,405,929	10,860,889	6,135,936
2041	July 1, 2040	82,190,873	44,639,251	37,551,622	5,778,037	79,540,209	49,479,747	30,060,462	5,778,037	76,889,310	59,552,098	17,337,212	6,028,037	76,889,310	69,624,443	7,264,867	6,278,037
2042	July 1, 2041	86,276,738	50,186,937	36,089,801	5,967,971	83,494,227	55,342,065	28,152,162	5,967,971	80,711,482	66,327,116	14,384,366	6,217,971	80,711,482	77,312,161	3,399,321	6,467,971
2043	July 1, 2042	90,480,736	56,095,223	34,385,513	6,179,713	87,562,555	61,585,434	25,977,121	6,179,713	84,644,142	73,542,510	11,101,632	6,429,713	84,644,142	85,499,580	(855,438)	6,679,713
2044	July 1, 2043	94,905,822	62,387,547	32,518,275	6,330,538	91,844,819	68,234,622	23,610,197	6,330,538	88,783,591	81,226,905	7,556,686	6,580,538	88,783,591	90,174,251	(1,390,660)	2,910,987
2045	July 1, 2044	99,567,386	69,088,872	30,478,514	6,495,533	96,355,936	75,316,007	21,039,929	6,495,533	93,144,266	89,410,786	3,733,480	6,745,533	93,144,266	94,600,432	(1,456,166)	2,540,760
2046	July 1, 2045	104,491,629	76,225,783	28,265,846	6,672,358	101,121,261	82,857,682	18,263,579	6,672,358	97,750,676	98,126,619	(375,943)	6,922,358	97,750,676	99,246,714	(1,496,038)	2,652,079
2047	July 1, 2046	109,655,178	83,826,594	25,828,584	6,836,935	106,118,176	90,889,566	15,228,610	6,836,935	102,580,962	104,116,880	(1,535,918)	3,896,879	102,580,962	104,153,857	(1,572,895)	2,776,784
2048	July 1, 2047	115,119,764	91,921,457	23,198,307	7,032,332	111,406,417	99,443,522	11,962,895	7,032,332	107,692,862	109,299,428	(1,606,566)	2,932,301	107,692,862	109,300,648	(1,607,786)	2,895,324
2049	July 1, 2048	121,049,599	100,542,486	20,507,113	7,250,546	117,144,896	108,553,486	8,591,410	7,250,546	113,239,988	114,745,933	(1,505,945)	3,079,867	113,239,988	114,745,974	(1,505,986)	3,078,647



## SUMMARY OF PLAN PROVISIONS

<u>Effective Date</u>	GASB 45 is adopted July 1, 2008 GASB 74 is adopted for the fiscal year ending June 30, 2017 GASB 75 is adopted for the fiscal year ending June 30, 2018
<u>Plan Year</u>	July 1 through June 30.
<u>Eligibility</u>	An employee hired before April 2, 2012 shall become eligible to retire under this plan upon attainment of age 55 as an active member and completion of 10 years of service or an employee shall be able to retire with 20 years of service regardless of age. Those hired on or after April 2, 2012 shall be eligible to retire upon attainment of age 60 with 10 years of creditable service.
<u>Creditable Service</u>	Elapsed time from date of hire to termination of service date.
<u>Participant Contributions</u>	Medical Insurance is 40% participant paid. Life Insurance is 40% Participant paid.
<u>Benefits Offered</u>	Comprehensive Medical Insurance offered through Harvard Pilgrim and Group Term Life Insurance.
<u>Normal Retirement Date</u>	The normal retirement date is the first day of the month following a participant's 65th birthday.
<u>Early Retirement</u>	Early retirement is available for any participant who has attained benefit eligibility.

## ACTUARIAL ASSUMPTIONS

A full description of the Actuarial Assumptions can be found on the GASB 75 report delivered to the Hamilton-Wenham Regional School District on August 29, 2018

Below is a summary of key assumptions used in this actuarial valuation:

<u>Discount Rate</u>	5.25% per annum (previously 3.50%)
<u>Long Term Rate of Return</u>	6.50% (based on sample investment policy)
<u>Municipal Bond Rate</u>	3.13% as of July 1, 2017 (source: S&P Municipal Bond 20-Year High Grade Index - SAPIHG)
<u>Healthcare Trend</u>	It was assumed that healthcare costs would increase in by 5.00% per year in Fiscal Year 2018 and beyond.
<u>Participation Rate</u>	It was assumed that 80% of employees eligible to receive retirement benefits would enroll in the retiree medical plans upon retirement. For life insurance plans, it was assumed that 80% of eligible employees would elect coverage upon retirement.
<u>Percent Married</u>	It was assumed that 80% of male employees and 70% of female employees who elect retiree healthcare coverage for themselves would also elect coverage for a spouse upon retirement. If provided, the actual census information was used. Otherwise it was assumed that a male spouse is three years older than a female spouse and same sex spouses are assumed to be the same age.

## INVESTMENT POLICY

The District has not established a formal Investment Policy. The chart below shows the development of a long-term rate of return on assets that could be used for funded periods if the Investment Policy below were adopted.

Investment Target Allocation & Expected Long-Term Real Rate of Return			
Asset Class	Target Allocation	Asset Class	Long-Term Expected Real Rate of Return
Domestic Equity - Large Cap	20.00%	Domestic Equity - Large Cap	4.00%
Domestic Equity - Small/Mid Cap	10.00%	Domestic Equity - Small/Mid Cap	6.00%
International Equity - Developed Market	15.00%	International Equity - Developed Market	4.50%
International Equity-Emerging Market	10.00%	International Equity-Emerging Market	7.00%
Domestic Fixed Income	30.00%	Domestic Fixed Income	2.00%
International Fixed Income	10.00%	International Fixed Income	3.00%
Alternatives	5.00%	Alternatives	6.50%
Real Estate	0.00%	Real Estate	6.25%
Cash	0.00%	Cash	0.00%
Total	<u>100.00%</u>		
		I. Real Rate of Return	<u>4.00%</u>
		II. Inflation Assumption	2.75%
		III. Total Nominal Return [I. + II.]	6.75%
		IV. Investment Expense	0.25%
		V. Net Investment Return [III.-IV.]	6.50%





## ***Recommended: FY20 Budget***

***Presented to the School Committee on December 19, 2018***

Prepared by:

Michael M. Harvey, Ed.D., Superintendent of Schools  
Jeffrey D. Sands, Assistant Superintendent of Schools  
Vinny Leone, Director of Accounting & Payroll

**Hamilton Wenham Regional School District FY20 Budget  
Revenue/Assessment Summary**

Total Expenses						
	FY18 BUD	FY18 ACT	FY19 BUD	FY20 BUD	Difference	
General Operating Expense (Before Offsets)	\$ 31,403,624	\$ 31,434,715	\$ 33,097,866	\$ 35,274,408	\$ 2,176,543	6.58%
Expense Offsets	\$ 1,203,808	\$ 1,243,065	\$ 1,203,808	\$ 1,404,648	\$ 200,840	16.68%
General Operating Expenses (After Offsets)	\$ 30,199,816	\$ 30,191,650	\$ 31,894,058	\$ 33,869,760	\$ 1,975,703	6.19%
Debt Service Expense	\$ 2,092,860	\$ 2,092,860	\$ 2,115,275	\$ 398,372	\$ (1,716,903)	-81.17%
<b>TOTAL EXPENDITURES</b>	<b>\$ 32,292,676</b>	<b>\$ 32,284,510</b>	<b>\$ 34,009,333</b>	<b>\$ 34,268,132</b>	<b>\$ 258,799</b>	<b>0.76%</b>

Total Funding Sources						
	FY18 BUD	FY18 ACT	FY19 BUD	FY20 BUD	Difference	
<i>Revenues</i>						
Chapter 70-Base Aid	\$ 3,554,656	\$ 3,606,706	\$ 3,606,706	\$ 3,659,749	\$ 53,043	1.5%
MSBA Debt Service Reimbursement	\$ 1,132,065	\$ 1,132,065	\$ 1,132,065	\$ -	\$ (1,132,065)	-100.0%
State Transportation Reimbursement	\$ 340,686	\$ 340,686	\$ 330,837	\$ 385,868	\$ 55,031	16.6%
Medicaid Reimbursement	\$ 85,000	\$ 175,036	\$ 150,000	\$ 175,000	\$ 25,000	16.7%
Interest Income	\$ 4,000	\$ 13,675	\$ 4,000	\$ 4,000	\$ -	0.0%
Prior Year Unexpended Encumbrances	\$ -	\$ 15,473	\$ -	\$ -	\$ -	#DIV/0!
Other Non-recurring Income (Including Transp)	\$ -	\$ 37,931	\$ -	\$ -	\$ -	#DIV/0!
<b>Total Revenues</b>	<b>\$ 5,116,407</b>	<b>\$ 5,321,571</b>	<b>\$ 5,223,608</b>	<b>\$ 4,224,617</b>	<b>\$ (998,991)</b>	<b>-19.1%</b>
<i>Transfers In From Other Funds</i>						
Excess and Deficiency	\$ 568,821	\$ 568,821	\$ 347,218	\$ 147,396	\$ (199,822)	-57.5%
<b>Total Transfers</b>	<b>\$ 568,821</b>	<b>\$ 568,821</b>	<b>\$ 347,218</b>	<b>\$ 147,396</b>	<b>\$ (199,822)</b>	<b>-57.5%</b>
<b>Total Funding Sources</b>	<b>\$ 5,685,228</b>	<b>\$ 5,890,392</b>	<b>\$ 5,570,826</b>	<b>\$ 4,372,013</b>	<b>\$ (1,198,813)</b>	<b>-21.5%</b>
<b>Total Expenditures</b>	<b>\$ 32,292,676</b>	<b>\$ 32,284,510</b>	<b>\$ 34,009,333</b>	<b>\$ 34,268,132</b>	<b>\$ 258,799</b>	<b>0.8%</b>
<b>Less Total Funding Sources</b>	<b>\$ 5,685,228</b>	<b>\$ 5,890,392</b>	<b>\$ 5,570,826</b>	<b>\$ 4,372,013</b>	<b>\$ (1,198,813)</b>	<b>-21.5%</b>
<b>NET ASSESSMENT including Debt Service</b>	<b>\$ 26,607,448</b>	<b>\$ 26,394,118</b>	<b>\$ 28,438,507</b>	<b>\$ 29,896,119</b>	<b>\$ 1,457,612</b>	<b>5.1%</b>

Total Town Assessments						
	FY18 BUD	FY18 ACT	FY19 BUD	FY20 BUD	Difference	
Hamilton	\$ 17,401,271	\$ 17,401,271	\$ 18,385,495	\$ 19,148,464	\$ 762,970	4.1%
Wenham	\$ 9,206,177	\$ 9,206,177	\$ 10,053,012	\$ 10,747,655	\$ 694,643	6.9%
<b>NET ASSESSMENT including Debt Service</b>	<b>\$ 26,607,448</b>	<b>\$ 26,607,448</b>	<b>\$ 28,438,507</b>	<b>\$ 29,896,119</b>	<b>\$ 1,457,612</b>	<b>5.1%</b>

Hamilton Wenham Regional School District FY20 Budget  
Net Operating Budget Summary

General Fund Operating Expenses					
	FY18 BUD	FY19 BUD	FY20 BUD	Difference	
Operating Expense - Gross, before offests & Overlays	\$ 31,403,624	\$ 33,097,866	\$ 35,274,408	\$ 2,176,543	6.58%
Expense Offsets					
	FY18 BUD	FY19 BUD	FY20 BUD	Difference	
<i>Recurring Offsets</i>					
School Choice	\$ 265,000	\$ 265,000	\$ 385,000	\$ 120,000	45.3%
Preschool Tuition	\$ 72,648	\$ 72,648	\$ 72,648	\$ -	0.0%
Special Needs Tuition	\$ -	\$ -	\$ -	\$ -	#DIV/0!
Facilities Rental	\$ 2,000	\$ 2,000	\$ 2,000	\$ -	0.0%
Circuit Breaker Offset	\$ 864,160	\$ 864,160	\$ 945,000	\$ 80,840	9.4%
	\$ 1,203,808	\$ 1,203,808	\$ 1,404,648	\$ 200,840	16.7%
<i>One-Time Offsets</i>					
Other Revolving Accounts	\$ -	\$ -	\$ -	\$ -	#DIV/0!
<b>Total Offsets</b>	<b>\$ 1,203,808</b>	<b>\$ 1,203,808</b>	<b>\$ 1,404,648</b>	<b>\$ 200,840</b>	<b>16.7%</b>
<b>NET OPERATING BUDGET</b>	<b>\$ 30,199,816</b>	<b>\$ 31,894,058</b>	<b>\$ 33,869,760</b>	<b>\$ 1,975,703</b>	<b>6.19%</b>



**Hamilton-Wenham Regional School District FY20 Budget  
Capital Assessment Calculation**

Capital Assessment Summary					
	Principal	Interest	Total	Hamilton Share	Wenham Share
Cutler Roof & Summer 2013 Projects	\$ 95,000	\$ 35,800	\$ 130,800	\$ 83,777	\$ 47,023
Buker Boiler & Winthrop Boiler/Glass Projects	\$ 90,000	\$ 27,150	\$ 117,150		
Unexpended Funds			\$ (2,203)		
Net to Towns			\$ 114,947	\$ 73,623	\$ 41,323
Winthrop Sprinkler (BAN with Principal Paydown)	\$ 125,000	\$ 27,625	\$ 152,625	\$ 97,756	\$ 54,869
Net Assessment			\$ 398,372	\$ 255,157	\$ 143,215
Capital Assessment Calculation					
Calculation of Individual Town Assessments					
	Total			Hamilton Share	Wenham Share
<u>Cutler Roof &amp; Summer 2013 Projects</u>					
100% Apportioned by Enrollment	\$ 130,800			\$ 83,777.40	\$ 47,022.60
Enrollment					
10/1/2016	1,724			1,114	610
10/1/2017	1,755			1,122	633
10/1/2018	1,715			1,091	624
	5,194			3,327	1,867
				64.05%	35.95%
<u>Buker Boiler &amp; Winthrop Boiler/Glass Projects</u>					
100% Apportioned by Enrollment	\$ 114,946.55			\$ 73,623.27	\$ 41,323.28
Enrollment					
10/1/2016	1,724			1,114	610
10/1/2017	1,755			1,122	633
10/1/2018	1,715			1,091	624
	5,194			3,327	1,867
				64.05%	35.95%
<u>Winthrop Sprinkler (BAN Expenses?)</u>					
100% Apportioned by Enrollment	\$ 152,625.00			\$ 97,756.31	\$ 54,868.69
Enrollment					
10/1/2016	1,724			1,114	610
10/1/2017	1,755			1,122	633
10/1/2018	1,715			1,091	624
	5,194			3,327	1,867
				64.05%	35.95%

**Hamilton Wenham Regional School District FY20 Budget**  
**Gross Operating Expense Summary by DESE Category**

Summary	FY18	FY19	FY20	Change FY19 to FY20	
by DESE Category	Budget	Budget	Budget	\$	%
Administration	\$ 1,135,489	\$ 1,180,028	\$ 1,281,488	\$ 101,460	8.60%
Capital, Operations, Maintenance	\$ 2,228,122	\$ 2,185,001	\$ 2,188,334	\$ 3,333	0.15%
Guidance, Counseling, Testing	\$ 1,065,718	\$ 1,110,803	\$ 1,132,103	\$ 21,301	1.92%
Inst. Materials	\$ 873,876	\$ 1,006,104	\$ 901,817	\$ (104,287)	-10.37%
Instructional Leadership	\$ 2,931,318	\$ 3,082,942	\$ 3,144,508	\$ 61,567	2.00%
Insurance, Retirement, Other	\$ 3,978,971	\$ 4,173,276	\$ 4,736,189	\$ 562,913	13.49%
Other Teaching Services	\$ 2,408,619	\$ 2,477,389	\$ 2,589,061	\$ 111,672	4.51%
Prof. Dev.	\$ 209,594	\$ 223,799	\$ 233,943	\$ 10,145	4.53%
Pupil Services	\$ 2,080,527	\$ 2,439,488	\$ 2,596,474	\$ 156,986	6.44%
Teachers	\$ 11,695,832	\$ 12,264,738	\$ 12,616,826	\$ 352,088	2.87%
Tuitions	\$ 2,795,559	\$ 2,954,300	\$ 3,853,666	\$ 899,366	30.44%
<b>Grand Total</b>	<b>\$ 31,403,624</b>	<b>\$ 33,097,866</b>	<b>\$ 35,274,408</b>	<b>\$ 2,176,543</b>	<b>6.58%</b>

**Hamilton Wenham Regional School District FY20 Budget**  
**Gross Operating Expense Summary by Site and Support Program**

Summary By Site & Support Program	FY17	FY17	FY18	FY18	FY19	FY19	FY20	FY20	Change FY19 to FY20	
	FTE	Budget	FTE	Budget	FTE	Budget	FTE	Budget	\$	%
Buker Elementary School	32.62	\$ 2,167,398	29.92	\$ 2,178,581	34.02	\$ 2,343,031	33.51	\$ 2,280,580	\$ (62,451)	-2.67%
Cutler Elementary School	38.82	\$ 2,603,293	38.81	\$ 2,675,546	39.71	\$ 2,699,260	39.49	\$ 2,750,658	\$ 51,398	1.90%
Winthrop Elementary School	52.53	\$ 3,074,550	55.31	\$ 3,308,681	55.71	\$ 3,500,218	55.51	\$ 3,569,844	\$ 69,626	1.99%
Miles River Middle School	59.12	\$ 4,206,134	60.60	\$ 4,276,412	59.50	\$ 4,544,519	56.12	\$ 4,478,107	\$ (66,413)	-1.46%
Regional High School	75.29	\$ 6,110,037	70.29	\$ 5,927,421	71.79	\$ 6,123,715	74.79	\$ 6,423,342	\$ 299,627	4.89%
Athletics	1.75	\$ 351,555	1.75	\$ 355,117	1.75	\$ 550,006	1.75	\$ 578,143	\$ 28,137	5.12%
Central Office	12.35	\$ 2,807,236	13.60	\$ 2,816,551	14.30	\$ 2,922,603	14.31	\$ 3,162,952	\$ 240,349	8.22%
District Maintenance	4.77	\$ 717,134	4.78	\$ 737,163	4.78	\$ 770,499	4.86	\$ 782,280	\$ 11,781	1.53%
Fringe Benefits	-	\$ 3,666,908	-	\$ 3,879,383	-	\$ 4,066,583	-	\$ 4,622,016	\$ 555,433	13.66%
Special Education	9.99	\$ 3,561,314	9.99	\$ 4,350,007	10.99	\$ 4,649,948	12.04	\$ 5,682,237	\$ 1,032,289	22.20%
Technology	6.73	\$ 900,974	6.83	\$ 898,761	7.00	\$ 927,484	7.00	\$ 944,250	\$ 16,766	1.81%
<b>District Totals</b>	<b>293.97</b>	<b>\$ 30,166,532</b>	<b>291.89</b>	<b>\$ 31,403,624</b>	<b>299.55</b>	<b>\$ 33,097,866</b>	<b>299.37</b>	<b>\$ 35,274,408</b>	<b>\$ 2,176,543</b>	<b>6.58%</b>



**Hamilton Wenham Regional School District**

***FY20 Budget -- Reconciliation of Year-over-Year Increase in Gross Operating Expenses***

***Before Offsets***

Driver	FY20 v FY19
	\$ CHG
All Staff COLAs and STEPs - Level Service	\$ 798,280
Teacher Degree Changes	\$ 92,463
Out-of- District Tuitions	\$ 896,786
OPEB	\$ 250,000
School Resource Officer (SRO)	\$ 73,000
Essex Retirement Pension Fund Appropriation	\$ 78,350
In District Transportation	\$ 63,060
Insurance Premiums	\$ 18,049
Healthcare Costs	\$ 198,159
Net All Other Operating Expenses	\$ (75,453)
<b>Subtotal:</b>	<b>\$ 2,392,695</b>
Reduction in Elementary Classroom Teachers	\$ (58,541)
Anticipated Staff Retirement Replacement Savings	\$ (157,611)
<b>Subtotal:</b>	<b>\$ (216,152)</b>
<b>TOTALS:</b>	<b>\$ 2,176,543</b>

