



**Town of Wenham  
BOARD OF SELECTMEN  
AMENDED AGENDA**

**Tuesday January 8<sup>th</sup>**

**6:00 PM**

**Wenham Town Hall – 138 Main Street**

*Notice of public meeting as required by M.G.L. Chpt.30 §18-28*

All audience members wishing to address the Board of Selectmen must go to the podium microphone and give their name & address.

- 6:00 P.M.**      **WELCOME:** Call to order
- Executive Session #3 under M.G.L. Ch. 30A, § 21 – To discuss strategy with respect to collective bargaining or litigation if the chair declares that an open meeting may have a detrimental effect on the bargaining or litigation position of the Town.
- Police Benevolent Association of Wenham
- 6:30 P.M.**      **PUBLIC INPUT: ITEMS NOT ON THE AGENDA**
- ANNOUNCEMENTS** **JC**
1. Town Hall Extended Friday Hours in January
  2. Nancy Day Retirement Reception, Thursday, January 10, 2-4pm, Hamilton-Wenham Public Library
  3. Holiday Tree Recycling Drop-Off at Pingree Park through January 12
- 6:35 P.M.**      **REPORTS**
- TOWN ADMINISTRATOR – Update  
CHAIRMAN  
SELECTMEN
- 6:40 P.M.**      **CONSENT AGENDA** **JW**
- A. Minutes
- Open Session: November 13, 2018; November 27, 2018  
Executive Session: November 13, 2018 (1); November 13, 2018 (2); November 27, 2018
- 6:45 P.M.**      **NEW BUSINESS**
- B. Recognition of Betty Cheeseman's 100<sup>th</sup> Birthday (10 minutes) JC  
C. Review and Approval of Updated Wenham Connects Committee Charge (5 minutes) JW  
D. Review of Feedback from Open Space and Recreation Committee on Proposed Changes to Charge  
And Discussion of Next Steps on Economic Development Committee (10 minutes) JW  
E. Vote to Open Annual Town Meeting Warrant & Review of Anticipated Timeline and Preliminary  
Warrant Articles (30 minutes) CH  
F. Other matters, as may not have been reasonably anticipated by the Chair (Discussion Only) CH
- 7:40 P.M.**      **OLD BUSINESS**
- G. Review of Preliminary FY20 Budget and Discussion of Policy Options (40 minutes) CH
- 8:30 P.M.**      **ANTICIPATED ADJOURNMENT**

**ANNOUNCEMENTS – BOARD OF SELECTMEN MEETING – *January 8, 2019***  
**John Clemenzi**

**1. Town Hall Extended Friday Hours in January**

Town Hall will remain open until 4:30pm Friday, January 11<sup>th</sup> and Friday, January 18<sup>th</sup> to help offset hours from closures on Christmas Eve and New Years Eve.

**2. Nancy Day Retirement Reception**

Join us in celebrating Nancy Day's 38 years of service on Thursday, January 10<sup>th</sup> from 2:00 – 4:00pm at the Hamilton-Wenham Public Library. Enjoy refreshments while offering Nancy our thanks for her service to our communities and our well wishes for her retirement.

**3. Holiday Tree Recycling**

Residents have a few days left to “recycle” their holiday trees. The Town does not offer curbside tree collection, so please **bring trees free of lights and ornaments by January 12<sup>th</sup> to the Pingree Park parking lot.** Thanks to Iron Tree Services and Brick Ends Farm, trees will be chipped and used as compost for next spring's growing season. Do not bring wreaths, plants, garland, baskets or brush, as these items may cause damage to the equipment.

# Town Hall Extended Friday Hours

*Town Hall will remain open until 4:30pm  
the following Fridays in January to offset  
additional holiday  
closures:*

**Friday, January 4, 2019**

**Friday, January 11, 2019**

**Friday, January 18, 2019**

A background image of pink cherry blossoms on dark branches with green leaves, set against a soft, out-of-focus background.

# Nancy's Retiring!

Join us in celebrating Nancy Day's 38 years of service

Thursday, January 10, from 2:00 - 4:00.

Stop by for refreshment, reminiscences, & fond farewells.

Everyone is invited — spread the word!

Hamilton-Wenham Public Library \* 978-468-5577 \* [hwlibrary.org](http://hwlibrary.org)





## Tree Recycling Reminder

The Towns of Hamilton and Wenham remind you of the opportunity to “recycle” your tree this year. Your tree will be chipped and turned into compost for next spring’s growing season. The tree chipping is donated by Iron Tree Services and will be brought to Brick Ends Farms at no cost.