**Hamilton Wenham Regional School District**  
**FY20 Budget -- Major Expense Category Analysis**  
**Before Offsets**

Expense Category	FY20 Gross Expenses		FY19 Gross Expenses		VS PR YR	
	Tot \$	% of Tot	Tot \$	% of Tot	Chg \$	Chg %
Salaries	\$ 21,492,585	60.9%	\$ 20,817,994	62.9%	\$ 674,591	3.2%
Out-of-District Tuition	\$ 3,775,296	10.7%	\$ 2,878,510	8.7%	\$ 896,786	31.2%
Healthcare	\$ 2,811,920	8.0%	\$ 2,613,760	7.9%	\$ 198,159	7.6%
In-District Transportation	\$ 828,880	2.3%	\$ 765,820	2.3%	\$ 63,060	8.2%
Essex Retirement	\$ 986,641	2.8%	\$ 908,291	2.7%	\$ 78,350	8.6%
Utilities	\$ 563,248	1.6%	\$ 587,160	1.8%	\$ (23,912)	-4.1%
Facilities, Maintenance & Custodial (non-salary)	\$ 560,525	1.6%	\$ 576,025	1.7%	\$ (15,500)	-2.7%
Technology (non-salary)	\$ 619,751	1.8%	\$ 614,437	1.9%	\$ 5,314	0.9%
Special Education Transportation	\$ 639,669	1.8%	\$ 614,696	1.9%	\$ 24,973	4.1%
Other Fringe (Medicare, SS, Unemployment, 403B)	\$ 437,308	1.2%	\$ 419,512	1.3%	\$ 17,796	4.2%
Substitute Teachers	\$ 221,750	0.6%	\$ 221,750	0.7%	\$ -	0.0%
School Materials, Supplies & Textbooks	\$ 336,303	1.0%	\$ 445,904	1.3%	\$ (109,601)	-24.6%
Athletics (non-salary)	\$ 441,168	1.3%	\$ 415,698	1.3%	\$ 25,469	6.1%
District Insurance (Property, Liability & WC)	\$ 227,514	0.6%	\$ 209,464	0.6%	\$ 18,049	8.6%
OPEB Trust Fund	\$ 250,000	0.7%	\$ -	0.0%	\$ 250,000	#DIV/0!
School Resource Officer (SRO)	\$ 73,000	0.2%	\$ -	0.0%	\$ 73,000	#DIV/0!
All Other	\$ 1,008,851	2.9%	\$ 1,008,844	3.0%	\$ 8	0.0%
<b>Totals:</b>	<b>\$ 35,274,408</b>	<b>100.0%</b>	<b>\$ 33,097,866</b>	<b>100.0%</b>	<b>\$ 2,176,543</b>	<b>6.6%</b>

**Hamilton Wenham Regional School District**  
**FY20 Budget -- FTE & Payroll Analysis, By Location and Role**

LOCATION	<b>Professional Staff</b>				<b>TAs</b>				<b>Secretaries</b>				<b>Nurses</b>			
	<u>FTE</u>	<u>Salary \$</u>	<u>Other \$</u>	<u>Total \$</u>	<u>FTE</u>	<u>Salary \$</u>	<u>Other \$</u>	<u>Total \$</u>	<u>FTE</u>	<u>Salary \$</u>	<u>Other \$</u>	<u>Total \$</u>	<u>FTE</u>	<u>Salary \$</u>	<u>Other \$</u>	<u>Total \$</u>
Buker	20.60	\$ 1,496,931	\$ 19,057	\$ 1,515,988	8.00	\$ 210,702	\$ -	\$ 210,702	0.91	\$ 52,571	\$ -	\$ 52,571	1.00	\$ 66,603	\$ -	\$ 66,603
Cutler	24.38	\$ 1,925,077	\$ 19,057	\$ 1,944,134	10.19	\$ 275,403	\$ -	\$ 275,403	0.91	\$ 44,528	\$ -	\$ 44,528	1.00	\$ 34,624	\$ -	\$ 34,624
Winthrop	29.90	\$ 2,428,282	\$ 19,057	\$ 2,447,339	20.69	\$ 526,735	\$ -	\$ 526,735	0.91	\$ 51,946	\$ -	\$ 51,946	1.00	\$ 70,722	\$ -	\$ 70,722
MRMS	41.85	\$ 3,327,951	\$ 61,858	\$ 3,389,809	7.00	\$ 196,190	\$ -	\$ 196,190	1.27	\$ 71,897	\$ -	\$ 71,897	1.00	\$ 62,738	\$ -	\$ 62,738
RHS	58.01	\$ 4,831,983	\$ 71,790	\$ 4,903,773	6.00	\$ 141,723	\$ -	\$ 141,723	3.28	\$ 168,349	\$ -	\$ 168,349	1.50	\$ 116,951	\$ -	\$ 116,951
District	0.00	\$ -	\$ -	\$ -	0.00	\$ -	\$ -	\$ -	4.71	\$ 258,619	\$ -	\$ 258,619	0.00	\$ -	\$ -	\$ -
SPED	6.60	\$ 504,098	\$ 4,310	\$ 508,408	0.67	\$ 29,131	\$ -	\$ 29,131	2.77	\$ 116,095	\$ -	\$ 116,095	0.00	\$ -	\$ -	\$ -
<b>TOTALS</b>	<b>181.34</b>	<b>\$ 14,514,322</b>	<b>\$ 195,129</b>	<b>\$ 14,709,451</b>	<b>52.55</b>	<b>\$ 1,379,884</b>	<b>\$ -</b>	<b>\$ 1,379,884</b>	<b>14.77</b>	<b>\$ 764,004</b>	<b>\$ -</b>	<b>\$ 764,004</b>	<b>5.50</b>	<b>\$ 351,638</b>	<b>\$ -</b>	<b>\$ 351,638</b>

LOCATION	<b>Custodial/Maintenance</b>				<b>Administration</b>				<b>Other</b>				<b>TOTALS</b>			
	<u>FTE</u>	<u>Salary \$</u>	<u>Other \$</u>	<u>Total \$</u>	<u>FTE</u>	<u>Salary \$</u>	<u>Other \$</u>	<u>Total \$</u>	<u>FTE</u>	<u>Salary \$</u>	<u>Other \$</u>	<u>Total \$</u>	<u>FTE</u>	<u>Salary \$</u>	<u>Other \$</u>	<u>Total \$</u>
Buker	2.00	\$ 103,396	\$ -	\$ 103,396	1.00	\$ 112,750	\$ -	\$ 112,750	0.00	\$ -	\$ 14,785	\$ 14,785	33.51	\$ 2,042,952	\$ 33,842	\$ 2,076,794
Cutler	2.00	\$ 103,396	\$ -	\$ 103,396	1.00	\$ 127,015	\$ -	\$ 127,015	0.00	\$ -	\$ 14,785	\$ 14,785	39.49	\$ 2,510,043	\$ 33,842	\$ 2,543,885
Winthrop	2.00	\$ 103,396	\$ -	\$ 103,396	1.00	\$ 126,817	\$ -	\$ 126,817	0.00	\$ -	\$ 19,714	\$ 19,714	55.51	\$ 3,307,898	\$ 38,771	\$ 3,346,669
MRMS	3.00	\$ 152,610	\$ -	\$ 152,610	2.00	\$ 226,935	\$ -	\$ 226,935	0.00	\$ -	\$ -	\$ -	56.12	\$ 4,038,322	\$ 61,858	\$ 4,100,180
RHS	4.00	\$ 198,806	\$ -	\$ 198,806	2.00	\$ 267,639	\$ -	\$ 267,639	0.00	\$ -	\$ -	\$ -	74.79	\$ 5,725,450	\$ 71,790	\$ 5,797,240
District	4.00	\$ 275,045	\$ 82,000	\$ 357,045	5.75	\$ 777,232	\$ 25,848	\$ 803,080	13.46	\$ 969,354	\$ 247,056	\$ 1,216,410	27.93	\$ 2,280,249	\$ 354,904	\$ 2,635,153
SPED	0.00	\$ -	\$ -	\$ -	2.00	\$ 254,425	\$ -	\$ 254,425	0.00	\$ -	\$ 84,605	\$ 84,605	12.04	\$ 903,750	\$ 88,915	\$ 992,664
<b>TOTALS</b>	<b>17.00</b>	<b>\$ 936,647</b>	<b>\$ 82,000</b>	<b>\$ 1,018,647</b>	<b>14.75</b>	<b>\$ 1,892,813</b>	<b>\$ 25,848</b>	<b>\$ 1,918,661</b>	<b>13.46</b>	<b>\$ 969,354</b>	<b>\$ 380,945</b>	<b>\$ 1,350,299</b>	<b>299.37</b>	<b>\$ 20,808,663</b>	<b>\$ 683,922</b>	<b>\$ 21,492,585</b>



**Hamilton Wenham Regional School District FY20 Budget  
Buker Elementary School**

Buker Elementary Programs	Account s	FY17 FTE	FY17 Budget	FY17 Actuals	FY18 FTE	FY18 Budget	FY18 Actuals	FY19 FTE	FY19 Budget	FY20 FTE	FY20 Budget	Change FY19 to FY20	\$	%
<b>Administrative</b>														
Principal Salary	001.101.2210.1.1.090.100.5	1.00	\$ 118,296	\$ 118,295	1.00	\$ 121,253	\$ 121,203	1.00	\$ 124,284	1.00	\$ 112,750	\$ (11,534)	\$ -	-9.28%
Clerical Salary	001.101.2210.1.1.090.200.5	0.92	\$ 49,287	\$ 49,114	0.92	\$ 50,351	\$ 50,351	0.92	\$ 51,632	0.91	\$ 52,571	\$ 939	\$ -	1.82%
Contracted Services	001.101.2210.1.1.090.400.5	0.00	\$ 1,000	\$ 1,275		\$ 1,298	\$ -		\$ 1,000		\$ 1,000	\$ -	\$ -	0.00%
Expendable Materials	001.101.2210.1.1.090.500.5	0.00	\$ 10,000	\$ 9,258		\$ 10,000	\$ 12,390		\$ 10,000		\$ 10,000	\$ -	\$ -	0.00%
Buker Teacher PD	001.101.2357.1.1.073.600.5					\$ -	\$ -		\$ 5,150		\$ 5,150	\$ -	\$ -	0.00%
Affiliations/Conferences	001.101.2357.1.1.090.690.5	0.00	\$ 1,554	\$ 858		\$ 1,554	\$ 389		\$ 1,554		\$ 1,554	\$ -	\$ -	0.00%
<b>Sub Total</b>		<b>1.92</b>	<b>\$ 180,137</b>	<b>\$ 178,800</b>	<b>1.92</b>	<b>\$ 184,158</b>	<b>\$ 185,632</b>	<b>1.92</b>	<b>\$ 193,620</b>	<b>1.91</b>	<b>\$ 183,025</b>	<b>\$ (10,595)</b>	<b>\$ -</b>	<b>-5.47%</b>
<b>Regular Education</b>														
Classroom Teachers Salary	001.101.2305.1.1.099.100.5	12.00	\$ 896,484	\$ 891,234	12.00	\$ 930,907	\$ 889,187	12.00	\$ 900,504	12.00	\$ 935,999	\$ 35,495	\$ -	3.94%
KGD Teachers	001.101.2305.1.5.018.100.5	0.00	\$ -	\$ -	0.00	\$ -	\$ -		\$ -		\$ -	\$ -	\$ -	#DIV/0!
Specialist Teachers	001.101.2310.1.1.099.100.5	2.40	\$ 159,002	\$ 159,002	2.40	\$ 166,079	\$ 155,265	2.50	\$ 172,586	2.50	\$ 191,474	\$ 18,888	\$ -	10.94%
Technology Instructor	001.101.2310.1.1.027.100.5	1.00	\$ 78,193	\$ 76,408	1.00	\$ 83,601	\$ 82,686	1.00	\$ 90,186	1.00	\$ 92,215	\$ 2,029	\$ -	2.25%
Librarian	001.101.2340.1.1.050.100.5	0.00	\$ -	\$ -	0.00	\$ -	\$ -		\$ -		\$ -	\$ -	\$ -	#DIV/0!
Adjustment Counselor	001.101.2710.1.1.041.100.5	1.00	\$ 85,840	\$ 87,590	1.00	\$ 87,986	\$ 89,736	1.00	\$ 90,186	1.00	\$ 59,858	\$ (30,328)	\$ -	-33.63%
Instructional Aides	001.101.2330.1.1.093.300.5	2.00	\$ 53,828	\$ 50,793	2.00	\$ 55,069	\$ 52,302	2.00	\$ 56,333	2.00	\$ 57,736	\$ 1,403	\$ -	2.49%
Noon Aides Salary	001.101.3400.1.1.080.390.5	0.00	\$ 13,727	\$ 11,140	0.00	\$ 14,072	\$ 11,649		\$ 14,429		\$ 14,785	\$ 356	\$ -	2.47%
Extended Responsibilities	001.101.2315.1.1.029.150.5	0.00	\$ 11,395	\$ 9,342	0.00	\$ 11,628	\$ 8,089		\$ 12,969		\$ 14,386	\$ 1,417	\$ -	10.93%
Prof Salary-Extra-Curricular	001.101.3520.1.1.029.140.5	0.00	\$ 1,672	\$ 1,672	0.00	\$ 1,714	\$ 1,714		\$ 1,757		\$ 4,671	\$ 2,914	\$ -	165.85%
<b>Sub Total</b>		<b>18.40</b>	<b>\$ 1,300,140</b>	<b>\$ 1,287,181</b>	<b>18.40</b>	<b>\$ 1,351,057</b>	<b>\$ 1,290,628</b>	<b>18.50</b>	<b>\$ 1,338,950</b>	<b>18.50</b>	<b>\$ 1,371,124</b>	<b>\$ 32,174</b>	<b>\$ -</b>	<b>2.40%</b>
<b>Special Education</b>														
Team Chair Salary	001.101.2315.2.1.099.100.5	0.00	\$ -	\$ -	0.00	\$ -	\$ -		\$ -		\$ -	\$ -	\$ -	#DIV/0!
SPED Teachers	001.101.2310.2.1.099.100.5	3.00	\$ 165,617	\$ 142,526	3.00	\$ 139,641	\$ 153,542	3.00	\$ 162,874	3.00	\$ 130,156	\$ (32,718)	\$ -	-20.09%
Related Services- OT, PT, SLP	001.101.2320.2.1.099.100.5	1.30	\$ 95,962	\$ 79,462	0.60	\$ 45,397	\$ 83,228	1.10	\$ 73,902	1.10	\$ 87,229	\$ 13,327	\$ -	18.03%
SPED TA Salary	001.101.2330.2.1.093.300.5	5.00	\$ 114,612	\$ 133,087	3.00	\$ 103,232	\$ 162,728	6.50	\$ 190,305	6.00	\$ 152,966	\$ (37,339)	\$ -	-19.62%
School Psychologist Salary	001.101.2800.2.1.099.100.5	0.00	\$ -	\$ -	0.00	\$ -	\$ -		\$ -		\$ -	\$ -	\$ -	#DIV/0!
Buker SPED Non-Exp Supplies and Materials	001.101.2420.2.1.099.520.5	0.00	\$ 2,000	\$ 1,920		\$ 2,000	\$ -		\$ 2,000		\$ 2,000	\$ -	\$ -	0.00%
Exp Materials-Buker SPED	001.101.2430.2.1.017.500.5	0.00	\$ 1,000	\$ 589		\$ 1,000	\$ 444		\$ 1,000		\$ 1,000	\$ -	\$ -	0.00%
<b>Sub Total</b>		<b>9.30</b>	<b>\$ 379,191</b>	<b>\$ 357,583</b>	<b>6.60</b>	<b>\$ 291,270</b>	<b>\$ 399,942</b>	<b>10.60</b>	<b>\$ 430,080</b>	<b>10.10</b>	<b>\$ 373,351</b>	<b>\$ (56,729)</b>	<b>\$ -</b>	<b>-13.19%</b>
<b>Supplies/Materials</b>														
<b>Sub Total</b>		<b>0.00</b>	<b>\$ 41,715</b>	<b>\$ 45,096</b>	<b>0.00</b>	<b>\$ 51,715</b>	<b>\$ 51,525</b>	<b>-</b>	<b>\$ 89,670</b>	<b>-</b>	<b>\$ 61,116</b>	<b>\$ (28,554)</b>	<b>\$ -</b>	<b>-31.84%</b>
<b>Health/Counseling Services</b>														
School Nurse	001.101.3200.1.1.042.130.5	1.00	\$ 53,460	\$ 53,460	1.00	\$ 57,822	\$ 57,822	1.00	\$ 62,142	1.00	\$ 66,603	\$ 4,461	\$ -	7.18%
Contracted Services-Health	001.101.3200.1.1.042.400.5	0.00	\$ 250	\$ 130		\$ 250	\$ -		\$ 250		\$ 250	\$ -	\$ -	0.00%
Exp Material-Health	001.101.3200.1.1.042.500.5	0.00	\$ 1,000	\$ 899		\$ 1,000	\$ 572		\$ 1,000		\$ 1,000	\$ -	\$ -	0.00%
Prof. Dev.-Health	001.101.3200.1.1.042.600.5	0.00	\$ 750	\$ 846		\$ 750	\$ 696		\$ 750		\$ 750	\$ -	\$ -	0.00%
<b>Sub Total</b>		<b>1.00</b>	<b>\$ 55,460</b>	<b>\$ 55,335</b>	<b>1.00</b>	<b>\$ 59,822</b>	<b>\$ 59,091</b>	<b>1.00</b>	<b>\$ 64,142</b>	<b>1.00</b>	<b>\$ 68,603</b>	<b>\$ 4,461</b>	<b>\$ -</b>	<b>6.95%</b>
<b>Technology</b>														
Technology Aides	001.101.2330.1.1.027.300.5	0.00	\$ -	\$ -	0.00	\$ -	\$ -		\$ -		\$ -	\$ -	\$ -	#DIV/0!
Non-Exp Materials-Tech/Math	001.101.2451.1.1.052.520.5	0.00	\$ -	\$ 1,034	0.00	\$ -	\$ -		\$ -		\$ -	\$ -	\$ -	#DIV/0!
Exp Materials-Technology	001.101.2451.1.1.027.500.5	0.00	\$ 4,500	\$ 2,459		\$ 4,500	\$ 1,940		\$ 4,500		\$ 4,500	\$ -	\$ -	0.00%
Non-Exp Materials-Technology	001.101.2451.1.1.027.520.5	0.00	\$ 6,000	\$ 1,866		\$ 6,000	\$ 6,439		\$ 6,000		\$ 6,000	\$ -	\$ -	0.00%
<b>Sub Total</b>		<b>0.00</b>	<b>\$ 10,500</b>	<b>\$ 5,358</b>	<b>0.00</b>	<b>\$ 10,500</b>	<b>\$ 8,379</b>	<b>-</b>	<b>\$ 10,500</b>	<b>-</b>	<b>\$ 10,500</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0.00%</b>
<b>Instructional Services Total</b>		<b>30.62</b>	<b>\$ 1,967,143</b>	<b>\$ 1,929,354</b>	<b>29.92</b>	<b>\$ 1,948,522</b>	<b>\$ 1,995,197</b>	<b>34.02</b>	<b>\$ 2,126,962</b>	<b>31.51</b>	<b>\$ 2,067,749</b>	<b>\$ (59,243)</b>	<b>\$ -</b>	<b>-2.79%</b>
<b>Facilities</b>														
Custodial Salary	001.101.4110.9.1.099.320.5	2.00	\$ 95,657	\$ 98,503	2.00	\$ 97,656	\$ 98,546	2.00	\$ 100,099	2.00	\$ 103,396	\$ 3,297	\$ -	3.29%
Custodial Clothing Allowance	001.101.4110.9.9.099.600.5	0.00	\$ 650	\$ 474		\$ 650	\$ 579		\$ 650		\$ 650	\$ -	\$ -	0.00%
Special Projects	001.101.4220.9.1.099.430.5	0.00	\$ 2,500	\$ 4,064		\$ 30,000	\$ 31,577		\$ -		\$ -	\$ -	\$ -	#DIV/0!
Yearly Repairs	001.101.4220.9.1.099.421.5	0.00	\$ 13,300	\$ 13,790		\$ 14,000	\$ 13,823		\$ 15,500		\$ 15,500	\$ -	\$ -	0.00%
Yearly Maintenance	001.101.4220.9.1.099.420.5	0.00	\$ 11,200	\$ 17,375		\$ 17,900	\$ 21,014		\$ 14,900		\$ 14,900	\$ -	\$ -	0.00%
Custodial Supplies and Materials	001.101.4110.9.1.099.500.5	0.00	\$ 11,000	\$ 12,132		\$ 11,000	\$ 19,545		\$ 11,000		\$ 11,000	\$ -	\$ -	0.00%
<b>Sub Total</b>		<b>2.00</b>	<b>\$ 134,307</b>	<b>\$ 146,337</b>	<b>2.00</b>	<b>\$ 171,206</b>	<b>\$ 185,083</b>	<b>2.00</b>	<b>\$ 142,149</b>	<b>2.00</b>	<b>\$ 145,446</b>	<b>\$ 3,297</b>	<b>\$ -</b>	<b>2.32%</b>
<b>Utilities</b>														
Heating Oil	001.101.4120.9.1.099.660.5	0.00	\$ -	\$ -		\$ -	\$ -		\$ -		\$ -	\$ -	\$ -	#DIV/0!
Gas Service	001.101.4120.9.1.099.670.5	0.00	\$ 26,000	\$ 34,127		\$ 23,972	\$ 30,107		\$ 34,127		\$ 30,107	\$ (4,020)	\$ -	-11.78%
Electricity	001.101.4130.9.1.099.650.5	0.00	\$ 30,274	\$ 30,315		\$ 25,758	\$ 28,311		\$ 30,315		\$ 28,311	\$ (2,004)	\$ -	-6.61%
Telephone	001.101.4130.9.1.099.680.5	0.00	\$ 7,351	\$ 7,949		\$ 7,377	\$ 7,831		\$ 7,949		\$ 7,831	\$ (118)	\$ -	-1.48%
Water	001.101.4130.9.1.099.690.5	0.00	\$ 2,322	\$ 1,530		\$ 1,745	\$ 1,167		\$ 1,530		\$ 1,167	\$ (363)	\$ -	-23.73%
<b>Sub Total</b>		<b>0.00</b>	<b>\$ 65,947</b>	<b>\$ 73,920</b>	<b>0.00</b>	<b>\$ 58,853</b>	<b>\$ 67,416</b>	<b>-</b>	<b>\$ 73,920</b>	<b>-</b>	<b>\$ 67,416</b>	<b>\$ (6,505)</b>	<b>\$ -</b>	<b>-8.80%</b>
<b>Operations/Maintenance Total</b>		<b>2.00</b>	<b>\$ 200,254</b>	<b>\$ 220,257</b>	<b>2.00</b>	<b>\$ 230,059</b>	<b>\$ 252,498</b>	<b>2.00</b>	<b>\$ 216,069</b>	<b>2.00</b>	<b>\$ 212,861</b>	<b>\$ (1,207)</b>	<b>\$ -</b>	<b>-1.46%</b>
<b>Total:</b>		<b>32.62</b>	<b>\$ 2,167,398</b>	<b>\$ 2,149,611</b>	<b>29.92</b>	<b>\$ 2,178,581</b>	<b>\$ 2,247,695</b>	<b>34.02</b>	<b>\$ 2,343,031</b>	<b>33.51</b>	<b>\$ 2,280,580</b>	<b>\$ (62,451)</b>	<b>\$ -</b>	<b>-2.67%</b>

**Hamilton Wenham Regional School District FY20 Budget**  
**Cutler Elementary School**

Cutler Elementary Programs		FY17		FY17		FY18		FY18		FY19		FY19		FY20		FY20		Change FY19 to FY20	
		FTE	Budget	Actuals	FTE	Budget	Actuals	FTE	Budget	FTE	Budget	FTE	Budget	\$	%				
Administration																			
Principal Salary	001.102.2210.1.1.090.100.5	1.00	\$ 117,946	\$ 117,945	1.00	\$ 120,894	\$ 120,894	1.00	\$ 123,916	1.00	\$ 127,015	\$ 3,099	2.50%						
Clerical Salary	001.102.2210.1.1.090.200.5	0.92	\$ 49,787	\$ 41,345	0.92	\$ 41,048	\$ 41,048	0.92	\$ 42,915	0.91	\$ 44,528	\$ 1,613	3.76%						
Contracted Services	001.102.2210.1.1.090.400.5	0.00	\$ 845	\$ 951		\$ 845	\$ 240		\$ 845		\$ 845	\$ -	0.00%						
Expendable Materials	001.102.2210.1.1.090.500.5		\$ 10,000	\$ 8,528		\$ 10,000	\$ 8,475		\$ 10,000		\$ 10,000	\$ -	0.00%						
Cutler Teacher PD	001.102.2357.1.1.073.600.5					\$ -	\$ -		\$ 6,075		\$ 6,095	\$ 20	0.33%						
Affiliations/Conferences	001.102.2357.1.1.090.690.5		\$ 1,425	\$ 584		\$ 1,425	\$ 1,463		\$ 1,425		\$ 1,425	\$ -	0.00%						
Sub Total		1.92	\$ 180,003	\$ 169,353	1.92	\$ 174,212	\$ 172,120	1.92	\$ 185,177	1.91	\$ 189,908	\$ 4,731	2.55%						
Regular Ed Instruction																			
Classroom Teachers	001.102.2305.1.1.099.100.5	13.00	\$ 1,033,539	\$ 1,030,289	13.00	\$ 1,043,370	\$ 1,055,578	14.00	\$ 1,107,079	13.00	\$ 1,088,544	\$ (18,535)	-1.67%						
KGD Teachers	001.102.2305.1.5.018.100.5	0.00	\$ -	\$ -	0.00	\$ -	\$ -		\$ -		\$ -	\$ -	#DIV/0!						
Specialist Teachers	001.102.2310.1.1.099.100.5	2.90	\$ 205,635	\$ 207,385	2.90	\$ 213,740	\$ 205,464	2.80	\$ 209,804	2.80	\$ 217,845	\$ 8,041	3.83%						
Contracted Services-Art	001.102.2330.1.1.020.400.5	0.00	\$ 120	\$ -		\$ 120	\$ -		\$ 120		\$ 120	\$ -	0.00%						
Contracted Services-Music	001.102.2330.1.1.054.400.5	0.00	\$ 300	\$ 200		\$ 300	\$ 200		\$ 300		\$ 300	\$ -	0.00%						
Technology Instructor	001.102.2310.1.1.027.100.5	1.00	\$ 87,447	\$ 89,697	1.00	\$ 89,633	\$ 91,883	1.00	\$ 91,874	1.00	\$ 93,941	\$ 2,067	2.25%						
Librarian	001.102.2340.1.1.050.100.5	0.00	\$ -	\$ -	0.00	\$ -	\$ -		\$ -		\$ -	\$ -	#DIV/0!						
Adjustment Counselor	001.102.2710.1.1.041.100.5	1.00	\$ 87,447	\$ 89,197	1.00	\$ 89,633	\$ 89,922	1.00	\$ 91,874	1.00	\$ 93,941	\$ 2,067	2.25%						
Extended Responsibilities	001.102.2315.1.1.029.150.5	0.00	\$ 11,395	\$ 9,376	0.00	\$ 11,628	\$ 9,577		\$ 12,969		\$ 14,386	\$ 1,417	10.93%						
Instructional Aides	001.102.2330.1.1.093.300.5	2.56	\$ 67,581	\$ 64,876	2.56	\$ 69,866	\$ 67,814	2.56	\$ 70,780	2.56	\$ 72,546	\$ 1,766	2.50%						
Noon Aides Salary	001.102.3400.1.1.080.390.5	0.00	\$ 13,727	\$ 8,096	0.00	\$ 14,072	\$ 5,629		\$ 14,429		\$ 14,785	\$ 356	2.47%						
Prof Salary-Extra-Curricular	001.102.3520.1.1.029.140.5	0.00	\$ 1,672	\$ 1,672	0.00	\$ 1,714	\$ 1,714		\$ 1,757		\$ 4,671	\$ 2,914	165.85%						
Sub Total		20.46	\$ 1,508,863	\$ 1,500,788	20.46	\$ 1,534,076	\$ 1,527,781	21.36	\$ 1,600,986	20.36	\$ 1,601,079	\$ 93	0.01%						
Special Education																			
Team Chair Salary	001.102.2315.2.1.099.100.5	0.00	\$ -	\$ -	0.00	\$ -	\$ -		\$ -		\$ -	\$ -	#DIV/0!						
SPED Teachers	001.102.2310.2.1.099.100.5	5.00	\$ 357,326	\$ 355,735	5.00	\$ 380,284	\$ 339,725	5.00	\$ 314,813	6.08	\$ 391,156	\$ 76,343	24.25%						
Related Services- OT, PT, SLP	001.102.2320.2.1.099.100.5	1.00	\$ 85,840	\$ 121,012	1.00	\$ 75,662	\$ 87,831	0.50	\$ 38,777	0.50	\$ 39,650	\$ 873	2.25%						
SPED TA Salary	001.102.2330.2.1.093.300.5	7.44	\$ 180,775	\$ 184,051	7.43	\$ 192,819	\$ 228,919	7.93	\$ 216,684	7.63	\$ 202,857	\$ (13,827)	-6.38%						
School Psychologist	001.102.2800.2.1.099.100.5	0.00	\$ -	\$ -	0.00	\$ -	\$ -		\$ -		\$ -	\$ -	#DIV/0!						
SPED Non-Exp Supplies and Materials	001.102.2420.2.1.099.520.5	0.00	\$ 2,000	\$ 1,202		\$ 2,000	\$ 875		\$ 2,000		\$ 2,000	\$ -	0.00%						
Exp Materials-Cutler SPED	001.102.2430.2.1.017.500.5	0.00	\$ 1,000	\$ 25		\$ 1,000	\$ 468		\$ 1,000		\$ 1,000	\$ -	0.00%						
Sub Total		13.44	\$ 626,941	\$ 662,025	13.43	\$ 651,765	\$ 607,818	13.43	\$ 573,274	14.21	\$ 636,663	\$ 63,388	11.06%						
Supplies/Materials																			
Sub Total			\$ 48,585	\$ 50,981		\$ 53,585	\$ 53,461		\$ 88,572		\$ 60,018	\$ (28,554)	-32.24%						
Health/Caring Services																			
School Nurse	001.102.3200.1.1.042.130.5	1.00	\$ 32,148	\$ 32,148	1.00	\$ 32,950	\$ 32,950	1.00	\$ 33,775	1.00	\$ 34,624	\$ 849	2.51%						
Contracted Services-Health	001.102.3200.1.1.042.400.5	0.00	\$ -	\$ -		\$ -	\$ -		\$ -		\$ -	\$ -	#DIV/0!						
Exp Material-Health	001.102.3200.1.1.042.500.5	0.00	\$ 1,200	\$ 955		\$ 1,200	\$ 1,477		\$ 1,200		\$ 1,200	\$ -	0.00%						
Prof Dev-Health	001.102.3200.1.1.042.600.5	0.00	\$ 750	\$ 109		\$ 750	\$ 217		\$ 750		\$ 750	\$ -	0.00%						
Sub Total		1.00	\$ 34,098	\$ 33,213	1.00	\$ 34,900	\$ 34,644	1.00	\$ 35,725	1.00	\$ 36,574	\$ 849	2.38%						
Technology																			
Technology Aides	001.102.2330.1.1.027.300.5	0.00	\$ -	\$ -	0.00	\$ -	\$ -		\$ -		\$ -	\$ -	#DIV/0!						
Contracted Services Technology Maintenance	001.102.2451.1.1.027.400.5	0.00	\$ 400	\$ -		\$ -	\$ -		\$ -		\$ -	\$ -	#DIV/0!						
Exp Materials-Technology	001.102.2451.1.1.027.500.5	0.00	\$ 4,500	\$ 3,802		\$ 4,500	\$ 2,984		\$ 4,500		\$ 4,500	\$ -	0.00%						
Non-Exp Materials-Technology	001.102.2451.1.1.027.520.5	0.00	\$ 6,000	\$ 5,803		\$ 6,000	\$ 7,789		\$ 6,000		\$ 6,000	\$ -	0.00%						
Sub Total		0.00	\$ 10,900	\$ 9,604	0.00	\$ 10,500	\$ 10,774		\$ 10,500		\$ 10,500	\$ -	0.00%						
Instructional Services Total		36.82	\$ 2,406,390	\$ 2,425,963	36.81	\$ 2,450,038	\$ 2,406,596	37.71	\$ 2,494,235	37.49	\$ 2,534,713	\$ 40,508	1.62%						
Facilities																			
Custodial Salary	001.102.4110.9.1.099.320.5	2.00	\$ 95,657	\$ 95,651	2.00	\$ 97,656	\$ 97,656	2.00	\$ 100,099	2.00	\$ 103,396	\$ 3,297	3.29%						
Custodial Clothing Allowance	001.102.4110.9.1.099.600.5	0.00	\$ 650	\$ 403		\$ 650	\$ 729		\$ 650		\$ 650	\$ -	0.00%						
Special Projects	001.102.4220.9.1.099.430.5	0.00	\$ 2,500	\$ 4,085		\$ 15,000	\$ 13,728		\$ -		\$ -	\$ -	#DIV/0!						
Yearly Repairs	001.102.4220.9.1.099.421.5	0.00	\$ 13,300	\$ 16,954		\$ 14,000	\$ 12,598		\$ 15,500		\$ 15,500	\$ -	0.00%						
Yearly Maintenance	001.102.4220.9.1.099.420.5	0.00	\$ 10,850	\$ 17,964		\$ 18,050	\$ 18,286		\$ 18,800		\$ 18,800	\$ -	0.00%						
Custodial Supplies and Materials	001.102.4110.9.1.099.500.5	0.00	\$ 11,000	\$ 9,302		\$ 11,000	\$ 18,091		\$ 11,000		\$ 11,000	\$ -	0.00%						
Sub Total		2.00	\$ 133,957	\$ 144,359	2.00	\$ 156,356	\$ 161,087	2.00	\$ 146,049	2.00	\$ 149,346	\$ 3,297	2.26%						
Utilities																			
Heating Oil	001.102.4120.9.1.099.660.5	0.00	\$ -	\$ -		\$ -	\$ -		\$ -		\$ -	\$ -	#DIV/0!						
Gas Service	001.102.4120.9.1.099.670.5	0.00	\$ 20,000	\$ 14,806		\$ 21,171	\$ 25,185		\$ 14,806		\$ 25,185	\$ 10,380	70.10%						
Electricity	001.102.4130.9.1.099.650.5	0.00	\$ 32,285	\$ 30,609		\$ 28,588	\$ 29,472		\$ 30,609		\$ 29,472	\$ (1,137)	-3.71%						
Telephone	001.102.4130.9.1.099.680.5	0.00	\$ 5,355	\$ 10,845		\$ 7,919	\$ 9,670		\$ 10,845		\$ 9,670	\$ (1,175)	-10.83%						
Water	001.102.4130.9.1.099.690.5	0.00	\$ 2,306	\$ 2,717		\$ 2,474	\$ 2,242		\$ 2,717		\$ 2,242	\$ (476)	-17.50%						
Sub Total		0.00	\$ 59,946	\$ 58,977	0.00	\$ 60,152	\$ 66,569	0.00	\$ 58,977	0.00	\$ 66,569	\$ 7,593	12.87%						
Operations/Maintenance Total		3.00	\$ 199,903	\$ 203,336	2.00	\$ 216,508	\$ 227,656	2.00	\$ 205,025	2.00	\$ 215,915	\$ 10,890	5.31%						
Total:		38.82	\$ 2,603,293	\$ 2,629,299	38.81	\$ 2,675,546	\$ 2,634,253	39.71	\$ 2,699,260	39.49	\$ 2,750,658	\$ 51,398	1.90%						



**Hamilton Wenham Regional School District FY20 Budget**  
**Winthrop Elementary School**

Winthrop Elementary Programs		FY17 ITE	FY17 Budget	FY17 Actuals	FY18 ITE	FY18 Budget	FY18 Actuals	FY19 ITE	FY19 Budget	FY20 ITE	FY20 Budget	Change FY19-FY20	
												\$	%
<b>Administration</b>													
Principal Salary	001.103.2210.1.1.090.100.5	1.00	\$ 117,762	\$ 117,761	1.00	\$ 120,706	\$ 120,706	1.00	\$ 123,724	1.00	\$ 126,817	\$ 3,093	2.50%
Clerical Salary	001.103.2210.1.1.090.200.5	0.92	\$ 48,287	\$ 48,489	0.92	\$ 49,726	\$ 49,726	0.92	\$ 51,007	0.91	\$ 51,946	\$ 939	1.84%
Contracted Services	001.103.2210.1.1.090.400.5	-	\$ 1,300	\$ 767	-	\$ 1,300	\$ 719	-	\$ 1,300	-	\$ 1,300	\$ -	0.00%
Expendable Materials	001.103.2210.1.1.090.500.5	-	\$ 10,000	\$ 10,261	-	\$ 10,000	\$ 10,356	-	\$ 10,000	-	\$ 10,000	\$ -	0.00%
Non Expendable Materials	001.103.2210.1.1.090.520.5	-	\$ -	\$ -	-	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Winthrop Teacher PD	001.103.2357.1.1.073.600.5	-	\$ -	\$ -	-	\$ -	\$ -	-	\$ 7,475	-	\$ 7,475	\$ -	0.00%
Affiliations/Conferences	001.103.2357.1.1.090.690.5	-	\$ 2,000	\$ 1,204	-	\$ 2,000	\$ 214	-	\$ 2,000	-	\$ 2,000	\$ -	0.00%
Non-Exp Technology	001.103.2451.1.1.090.520.5	-	\$ -	\$ -	-	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
<b>Sub Total</b>		<b>1.92</b>	<b>\$ 179,349</b>	<b>\$ 178,481</b>	<b>1.92</b>	<b>\$ 183,732</b>	<b>\$ 181,721</b>	<b>1.92</b>	<b>\$ 195,505</b>	<b>1.91</b>	<b>\$ 199,538</b>	<b>\$ 4,033</b>	<b>2.06%</b>
<b>Regular Instruction</b>													
Classroom Teachers	001.103.2305.1.1.099.100.5	13.00	\$ 969,969	\$ 965,719	13.00	\$ 1,021,801	\$ 1,005,211	13.00	\$ 1,047,242	13.00	\$ 1,081,472	\$ 34,230	3.27%
KGD Teachers	001.103.2305.1.5.018.100.5	-	\$ -	\$ -	-	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Specialist Teachers	001.103.2310.1.1.099.100.5	2.80	\$ 229,097	\$ 229,847	2.80	\$ 236,589	\$ 234,412	2.80	\$ 243,202	2.80	\$ 254,481	\$ 11,279	4.64%
Contracted Services-Art	001.103.2330.1.1.020.400.5	-	\$ -	\$ -	-	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Contracted Services-Music	001.103.2330.1.1.054.400.5	-	\$ -	\$ -	-	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Technology Instructor	001.103.2310.1.1.027.100.5	1.00	\$ 84,054	\$ 84,054	1.00	\$ 86,155	\$ 89,236	1.00	\$ 90,186	1.00	\$ 93,941	\$ 3,755	4.16%
Librarian	001.103.2340.1.1.050.100.5	-	\$ -	\$ -	-	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Adjustment Counselor	001.103.2710.1.1.041.100.5	1.00	\$ 53,071	\$ 53,071	1.00	\$ 57,113	\$ 57,113	1.00	\$ 65,380	1.00	\$ 70,027	\$ 4,647	7.11%
Instructional Aides	001.103.2330.1.1.093.300.5	2.50	\$ 66,353	\$ 64,396	2.50	\$ 68,249	\$ 64,900	2.50	\$ 69,050	2.50	\$ 70,334	\$ 1,284	1.86%
Extended Responsibilities	001.103.2315.1.1.029.150.5	-	\$ 11,395	\$ 9,342	-	\$ 11,628	\$ 9,577	-	\$ 12,969	-	\$ 14,386	\$ 1,417	10.93%
Noon Aides Salary	001.103.3400.1.1.080.390.5	-	\$ 18,302	\$ 13,479	-	\$ 18,763	\$ 14,255	-	\$ 19,238	-	\$ 19,714	\$ 475	2.47%
Prof Salary-Extra-Curricular	001.103.3520.1.1.029.140.5	-	\$ 1,672	\$ 4,538	-	\$ 1,714	\$ 1,714	-	\$ 1,757	-	\$ 4,671	\$ 2,914	165.85%
<b>Sub Total</b>		<b>20.30</b>	<b>\$ 1,433,913</b>	<b>\$ 1,424,446</b>	<b>20.30</b>	<b>\$ 1,502,912</b>	<b>\$ 1,476,417</b>	<b>20.30</b>	<b>\$ 1,549,024</b>	<b>20.30</b>	<b>\$ 1,609,026</b>	<b>\$ 60,002</b>	<b>3.87%</b>
<b>Special Education</b>													
Preschool Team Chair Salary	001.103.2315.2.1.099.100.5	0.30	\$ 17,782	\$ 8,295	0.20	\$ 7,168	\$ 8,595	0.20	\$ 7,347	0.20	\$ 8,465	\$ 1,118	15.22%
SPED Teachers	001.103.2310.2.1.099.100.5	5.00	\$ 356,813	\$ 355,853	5.00	\$ 371,420	\$ 424,326	6.00	\$ 450,569	6.00	\$ 460,782	\$ 10,213	2.27%
SPED Preschool Teachers	001.103.2305.2.6.016.100.5	1.70	\$ 125,489	\$ 148,884	2.00	\$ 151,324	\$ 152,574	2.00	\$ 155,108	2.00	\$ 167,533	\$ 12,425	8.01%
SPED Preschool TA Salary	001.103.2330.2.6.016.300.5	2.65	\$ 48,635	\$ 57,915	3.20	\$ 60,950	\$ 61,733	3.19	\$ 64,995	3.19	\$ 69,216	\$ 4,222	6.50%
Prof-Dev SPED	001.103.2357.2.1.017.600.5	-	\$ -	\$ -	-	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
School Psychologist	001.103.2800.2.1.099.100.5	2.50	\$ -	\$ -	-	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Related Services- OT, PT, SLP	001.103.2320.2.1.099.100.5	2.50	\$ 186,177	\$ 233,898	3.50	\$ 242,486	\$ 270,423	3.90	\$ 274,777	3.90	\$ 291,581	\$ 16,804	6.12%
SPED TA Salary	001.103.2330.2.1.093.300.5	15.16	\$ 368,424	\$ 406,053	16.19	\$ 426,588	\$ 376,111	15.19	\$ 397,462	15.00	\$ 387,185	\$ (10,278)	-2.59%
SPED KGD TA Salary	001.103.2330.2.1.018.310.5	-	\$ -	\$ -	-	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
SPED Non-Exp Supplies and Materials	001.103.2420.2.1.099.520.5	-	\$ 7,200	\$ 4,157	-	\$ 7,200	\$ 1,928	-	\$ 7,200	-	\$ 7,200	\$ -	0.00%
Exp Materials-Winthrop SPED PreK	001.103.2430.2.6.016.500.5	-	\$ -	\$ -	-	\$ -	\$ 4,770	-	\$ -	-	\$ -	\$ -	#DIV/0!
Exp Materials-Winthrop SPED	001.103.2430.2.1.017.500.5	-	\$ 3,800	\$ 1,695	-	\$ 3,800	\$ 1,432	-	\$ 3,800	-	\$ 3,800	\$ -	0.00%
<b>Sub Total</b>		<b>27.31</b>	<b>\$ 1,114,320</b>	<b>\$ 1,216,749</b>	<b>30.09</b>	<b>\$ 1,270,936</b>	<b>\$ 1,301,892</b>	<b>30.49</b>	<b>\$ 1,361,258</b>	<b>30.29</b>	<b>\$ 1,395,762</b>	<b>\$ 34,504</b>	<b>2.53%</b>
<b>Student Services</b>													
<b>Sub Total</b>		<b>-</b>	<b>\$ 54,119</b>	<b>\$ 66,357</b>	<b>-</b>	<b>\$ 57,119</b>	<b>\$ 67,508</b>	<b>-</b>	<b>\$ 91,635</b>	<b>-</b>	<b>\$ 63,481</b>	<b>\$ (28,154)</b>	<b>-30.72%</b>
<b>Health/Physical Education</b>													
School Nurse	001.103.3200.1.1.042.130.5	1.00	\$ 65,833	\$ 65,833	1.00	\$ 67,479	\$ 67,479	1.00	\$ 69,166	1.00	\$ 70,722	\$ 1,556	2.25%
Contracted Services-Health	001.103.3200.1.1.042.400.5	-	\$ 250	\$ 155	-	\$ 250	\$ -	-	\$ 250	-	\$ 250	\$ -	0.00%
Exp Material-Health	001.103.3200.1.1.042.500.5	-	\$ 1,200	\$ 1,205	-	\$ 1,200	\$ 786	-	\$ 1,200	-	\$ 1,200	\$ -	0.00%
Prof-Dev-Health	001.103.3200.1.1.042.600.5	-	\$ 750	\$ 349	-	\$ 750	\$ 168	-	\$ 750	-	\$ 750	\$ -	0.00%
<b>Sub Total</b>		<b>1.00</b>	<b>\$ 68,033</b>	<b>\$ 67,542</b>	<b>1.00</b>	<b>\$ 69,679</b>	<b>\$ 68,433</b>	<b>1.00</b>	<b>\$ 71,366</b>	<b>1.00</b>	<b>\$ 72,922</b>	<b>\$ 1,556</b>	<b>2.18%</b>
<b>Technology</b>													
Technology Aides	001.103.2330.1.1.027.300.5	-	\$ -	\$ -	-	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Contracted Services Technology	001.103.2451.1.1.027.400.5	-	\$ -	\$ -	-	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Contracted Services Technology Maintenance	001.103.2451.1.1.027.420.5	-	\$ -	\$ -	-	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Exp Materials-Technology	001.103.2451.1.1.027.500.5	-	\$ 4,500	\$ 3,290	-	\$ 4,500	\$ 3,640	-	\$ 4,500	-	\$ 4,500	\$ -	0.00%
Non-Exp Materials-Technology	001.103.2451.1.1.027.520.5	-	\$ 6,000	\$ 2,003	-	\$ 6,000	\$ 4,782	-	\$ 6,000	-	\$ 6,000	\$ -	0.00%
<b>Sub Total</b>		<b>-</b>	<b>\$ 10,500</b>	<b>\$ 5,292</b>	<b>-</b>	<b>\$ 10,500</b>	<b>\$ 8,422</b>	<b>-</b>	<b>\$ 10,500</b>	<b>-</b>	<b>\$ 10,500</b>	<b>\$ -</b>	<b>0.00%</b>
<b>Instructional Services Total</b>		<b>48.61</b>	<b>\$ 2,602,734</b>	<b>\$ 2,952,670</b>	<b>59.39</b>	<b>\$ 1,999,978</b>	<b>\$ 1,104,392</b>	<b>51.91</b>	<b>\$ 2,227,243</b>	<b>51.54</b>	<b>\$ 2,301,240</b>	<b>\$ 71,941</b>	<b>3.19%</b>
<b>Maintenance</b>													
Custodial Salary	001.103.4110.9.1.099.320.5	2.00	\$ 95,657	\$ 95,651	2.00	\$ 97,656	\$ 97,656	2.00	\$ 100,099	2.00	\$ 103,196	\$ 3,297	3.29%
Custodial Clothing Allowance	001.103.4110.9.9.099.600.5	-	\$ 650	\$ 812	-	\$ 650	\$ 814	-	\$ 650	-	\$ 650	\$ -	0.00%
Special Projects	001.103.4220.9.1.099.430.5	-	\$ 5,000	\$ 4,813	-	\$ 10,000	\$ 4,879	-	\$ -	-	\$ -	\$ -	#DIV/0!
Yearly Repairs	001.103.4220.9.1.099.421.5	-	\$ 18,000	\$ 21,239	-	\$ 14,000	\$ 13,838	-	\$ 15,500	-	\$ 15,500	\$ -	0.00%
Yearly Maintenance	001.103.4220.9.1.099.420.5	-	\$ 9,200	\$ 15,938	-	\$ 12,400	\$ 15,790	-	\$ 16,400	-	\$ 16,400	\$ -	0.00%
Custodial Supplies and Materials	001.103.4110.9.1.099.500.5	-	\$ 11,000	\$ 12,690	-	\$ 11,000	\$ 22,972	-	\$ 11,000	-	\$ 11,000	\$ -	0.00%
<b>Sub Total</b>		<b>2.00</b>	<b>\$ 139,507</b>	<b>\$ 151,142</b>	<b>2.00</b>	<b>\$ 145,706</b>	<b>\$ 155,949</b>	<b>2.00</b>	<b>\$ 143,649</b>	<b>2.00</b>	<b>\$ 146,946</b>	<b>\$ 3,297</b>	<b>2.30%</b>
<b>Utilities</b>													
Heating Oil	001.103.4120.9.1.099.660.5	-	\$ -	\$ -	-	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Gas Service	001.103.4120.9.1.099.670.5	-	\$ 24,000	\$ 24,531	-	\$ 21,252	\$ 23,211	-	\$ 24,531	-	\$ 23,211	\$ (1,320)	-5.38%
Electricity	001.103.4130.9.1.099.650.5	-	\$ 41,841	\$ 37,635	-	\$ 34,844	\$ 34,781	-	\$ 37,635	-	\$ 34,781	\$ (2,854)	-7.58%
Telephone	001.103.4130.9.1.099.680.5	-	\$ 6,935	\$ 11,649	-	\$ 9,921	\$ 10,561	-	\$ 11,649	-	\$ 10,561	\$ (1,088)	-9.34%
Water	001.103.4130.9.1.099.690.5	-	\$ 2,033	\$ 3,465	-	\$ 2,980	\$ 3,115	-	\$ 3,465	-	\$ 3,115	\$ (350)	-10.10%
<b>Sub Total</b>		<b>-</b>	<b>\$ 74,809</b>	<b>\$ 77,780</b>	<b>-</b>	<b>\$ 68,953</b>	<b>\$ 71,669</b>	<b>-</b>	<b>\$ 77,280</b>	<b>-</b>	<b>\$ 71,669</b>	<b>\$ (5,611)</b>	<b>-7.26%</b>
<b>Operational Maintenance Total</b>		<b>2.00</b>	<b>\$ 214,316</b>	<b>\$ 228,922</b>	<b>2.00</b>	<b>\$ 214,709</b>	<b>\$ 227,618</b>	<b>2.00</b>	<b>\$ 220,929</b>	<b>2.00</b>	<b>\$ 218,614</b>	<b>\$ (2,315)</b>	<b>-1.02%</b>
<b>Total</b>		<b>52.53</b>	<b>\$ 3,074,550</b>	<b>\$ 3,187,389</b>	<b>55.31</b>	<b>\$ 3,308,681</b>	<b>\$ 3,332,011</b>	<b>55.71</b>	<b>\$ 3,500,218</b>	<b>55.51</b>	<b>\$ 3,569,844</b>	<b>\$ 69,626</b>	<b>1.99%</b>