There is no curbside tree collection so please bring your naked trees ***by January 12<sup>th</sup>*** to:

- **Hamilton:** Behind Patton Park at the old bon fire collection point
- **Wenham:** Pingree Park parking lot

***Please remember to take all ornaments and lights off your trees and do not bring wreaths, plants, garland, baskets or brush.*** Anything but naked trees makes it much harder to chip them and we don’t want to cause any damage to the equipment. Iron Tree donates the chipping service so we need to make it workable for them and not cause any additional costs to the towns.

Thanks to Iron Tree Services and Brick Ends Farm for their support and for all of you who will wrestle, drag, hoist, tie and bring your trees for chipping as a sustainable way to discard your tree.

## **BOARD OF SELECTMEN MEETING**

*January 8, 2019*

# **REPORTS**

- TOWN ADMINISTRATOR – Update
- CHAIRMAN
- SELECTMEN



# Town of Wenham

Selectmen / Town Administrator

TEL 978-468-5520

FAX 978-468-8014

## MEMORANDUM

**TO:** Board of Selectmen  
**FROM:** Peter Lombardi, Town Administrator  
**RE:** Town Administrator's Report  
**DATE:** January 8, 2019

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### **Personnel**

Our Library Director, Jan Dempsey, will be retiring in late March after 14 years of service leading the only regional library in the Commonwealth. The Library Board of Trustees plans to appoint a Screening Committee at their meeting later this week and expects to post the position by the end of next week. Applications will be due in mid-February and we hope to have the position filled on a permanent basis sometime in late April or early May.

With Nancy Day retiring later this month, we recently hired Lewis Parsons as the new Head of Technical Services. Lewis comes to Hamilton-Wenham after 5 years as the Technology Coordinator & Librarian at the Sawyer Free Library in Gloucester.

### **Grants**

The Town was recently awarded \$4,954 in grant funding for Student and Senior Awareness of Fire Education (SAFE) from the Massachusetts Executive Office of Public Safety and Security's Department of Fire Services. This annual funding allows our Fire Department to continue their outreach and education efforts with these important groups.

### **Longfellow Road Repair Project**

The special act for this project that was supported by Town Meeting last spring was approved by the legislature and signed by Governor Baker late last month. The residents of Longfellow Road and South Street have been notified, and we are working with Weston & Sampson on next steps and an overall project timeline.

### **Municipal Vulnerability Preparedness**

Following up on the \$25k grant that the Town was awarded for Municipal Vulnerability Preparedness (MVP) to update its Hazard Mitigation Plan and develop an MVP Action Plan to increase our resilience to the hazards of extreme weather, we are convening a day-long workshop tomorrow that will bring together community stakeholders to identify and prioritize steps to reduce risk across our community. The goal of this project is for the Town to identify its strengths and vulnerabilities, determine which community features are at risk, and develop a list of priority actions to address these concerns. This is the first outreach session in a multi-step process that will culminate in a public forum to discuss preliminary findings and agree on important projects to address in the coming years.

**BOARD OF SELECTMEN MEETING**

*January 8, 2019*

**CONSENT AGENDA**

**A.**

**Meeting Minutes**

➤ Open Session:

November 13, 2018

November 27, 2018

➤ Executive Session:

November 13, 2018 (1)

November 13, 2018 (2)

November 27, 2018

# **BOARD OF SELECTMEN MEETING**

*January 8, 2019*

## **CONSENT AGENDA DRAFT MOTION**

I move to approve all items in the Consent Agenda as presented, including the release of Executive Session meeting minutes from November 13 sets 1 and 2 and the Executive Session meeting minutes from November 27 to be held until further notice.



TOWN OF WENHAM  
Board of Selectmen  
Meeting of November 13, 2018  
Town Hall, 138 Main Street

Pursuant to the Open Meeting Law, M.G.L. Chapter 30A, §§ 18-25, written notice posted by the Town Clerk delivered to all Board members, a meeting of the Board of Selectmen (BOS) was held on Tuesday November 13, 2018 at 5:30 pm in the Selectmen Chambers.

The Town of Wenham has a three-member Board of Selectmen elected for three-year terms with one seat up for election each year. Jack Wilhelm (2019) Catherine Harrison (2020); John Clemenzi (2021)

The Board of Selectmen serve as the chief executive body of the Town. The board's duties include in part appointing the Town Administrator and other board/committee members, developing goals and policies, preparing the town report, the annual budget, and presenting the warrant for Town Meeting.