Hamilton Wenham Regional School District FY20 Budget  
Miles River Middle School

Miles River SIS Programs		FY17 FTE	FY17 Budget	FY17 Actuals	FY18 FTE	FY18 Budget	FY18 Actuals	FY19 FTE	FY19 Budget	FY20 FTE	FY20 Budget	Change FY19 to FY20	
												\$	%
<b>Administration</b>													
Principal Salary	001.200.2210.1.2.090.100.5	2.00	\$ 200,670	\$ 200,669	2.00	\$ 205,587	\$ 216,000	2.00	\$ 221,400	2.00	\$ 226,935	\$ 5,535	2.50%
Clerical Salary	001.200.2210.1.2.090.200.5	1.28	\$ 66,303	\$ 64,929	1.28	\$ 68,197	\$ 66,956	1.28	\$ 70,149	1.27	\$ 71,897	\$ 1,748	2.49%
Contracted Services	001.200.2210.1.2.090.400.5	0.00	\$ 2,500	\$ 2,337		\$ 2,500	\$ 2,850	-	\$ 2,500	-	\$ 2,500	\$ -	0.00%
Expendable Materials	001.200.2210.1.2.090.500.5	0.00	\$ 15,000	\$ 27,792		\$ 15,000	\$ 22,860	-	\$ 15,000	-	\$ 15,000	\$ -	0.00%
PD-Principals	001.200.2357.1.2.090.600.5	0.00	\$ 2,400	\$ 1,024		\$ 2,400	\$ 1,038	-	\$ 2,400	-	\$ 2,400	\$ -	0.00%
Affiliations-Conferences	001.200.2357.1.2.090.690.5	0.00	\$ 1,500	\$ 1,908		\$ 1,500	\$ -	-	\$ 1,500	-	\$ 1,500	\$ -	0.00%
<b>Sub Total</b>		<b>3.28</b>	<b>\$ 288,373</b>	<b>\$ 298,660</b>	<b>3.28</b>	<b>\$ 295,284</b>	<b>\$ 309,705</b>	<b>3.28</b>	<b>\$ 312,949</b>	<b>3.27</b>	<b>\$ 320,232</b>	<b>\$ 7,283</b>	<b>2.33%</b>
<b>Regular Ed Instruction</b>													
<b>Staffing</b>													
Classroom Teachers	001.200.2305.1.2.099.100.5	29.20	\$ 2,179,961	\$ 2,117,692	29.70	\$ 2,246,652	\$ 2,273,040	29.80	\$ 2,383,105	29.80	\$ 2,410,907	\$ 27,802	1.17%
Specialist Teachers	001.200.2310.1.2.099.100.5	0.50	\$ 43,724	\$ 44,348	0.50	\$ 44,817	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Contracted Services-Music	001.200.2330.1.2.054.400.5	0.00	\$ 1,520	\$ 1,498		\$ 1,520	\$ 1,319	-	\$ 1,520	-	\$ 1,520	\$ -	0.00%
Contracted Services-Science	001.200.2330.1.2.064.400.5	0.00	\$ 750	\$ 611		\$ 750	\$ 660	-	\$ 750	-	\$ 750	\$ -	0.00%
Technology Instructor	001.200.2310.1.2.027.100.5	0.00	\$ -	\$ -	0.00	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Librarian	001.200.2340.1.2.050.100.5	0.50	\$ 42,027	\$ 42,027	0.50	\$ 43,993	\$ 43,078	1.00	\$ 74,364	1.00	\$ 90,225	\$ 15,861	21.33%
Library Aide	001.200.2340.1.2.050.300.5	0.80	\$ 21,080	\$ 21,279	0.80	\$ 21,825	\$ 8,522	-	\$ -	-	\$ -	\$ -	#DIV/0!
Prof Salary-Extra-Responsibilities	001.200.2315.1.2.029.150.5	0.00	\$ 25,229	\$ 22,153	0.00	\$ 25,783	\$ 22,708	-	\$ 27,426	-	\$ 31,540	\$ 4,114	15.00%
Xtra Curr Salary	001.200.3520.1.2.029.140.5	0.00	\$ 22,667	\$ 24,607	0.00	\$ 26,599	\$ 25,874	-	\$ 29,209	-	\$ 30,318	\$ 1,109	3.80%
<b>Sub Total-Reg Ed Staffing</b>		<b>31.00</b>	<b>\$ 2,336,958</b>	<b>\$ 2,274,216</b>	<b>31.50</b>	<b>\$ 2,411,938</b>	<b>\$ 2,375,201</b>	<b>30.80</b>	<b>\$ 2,516,374</b>	<b>30.80</b>	<b>\$ 2,565,260</b>	<b>\$ 48,886</b>	<b>1.94%</b>
<b>Professional Development</b>													
<b>Sub Total-PD</b>		<b>\$ -</b>	<b>\$ 9,350</b>	<b>\$ 5,009</b>	<b>\$ -</b>	<b>\$ 9,350</b>	<b>\$ 6,317</b>	<b>\$ -</b>	<b>\$ 10,462</b>	<b>\$ -</b>	<b>\$ 10,461</b>	<b>\$ (0)</b>	<b>0.00%</b>
<b>Student Support Services</b>													
Guidance Counselor	001.200.2710.1.2.041.100.5	2.00	\$ 121,961	\$ 121,961	2.00	\$ 132,407	\$ 131,998	2.00	\$ 141,868	2.00	\$ 151,350	\$ 9,482	6.68%
School Psychologist	001.200.2800.2.2.099.100.5	0.00	\$ -	\$ -	0.00	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
MS Guidance Exp Supplies	001.200.2710.1.2.041.500.5	0.00	\$ 400	\$ 86		\$ 400	\$ 407	-	\$ 400	-	\$ 400	\$ -	0.00%
<b>Sub Total</b>		<b>2.00</b>	<b>\$ 122,361</b>	<b>\$ 122,047</b>	<b>2.00</b>	<b>\$ 132,807</b>	<b>\$ 132,405</b>	<b>2.00</b>	<b>\$ 142,268</b>	<b>2.00</b>	<b>\$ 151,750</b>	<b>\$ 9,482</b>	<b>6.66%</b>
<b>Special Education</b>													
Team Chair Salary	001.200.2220.2.2.099.110.5	0.00	\$ -	\$ -	0.00	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
MS Director of SPED	001.200.2315.2.2.099.100.5	0.50	\$ 47,279	\$ 47,278	0.50	\$ 48,461	\$ 47,500	0.50	\$ 48,688	0.50	\$ 51,250	\$ 2,563	5.26%
SPED Teachers	001.200.2305.2.2.099.100.5	0.00	\$ -	\$ -	0.00	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
SPED Specialist Teachers Salary	001.200.2310.2.2.099.100.5	9.10	\$ 547,751	\$ 540,915	9.10	\$ 531,822	\$ 514,972	9.10	\$ 647,172	8.10	\$ 584,885	\$ (62,287)	-9.62%
Related Services- OT, PT, SLP	001.200.2320.2.2.099.100.5	0.85	\$ 66,142	\$ 66,142	0.85	\$ 67,795	\$ 39,859	0.45	\$ 38,469	0.45	\$ 39,335	\$ 866	2.25%
SPED TA Salary	001.200.2330.2.2.093.300.5	8.40	\$ 214,639	\$ 228,921	9.38	\$ 246,647	\$ 240,150	9.38	\$ 261,824	7.00	\$ 196,190	\$ (65,633)	-25.07%
MS Intensive Learning Program Other Exp	001.200.2440.2.2.074.600.5	0.00	\$ 2,000	\$ 60		\$ 2,000	\$ 1,450	-	\$ 2,000	-	\$ 2,000	\$ -	0.00%
SPED Non-Exp Supplies and Materials	001.200.2420.2.2.099.520.5	0.00	\$ 3,700	\$ 6,405		\$ 3,700	\$ 114	-	\$ 3,700	-	\$ 3,700	\$ -	0.00%
SPED Exp Supplies	001.200.2430.2.2.099.500.5	0.00	\$ 2,800	\$ 928		\$ 2,800	\$ 2,929	-	\$ 2,800	-	\$ 2,800	\$ -	0.00%
<b>Sub Total</b>		<b>18.84</b>	<b>\$ 884,311</b>	<b>\$ 890,649</b>	<b>19.83</b>	<b>\$ 903,225</b>	<b>\$ 846,974</b>	<b>19.43</b>	<b>\$ 1,004,652</b>	<b>16.05</b>	<b>\$ 880,160</b>	<b>\$ (124,492)</b>	<b>-12.39%</b>
<b>Supplies/Materials</b>													
<b>Sub Total</b>		<b>\$ -</b>	<b>\$ 78,488</b>	<b>\$ 71,114</b>	<b>\$ -</b>	<b>\$ 98,488</b>	<b>\$ 96,701</b>	<b>\$ -</b>	<b>\$ 137,223</b>	<b>\$ -</b>	<b>\$ 112,884</b>	<b>\$ (24,339)</b>	<b>-17.74%</b>
<b>Health/Fitness Services</b>													
School Nurse	001.200.3200.1.2.042.130.5	1.00	\$ 57,176	\$ 50,395	1.00	\$ 54,398	\$ 56,455	1.00	\$ 58,541	1.00	\$ 62,738	\$ 4,197	7.17%
Contracted Services-Health	001.200.3200.1.2.042.400.5	0.00	\$ 250	\$ -		\$ 250	\$ 79	-	\$ 250	-	\$ 250	\$ -	0.00%
Exp Material-Health	001.200.3200.1.2.042.500.5	0.00	\$ 1,000	\$ 1,773		\$ 1,000	\$ 1,893	-	\$ 1,000	-	\$ 1,000	\$ -	0.00%
Prof. Dev.-Health	001.200.3200.1.2.042.600.5	0.00	\$ 750	\$ 900		\$ 750	\$ 749	-	\$ 750	-	\$ 750	\$ -	0.00%
<b>Sub Total</b>		<b>1.00</b>	<b>\$ 59,176</b>	<b>\$ 53,068</b>	<b>1.00</b>	<b>\$ 56,398</b>	<b>\$ 59,176</b>	<b>1.00</b>	<b>\$ 60,541</b>	<b>1.00</b>	<b>\$ 64,738</b>	<b>\$ 4,197</b>	<b>6.93%</b>
<b>Technology</b>													
Technology Aides	001.200.2330.1.2.027.300.5	0.00	\$ -	\$ -	0.00	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Exp Materials-Technology	001.200.2451.1.2.027.500.5	0.00	\$ -	\$ -		\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Exp Materials-Tech AV	001.200.2451.1.2.021.500.5	0.00	\$ 6,656	\$ 1,638		\$ 6,656	\$ 4,666	-	\$ 6,656	-	\$ 6,656	\$ -	0.00%
<b>Sub Total</b>		<b>0.00</b>	<b>\$ 6,656</b>	<b>\$ 1,638</b>	<b>0.00</b>	<b>\$ 6,656</b>	<b>\$ 4,666</b>	<b>\$ -</b>	<b>\$ 6,656</b>	<b>\$ -</b>	<b>\$ 6,656</b>	<b>\$ -</b>	<b>0.00%</b>
<b>Instructional Services Total</b>		<b>56.42</b>	<b>\$ 3,785,673</b>	<b>\$ 3,716,401</b>	<b>57.33</b>	<b>\$ 3,914,140</b>	<b>\$ 3,821,145</b>	<b>56.30</b>	<b>\$ 4,191,121</b>	<b>58.12</b>	<b>\$ 4,712,241</b>	<b>\$ 520,983</b>	<b>12.44%</b>
<b>Food Service</b>													
Custodial Salary	001.200.4110.9.2.099.320.5	3.00	\$ 141,203	\$ 128,434	3.00	\$ 144,145	\$ 141,282	3.00	\$ 147,740	3.00	\$ 152,610	\$ 4,870	3.30%
Custodial Clothing Allowance	001.200.4110.9.2.099.600.5	0.00	\$ 975	\$ 947		\$ 975	\$ 1,621	-	\$ 975	-	\$ 975	\$ -	0.00%
Custodial Supplies and Materials	001.200.4110.9.2.099.500.5	0.00	\$ 18,000	\$ 12,112		\$ 18,000	\$ 29,392	-	\$ 18,000	-	\$ 18,000	\$ -	0.00%
Special Projects	001.200.4220.9.2.099.430.5	0.00	\$ 66,500	\$ 9,798		\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Yearly Repairs	001.200.4220.9.2.099.421.5	0.00	\$ 26,000	\$ 32,825		\$ 24,000	\$ 14,682	-	\$ 25,500	-	\$ 25,500	\$ -	0.00%
Yearly Maintenance	001.200.4220.9.2.099.420.5	0.00	\$ 20,750	\$ 25,677		\$ 24,050	\$ 17,640	-	\$ 25,050	-	\$ 25,050	\$ -	0.00%
<b>Sub Total</b>		<b>3.00</b>	<b>\$ 273,428</b>	<b>\$ 209,793</b>	<b>3.00</b>	<b>\$ 211,170</b>	<b>\$ 204,618</b>	<b>3.00</b>	<b>\$ 217,265</b>	<b>3.00</b>	<b>\$ 222,135</b>	<b>\$ 4,870</b>	<b>2.24%</b>
<b>Utilities</b>													
Gas Service	001.200.4120.9.2.099.670.5	0.00	\$ 46,000	\$ 41,279		\$ 42,800	\$ 45,132	-	\$ 37,151	-	\$ 45,132	\$ 7,981	21.48%
Electricity	001.200.4130.9.2.099.650.5	0.00	\$ 84,722	\$ 93,511		\$ 91,668	\$ 86,021	-	\$ 84,160	-	\$ 86,021	\$ 1,861	2.21%
Telephone	001.200.4130.9.2.099.680.5	0.00	\$ 12,595	\$ 10,337		\$ 11,605	\$ 8,097	-	\$ 10,337	-	\$ 8,097	\$ (2,240)	-21.67%
Water	001.200.4130.9.2.099.690.5	0.00	\$ 3,715	\$ 4,482		\$ 5,024	\$ 4,581	-	\$ 4,482	-	\$ 4,581	\$ 99	2.22%
<b>Sub Total</b>		<b>0.00</b>	<b>\$ 147,032</b>	<b>\$ 149,609</b>	<b>0.00</b>	<b>\$ 151,097</b>	<b>\$ 143,830</b>	<b>\$ -</b>	<b>\$ 136,130</b>	<b>\$ -</b>	<b>\$ 143,830</b>	<b>\$ 7,701</b>	<b>5.66%</b>
<b>Operations/Maintenance Total</b>		<b>3.00</b>	<b>\$ 270,460</b>	<b>\$ 259,402</b>	<b>3.00</b>	<b>\$ 262,267</b>	<b>\$ 248,448</b>	<b>\$ -</b>	<b>\$ 253,394</b>	<b>3.00</b>	<b>\$ 265,965</b>	<b>\$ 12,571</b>	<b>4.96%</b>
<b>Total:</b>		<b>59.12</b>	<b>\$ 4,206,134</b>	<b>\$ 4,075,803</b>	<b>60.60</b>	<b>\$ 4,276,412</b>	<b>\$ 4,179,593</b>	<b>59.50</b>	<b>\$ 4,544,519</b>	<b>56.12</b>	<b>\$ 4,478,107</b>	<b>\$ (66,413)</b>	<b>-1.46%</b>