The Board typically meets the first and third Tuesday of each month at 6:30 pm in Town Hall. The BOS meetings are posted on the Town calendar. All meetings are open to the public and may be viewed on local cable channels, [HWCAM.org](http://HWCAM.org) or [You Tube HWCAM](http://YouTube HWCAM).

**Welcome & Call to Order** - With a quorum present, Ms. Harrison called the BOS meeting to order at 5:42 pm  
Selectmen present: Catherine Harrison, Chair; John Clemenzi, Vice Chair; Jack Wilhelm, Clerk  
Also present: Peter Lombardi, Town Administrator; Catherine Tinsley, Recording Secretary

**Public Information**

- Meeting packet
- Open Session was recorded with permission by HWCAM

**Executive Session**

- Wenham Call Firefighters Association
- AFSCME Council 93, Local 2905
- Community Preservation Act Historic Preservation Restrictions

*Vote: Ms. Harrison moved to enter into executive session under M.G.L. Ch. 30A, § 21 (3) To discuss strategy with respect to collective bargaining or litigation if the chair declares than an open meeting may have a detrimental effect on the bargaining or litigation position of the Town regarding the Wenham Call Fire Fighters Association and to continue in executive session under M.G.L. Ch. 30A, § 21(3) regarding AFSCME Council 93, Local 2905 and to continue in executive session under M.G.L. Ch. 30A, § 21 (6)– To consider the purchase, exchange, taking, lease, or value of real property if such discussion may have a detrimental effect on the negotiating position of the governmental body regarding Community Preservation Act Historic Preservation Restrictions and to return to open session. The motion carried unanimously by roll call vote.*

The BOS returned to open session and recessed until 6:30 pm  
The BOS reconvened at 6:31 pm.

**Public Input** - There was none.

**Announcements**

- Curbside Leaf Pick-up Update – Wenham Department of Public Works annual leaf collection began today November 13 in the west side of town; loose leaf followed by bagged pick up in December. The weekly route and status is updated on the town's web site.
- Notice of Public Meeting Re Proposed Main Street Traffic Improvements is November 29, 7:00pm, Wenham Town Hall
- Winter Parking Ban is Effective November 15 – March 31
- 375th Anniversary Historic Mock Town Meeting, will be held at the First Church in Wenham on December 5, 6:30pm
- Request for Wreaths Across America Sponsorships – Wenham will simultaneously place wreaths on veteran's graves in the main Street Cemetery on December 15. Donations for the wreaths are being accepted at Town Hall through November 26 or through the website until December 3.

The agenda was taken out of order.  
Appointments of Police Officers\*

**Reports**Town Administrator

- Board of Health Proposed Tobacco 21 Regulations -Recently, the state legislature passed several new laws regarding tobacco regulation, including a statewide increase of the minimum legal sale age to twenty-one (21). As of this month, 193 MA municipalities have increased their minimum age to purchase tobacco products prior to the state law going into effect. After discussions with the region's tobacco enforcement program and the owner of the one establishment in Town to which these regulations pertain, our Board of Health is holding a public hearing on December 13 to amend their local regulations to increase our local regulations to 21 by December 30, 2018. If the Board of Health takes no action to adopt age 21 by December 30, Wenham's one establishment selling tobacco products would be required to comply with the State's tiered implementation schedule over the next three years (each year on January 1: age 19 in 2019, age 20 in 2020, and age 21 in 2021) and the Board has decided to pursue an amendment to the local regulation and thus a more direct implementation instead.
- FY20 Budget Update - On October 26, HWRSD forwarded their student enrollment data to both member communities. While net district enrollment is down more than expected (-40 students across the district), the \$165k cost impact of the enrollment shift on Wenham's FY20 assessment is very closely in line what was projected by both NESDEC and McKibben Reports and represents an approximate 50% decrease in the impact of the student enrollment shift that Wenham has experienced for each of the past 3 fiscal years (\$300+k/year).
- On October 31, the Division of Local Services certified our FY18 Free Cash balance at \$977,873.00. As previously discussed, this decrease of approximately \$250,000 in available Free Cash from FY17 was anticipated in our initial FY20 budget projections and is reflected in our need to reduce our reliance on this one-time funding source as a revenue to offset the annual operating budget. Ms. Harrison noted having Free Cash certified by October 31 was "impressive." Staff was recognized for their work.
- We are finishing our initial meetings with Department Heads to review their preliminary FY20 submissions and will have a recommended budget prepared to review at the joint Board of Selectmen and Finance & Advisory Committee meeting scheduled for December 1.
- HWRSD Teachers Union Contract - The School Committee voted on October 24, 2018 to renew a three-year contract for the HWRSD teachers. Mr. Lombardi was selected to represent both Hamilton and Wenham during negotiating as a voting member of the School Committee. Neither town felt they could financially support the amended terms and conditions in contract and Mr. Lombardi was the lone dissenting vote on the contract. The Contract is effective August 1, 2018. Two major impacts to the budget: COLA as approved: year 1 - 2.5%; year 2 - 2.75%; year 3- 2% and the addition of A Masters Plus 15 Step – net impact of an additional .75% COLA on the budget.