**Hamilton Wenham Regional School District FY20 Budget**  
**Hamilton-Wenham Regional High School**

Hamilton-Wenham RHS Programs		FY17	FY17	FY17	FY18	FY18	FY18	FY19	FY19	FY20	FY20	Change FY19 to FY20	
		FTE	Budget	Actuals	FTE	Budget	Actuals	FTE	Budget	FTE	Budget	\$	%
<b>Administration</b>													
Principal Salary	001.300.2210.1.3.090.100.5	2.00	\$ 245,148	\$ 248,527	2.00	\$ 254,742	\$ 259,742	2.00	\$ 261,111	2.00	\$ 267,639	\$ 6,528	2.50%
Clerical Salary	001.300.2210.1.3.090.200.5	2.50	\$ 119,684	\$ 116,449	2.50	\$ 123,000	\$ 120,700	2.50	\$ 124,233	2.50	\$ 128,004	\$ 3,771	3.04%
Contracted Services	001.300.2210.1.3.090.400.5	0.00	\$ 72,425	\$ 97,949		\$ 72,425	\$ 76,780	-	\$ 72,425	-	\$ 72,425	\$ -	0.00%
Expendable Materials	001.300.2210.1.3.090.500.5	0.00	\$ 20,045	\$ 25,638		\$ 20,045	\$ 22,936	-	\$ 20,045	-	\$ 20,045	\$ -	0.00%
Non Expendable Materials	001.300.2210.1.3.090.520.5	0.00	\$ -	\$ -		\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Other Expenses	001.300.2210.1.3.090.600.5	0.00	\$ -	\$ -		\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
PD-Principals Other Salaries	001.300.2357.1.3.090.190.5			\$ 3,330			\$ 3,570	-	\$ -	-	\$ -	\$ -	#DIV/0!
PD-Principals	001.300.2357.1.3.090.600.5	0.00	\$ 26,000	\$ 17,756		\$ 26,000	\$ 30,819	-	\$ 1,000	-	\$ 1,000	\$ -	0.00%
Affiliations/Conferences	001.300.2357.1.3.090.690.5	0.00	\$ 6,765	\$ 6,225		\$ 6,765	\$ 6,665	-	\$ 6,765	-	\$ 6,765	\$ -	0.00%
<b>Sub Total</b>		<b>4.50</b>	<b>\$ 490,067</b>	<b>\$ 515,874</b>	<b>4.50</b>	<b>\$ 502,977</b>	<b>\$ 521,213</b>	<b>4.50</b>	<b>\$ 485,578</b>	<b>4.50</b>	<b>\$ 495,878</b>	<b>\$ 10,299</b>	<b>2.12%</b>
<b>Regular Ed Instruction</b>													
<b>Staffing</b>													
Classroom Teachers	001.300.2305.1.3.099.100.5	46.80	\$ 3,505,661	\$ 3,454,548	44.60	\$ 3,529,028	\$ 3,503,971	44.40	\$ 3,626,022	44.40	\$ 3,799,823	\$ 113,801	3.14%
Salary-Department Heads	001.300.2220.1.3.099.110.5	0.00	\$ 66,445	\$ 63,944	0.00	\$ 62,377	\$ 65,340	-	\$ 63,299	-	\$ 68,698	\$ 5,398	8.53%
Contracted Services-Fine Arts Visual	001.300.2330.1.3.020.400.5	0.00	\$ -	\$ -		\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Contracted Services-Health/FCS	001.300.2330.1.3.044.400.5	0.00	\$ 400	\$ -		\$ 400	\$ -	-	\$ 400	-	\$ 400	\$ -	0.00%
Contracted Services-Fine Arts	001.300.2330.1.3.054.400.5	0.00	\$ 1,520	\$ 1,520		\$ 1,520	\$ 1,552	-	\$ 1,520	-	\$ 1,520	\$ -	0.00%
Contracted Services-Health/PE	001.300.2330.1.3.057.400.5	0.00	\$ 1,100	\$ 1,114		\$ 1,100	\$ 726	-	\$ 1,100	-	\$ 1,100	\$ -	0.00%
Contracted Services-Science	001.300.2330.1.3.064.400.5	0.00	\$ 2,000	\$ 1,354		\$ 2,000	\$ 1,288	-	\$ 2,000	-	\$ 2,000	\$ -	0.00%
Contracted Services-Math	001.300.2330.1.3.052.400.5	0.00	\$ -	\$ -		\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Contracted Services-Library	001.300.2415.1.3.050.400.5	0.00	\$ 1,500	\$ 1,500		\$ 1,500	\$ 834	-	\$ 1,500	-	\$ 1,500	\$ -	0.00%
Contracted Services-National History Day	001.300.3520.1.3.067.460.5	0.00	\$ -	\$ -		\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Contracted Services-Art Club	001.300.3520.1.3.020.460.5	0.00	\$ -	\$ -		\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Technology Instructor	001.300.2310.1.3.027.100.5	0.00	\$ -	\$ -	0.00	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Instructional Aides	001.300.2330.1.3.099.300.5	0.00	\$ -	\$ -	0.00	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Librarian	001.300.2340.1.3.050.100.5	0.50	\$ 42,027	\$ 42,027	0.50	\$ 43,993	\$ 43,078	1.00	\$ 74,364	1.00	\$ 90,225	\$ 15,861	21.33%
Other Professional Salaries	001.300.2440.1.3.075.300.5	0.00	\$ -	\$ -		\$ 690	\$ -	-	\$ 630	-	\$ 630	\$ -	0.00%
Extra Curricular Activities	001.300.3520.1.3.029.140.5	0.00	\$ 38,723	\$ 41,703	0.00	\$ 43,749	\$ 39,294	-	\$ 44,758	-	\$ 55,529	\$ 10,771	24.06%
Prof Salary-Extra-Responsibilities	001.300.2315.1.3.029.150.5	0.00	\$ 12,096	\$ 12,693	0.00	\$ 13,581	\$ 6,429	-	\$ 16,665	-	\$ 16,261	\$ (404)	-2.42%
Library Aide	001.300.2340.1.3.050.300.5	0.80	\$ 21,080	\$ 21,279	0.80	\$ 21,925	\$ 8,522	-	\$ -	-	\$ -	\$ -	#DIV/0!
<b>Sub Total-Reg Ed Staffing</b>		<b>48.10</b>	<b>\$ 3,692,552</b>	<b>\$ 3,641,681</b>	<b>45.90</b>	<b>\$ 3,721,702</b>	<b>\$ 3,671,034</b>	<b>45.40</b>	<b>\$ 3,832,258</b>	<b>45.40</b>	<b>\$ 3,977,685</b>	<b>\$ 145,427</b>	<b>3.79%</b>
<b>Professional Development</b>													
<b>Sub Total-PD</b>		<b>0.00</b>	<b>\$ 17,760</b>	<b>\$ 14,199</b>	<b>0.00</b>	<b>\$ 17,760</b>	<b>\$ 15,723</b>	<b>-</b>	<b>\$ 14,378</b>	<b>-</b>	<b>\$ 14,503</b>	<b>\$ 125</b>	<b>0.87%</b>
<b>Student Support Services</b>													
Guidance Counselor	001.300.2710.1.3.041.100.5	4.80	\$ 395,955	\$ 308,881	4.00	\$ 300,483	\$ 299,065	4.00	\$ 310,790	4.00	\$ 333,790	\$ 23,000	7.40%
Salary-Department Heads	001.300.2710.1.3.041.110.5	0.00	\$ 13,546	\$ 3,186	0.00	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
RHS Guidance Clerical	001.300.2710.1.3.041.200.5	0.78	\$ 36,752	\$ 37,252	0.78	\$ 38,306	\$ 38,256	0.78	\$ 39,276	0.78	\$ 40,345	\$ 1,069	2.72%
Contracted Services-Guidance	001.300.2710.1.3.041.400.5	0.00	\$ 6,400	\$ 7,475		\$ 6,400	\$ 6,400	-	\$ 6,400	-	\$ 6,400	\$ -	0.00%
HS Guidance Non-Exp Supplies	001.300.2710.1.3.041.520.5	0.00	\$ 500	\$ 487		\$ 500	\$ 514	-	\$ 500	-	\$ 500	\$ -	0.00%
HS Guidance Exp Supplies	001.300.2710.1.3.041.500.5	0.00	\$ 2,500	\$ 2,391		\$ 2,500	\$ 2,500	-	\$ 2,500	-	\$ 2,500	\$ -	0.00%
<b>Sub Total</b>		<b>5.58</b>	<b>\$ 455,652</b>	<b>\$ 359,672</b>	<b>4.78</b>	<b>\$ 348,189</b>	<b>\$ 346,735</b>	<b>4.78</b>	<b>\$ 359,465</b>	<b>4.78</b>	<b>\$ 383,534</b>	<b>\$ 24,069</b>	<b>6.70%</b>
<b>Special Education</b>													
Team Chair Salary	001.300.2220.2.3.099.110.5	0.00	\$ -	\$ -	0.00	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Department Chair Salary	001.300.2315.2.3.099.100.5	0.50	\$ 47,279	\$ 47,278	0.50	\$ 48,461	\$ 47,500	0.50	\$ 48,688	0.50	\$ 51,250	\$ 2,563	5.26%
SPED Teachers	001.300.2305.2.3.099.100.5	0.00	\$ -	\$ -	0.00	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
SPED Specialist Teachers Salary	001.300.2310.2.3.099.100.5	6.00	\$ 432,037	\$ 368,890	5.00	\$ 350,098	\$ 350,098	8.00	\$ 562,806	8.00	\$ 607,067	\$ 44,261	7.86%
School Psychologist	001.300.2800.2.3.099.100.5	0.00	\$ -	\$ -	0.00	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Related Services- OT, PT, SLP	001.300.2320.2.3.099.100.5	0.11	\$ 9,150	\$ 9,150	0.11	\$ 9,378	\$ 9,378	0.11	\$ 9,613	0.11	\$ 9,829	\$ 216	2.25%
SPED TA Salary	001.300.2330.2.3.093.300.5	2.50	\$ 43,493	\$ 30,503	1.44	\$ 18,846	\$ 10,822	3.00	\$ 57,534	6.00	\$ 141,723	\$ 84,189	146.33%
HS Intensive Learning Program Other Exp	001.300.2440.2.3.074.600.5	0.00	\$ 2,350	\$ 1,430		\$ 2,350	\$ -	-	\$ 2,350	-	\$ 2,350	\$ -	0.00%
SPED Non-Exp Supplies and Materials	001.300.2420.2.3.099.520.5	0.00	\$ 130	\$ 1,256		\$ 130	\$ -	-	\$ 130	-	\$ 130	\$ -	0.00%
SPED Exp Supplies	001.300.2430.2.3.099.500.5	0.00	\$ 3,100	\$ 1,159		\$ 3,100	\$ 995	-	\$ 3,100	-	\$ 3,100	\$ -	0.00%
<b>Sub Total</b>		<b>9.11</b>	<b>\$ 537,539</b>	<b>\$ 459,666</b>	<b>7.06</b>	<b>\$ 432,363</b>	<b>\$ 418,794</b>	<b>11.61</b>	<b>\$ 684,220</b>	<b>14.61</b>	<b>\$ 815,449</b>	<b>\$ 131,229</b>	<b>19.18%</b>
<b>STAY Program</b>													
STAY Teacher Salary	001.300.2305.1.3.051.100.5	1.00	\$ 63,957	\$ 63,957	1.00	\$ 69,268	\$ 69,268	-	\$ -	-	\$ -	\$ -	#DIV/0!
STAY Behavior Specialist Salary	001.300.2310.1.3.051.100.5	0.00	\$ -	\$ -	0.00	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
STAY TA Salary	001.300.2330.1.3.051.300.5	1.50	\$ 35,975	\$ 35,272	1.56	\$ 37,208	\$ 32,246	-	\$ -	-	\$ -	\$ -	#DIV/0!
<b>Sub Total</b>		<b>2.50</b>	<b>\$ 99,932</b>	<b>\$ 99,229</b>	<b>2.56</b>	<b>\$ 106,476</b>	<b>\$ 101,514</b>	<b>0.00</b>	<b>\$ -</b>	<b>0.00</b>	<b>\$ -</b>	<b>\$ -</b>	<b>#DIV/0!</b>
<b>Textbooks</b>													

**Hamilton Wenham Regional School District FY20 Budget**  
**Hamilton-Wenham Regional High School**

Hamilton-Wenham RHS Programs		FY17	FY17	FY17	FY18	FY18	FY18	FY19	FY19	FY20	FY20	Change FY19 to FY20	
		FTE	Budget	Actuals	FTE	Budget	Actuals	FTE	Budget	FTE	Budget	\$	%
<b>Sub Total</b>		0.00	\$ 40,795	\$ 26,649	0.00	\$ 31,895	\$ 21,532	-	\$ 21,895	-	\$ 21,895	\$ -	0.00%
<b>Supplies/Materials</b>													
<b>Sub Total</b>		0.00	\$ 108,243	\$ 112,277	0.00	\$ 108,243	\$ 103,890	-	\$ 102,533	-	\$ 102,533	\$ -	0.00%
<b>Health/Nursing Services</b>													
School Nurse	001.300.3200.1.3.042.130.5	1.50	\$ 93,392	\$ 94,855	1.50	\$ 101,663	\$ 101,662	1.50	\$ 109,009	1.50	\$ 116,951	\$ 7,943	7.29%
Aspire Nurse Salary	001.300.3200.2.3.042.130.5	0.00	\$ -	\$ -	0.00	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Contracted Services Health	001.300.3200.1.3.042.400.5	0.00	\$ 400	\$ 130		\$ 400	\$ -	-	\$ 400	-	\$ 400	\$ -	0.00%
Exp Material-Health	001.300.3200.1.3.042.500.5	0.00	\$ 1,600	\$ 1,228		\$ 1,600	\$ 1,063	-	\$ 1,600	-	\$ 1,600	\$ -	0.00%
Non-Exp Materials-Health	001.300.3200.1.3.042.520.5	0.00	\$ 600	\$ 210		\$ 600	\$ 90	-	\$ 600	-	\$ 600	\$ -	0.00%
Prof. Dev.-Health	001.300.3200.1.3.042.600.5	0.00	\$ 750	\$ 625		\$ 750	\$ 426	-	\$ 750	-	\$ 750	\$ -	0.00%
<b>Sub Total</b>		1.50	\$ 96,742	\$ 97,048	1.50	\$ 105,013	\$ 103,241	1.50	\$ 112,359	1.50	\$ 120,301	\$ 7,943	7.07%
<b>Technology</b>													
Technology Aides	001.300.2330.1.3.027.300.5	0.00	\$ -	\$ -	0.00	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Exp Materials-Tech AV	001.300.2430.1.3.027.500.5	0.00	\$ 5,000	\$ 4,193		\$ 5,000	\$ -	-	\$ 5,000	-	\$ 5,000	\$ -	0.00%
Exp Materials-Technology	001.300.2451.1.3.027.500.5	0.00	\$ -	\$ -		\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Non-Exp Materials-Tech	001.300.2420.1.3.027.520.5	0.00	\$ 5,000	\$ 1,027		\$ 5,000	\$ 10,512	-	\$ 5,000	-	\$ 5,000	\$ -	0.00%
<b>Sub Total</b>		0.00	\$ 10,000	\$ 5,220	0.00	\$ 10,000	\$ 10,512	-	\$ 10,000	-	\$ 10,000	\$ -	0.00%
<b>Instructional Services Total</b>		71.29	\$ 5,549,282	\$ 5,331,526	66.29	\$ 5,384,619	\$ 5,314,188	67.79	\$ 5,622,686	70.79	\$ 5,941,778	\$ 319,092	5.68%
<b>Maintenance</b>													
Custodial Salary	001.300.4110.9.3.099.320.5	4.00	\$ 188,150	\$ 178,168	4.00	\$ 190,633	\$ 187,782	4.00	\$ 195,381	4.00	\$ 198,806	\$ 3,425	1.75%
Custodial Clothing Allowance	001.300.4110.9.3.099.600.5	0.00	\$ 1,300	\$ 1,609		\$ 1,300	\$ 1,427	-	\$ 1,300	-	\$ 1,300	\$ -	0.00%
Custodial Supplies and Materials	001.300.4110.9.3.099.500.5	0.00	\$ 22,000	\$ 18,867		\$ 22,000	\$ 28,794	-	\$ 22,000	-	\$ 22,000	\$ -	0.00%
Special Projects	001.300.4220.9.3.099.430.5	0.00	\$ 58,500	\$ 8,125		\$ 26,500	\$ 32,685	-	\$ -	-	\$ -	\$ -	#DIV/0!
Yearly Repairs	001.300.4220.9.3.099.421.5	0.00	\$ 32,000	\$ 70,425		\$ 36,600	\$ 41,545	-	\$ 39,100	-	\$ 39,100	\$ -	0.00%
Yearly Maintenance	001.300.4220.9.3.099.420.5	0.00	\$ 34,850	\$ 33,486		\$ 34,650	\$ 27,911	-	\$ 36,450	-	\$ 36,450	\$ -	0.00%
Custodial Travel	001.300.4110.9.3.099.601.5	0.00	\$ -	\$ -		\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
<b>Sub Total</b>		4.00	\$ 336,800	\$ 310,680	4.00	\$ 311,683	\$ 320,145	4.00	\$ 294,231	4.00	\$ 297,656	\$ 3,425	1.16%
<b>Utilities</b>													
Gas Service	001.300.4120.9.3.099.670.5	0.00	\$ 70,000	\$ 61,904		\$ 65,563	\$ 67,698	-	\$ 55,713	-	\$ 57,544	\$ 1,830	3.29%
Electricity	001.300.4130.9.3.099.650.5	0.00	\$ 126,905	\$ 140,308		\$ 135,428	\$ 125,431	-	\$ 126,278	-	\$ 106,617	\$ (19,661)	-15.57%
Telephone	001.300.4130.9.3.099.680.5	0.00	\$ 21,477	\$ 18,807		\$ 22,141	\$ 15,168	-	\$ 18,807	-	\$ 15,168	\$ (3,640)	-19.35%
Water	001.300.4130.9.3.099.690.5	0.00	\$ 5,573	\$ 6,001		\$ 7,988	\$ 4,581	-	\$ 6,001	-	\$ 4,581	\$ (1,419)	-23.65%
<b>Sub Total</b>		0.00	\$ 223,955	\$ 227,020	0.00	\$ 231,119	\$ 212,879	-	\$ 206,799	-	\$ 183,909	\$ (22,889)	-11.07%
<b>Operations/Maintenance Total</b>		4.00	\$ 560,755	\$ 537,700	4.00	\$ 542,802	\$ 533,024	4.00	\$ 501,029	4.00	\$ 481,565	\$ (19,464)	-3.83%
<b>Total</b>		75.29	\$ 6,110,037	\$ 5,869,216	70.29	\$ 5,927,421	\$ 5,847,212	71.79	\$ 6,123,715	74.79	\$ 6,423,342	\$ 299,627	4.89%



**Hamilton Wenham Regional School District FY20 Budget**  
**Athletics**

District Athletics Programs		FY17	FY17	FY17	FY18	FY18	FY18	FY19	FY19	FY20	FY20	Change FY19 to FY20	
		FTE	Budget	Actuals	FTE	Budget	Actuals	FTE	Budget	FTE	Budget	\$	%
Officials & Other Personnel	001.300.3510.1.3.022.470.5	-	\$ 5,100	\$ 1,625		\$ 7,498	\$ 1,783	-	\$ 7,530	-	\$ 8,612	\$ 1,082	14.37%
Supplies	001.300.3510.1.3.022.500.5	-	\$ 4,300	\$ 3,676		\$ 4,300	\$ 4,045	-	\$ 4,300	-	\$ 4,300	\$ -	0.00%
Transportation/Contract Services	001.300.3510.1.3.022.400.5	-	\$ 55,468	\$ 61,159		\$ 56,950	\$ 47,887	-	\$ 58,450	-	\$ 59,250	\$ 800	1.37%
Salary Director	001.300.3510.1.3.022.100.5	1.00	\$ 95,284	\$ 95,284	1.00	\$ 97,667	\$ 97,667	1.00	\$ 100,109	1.00	\$ 102,612	\$ 2,503	2.50%
Salary Secretary	001.300.3510.1.3.022.200.5	0.75	\$ 30,601	\$ 30,601	0.75	\$ 31,994	\$ 28,017	0.75	\$ 33,449	0.75	\$ 33,614	\$ 165	0.49%
Salary Summer Nurse	001.300.3510.1.3.022.390.5	-	\$ 750	\$ 2,880		\$ 750	\$ 1,085	-	\$ 750	-	\$ 750	\$ -	0.00%
Other incl League & MIAA	001.300.3510.1.3.022.600.5	-	\$ 1,000	\$ 1,367		\$ 1,000	\$ 743	-	\$ 1,000	-	\$ 1,200	\$ 200	20.00%
User Fee Reduction & Scholarships	001.300.3510.1.3.022.603.5	-	\$ 159,052	\$ 139,564		\$ 154,958	\$ 156,363	-	\$ 344,418	-	\$ 367,806	\$ 23,387	6.79%
<b>Athletics Total</b>		<b>1.75</b>	<b>\$ 351,555</b>	<b>\$ 336,155</b>	<b>1.75</b>	<b>\$ 355,117</b>	<b>\$ 337,590</b>	<b>1.75</b>	<b>\$ 550,006</b>	<b>1.75</b>	<b>\$ 578,143</b>	<b>\$ 28,137</b>	<b>5.12%</b>