Board of Selectmen

- Mr. Clemenzi noted the Community House hosted the Harvest Dinner at which two individuals from Wenham were recognized: Connie Gourdeau was awarded the Joanne Holbrook Patton Award and Len Dolan was awarded the Volunteer of the Year Award. The BOS congratulated both recipients.
- The Community House also had an evening to recognize World War 1 veterans from Hamilton /Wenham. Many of these veteran's families donated the money for the Community House to be built.
- Mr. Clemenzi also recognized those that made the Veteran's Day ceremony a successful service.
- Mr. Wilhelm congratulated Representative Hill on his successful campaign and being voted into another term as State Representative for the 4th Essex District.

**Consent Agenda**

- Minutes
- Donation Form
- One Day Liquor License Application
  - Event Flyer
  - Certificate of Insurance
  - Tips Certification
  - \$50 Check to the Town
  - Email recommendation from K. DiNapoli, WPD Captain; J. Baxter, WFD Captain; J. Bresnahan, Permitting Coord. & Special Projects Manager

*Vote: Ms. Harrison moved to approve items A, B, and C on the Consent agenda and it was unanimous to do so.*

- A. Minutes: Open Session: September 25, 2018; October 2, 2018; October 9, 2018  
Executive Session: September 18, 2018 – Release
- B. 375th Anniversary Committee Donation Acceptance from 375th Committee
- C. One Day Liquor License Request – Holiday Shop n Sip Wenham Museum 132 Main Street Sunday November 25, 2018

## New Business

### \*Appointments

- Police Officers: Mia Cefalo and Amanda Cecchini
  - Letter from Chief Thomas Perkins, WPD
  - Resumes: Mia Cefalo & Amanda Cecchini

Mia Cefalo & Amanda Cecchini were both present.

Police Chief Perkins & Captain DiNapoli were present and spoke on the recommendation to appoint Mia Cefalo and Amanda Cecchini to the Wenham Police Department.

Captain DiNapoli reviewed the process used during the interviews which lead to the recommendation of Reserve officers Mia Cefalo and Amanda Cecchini to full time officers of the WPD.

These appointments are conditional based on requirements as outlined.

*Vote: Ms. Harrison moved to appoint Mia Cefalo as Police Officer for a term beginning December 1, 2018 and ending June 30, 2019 and Amanda Cecchini as Police Officer for a term beginning February 5, 2018 and ending June 30, 2019, with both appointments conditioned upon successful completion of the PAT (Physical Abilities Test) required for entrance into the Police Academy. The motion carried unanimously.*

### Potential Approval of Side Letter of Agreement with Wenham Call Firefighters Association for Additional Compensation during Fire-based Emergency Medical Services Pilot Program

- Memo regarding Proposed Side Letter of Agreement to Increase Minimum BLS Transport Compensation for Duration of Fire-based EMS Pilot Program from Peter Lombardi, November 8, 2018

*Motion: Mr. Wilhelm moved to approve the proposed side letter of agreement with the Wenham Call Firefighters Association to increase minimum BLS transport compensation for the duration of the Fire-based EMS Pilot Program.*

Under discussion, Mr. Wilhelm reviewed that the minimum compensation has been increased to those Firefighters providing the EMS transport as outlined in the letter.

*Vote: The motion carried unanimously.*

### Review & Potential Approval of Minor Modification to Memorandum of Agreement with Cataldo Ambulance Service for ALS Back-up

- Proposed Revised Agreement with Cataldo Ambulance Service for ALS Back-up – Redlined Version
- Summary of Revenue Under Current Agreement vs. Proposed Agreement

Mr. Lombardi summarized the transition to the Fire based MES pilot program, Cataldo agreed to provide ALS back up ambulance service at a rate of \$400. This proposed modification is for 50% of the fees collected.

*Vote: Mr. Wilhelm moved to approve the proposed fee for services modification to the Memorandum of Understanding with Cataldo Ambulance Service, Inc. for ALS Back-Up and authorize Peter Lombardi as Town Administrator to execute the agreement. The motion carried unanimously.*

### Potential Approval of Side Letter of Agreement with AFSCME Regarding On-call Phones

- Memo on Proposed Side Letter of Agreement Re DPW On-Call Phones from Peter Lombardi, Town Administrator, October 30, 2018
- This action would approve a side letter to provide town cell phones to DPW employees on call for sanding/salting.

*Motion: Mr. Clemenzi moved to approve the proposed side letter of agreement with AFSCME Council, Local 2905 regarding DPW on-call phones. The motion carried unanimously.*

### Review and Potential Approval of Minor Modifications to Longfellow Road and South Street Road

- Repair Home Rule Petition
- Email regarding Potential Amendments to S.2662 Home Rule Petition from Hiram Shah, MA Senate, October 30, 2018
- Proposed Amendment to Longfellow Road and South Street Road Repair Home Rule Petition

The Board has the authority to make minor modifications. No proposed changes have significant impact as initially drafted; these changes have been vetted by Town Counsel without issue.

*Vote: Ms. Harrison moved to approve the proposed language amendments in the Longfellow Road and South Street Repair Home Rule Petition*

### Review of Conservation Commission's Original Order of Conditions and Reconsideration of Decision for Town to Plow Middlewood Drive

- Memo re Burley Street Comprehensive Permit 2004 from P. Lombardi, Town Administrator, November 8, 2018
- Wenham Conservation Commission, Burley Street, LLC, Proposed Townhouse Development, Notice of Intent Decision and Record of Proceedings Under the Massachusetts Wetlands Protection Act
- Email re Cost for Potential Middlewood Trash Collection from Jack Manning, Division Manager, Casella, September 24, 2018
- Email regarding BOS Agenda to Discuss Potential Middlewood Snow Plowing and Possible Trash Pick-Up from John LeLacheur and P. Lombardi, Town Administrator, August 17, 2018
- Meeting Minutes of the Board of Selectmen, December 5, 2017
- Memo regarding Follow Up Discussion of Proposed Policy for Snow Removal on Private Ways from P. Lombardi, Town Administrator, December 1, 2017
- Letter to Residents of Longfellow Road, South Street, Woodside Lane, D'Ambrosio Way, Patch Avenue, Hickory Lane, Laurel Drive and Batchelder Park re Snow Removal Policy on Private Ways from Lombardi, Town Administrator, January 3, 2018

- Letter to Residents of Toppan Lane & Nathaniel Circle re Snow Removal Policy on Private Ways, January 3, 2018
- M.G.L., c.40, § 6C: Powers and Duties of Cities and Towns: Removal of Ice and Snow from Private Ways; Conditions
- Email regarding Middlewood Plowing Request from Bill Tyack, DPW Director, October 12, 2017
- Zoning Board of Appeals Decision of the Application of Burley Street, L.C.C. For a Comprehensive Permit pursuant to G.L. c.40B, §§ 20-23 With respect to property located at 70 Burley Street, Filed with the Town Clerk, July 7, 2004
- Email regarding Middlewoods Peer Review from Margaret Hoffman, Planning Coordinator, August 21, 2018
- Email regarding Middlewood from Michael F. Clark, P.E., Associate, Design Consultants, Inc., February 21, 2018
- Letter regarding Detention Pond and Catch Basic Repairs for the Residences at Middlewood from Michael F. Clark, P.E., Associate, Design Consultants, Inc., February 8, 2018
- Letter regarding As-Built Plans for the Residences at Middlewood from Michael F. Clark, P.E., Associate, Design Consultants, Inc., December 26, 2017

*Motion: Mr. Clemenzi moved the BOS rescind its vote of October 25, 2018 based on the conditions outlined in the Order of Conditions, the Town will not remove snow from Middlewood Drive.*

Under Discussion: Mr. Lombardi explained the comprehensive permit was reviewed and there was nothing regarding snow management but in the Order of Conditions issued by the Conservation Commission, there are two specific provisions related to snow management:

- (1) That a maximum 10% salt mix be used in this area. There is no reasonable way for the town to provide a special truck with a 90/10 mixture as there are only two such vehicles on the fleet.
- (2) The other condition stated that snow shall not be plowed into wetlands at any time. Realistically there is no way for the plows not to push snow into the wetlands.