FY2020		400	470	520	401	390	100							
Sport	#	Transportation (1)	Officials (2)	Supplies /Assets	Contract Services (3)	Personnel (4)	Salaries (5)	Other (6)	Total Cost	2/3 Gate	Net Total	Gross User Fee	Net User Fee	
Baseball	43	\$7,500	\$4,472	\$3,000	\$2,000	\$0	\$13,593	\$0	\$30,565	\$0	\$30,565	\$710.81	\$291.13	
Basketball, Boys	38	\$7,500	\$4,224	\$1,300	\$375	\$2,780	\$14,602	\$0	\$30,781	\$2,250	\$28,531	\$750.82	\$307.52	
Basketball, Fresh B (incl above)	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	#DIV/0!	#DIV/0!	
Basketball, Girls	27	\$4,500	\$3,232	\$1,000	\$0	\$2,300	\$10,476	\$0	\$21,508	\$1,250	\$20,258	\$750.30	\$307.30	
Basketball, Fresh G (incl above)	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	#DIV/0!	#DIV/0!	
Cheerleading (Fall)	8	\$3,030	\$0	\$950	\$2,050	\$0	\$5,911	\$0	\$11,941	\$0	\$11,941	\$1,492.63	\$611.34	
Cheerleading (Winter)	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	#DIV/0!	#DIV/0!	
Cross Country	45	\$8,655	\$0	\$1,000	\$650	\$0	\$13,593	\$0	\$23,898	\$0	\$23,898	\$531.07	\$217.51	
Field Hockey	28	\$4,500	\$2,816	\$1,000	\$1,850	\$450	\$9,752	\$0	\$20,368	\$0	\$20,368	\$727.43	\$297.94	
Football	40	\$4,125	\$4,110	\$6,500	\$14,050	\$1,600	\$25,723	\$0	\$56,108	\$3,500	\$52,608	\$1,315.20	\$538.67	
Golf	14	\$3,750	\$0	\$1,250	\$0	\$0	\$5,911	\$0	\$10,911	\$0	\$10,911	\$779.36	\$319.21	
Gymnastics	10	\$2,625	\$910	\$500	\$3,750	\$0	\$5,911	\$0	\$13,696	\$0	\$13,696	\$1,369.60	\$560.95	
Ice Hockey, Boys	26	\$7,500	\$2,796	\$1,500	\$35,230	\$1,080	\$14,602	\$0	\$62,708	\$0	\$62,708	\$2,411.85	\$987.83	
Indoor Track	34	\$6,750	\$0	\$700	\$3,075	\$0	\$13,593	\$0	\$24,118	\$0	\$24,118	\$709.35	\$290.53	
Lacrosse, Boys	43	\$4,500	\$3,232	\$2,100	\$3,540	\$500	\$13,593	\$0	\$27,465	\$0	\$27,465	\$638.72	\$261.60	
Lacrosse, Girls	40	\$4,500	\$3,232	\$2,100	\$3,540	\$500	\$9,752	\$0	\$23,624	\$0	\$23,624	\$590.60	\$241.89	
Soccer, Boys	46	\$7,125	\$3,932	\$1,375	\$3,640	\$450	\$13,593	\$0	\$30,115	\$0	\$30,115	\$654.67	\$268.14	
Soccer, Fresh Boys (incl above)	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	#DIV/0!	#DIV/0!	
Soccer, Girls	48	\$7,125	\$4,056	\$1,375	\$3,540	\$450	\$13,593	\$0	\$30,139	\$0	\$30,139	\$627.90	\$257.17	
Soccer, Fresh Girls (incl above)	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	#DIV/0!	#DIV/0!	
Softball	23	\$4,500	\$3,108	\$1,800	\$1,900	\$0	\$9,752	\$0	\$21,060	\$0	\$21,060	\$915.65	\$375.03	
Swimming	40	\$2,250	\$1,336	\$900	\$6,125	\$0	\$11,673	\$0	\$22,284	\$0	\$22,284	\$557.09	\$228.17	
Tennis, Boys	25	\$10,125	\$0	\$1,100	\$3,000	\$0	\$5,911	\$0	\$20,136	\$0	\$20,136	\$805.44	\$329.89	
Tennis, Girls	29	\$10,125	\$0	\$1,100	\$3,000	\$0	\$5,911	\$0	\$20,136	\$0	\$20,136	\$694.34	\$284.39	
Track & Field	48	\$10,425	\$0	\$2,000	\$2,605	\$3,825	\$24,690	\$0	\$43,545	\$0	\$43,545	\$907.19	\$371.56	
Volleyball	25	\$4,125	\$3,420	\$1,000	\$200	\$1,200	\$9,752	\$0	\$19,697	\$0	\$19,697	\$787.88	\$322.70	
Ice Hockey, Girls	2	\$0	\$0	\$0	\$898	\$0	\$0	\$0	\$898	\$0	\$898	\$449.00	\$183.90	

**Totals** 682 \$125,235 \$44,876 \$33,550 \$95,018 \$15,135 \$251,887 \$0 **\$565,701** \$7,000 **\$558,701**

**Administration** \$3,750 \$8,612 \$4,300 \$55,500 \$0 \$136,975 \$1,200 **\$210,337**

**Total Athletics** **\$128,985 \$53,488 \$37,850 \$150,518 \$15,135 \$388,862 \$1,200 \$776,038**  
**\$769,038 NET**

(1) - as per transportation contract

(2) - fees set by MIAA

(3) - facilities, rentals, entry fees, eqpt maint, etc.

(4) - judges, timers, etc.

(5) - contractual coaches stipends

(6) - CAL meetings, etc.

<b>User Fees Needed</b>	<b>\$558,700.50</b>
<b>Operating Budget Contribution</b>	<b>59.0%</b>
<b>User Fee Relief @ 59% (All)</b>	<b>\$329,870.74</b>
<b>Total Administrative Costs</b>	<b>\$210,337.23</b>
<b>Scholarship Funding</b>	<b>\$10,000.00</b>
<b>Family User Fee Relief @ 5%</b>	<b>\$27,935.03</b>
<b>Total District Funding</b>	<b>\$578,143.00</b>

**Hamilton Wenham Regional School District FY20 Budget**  
**Central Office Programs**

Hamilton-Wenham Central Office Programs		FY17	FY17	FY17	FY18	FY18	FY18	FY19	FY19	FY20	FY20	Change FY19 to FY20	
		FTE	Budget	Actuals	FTE	Budget	Actuals	FTE	Budget	FTE	Budget	\$	%
<b>School Committee</b>													
Clerical/SC	001.400.1110.9.9.000.200.5	0.10	\$ 5,000	\$ 3,150	0.10	\$ 2,050	\$ 3,470	0.10	\$ 3,229	0.10	\$ 3,690	\$ 461	14.28%
Contracted Services/SC	001.400.1110.9.9.000.400.5	-	\$ 10,000	\$ 5,052	-	\$ 10,000	\$ 12,045	-	\$ 10,000	-	\$ 10,000	\$ -	0.00%
Supplies/Materials-SC	001.400.1110.9.9.000.500.5	-	\$ 4,000	\$ 172	-	\$ 4,000	\$ 229	-	\$ 4,000	-	\$ 4,000	\$ -	0.00%
Cont Serv Legal and SC	001.400.1430.9.9.000.450.5	-	\$ 25,000	\$ 13,040	-	\$ 15,000	\$ 23,510	-	\$ 15,000	-	\$ 15,000	\$ -	0.00%
OT Exp/SC	001.400.1110.9.9.000.600.5	-	\$ 12,000	\$ 11,982	-	\$ 12,000	\$ 14,182	-	\$ 12,000	-	\$ 12,000	\$ -	0.00%
<b>Sub Total</b>		<b>0.10</b>	<b>\$ 56,000</b>	<b>\$ 33,396</b>	<b>0.10</b>	<b>\$ 43,050</b>	<b>\$ 53,437</b>	<b>0.10</b>	<b>\$ 44,229</b>	<b>0.10</b>	<b>\$ 44,690</b>	<b>\$ 461</b>	<b>1.04%</b>
<b>Superintendent's Office</b>													
Supt's Salary	001.400.1210.9.9.000.100.5	1.00	\$ 179,477	\$ 179,476	1.00	\$ 183,964	\$ 183,963	1.00	\$ 188,562	1.00	\$ 193,277	\$ 4,715	2.50%
Sick Day Buy Back	001.400.1210.9.9.000.190.5	-	\$ 26,500	\$ 16,928	-	\$ 15,000	\$ 12,923	-	\$ 12,389	-	\$ 25,848	\$ 13,459	108.64%
Clerical/Supt Office Salary	001.400.1210.9.9.000.200.5	1.00	\$ 61,750	\$ 61,750	1.00	\$ 63,413	\$ 63,413	1.00	\$ 65,114	1.00	\$ 66,904	\$ 1,790	2.75%
Courier Salary	001.400.1210.9.9.000.300.5	-	\$ -	\$ -	-	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Contracted Services-Supt Office	001.400.1210.9.9.000.400.5	-	\$ 70,700	\$ 69,517	-	\$ 20,700	\$ 22,632	-	\$ 20,700	-	\$ 20,700	\$ -	0.00%
Supplies and Materials-Supt Office	001.400.1210.9.9.000.500.5	-	\$ 5,000	\$ 13,139	-	\$ 5,000	\$ 10,525	-	\$ 5,000	-	\$ 5,000	\$ -	0.00%
Non Expt Supt Office	001.400.1210.9.9.000.520.5	-	\$ 33,800	\$ 28,738	-	\$ 33,800	\$ 140	-	\$ 25,000	-	\$ 25,000	\$ -	0.00%
PD, Travel, Affil, Supt Office	001.400.1210.9.9.000.600.5	-	\$ 13,206	\$ 17,906	-	\$ 13,206	\$ 15,845	-	\$ 13,206	-	\$ 13,206	\$ -	0.00%
Admin PD	001.400.1210.9.9.000.640.5	-	\$ 13,000	\$ 21,699	-	\$ 13,000	\$ 7,210	-	\$ 22,000	-	\$ 22,000	\$ -	0.00%
Personal Day Buy Back	001.400.1210.9.9.001.190.5	-	\$ -	\$ -	-	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Supt non-exp technology	001.400.1210.9.9.027.520.5	-	\$ 1,500	\$ -	-	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Health Reimb	001.400.1410.0.0.002.100.5	-	\$ -	\$ -	-	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Admin Salary Contingency	001.400.5740.9.9.000.484.5	-	\$ 3,414	\$ -	-	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
<b>Sub Total</b>		<b>2.00</b>	<b>\$ 408,347</b>	<b>\$ 409,153</b>	<b>2.00</b>	<b>\$ 348,083</b>	<b>\$ 316,651</b>	<b>2.00</b>	<b>\$ 351,971</b>	<b>2.00</b>	<b>\$ 371,935</b>	<b>\$ 19,964</b>	<b>5.67%</b>
<b>Business Office</b>													
Affiliations/Conferences Business Off	001.400.1410.0.9.000.600.5	-	\$ 5,500	\$ 1,195	-	\$ 5,500	\$ 4,178	-	\$ 5,500	-	\$ 5,500	\$ -	0.00%
Rental/Lease Equipment	001.400.1410.9.9.000.620.5	-	\$ 8,000	\$ 9,479	-	\$ 8,000	\$ 8,908	-	\$ 8,027	-	\$ 8,027	\$ -	0.00%
Sal Prof Bus & Fin Asst. Supt	001.400.1410.9.9.026.100.5	1.00	\$ 150,000	\$ 150,000	1.00	\$ 157,500	\$ 157,500	1.00	\$ 161,438	1.00	\$ 165,474	\$ 4,036	2.50%
Sal Prof Travel	001.400.1410.9.9.026.170.5	-	\$ -	\$ -	-	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Sal Cler Business and Finance	001.400.1410.9.9.026.200.5	4.50	\$ 308,779	\$ 319,444	4.75	\$ 327,376	\$ 320,237	4.50	\$ 334,385	4.40	\$ 343,741	\$ 9,356	2.80%
Human Resources	001.400.1420.9.9.024.100.5	1.00	\$ 68,291	\$ 54,340	1.00	\$ 69,998	\$ 49,443	1.00	\$ 76,496	0.66	\$ 51,950	\$ (24,546)	-32.09%
Human Resources Assistant	001.400.1420.9.9.024.200.5	-	\$ -	\$ -	-	\$ -	\$ -	-	\$ -	0.45	\$ 19,188	\$ 19,188	#DIV/0!
Human Resources Other Expenses	001.400.1420.9.9.024.600.5	-	\$ -	\$ 506	-	\$ 462	\$ 449	-	\$ 462	-	\$ 462	\$ -	0.00%
Cont Serv Bus and Finance	001.400.1410.9.9.026.400.5	-	\$ 97,000	\$ 103,250	-	\$ 97,000	\$ 99,594	-	\$ 97,000	-	\$ 170,000	\$ 73,000	75.26%
Exp Materials Bus and Fin	001.400.1410.9.9.026.500.5	-	\$ 15,000	\$ 19,140	-	\$ 15,000	\$ 11,271	-	\$ 15,000	-	\$ 15,000	\$ -	0.00%
Non Exp Materials Bus and Fin	001.400.1410.9.9.026.520.5	-	\$ 2,500	\$ 902	-	\$ -	\$ -	-	\$ 22,000	-	\$ 22,000	\$ -	0.00%
Other Exp Bus and Fin	001.400.1410.9.9.026.600.5	-	\$ 5,000	\$ 4,583	-	\$ 5,000	\$ 3,878	-	\$ 5,000	-	\$ 5,000	\$ -	0.00%
Non Exp Tech Bus and Fin	001.400.1410.9.9.027.520.5	-	\$ 500	\$ -	-	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
<b>Sub Total-Business</b>		<b>6.50</b>	<b>\$ 660,570</b>	<b>\$ 662,839</b>	<b>6.75</b>	<b>\$ 685,836</b>	<b>\$ 655,398</b>	<b>6.50</b>	<b>\$ 725,308</b>	<b>6.51</b>	<b>\$ 806,342</b>	<b>\$ 81,034</b>	<b>11.17%</b>
<b>Other Office Expenses</b>													
PD-Office Personnel	001.400.1410.9.9.099.600.5	-	\$ 18,000	\$ 3,032	-	\$ 9,000	\$ 1,499	-	\$ 9,000	-	\$ 9,000	\$ -	0.00%
PD-Office Personnel Salary	001.400.1410.9.9.099.300.5	-	\$ -	\$ 4,750	-	\$ 9,000	\$ 2,250	-	\$ 9,000	-	\$ 9,000	\$ -	0.00%
Admin Tech Cont Serv	001.400.1450.9.9.027.400.5	-	\$ 520	\$ 520	-	\$ 520	\$ -	-	\$ 520	-	\$ 520	\$ -	0.00%
<b>Sub Total</b>		<b>-</b>	<b>\$ 18,520</b>	<b>\$ 8,302</b>	<b>-</b>	<b>\$ 18,520</b>	<b>\$ 3,749</b>	<b>-</b>	<b>\$ 18,520</b>	<b>-</b>	<b>\$ 18,520</b>	<b>\$ -</b>	<b>0.00%</b>
<b>Curriculum and Instruction</b>													
Sal Asst. Supt. C & I	001.400.2110.9.9.073.100.5	1.00	\$ 137,299	\$ 120,000	1.00	\$ 123,000	\$ 123,000	1.00	\$ 126,075	1.00	\$ 129,227	\$ 3,152	2.50%
Sal Clerical C and I	001.400.2110.9.9.073.200.5	1.00	\$ 50,061	\$ 49,973	1.00	\$ 51,288	\$ 51,288	1.00	\$ 52,545	1.00	\$ 53,834	\$ 1,289	2.45%
EXP Mat C & I	001.400.2110.9.9.073.500.5	-	\$ 1,300	\$ 2,022	-	\$ 1,300	\$ 133	-	\$ 18,800	-	\$ 1,300	\$ (17,500)	-93.09%
Non EXP Mat C & I	001.400.2110.9.9.073.520.5	-	\$ 1,000	\$ 201	-	\$ 1,000	\$ -	-	\$ 16,000	-	\$ 16,000	\$ -	0.00%
C & I Other Expenses	001.400.2110.9.9.027.600.5	-	\$ -	\$ 61	-	\$ 3,456	\$ 25	-	\$ 3,456	-	\$ 3,456	\$ -	0.00%
Affiliations and Conf -C&I	001.400.2110.9.9.073.690.5	-	\$ 1,100	\$ 230	-	\$ 1,100	\$ 210	-	\$ 1,100	-	\$ 1,100	\$ -	0.00%
C & I Travel	001.400.2110.9.9.089.601.5	-	\$ -	\$ -	-	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Curriculum Coordinators	001.400.2315.9.9.099.100.5	1.75	\$ 165,475	\$ 126,330	1.75	\$ 169,612	\$ 167,690	1.75	\$ 171,882	1.75	\$ 176,180	\$ 4,298	2.50%
ESL Teachers Salary	001.400.2310.1.9.084.100.5	-	\$ -	\$ -	-	\$ (65,000)	\$ -	-	\$ (65,000)	-	\$ -	\$ 65,000	-100.00%
<b>Sub Total</b>		<b>3.75</b>	<b>\$ 356,235</b>	<b>\$ 298,817</b>	<b>3.75</b>	<b>\$ 285,756</b>	<b>\$ 342,346</b>	<b>3.75</b>	<b>\$ 324,858</b>	<b>3.75</b>	<b>\$ 381,097</b>	<b>\$ 56,239</b>	<b>17.31%</b>
<b>Section 504</b>													
504 Tutor Salary	001.400.2310.9.9.099.190.5	-	\$ -	\$ -	-	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
504 Tutor Aide Salary	001.400.2330.9.9.099.300.5	-	\$ -	\$ 3,360	-	\$ -	\$ 4,133	-	\$ -	-	\$ -	\$ -	#DIV/0!
504 Tutor Cont. Services	001.400.2330.9.9.099.400.5	-	\$ 6,500	\$ 7,777	-	\$ 6,500	\$ 795	-	\$ 6,500	-	\$ 6,500	\$ -	0.00%
504 Instructional Equipment	001.400.2420.1.9.099.610.5	-	\$ -	\$ -	-	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
<b>Sub Total</b>		<b>-</b>	<b>\$ 6,500</b>	<b>\$ 11,137</b>	<b>-</b>	<b>\$ 6,500</b>	<b>\$ 4,928</b>	<b>-</b>	<b>\$ 6,500</b>	<b>-</b>	<b>\$ 6,500</b>	<b>\$ -</b>	<b>0.00%</b>
<b>Substitute Salaries</b>													
Substitute Salary	001.400.2325.9.9.092.300.5	-	\$ 200,000	\$ 188,494	-	\$ 206,000	\$ 193,268	-	\$ 190,250	-	\$ 190,250	\$ -	0.00%
<b>Sub Total</b>		<b>-</b>	<b>\$ 200,000</b>	<b>\$ 188,494</b>	<b>-</b>	<b>\$ 206,000</b>	<b>\$ 193,268</b>	<b>-</b>	<b>\$ 190,250</b>	<b>-</b>	<b>\$ 190,250</b>	<b>\$ -</b>	<b>0.00%</b>