The BOS has full discretion to plow private ways, and although the Board approved this private way, it does not comply with the Towns' Conservation Commissions Order of Conditions. A private contractor may be able to provide snow removal vs plowing and a different salt mixture as required.

*Vote: The motion carried unanimously.*

#### Proposed Modification to Town Hall Holiday Schedule

- Memo regarding Town Hall Holiday Schedule from P. Lombardi, Town Administrator, November 8, 2018

Mr. Wilhelm read the memo proposing the holiday schedule.

*Vote: Mr. Wilhelm moved to approve the proposed 2018 Town Hall holiday schedule, including closures on Christmas Eve and New Year's Eve and extended hours the first 3 Fridays in January 2019. The motion carried unanimously*

#### **Old Business**

##### Approval of Intermunicipal Agreement with City of Lawrence for Transfer of Buker School Playground Equipment

- Memo regarding Review of Intermunicipal Agreement with City of Lawrence for Transfer of Old Buker School Playground Equipment from Peter Lombardi, Town Administrator, October 5, 2018
- Proposed Intermunicipal Agreement Between the Town of Wenham and The City of Lawrence For Disposition of Surplus Playground Equipment
- Description and Photos of Surplus Playground Equipment from Buker Elementary Playground
- Application for Community Preservation Act Funding to the Community Preservation Committee from the Hamilton-Wenham Regional School District for a new Buker Playground, January 6, 2017
- Description, Photos and Map of Donovan Park, the City of Lawrence the Proposed Playground Equipment Location

*Vote: Mr. Clemenzi moved to approve the proposed Intermunicipal Agreement between the Town of Wenham and the City of Lawrence for Disposition of Surplus Playground Equipment. The motion carried unanimously.*

The next regular scheduled BOS meeting is November 27.

**Adjournment** – The BOS unanimously adjourned at 7:38pm

Respectfully Submitted By  
Catherine Tinsley  
12.3.18



TOWN OF WENHAM  
Board of Selectmen  
Meeting of November 27, 2018  
Town Hall, 138 Main Street

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The Board typically meets the first and third Tuesday of each month at 6:30 pm in Town Hall. The BOS meetings are posted on the Town calendar. All meetings are open to the public and may be viewed on local cable channels, [HWCAM.org](http://HWCAM.org) or [You Tube HWCAM](http://YouTube HWCAM).

### Welcome & Call to Order

With a quorum present, Ms. Harrison called the BOS meeting to order at 6:34 pm

Selectmen present: Catherine Harrison, Chair; John Clemenzi, Vice Chair; Jack Wilhelm, Clerk

Also present: Peter Lombardi, Town Administrator; Catherine Tinsley, Recording Secretary

The agenda was taken out of order without objection.

\*Presentation of AARP Age and Dementia Friendly Community Designation

\*Presentation of results on Age and Dementia Friendly Community Needs Assessment

### Announcements

- Curbside Leaf Pick-up Update – The progress has been slowed with the early snow; only one round of pick up is anticipated
- Public Meeting re Proposed Main Street Traffic Improvements – November 29, 7:00pm
- Final Flu Clinic, Hamilton Senior Center, 299 Bay Road – November 30, 3:00 – 6:00pm
- 375th Anniversary Historic Mock Town Meeting First Church in Wenham – December 5 with reception to follow
- Board of Health Public Hearing re. Proposed Change in Local Tobacco Regulations December 13 7:00pm
- Request for Wreaths Across America Sponsorships for Wenham cemetery – December 15 wreath laying simultaneously with Arlington Cemetery. Donations may be made through the town's web site to wreaths across America

### Reports

#### Town Administrator

**Open Space and Recreation Plan** - The Town was notified last week that our new Open Space and Recreation Plan (FYs19-25) has been conditionally approved by the Executive Office of Energy and Environmental Affairs. While we have several comments to follow up on with the state, we are now eligible for a number of state grant programs. The Open Space and Recreation Committee has also begun work on the Year 1 priority goals outlined in the Plan, including implementation of the parcel ranking matrix, development of a Right of First Refusal policy for Chapter 61 properties, review of various funding opportunities and mechanisms, and several other key action items. A reminder that there are currently 3 vacancies on this 7-member committee.