**Hamilton Wenham Regional School District FY20 Budget  
Central Office Programs**

Hamilton-Wenham Central Office Programs			FY17	FY17	FY17	FY18	FY18	FY18	FY18	FY19	FY19	FY20	FY20	Change FY19 to FY20			
			FTE	Budget	Actuals	FTE	Budget	Actuals	FTE	Budget	FTE	Budget	FTE	Budget	\$	%	
ELL																	
ELL Eval Salary/Stipends	001.400.2330.9.9.046.300.5	-	\$	4,691	\$	36,811		\$	4,691	\$	36,390	0.95	\$	42,066	\$	0.00%	
ELL Cont Services	001.400.2330.9.9.046.400.5	-	\$	73,194	\$	1,605		\$	73,194	\$	-	-	\$	-	\$	#DIV/0!	
ELL Supplies	001.400.2430.1.9.046.500.5	-	\$	2,000	\$	-		\$	2,000	\$	98	-	\$	2,000	\$	0.00%	
ELL Other Expense	001.400.2357.9.9.046.600.5	-	\$	1,000	\$	-		\$	1,000	\$	-	-	\$	1,000	\$	0.00%	
Sub Total		-	\$	80,885	\$	38,416	-	\$	80,885	\$	36,488	0.95	\$	45,066	\$	0.00%	
Curriculum and Instruction																	
Summer WKSP C & I Salaries	001.400.2353.9.9.089.100.5	-	\$	13,500	\$	14,550		\$	20,250	\$	13,415	-	\$	20,250	\$	0.00%	
C & I Salaries PD Other Salaries	001.400.2353.9.9.099.300.5	-	\$	-	\$	-		\$	317	\$	81	-	\$	317	\$	0.00%	
Substitutes Salary P/D	001.400.2355.9.9.092.300.5	-	\$	19,000	\$	29,175		\$	23,625	\$	28,193	-	\$	31,500	\$	0.00%	
Prof Dev Course Reimb Taxable	001.400.2357.9.9.099.160.5	-	\$	-	\$	-		\$	-	\$	-	-	\$	-	\$	#DIV/0!	
Prof Dev C & I	001.400.2357.9.9.073.600.5	-	\$	17,673	\$	20,590		\$	42,673	\$	39,606	-	\$	42,673	\$	0.00%	
PD C & I Contracted Services	001.400.2357.9.9.088.400.5	-	\$	10,000	\$	9,453		\$	10,000	\$	7,580	-	\$	10,000	\$	0.00%	
PD Senior Status Salary	001.400.2357.9.9.091.190.5	-	\$	-	\$	-		\$	-	\$	-	-	\$	-	\$	#DIV/0!	
PD Course Reimb-Teachers	001.400.2357.9.9.099.603.5	-	\$	30,000	\$	17,571		\$	30,000	\$	20,212	-	\$	30,000	\$	33.33%	
PD Course Reimb-Teachers Assts.	001.400.2357.9.9.099.604.5	-	\$	6,000	\$	650		\$	6,000	\$	1,600	-	\$	6,000	\$	0.00%	
District Extended Responsibilities	001.400.2315.9.9.029.160.5	-	\$	36,607	\$	32,525	-	\$	38,529	\$	32,765	-	\$	41,897	\$	8.82%	
C & I Contracted Services	001.400.2430.0.9.000.400.5	-	\$	6,590	\$	-		\$	6,590	\$	2,420	-	\$	6,590	\$	0.00%	
Sub Total		-	\$	139,370	\$	124,514	-	\$	177,984	\$	145,871	-	\$	189,227	\$	7.24%	
Guidance K-12																	
Guidance K-12 Salaries	001.400.2710.9.9.041.100.5	-	\$	-	\$	105,000	1.00	\$	107,625	\$	107,625	1.00	\$	110,316	\$	2.50%	
Sub Total		-	\$	-	\$	105,000	1.00	\$	107,625	\$	107,625	1.00	\$	110,316	\$	2.50%	
Health/Nursing Services																	
District Physician	001.400.3200.9.9.042.400.5	-	\$	2,500	\$	2,500		\$	2,500	\$	2,500	-	\$	2,500	\$	0.00%	
Food Services	001.400.3400.9.9.080.300.5	-	\$	60,000	\$	45,976		\$	50,000	\$	8,105	-	\$	35,000	\$	0.00%	
Sub Total		-	\$	62,500	\$	48,476	-	\$	52,500	\$	10,605	-	\$	37,500	\$	0.00%	
Transportation																	
Student Transportation-Regular Ed	001.400.3300.1.9.099.410.5	-	\$	771,009	\$	709,103		\$	738,700	\$	738,783	-	\$	765,820	\$	8.23%	
Sub Total		-	\$	771,009	\$	709,103	-	\$	738,700	\$	738,783	-	\$	765,820	\$	8.23%	
Crossing Guards																	
Crossing Guards Salary	001.400.5550.1.9.099.350.5	-	\$	21,186	\$	12,617	-	\$	21,708	\$	12,865	-	\$	22,248	\$	2.51%	
Sub Total		-	\$	21,186	\$	12,617	-	\$	21,708	\$	12,865	-	\$	22,248	\$	2.51%	
Out of District Tuition																	
Out of District Non-Special Ed	001.400.9400.1.3.051.400.5	-	\$	-	\$	-		\$	-	\$	14,541	-	\$	-	\$	#DIV/0!	
School Choice OUT	001.400.9110.1.3.099.400.5	-	\$	26,114	\$	98,499		\$	43,404	\$	98,665	-	\$	90,790	\$	2.84%	
Tuition to Charter Schools	001.400.9120.1.9.099.400.5		\$	-	\$	16,344		\$	-	\$	19,554	-	\$	-	\$	#DIV/0!	
Sub Total		-	\$	26,114	\$	114,843	-	\$	43,404	\$	132,760	-	\$	90,790	\$	2.84%	
District Administration Total			12.35	\$	2,807,236	\$	2,765,107	13.60	\$	2,816,551	\$	2,754,775	14.30	\$	2,922,603	\$	8.22%

**Hamilton Wenham Regional School District FY20 Budget  
District Technology Programs**

Technology Programs		FY17	FY17	FY17	FY18	FY18	FY18	FY19	FY19	FY20	FY20	Change FY19 to FY20	
		FTE	Budget	Actuals	FTE	Budget	Actuals	FTE	Budget	FTE	Budget	\$	%
Administration													
Tech Coord Salary	001.400.2250.9.9.099.100.5	1.00	\$ 121,679	\$ 121,768	1.00	\$ 124,813	\$ 124,813	1.00	\$ 127,933	1.00	\$ 131,132	\$ 3,199	2.50%
Tech Other Personnel Salary	001.400.2250.9.9.027.190.5	5.73	\$ 311,632	\$ 301,087	5.83	\$ 320,563	\$ 309,134	6.00	\$ 332,075	6.00	\$ 340,328	\$ 8,253	2.49%
Computer Tech Maint other SAL	001.400.2451.9.9.027.300.5	0.00	\$ -	\$ -	0.00	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Exp Materials	001.400.2451.9.9.027.510.5	0.00	\$ 950	\$ 586		\$ 950	\$ 4,697	-	\$ 950	-	\$ 950	\$ -	0.00%
Tech Travel	001.400.2250.9.9.027.601.5	0.00	\$ -	\$ -		\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Sub Total		6.73	\$ 434,261	\$ 423,441	6.83	\$ 446,326	\$ 438,645	7.00	\$ 460,958	7.00	\$ 472,410	\$ 11,452	2.57%
Network													
Network Infrastructure	001.400.2451.9.9.027.522.5	0.00	\$ 46,998	\$ 45,343	-	\$ -	\$ -	-	\$ -	-	\$ 12,324	\$ 12,324	#DIV/0!
Sub Total		-	\$ 46,998	\$ 45,343	-	\$ -	\$ -	-	\$ -	-	\$ 12,324	\$ 12,324	#DIV/0!
Hardware													
System and Computer Hardware	001.400.2451.9.9.027.529.5	0.00	\$ 122,710	\$ 201,106	-	\$ 153,930	\$ 215,844	-	\$ 153,930	-	\$ 146,920	\$ (7,010)	-4.55%
Sub Total		-	\$ 122,710	\$ 201,106	-	\$ 153,930	\$ 215,844	-	\$ 153,930	-	\$ 146,920	\$ (7,010)	-4.55%
Professional Development													
Other Exp Tech Training	001.400.2451.9.9.027.600.5	0.00	\$ 3,000	\$ 14,999		\$ 3,000	\$ 12,632	-	\$ 4,500	-	\$ 4,500	\$ -	0.00%
MassQue Conference for 5 staff members	001.400.2451.9.9.027.600.5	0.00	\$ 2,500	\$ -		\$ 2,500	\$ -	-	\$ 2,500	-	\$ 2,500	\$ -	0.00%
Aspen User Group Meeting	001.400.2451.9.9.027.600.5	0.00	\$ 2,600	\$ -		\$ 2,600	\$ -	-	\$ 2,600	-	\$ 2,600	\$ -	0.00%
Aspen Onsite Training	001.400.2451.9.9.027.600.5	0.00	\$ 3,500	\$ -		\$ 3,500	\$ -	-	\$ 3,500	-	\$ 3,500	\$ -	0.00%
ISTE Conference	001.400.2451.9.9.027.600.5	0.00	\$ 1,500	\$ -		\$ 1,500	\$ -	-	\$ 1,500	-	\$ 1,500	\$ -	0.00%
Travel	001.400.2451.9.9.027.600.5	0.00	\$ 500	\$ -		\$ 500	\$ -	-	\$ 500	-	\$ 500	\$ -	0.00%
Sub Total		-	\$ 13,600	\$ 14,999	-	\$ 13,600	\$ 12,632	-	\$ 15,100	-	\$ 15,100	\$ -	0.00%
Contracted Service													
Onsite Email Maintenance	001.400.2250.9.9.099.400.5	0.00	\$ -	\$ 113,759		\$ -	\$ 76,344	-	\$ -	-	\$ -	\$ -	#DIV/0!
Server & Storage Maintenance	001.400.2250.9.9.099.400.5	0.00	\$ 3,040	\$ -		\$ 3,040	\$ -	-	\$ 3,040	-	\$ 3,040	\$ -	0.00%
Managed Print Service (Printer Toner)	001.400.2250.9.9.099.400.5	0.00	\$ 22,000	\$ -		\$ 22,000	\$ -	-	\$ 30,000	-	\$ 30,000	\$ -	0.00%
General onsite Technical Assistance	001.400.2250.9.9.099.400.5	0.00	\$ 50,000	\$ -		\$ 50,000	\$ -	-	\$ 55,000	-	\$ 55,000	\$ -	0.00%
Aspen Customizations	001.400.2250.9.9.099.400.5	0.00	\$ 6,000	\$ -		\$ 6,000	\$ -	-	\$ 6,000	-	\$ 6,000	\$ -	0.00%
Aspen SIS Standard Conversion	001.400.2250.9.9.099.400.5	0.00	\$ -	\$ -		\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Sub Total		-	\$ 81,040	\$ 113,759	-	\$ 81,040	\$ 76,344	-	\$ 94,040	-	\$ 94,040	\$ -	0.00%
Software													
Technology Software	001.400.2451.9.9.027.400.5	0.00	\$ 202,365	\$ 115,630	-	\$ 203,865	\$ 135,983	-	\$ 203,456	-	\$ 203,456	\$ -	0.00%
Sub Total		-	\$ 202,365	\$ 115,630	-	\$ 203,865	\$ 135,983	-	\$ 203,456	-	\$ 203,456	\$ -	0.00%
Total		6.73	\$ 900,974	\$ 914,277	6.83	\$ 898,761	\$ 879,448	7.00	\$ 927,484	7.00	\$ 944,250	\$ 16,766	1.81%

**Hamilton Wenham Regional School District FY20 Budget  
District Maintenance Programs**

District Maintenance Programs		FY17	FY17	FY17	FY18	FY18	FY18	FY19	FY19	FY20	FY20	Change FY19 to FY20	
		FTE	Budget	Actuals	FTE	Budget	Actuals	FTE	Budget	FTE	Budget	\$	%
<b>Maintenance-Admin</b>													
Salary Maintenance Director & Staff	001.400.4110.9.9.000.100.5	1.00	\$ 84,050	\$ 84,050	1.00	\$ 86,152	\$ 86,152	1.00	\$ 88,306	1.00	\$ 102,500	\$ 14,194	16.07%
Salary Prof Maint Director Travel	001.400.4110.9.9.000.170.5	0.00	\$ 3,000	\$ -		\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Maint Director & Staff Clothing	001.400.4110.9.9.000.190.5	0.00	\$ 1,975	\$ 1,000		\$ 1,000	\$ 1,000	-	\$ 1,000	-	\$ 1,000	\$ -	0.00%
Salary/Clerical Facilities	001.400.4110.9.9.000.200.5	0.77	\$ 31,736	\$ 29,596	0.78	\$ 32,713	\$ 28,527	0.78	\$ 33,722	0.86	\$ 38,914	\$ 5,192	15.40%
Custodial OT Salary (incl Summer Interns)	001.400.4110.9.9.000.320.5	0.00	\$ 80,000	\$ 112,417		\$ 82,000	\$ 112,373	-	\$ 82,000	-	\$ 82,000	\$ -	0.00%
Maint Director Affiliations	001.400.4110.9.9.000.600.5	0.00	\$ -	\$ -		\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Custodial Other Expense	001.400.4110.9.9.000.600.5	0.00	\$ -	\$ 4,609		\$ 4,500	\$ 4,425	-	\$ 4,500	-	\$ 4,500	\$ -	0.00%
<b>Sub Total</b>		<b>1.77</b>	<b>\$ 200,761.43</b>	<b>\$ 231,671.71</b>	<b>1.78</b>	<b>\$ 206,365.48</b>	<b>\$ 232,477.87</b>	<b>1.78</b>	<b>\$ 209,527.38</b>	<b>1.86</b>	<b>\$ 228,913.70</b>	<b>\$ 19,386</b>	<b>9.25%</b>
<b>Utilities</b>													
District Gas Service	001.400.4120.9.9.000.670.5	0.00	\$ 11,305	\$ 10,143		\$ 10,280	\$ 11,835	-	\$ 10,143	-	\$ 11,835	\$ 1,692	16.68%
District Electric	001.400.4130.9.9.000.650.5	0.00	\$ 9,088	\$ 11,873		\$ 10,653	\$ 10,531	-	\$ 11,873	-	\$ 10,531	\$ (1,342)	-11.30%
District Telephone	001.400.4130.9.9.000.680.5	0.00	\$ 7,309	\$ 7,632		\$ 5,796	\$ 7,061	-	\$ 7,632	-	\$ 7,061	\$ (572)	-7.49%
District Water	001.400.4130.9.9.000.690.5	0.00	\$ 217	\$ 4,406		\$ 584	\$ 429	-	\$ 4,406	-	\$ 429	\$ (3,977)	-90.27%
<b>Sub Total</b>		<b>-</b>	<b>\$ 27,919.80</b>	<b>\$ 34,054.03</b>	<b>-</b>	<b>\$ 27,312.65</b>	<b>\$ 29,854.74</b>	<b>-</b>	<b>\$ 34,054.03</b>	<b>-</b>	<b>\$ 29,854.74</b>	<b>\$ (4,199)</b>	<b>-12.33%</b>
<b>Maintenance</b>													
Maintenance Staff	001.400.4220.9.9.000.300.5	3.00	\$ 160,461	\$ 156,481	3.00	\$ 163,504	\$ 154,589	3.00	\$ 167,373	3.00	\$ 172,545	\$ 5,172	3.09%
Capital Projects	001.400.4220.9.9.000.420.5	0.00	\$ -	\$ -		\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
District Repairs	001.400.4220.9.9.000.421.5	0.00	\$ 42,500	\$ 30,181		\$ 45,000	\$ 34,569	-	\$ 45,000	-	\$ 45,000	\$ -	0.00%
District Maintenance	001.400.4220.9.9.000.400.5	0.00	\$ 213,000	\$ 260,161		\$ 208,500	\$ 240,740	-	\$ 221,000	-	\$ 205,500	\$ (15,500)	-7.01%
Admin. Repairs	001.400.4220.9.9.099.421.5	0.00	\$ 5,000	\$ 4,203		\$ 5,000	\$ 1,956	-	\$ 6,250	-	\$ 6,250	\$ -	0.00%
Admin. Maintenance	001.400.4220.9.9.099.500.5	0.00	\$ 2,600	\$ 4,498		\$ 3,600	\$ 2,994	-	\$ 2,850	-	\$ 2,850	\$ -	0.00%
Property/Liability/Casualty/Sports Insurance	001.400.5260.9.9.000.484.5	0.00	\$ 64,892	\$ 74,864		\$ 77,881	\$ 77,812	-	\$ 84,445	-	\$ 91,367	\$ 6,922	8.20%
BAN Interest	001.400.5450.9.9.000.591.5	0.00	\$ -	\$ -		\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Networking and Telcom Admin	001.400.4400.9.0.000.400.5	0.00	\$ -	\$ -		\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
<b>Sub Total</b>		<b>3.00</b>	<b>\$ 488,453.00</b>	<b>\$ 530,386.97</b>	<b>3.00</b>	<b>\$ 503,484.60</b>	<b>\$ 512,660.43</b>	<b>3.00</b>	<b>\$ 526,917.43</b>	<b>3.00</b>	<b>\$ 523,511.38</b>	<b>\$ (3,406)</b>	<b>-0.65%</b>
<b>Operations/Maintenance Total</b>		<b>4.77</b>	<b>\$ 717,134</b>	<b>\$ 796,113</b>	<b>4.78</b>	<b>\$ 737,163</b>	<b>\$ 774,993</b>	<b>4.78</b>	<b>\$ 770,499</b>	<b>4.86</b>	<b>\$ 782,280</b>	<b>\$ 11,781</b>	<b>1.53%</b>



**Hamilton Wenham Regional School District FY20 Budget  
Fringe Benefits**

Fringe Benefits		FY17	FY17	FY17	FY18	FY18	FY18	FY19	FY19	FY20	FY20	Change FY19 to FY20	
		FTE	Budget	Actuals	FTE	Budget	Actuals	FTE	Budget	FTE	Budget	\$	%
4038 Matching Funds	001.400.5100.9.9.000.401.5	-	\$ 52,500	\$ 31,025	-	\$ 42,000	\$ 30,755	-	\$ 42,000	-	\$ 42,000	\$ -	0.00%
Cont Serv Retirement (Essex)	001.400.5100.9.9.000.410.5	-	\$ 834,880	\$ 823,009	-	\$ 879,643	\$ 866,990	-	\$ 908,291	-	\$ 986,641	\$ 78,350	8.63%
Cont Serv Medicare Tax	001.400.5100.9.9.000.490.5	-	\$ 273,985	\$ 275,063	-	\$ 278,393	\$ 279,677	-	\$ 292,641	-	\$ 301,726	\$ 9,084	3.10%
Cont Serv SS Tax	001.400.5100.9.9.000.491.5	-	\$ 46,516	\$ 48,800	-	\$ 44,972	\$ 57,092	-	\$ 51,271	-	\$ 59,983	\$ 8,712	16.99%
Cont Serv Unemployment	001.400.5200.9.9.000.400.5	-	\$ 72,000	\$ 18,241	-	\$ 60,000	\$ 34,058	-	\$ 25,000	-	\$ 25,000	\$ -	0.00%
Cont Serv Group Life INS	001.400.5200.9.9.000.481.5	-	\$ 10,000	\$ 6,836	-	\$ 8,000	\$ 6,624	-	\$ 8,000	-	\$ 8,000	\$ -	0.00%
Cont Serv. Workmans Comp	001.400.5200.9.9.000.485.5	-	\$ 82,294	\$ 86,542	-	\$ 95,150	\$ 104,110	-	\$ 125,020	-	\$ 136,147	\$ 11,128	8.90%
Cont Serv. Retiree Life Insurance	001.400.5250.9.9.000.481.5	-	\$ 600	\$ 371	-	\$ 600	\$ 434	-	\$ 600	-	\$ 600	\$ -	0.00%
OPEB Trust Fund	001.400.5250.9.9.000.487.5	-	\$ -	\$ -	-	\$ 40,000	\$ -	-	\$ -	-	\$ 250,000	\$ 250,000	#DIV/0!
District Share Health INS	001.400.5200.9.9.000.482.5	-	\$ 1,593,201	\$ 1,579,694	-	\$ 1,677,611	\$ 1,728,317	-	\$ 1,821,005	-	\$ 1,983,714	\$ 162,709	8.94%
Cont Serv. Medicare Supp.	001.400.5250.9.9.000.483.5	-	\$ 375,863	\$ 327,717	-	\$ 420,735	\$ 434,768	-	\$ 463,043	-	\$ 497,649	\$ 34,606	7.47%
Health Insurance - Food Services	001.400.5200.9.9.001.482.5	-	\$ 47,873	\$ 55,305	-	\$ 57,562	\$ 44,150	-	\$ 44,915	-	\$ 49,607	\$ 4,692	10.45%
Cont Serv. Retiree's Full Plans	001.400.5250.9.9.001.483.5	-	\$ 277,195	\$ 223,108	-	\$ 274,717	\$ 255,672	-	\$ 284,797	-	\$ 280,949	\$ (3,848)	-1.35%
<b>Total</b>		-	\$ 3,686,908	\$ 3,475,711	-	\$ 3,879,381	\$ 3,847,648	-	\$ 4,066,583	-	\$ 4,622,016	\$ 555,433	13.65%