**Habitat for Humanity Project 40 Hull Street** - On November 16, the Department of Housing and Community Development issued a letter of eligibility to Habitat for Humanity North Shore for their proposed 2-unit project at 40 Hull Street. Earlier this summer, the Board approved the use of \$230,000 in funds from the Affordable Housing Trust to be used for the acquisition of this property for this purpose. Habitat will now submit an application for a comprehensive permit with the Zoning Board of Appeals and hopes to break ground next construction season.

### Consent Agenda

- One Day Liquor License- 375<sup>th</sup> Anniversary Committee for the Historic Mock Town Meeting & Celebration, Wednesday December 5, 2018 630-930
- Gift & Donation Acceptance – 375<sup>th</sup> Anniversary Committee: \$1000

*Vote: Ms. Harrison moved to approve items A & B in the consent agenda as presented and it was unanimous to do so.*



## New Business

### Presentation of AARP Age and Dementia Friendly Community Designation

- Letter and certificate of Enrollment in AARP Network of Age-Friendly Communities from Nancy A. LeaMond, Chief Advocacy and Engagement Officer, AARP, June 14, 2018
- Letter regarding Application for AARP Age Friendly Designation to Kara Cohen, Community Outreach and Volunteer Engagement Manager, AARP Massachusetts from Peter Lombardi, Town Administrator, June 11, 2018
- AARP Membership Application

Jim Reynolds COA Director; Antron Watson, AARP Massachusetts Age Friendly Director; Peggy Cahill, Age Friendly Consultant to Wenham COA

Mr. Reynolds summarized Wenham Connects as a pioneering initiative committed to building age friendly community. Wenham was recently accepted as an AARP age friendly Town; currently there are 35 communities in Massachusetts with this standing. Mr. Watson congratulated the Town for making the decision to address the eight domains of livability, work with the residents over next five years and work with residents. On behalf of AARP Chief Advocacy & Engagement Officer, Mr. Watson presented the Town with a certificate recognizing Wenham as an Age Friend Community.

### Presentation on Results of Age and Dementia Friendly Community Needs Assessment

- Wenham Connects Age and Dementia Friendly Needs Assessment PowerPoint Presentation, Caitlyn Coyle, PhD, Center for Social & Demographic Research on Aging, Gerontology Institute, University of Massachusetts Boston
- Wenham Connects: An age and dementia friendly needs assessment, UMass Boston Gerontology Institute, October 2018

Caitlin Coyle, UMass Boston Gerontology Institute, was present and spoke on the Community Needs Assessment and referenced a PowerPoint presentation.

The Community Needs Assessment was commissioned by the Council on Aging to provide an understanding and information to guide the Town in creating a community that supports aging in place and meets the needs of those residents over 65 years of age and those with dementia.

The presentation included Age and Dementia Friendly Framework of the eight domains: transportation; housing; social participation; outdoor space and buildings; respect and social inclusion; community support and health services; communication and information, civic participation and employment.

Ms. Cole gave an overview of the strategies used to gather information for the assessment which included a review of existing data, informational interviews of key positions of the Town and four focus groups including Town office representative, and representative of nonprofits and other organizations serving in Wenham, and meeting with Wenham residents.

Each of the eight domains were addressed in these groups with participants offering suggestions and priority areas being housing, community supports and health services, communication / information and social participation.

It was noted that the COA monthly newspaper, The Wenhamite, is one primary town specific information for residents over 60 years of age.

Ms. Harrison spoke on the benefit of integrating the assessment information the work of the Affordable Housing Master Plan and The Open Space and Recreation Plan.

With the lack of options for community senior housing and minimal walkability to such places as shops, doctors, etc., the focus is on the current practice of neighbor helping neighbor or co-living as a way to support one another.

Another primary concern raised by residents was that town finances rely solely on residential taxes resulting in a high and often unattainable tax rate.

The Needs Assessment is a part of a five-year action plan.