**Hamilton Wenham Regional School District FY20 Budget  
District Special Education Programs**

Special Education Programs		FY17	FY17	FY17	FY18	FY18	FY18	FY19	FY19	FY20	FY20	Change FY19 to FY20	
		FTE	Budget	Actuals	FTE	Budget	Actuals	FTE	Budget	FTE	Budget	\$	%
<b>Administration</b>													
SPED Director Salary	001.500.2110.2.9.091.100.5	1.00	\$ 127,210	\$ 145,267	1.00	\$ 141,835	\$ 127,778	1.00	\$ 136,325	1.00	\$ 139,733	\$ 3,408	2.50%
Clerical SPED Salary	001.500.2110.2.9.091.200.5	2.72	\$ 106,956	\$ 107,206	2.72	\$ 110,622	\$ 110,747	2.72	\$ 114,361	2.77	\$ 116,095	\$ 1,735	1.52%
SPED Elementary Coordinator	001.500.2315.2.1.099.100.5	1.00	\$ 94,557	\$ 102,500	1.00	\$ 105,063	\$ 105,063	2.00	\$ 179,286	2.00	\$ 193,991	\$ 14,705	8.20%
Legal Settlements Con Serv	001.500.1435.2.9.091.450.5	-	\$ 40,000	\$ 47,258	-	\$ 40,000	\$ 78,260	-	\$ 40,000	-	\$ 40,000	\$ -	0.00%
Affiliations/Conferences	001.500.2357.2.9.091.690.5	-	\$ 975	\$ 975	-	\$ 975	\$ 600	-	\$ 975	-	\$ 975	\$ -	0.00%
PD SPED	001.500.2357.2.9.099.600.5	-	\$ 6,000	\$ 6,555	-	\$ 6,000	\$ 4,003	-	\$ 20,900	-	\$ 20,900	\$ -	0.00%
<b>Sub Total</b>		<b>4.72</b>	<b>\$ 375,698</b>	<b>\$ 409,762</b>	<b>4.72</b>	<b>\$ 404,495</b>	<b>\$ 426,451</b>	<b>5.72</b>	<b>\$ 491,846</b>	<b>5.77</b>	<b>\$ 511,694</b>	<b>\$ 19,848</b>	<b>4.04%</b>
<b>Out of District</b>													
Collaborative Membership	001.500.2110.2.9.091.480.5	-	\$ 15,000	\$ 10,450	-	\$ 15,000	\$ 10,000	-	\$ 15,000	-	\$ 15,000	\$ -	0.00%
SPED State Assessment	001.500.9100.2.3.099.400.5	-	\$ -	\$ 10,724	-	\$ -	\$ -	-	\$ 11,153	-	\$ 17,457	\$ 6,304	56.52%
Contracted Serv Other Public School	001.500.9100.2.9.099.400.5	-	\$ 42,585	\$ 151,053	-	\$ 118,391	\$ 182,409	-	\$ -	-	\$ 178,184	\$ 178,184	#DIV/0!
Contracted Serv Out-of-State School	001.500.9200.2.9.099.400.5	-	\$ 264,506	\$ 204,599	-	\$ 216,061	\$ 207,429	-	\$ -	-	\$ 348,213	\$ 348,213	#DIV/0!
Contracted Serv Privt Schools	001.500.9300.2.9.099.400.5	-	\$ 1,270,167	\$ 1,659,135	-	\$ 1,932,093	\$ 2,098,453	-	\$ 2,852,357	-	\$ 2,628,776	\$ (223,581)	-7.84%
Contracted Serv Collaboratives	001.500.9400.2.9.099.400.5	-	\$ 458,245	\$ 400,335	-	\$ 485,609	\$ 588,575	-	\$ -	-	\$ 587,666	\$ 587,666	#DIV/0!
<b>Sub Total</b>		<b>-</b>	<b>\$ 2,050,503</b>	<b>\$ 2,436,296</b>	<b>-</b>	<b>\$ 2,767,155</b>	<b>\$ 3,086,866</b>	<b>-</b>	<b>\$ 2,878,510</b>	<b>-</b>	<b>\$ 3,775,296</b>	<b>\$ 896,786</b>	<b>31.15%</b>
<b>Supplies/Materials</b>													
<b>Sub Total</b>		<b>-</b>	<b>\$ 37,320</b>	<b>\$ 25,188</b>	<b>-</b>	<b>\$ 37,320</b>	<b>\$ 22,660</b>	<b>-</b>	<b>\$ 37,973</b>	<b>-</b>	<b>\$ 37,973</b>	<b>\$ -</b>	<b>0.00%</b>
<b>Summer Programs</b>													
SPED Summer Prog Other Prof Salary	001.500.2305.2.1.077.190.5	-	\$ 68,725	\$ 66,535	-	\$ 68,725	\$ 67,819	-	\$ 68,725	-	\$ 68,725	\$ -	0.00%
Summer Program Contracted Services	001.500.2330.2.1.077.400.5	-	\$ 15,000	\$ 14,785	-	\$ 15,000	\$ 4,250	-	\$ 15,000	-	\$ 15,000	\$ -	0.00%
SPED Summer Prog Tuition Cont Serv	001.500.2330.2.1.077.410.5	-	\$ -	\$ -	-	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
SPED Summer Prog Sup and Materials	001.500.2430.2.1.077.500.5	-	\$ 400	\$ 58	-	\$ 400	\$ -	-	\$ 400	-	\$ 400	\$ -	0.00%
<b>Sub Total</b>		<b>-</b>	<b>\$ 84,125</b>	<b>\$ 81,378</b>	<b>-</b>	<b>\$ 84,125</b>	<b>\$ 72,069</b>	<b>-</b>	<b>\$ 84,125</b>	<b>-</b>	<b>\$ 84,125</b>	<b>\$ -</b>	<b>0.00%</b>
<b>Prof. Salaries</b>													
SPED Classroom Teachers Salary	001.500.2305.2.9.099.100.5	-	\$ -	\$ -	-	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Home Services/Tutoring Teachers Salary	001.500.2310.2.9.099.100.5	-	\$ 5,880	\$ 8,823	-	\$ 5,880	\$ 2,584	-	\$ 5,880	-	\$ 5,880	\$ -	0.00%
SPED Tech Coordinator	001.500.2310.2.9.045.100.5	0.60	\$ -	\$ -	0.60	\$ -	\$ -	0.60	\$ -	0.60	\$ -	\$ -	#DIV/0!
Related Services OT, PT, SLP Salaries	001.500.2320.2.9.099.100.5	1.00	\$ 87,447	\$ 87,447	1.00	\$ 89,633	\$ 89,633	1.00	\$ 91,874	2.00	\$ 173,240	\$ 81,366	88.56%
Related Services Aides Salary	001.500.2330.2.9.070.300.5	0.67	\$ 25,011	\$ 25,011	0.67	\$ 27,725	\$ 27,725	0.67	\$ 28,420	0.67	\$ 29,131	\$ 711	2.50%
Home Services/Tutoring Aides Salary	001.500.2330.2.9.093.300.5	-	\$ 10,000	\$ 4,466	-	\$ 10,000	\$ 1,973	-	\$ 10,000	-	\$ 10,000	\$ -	0.00%
SPED Instructional Travel	001.500.2440.2.9.500.600.5	-	\$ -	\$ -	-	\$ 1,170	\$ 153	-	\$ 1,170	-	\$ 1,170	\$ -	0.00%
SAL Psychologists	001.500.2800.2.9.099.100.5	3.00	\$ 262,341	\$ 227,105	3.00	\$ 234,005	\$ 235,755	3.00	\$ 242,954	3.00	\$ 251,559	\$ 8,605	3.54%
<b>Sub Total</b>		<b>5.27</b>	<b>\$ 390,679</b>	<b>\$ 352,851</b>	<b>5.27</b>	<b>\$ 368,412</b>	<b>\$ 357,823</b>	<b>5.27</b>	<b>\$ 380,298</b>	<b>6.27</b>	<b>\$ 470,980</b>	<b>\$ 90,682</b>	<b>23.84%</b>
<b>Contracted Services</b>													
SPED Contracted Services	001.500.2110.2.9.070.400.5	-	\$ 83,662	\$ 67,772	-	\$ 83,662	\$ 33,177	-	\$ 43,662	-	\$ 43,662	\$ -	0.00%
Contracted Services	001.500.2320.2.9.070.400.5	-	\$ 116,338	\$ 56,194	-	\$ 116,338	\$ 60,628	-	\$ 116,338	-	\$ 116,338	\$ -	0.00%
<b>Sub Total</b>		<b>-</b>	<b>\$ 200,000</b>	<b>\$ 123,966</b>	<b>-</b>	<b>\$ 200,000</b>	<b>\$ 93,805</b>	<b>-</b>	<b>\$ 160,000</b>	<b>-</b>	<b>\$ 160,000</b>	<b>\$ -</b>	<b>0.00%</b>
<b>SPED Transportation</b>													
<b>Sub Total</b>		<b>-</b>	<b>\$ 420,488</b>	<b>\$ 485,044</b>	<b>-</b>	<b>\$ 486,000</b>	<b>\$ 542,287</b>	<b>-</b>	<b>\$ 614,696</b>	<b>-</b>	<b>\$ 639,669</b>	<b>\$ 24,973</b>	<b>4.06%</b>
<b>Utilities</b>													
Telephone Service	001.500.4130.2.9.099.680.5	-	\$ 2,500	\$ 2,349	-	\$ 2,500	\$ 2,537	-	\$ 2,500	-	\$ 2,500	\$ -	0.00%
<b>Sub Total</b>		<b>-</b>	<b>\$ 2,500</b>	<b>\$ 2,349</b>	<b>-</b>	<b>\$ 2,500</b>	<b>\$ 2,537</b>	<b>-</b>	<b>\$ 2,500</b>	<b>-</b>	<b>\$ 2,500</b>	<b>\$ -</b>	<b>0.00%</b>
<b>Maintenance</b>													
Equipment Maintenance	001.500.4230.2.0.099.421.5	-	\$ -	\$ -	-	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
Technology Maintenance Cont Serv	001.500.4450.2.0.027.400.5	-	\$ -	\$ -	-	\$ -	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
<b>Sub Total</b>		<b>-</b>	<b>\$ -</b>	<b>\$ -</b>	<b>-</b>	<b>\$ -</b>	<b>\$ -</b>	<b>-</b>	<b>\$ -</b>	<b>-</b>	<b>\$ -</b>	<b>\$ -</b>	<b>#DIV/0!</b>
<b>Total</b>		<b>9.99</b>	<b>\$ 3,561,314</b>	<b>\$ 3,916,834</b>	<b>9.99</b>	<b>\$ 4,350,007</b>	<b>\$ 4,604,498</b>	<b>10.99</b>	<b>\$ 4,649,948</b>	<b>12.04</b>	<b>\$ 5,682,237</b>	<b>\$ 1,032,289</b>	<b>22.20%</b>

## The Importance of Effective School Resource Officers

A School Resource Officer can play a key role in keeping a school both physically and psychologically safe through balancing the three roles of educator, informal counselor, and law enforcement officer. Due to their key roles in school safety, SRO's should have experience as a patrol officer and be properly selected and trained for work in schools at the secondary level. The selection process works best when shared by the superintendent and police chief.

### Traits of an Effective School Resource Officer:

- 1** Truly enjoys working with students and has a deep commitment to helping them. Applies crisis intervention training and skills to help students in crisis.
- 2** Builds positive relationships with students, staff, and parents both to support students individually and to strengthen cooperation between the school community and the town's police department.
- 3** Supports students while following through on her/his law enforcement duties. Always treats students and parents with respect and is ready to take as much time as needed to listen and explain patiently to students and parents the reasons for his/her actions. Knows about options beyond arrest and follows through on them when appropriate and safe.
- 4** Becomes an integral part of the school staff, especially as an active member of the school's Crisis Response Team. Shares knowledge of first responder procedures and protocols.
- 5** Has a proven ability to work hard, be dependable, and possess high integrity with minimal supervision. The SRO displayed these traits while serving as a patrol officer.

While SROs are less likely to be placed in elementary schools, young students still need to develop positive attitudes toward and relationships with law enforcement officers. Some towns address this need through an "adopt-a-school" program, where each elementary school is assigned a police officer who visits the school weekly and presents safety programs a few times a year. In addition, patrol officers can do regular "walk throughs" at schools.



## Understanding The Role and Value of The SRO In Todays School Environment

1

## Protect and Serve

*Protecting youth and children from victimization, in their homes, in schools, on the Internet, and on the street is a fundamental obligation of police agencies. SRO's further aid police to achieve this goal and better provide for our children.*

2

## What is an SRO?

The definition of a School Resource Officer is a career law enforcement officer, with sworn authority, deployed in community oriented policing, assigned by the employing police department or agency to work in collaboration with schools and community-based organizations.

NASRO (National Association of School Resource Officers)

3

## Goals of the SRO Program

- Work in partnership with Students, School Administrators, Teachers and Parents.
- Bridge the gap between officers and young people.
- Develop an understanding of a Police Officer's role in Today's Society.
- Teach the value of our legal system.
- Promote respect for people and property.

4

## The SRO's Role on Campus

- Community Resource
- Work with school administration to develop safe school strategies along with policies and procedures to keep schools safe
- Work with guidance counselors and other student support staff
- Assist students and to provide services to students where referrals to appropriate agencies are necessary (i.e. social services)
- Serve as a Positive Role Model to students
- Provide law enforcement and police services to the school community
- Work to prevent juvenile delinquency through close contact and positive relationships with students
- Establish crime prevention programs for students
- Conflict resolution

5

## Common Misperceptions of SRO's

It is a misperception that most law enforcement officers want to put youth behind bars and often presents a barrier to information sharing and effective collaboration.

When law enforcement agencies and other juvenile justice system entities work together, it is clear they share a common mission.

6

## Why Do SRO Programs Work?

- SROs have a genuine interest in working with our youth (age appropriate responses, understanding of adolescent development, de-escalation techniques).
- SROs have an understanding of the school community SROs have daily contact and involvement with the staff and students (RELATIONSHIPS mean everything).
- SROs and Principals have a shared interest in maintaining a safe school environment (training).

7

An interagency agreement is essential, specifying the role of the SRO in enforcing the law, making referrals to administrators for school discipline, teaching, counseling, and mentorship responsibilities.

8

## Building Relationships

Law enforcement, students and the school community can work together to help schools provide safe and nurturing environment that promote students' academic success and reduce behaviors that put them at risk for juvenile justice involvement.

9




10

QUESTIONS?  
...

11






## Out of District (OOD) Analysis

Stacy Bucyk, M.Ed.  
Director of Student Services

January 2, 2019


1



### Mission:

- To provide individualized educational programming that is accessible and meaningful to students requiring special education and related therapies services within the Least Restrictive Environment (LRE)
- To ensure that state and federal special education regulations are implemented consistently and equitably
- To be mindful of programmatic and fiscal responsibility in the determination and provision of services

2



## The IEP Process

- Initial Evaluation Request for determination of Eligibility
  - Parent, School, Service Provider
- Evaluate in area of suspected disability
- TEAM Meeting to review the evaluations and determine eligibility
- If found to have an area of disability, and the student requires specially designed instruction or related services, an IEP is developed
- Based on the the proposed IEP services, placement is determined


3



## Placement Determination

- Full Inclusion
  - Special education services outside the general education classroom less than 21% of the time
- Partial Inclusion
  - Special education services outside the general education classroom 21%-60% of the time
- Substantially Separate Classroom
  - Special education services outside of the general education classroom more than 60% of the time
- Public Separate Day School
- Private Separate Day School
- Residential School

4



## Disagreement of Proposed IEP and Placement

- All rejected IEPs and Placements are sent to the Bureau of Special Education Appeals
- Discussion with parent regarding rejection
- Schedule a Team Meeting
  - Facilitated Team Meeting
- Mediation
- Hearing

5



## BSEA Hearing Process or Settlement Agreement

- Hearing
  - Requests can be made by either district or parent
  - Resolution Meeting
  - Settlement Conference
  - Pre-hearing Conference
  - Hearing: typically multi-day
  - Decision rendered in writing
- Through discussions with legal counsels a settlement agreement may be negotiated prior to a hearing request or before the scheduled hearing.

6



**HAMILTON-WENHAM  
REGIONAL SCHOOL DISTRICT**

### Current Range in Tuition

- Extended Evaluation
  - Maximum of 40 school days
  - \$10,762 - \$18,400
- Public Separate Day School
  - \$17,786 - \$16,920 Recovery
  - \$32,762 - \$72,540
  - Average Public Day Tuition: \$42,611
- Private Separate Day School
  - \$18,221 - \$143,466
  - Average Private Separate Day Tuition: \$74,120
- Residential
  - \$42,940 - \$103,943 (\$488,502 out of state)
  - Average Residential Tuition: \$506,195
- Additional services:
  - Extended Year Services (\$4,204 - \$10,881)
  - 1:1 aide (\$36,846 - \$55,788)
  - OT, PT, Speech/Language, BCBA, Behavior Tech, Home Services: hourly rate

7

**HAMILTON-WENHAM  
REGIONAL SCHOOL DISTRICT**

### OOD Tuition Costs

Year	FY15	FY16	FY17	FY18	FY19	FY20 Projected
Tuition Projected	\$1,639,604	\$2,055,870	\$2,125,147	\$3,006,078	\$3,322,357	\$3,742,839
Student #'s Projected	27	31	35	42	50	52
Tuition Budgeted	\$1,639,604	\$1,954,534	\$2,035,503	\$2,752,155	\$2,852,357	\$3,775,296
Student #'s Budgeted	26	30	34	37	42	
Tuition Actual	\$2,213,018	\$2,210,167	\$2,415,122	\$3,016,866	\$3,341,207 (to date)	
Student #'s Actual	36	40	41	50	48 (to date)	

8

**HAMILTON-WENHAM  
REGIONAL SCHOOL DISTRICT**

### Out of District Placements- Settlement Agreements

Out of District Placement	2014-15 FY15	2015-16 FY16	2016-17 FY17	2017-18 FY18	2018-19 FY19	2019-20 FY20 Projected
Settlement Agreements-New	6	7	3	5	1 1 in process	0
Unilateral Placement	4	6	2	4	2	2
Settlement Agreements-Total Active	15	19	19	18	18	17

9

**HAMILTON-WENHAM  
REGIONAL SCHOOL DISTRICT**

### Type of OOD Placement

Placement Type	2014-15 FY15	2015-16 FY16	2016-17 FY17	2017-18 FY18	2018-19 FY19	2019-20 FY20 Projected
Public Day School	15	12	11	19	18	16
Private Day School	15	24	26	26	24	30
Landmark		5	10	11	10	11
New England Academy		5	5	3	3	2
Hopeful Journeys		0	1	2	6	7
Non-DESE Approved	3	1	1	2	1	2
Residential	3	3	3	3	5	4

10

**HAMILTON-WENHAM  
REGIONAL SCHOOL DISTRICT**

### Out of District Placements

Out of District Placement	2014-15 FY15	2015-16 FY16	2016-17 FY17	2017-18 FY18	2018-19 FY19	2019-20 FY20 Projected
Elementary	5	6	9	6	4	2
Middle School	6	10	7	13	17	14
High School	22	19	23	27	19	25
Post Graduate/SP	3	5	2	4	8	11
Total End of Year	36	40	41	50	48	52


11

**HAMILTON-WENHAM  
REGIONAL SCHOOL DISTRICT**

### OOD Enrollment by Disability

Year	2014-2017 FY15	2015-2016 FY16	2016-2017 FY17	2017-2018 FY18	2018-2019 FY19	2019-2020 FY20 Projected
*Autism	8	9	9	11	10	9
*Specific Learning Disability	4	7	7	7	8	11
Emotional Impairment	6	4	5	9	8	8
*Health Impairment	6	6	5	6	5	7
Multiple Disabilities	7	8	7	8	7	6
Communication	1	3	3	3	5	6
Intellectual Impairment	1	1	2	3	3	3
Neurological Impairment	2	2	2	2	1	1
Sensory Impairment	0	0	1	1	1	1
Developmental Delay	0	0	0	0	0	0
Physical Impairment	0	0	0	0	0	0

12



### What have we done to date?


- High School
  - Added Intensive Learning/Academic Skills Program (IL/AS)
  - Transitioned an Academic Support to a Therapeutic Learning Center (TLC)
  - Added the Language-Based Program (LB); Providing on-going support/consultation to program and general education staff
  - RISE Program
- Middle School
  - Providing support/consultation to the Language-Based Program and general education staff
  - Reformatting of the Intensive Learning Program at the middle school to meet the needs of a wider range of student profile
- High School and Middle School Professional Development
  - Inclusive Practices
  - IEP Writing
  - Foundational Reading/Spelling
  - Specific program trainings (ie: Visualization & Verbalization, LIPS, Orton-Gillingham)

13

### What have we done to date?

- Elementary
  - Moved Tier III and Special Education instructional supports to Tier II
  - Orton-Gillingham PD
- All Levels
  - Vertical meetings
  - Data review
  - Program Descriptions -review and revision
  - Research and add instructional materials/curriculum to programs and academic support centers
  - Teaching Assistant Trainings

14



### Thank you

15

## **APPENDIX H: THE SEAL OF BILITERACY**

The Seal of Biliteracy recognizes students who, by the end of high school, have attained proficiency in reading, writing, listening and speaking in two or more languages. Students must demonstrate proficiency in English (proficient or advanced MCAS scores) and proficiency in a second language as demonstrated with approved standardized assessments. The Seal of Biliteracy is a national movement with 33 states currently offering this endorsement. In November of 2017, Governor Baker signed it into law.

In our pilot year 2018, thirty-six of the thirty-seven students receiving the award demonstrated proficiency in Spanish by taking the AP Spanish Language Exam last year as juniors. One young man chose to take the STAMP, an alternate assessment in Polish, the language he speaks at home. The STAMP is a Standards-Based Measure of Proficiency and is an adaptive web-based test that assesses language proficiency based on what students can do. The STAMP is available in a multitude of languages and is available to any student who wants to document their proficiency. In 2018-2019 we will have two testing dates for students to demonstrate proficiency using the STAMP assessment. Dates will be announced in September. The cost to test your proficiency is \$20.

The Seal is awarded at three different levels of proficiency. The Silver Seal is given to students who demonstrate proficiency at an intermediate-mid level. The Gold Seal is given to students who demonstrate an intermediate-high level and the Platinum Seal is given to students who demonstrate advanced-low proficiency. Bilingualism is a critical 21<sup>st</sup> century skill and the Seal of Biliteracy acknowledges the hard work, perseverance and commitment required to communicate in a second language.



## Donations

School Committee Meeting

January 2, 2019

Leuders Environmental Landscaping

\$50.00

- Donation for each city or Town they may have a customer in.