### Discussion on Concept of Shared Human Resource (HR) Function with Hamilton and Manchester

- Emails regarding HR Essential Functions from Joseph Domelowicz, Hamilton Town Manager, and Greg Federspiel, Manchester Town Administrator, November 20, 2018
- Outline of Functions and Structure of Agreement for Possible Shared HR from Joseph Domelowicz, November 2018
- Letter regarding Human Resource Audit from Carol Granfield, Senior Consultant, Municipal Resources, April 1, 2017
- Town of Wenham Human Resource Policy/Procedure Audit, Municipal Resources, Inc., April 2017
- Professional Services Agreement between the Town of Wenham and Municipal Resources, Inc. for Human Resources Audit, December 9, 2016
- Letter regarding Wenham application for MIIA's FY16 Risk Management Program from P. Lombardi September 6, 2016
- MIIA Risk Management Grant Application, September 6, 2016
- Letter regarding Wenham application for MIIA's FY16 Risk Management Program from P. Lombardi September 25, 2015
- MIIA Risk Management Grant Application, September 25, 2015

Mr. Lombardi summarized that a few years ago, one of the BOS goals was to enhance the HR position as a priority area to address. The Town submitted a grant application for an HR audit of policies, procedures & general administration and 2-years ago was awarded a grant of just under \$10,000; MRI was contracted to perform the audit and prepare a report of findings and recommendations.

There is some interest from Manchester and Hamilton to share an HR Position.

MAPC has staff that focus on regionalization projects and offered technical assistance through the process to keep it moving along. This is not a commonly shared position between towns.

Now that the Town has left the GIC Health Insurance, the health insurance renewal process would be included in this position's responsibilities as well as an update of the employee handbook, orientation, additional training for employees, personal file organization, updated classification plan for non-union employees, and full integration of best practices, etc.

The concept of this position would be a benefited position with dedicated time in each community. With three town's participating the salary of \$70-75,000 plus benefits would be estimated \$35,000 each community.

Mr. Lombardi requested feedback from the BOS on this preliminary concept.

The Selectmen were interested in better understanding of how the positions would be shared financially, benefits, and hours.

It was noted this position is not a service but internal support and the three towns named seem to have similar responsibilities for an HR position and would be equal. If instated, this would need to be a three-year commitment.

#### Approval of 2019 Tufts Medicare Retiree Employer Group Agreements

- Email regarding 2019 Retiree Renewal from Paula Giokas, Senior Sales Executive Retiree Products, Tufts Health Plan, October 23, 2018
- 2019 Group Retiree: Tufts Medicare Preferred PDP Plan Highlight Sheet
- 2019 Group Retiree: Tufts Medicare Preferred Supplement Plan Highlights
- Letter regarding Tufts Medicare Preferred Supplemental PDP Plan Renewal for January 1, 2019 from Mary Martkeiwicz, Manager, Client Services, Retiree Sales

Mr. Wilhelm read a summary on the agreement. The employees transitioned during the year. The retirees will not see an increase in their rates in the upcoming year.

*Vote: Mr. Wilhelm moved to approve the 2019 Tufts Medicare Retiree Employer Group Agreements as presented and it was unanimous to do so.*

**Other matters**, as may not have been reasonably anticipated by the Chair (Discussion Only)

**Next Meeting** – December 4, 2018

**Adjournment**- The Selectmen unanimously adjourned at 8:08 pm.

Respectfully Submitted By  
Catherine Tinsley  
12.28.18

**BOARD OF SELECTMEN MEETING**

*January 8, 2019*

**NEW BUSINESS**

**B.**

**Recognition of  
Betty Cheeseman's 100<sup>th</sup> Birthday**  
*(10 Minutes)*

- Wenham Board of Selectmen 100<sup>th</sup> Birthday Proclamation



## **Wenham Board of Selectmen Proclamation 100<sup>th</sup> Birthday of Betty B. Cheeseman**

**WHEREAS:** Betty B. Cheeseman served the Town of Wenham through six terms on the Wenham Library Board of Trustees, during which time the library was renovated adding the children's room in the Town Hall lower level and several terms as an Election Teller;

**WHEREAS:** Betty B. Cheeseman was one of the founders of the first in-school Buker Library working with Ms. Bessie Buker and later with Mr. Dwight Ayres;

**WHEREAS:** Betty B. Cheeseman served as a Girl Scout since 1929 in St Johnsbury, VT and was awarded with her 75 year pin; she became a Wenham Girl Scout Troop Leader in 1950 and continued her service as Troop Leader until 1966 and as a District and Council leader until 2005 representing many years of devotion to duties and the time tested principles of Scouting and sterling public service;

**WHEREAS:** Betty B. Cheeseman has endeavored to assist community organizations such as the First Church in Wenham and the Wenham Museum through her volunteerism and leadership;

**WHEREAS:** Betty B. Cheeseman continues to exhibit dedication to the "Noble Oblige" of public service and has attained an outstanding example of unwavering commitment to Family, Friends and the Public; and

**WHEREAS:** On January 9, 2019, Betty B. Cheeseman celebrates her 100<sup>th</sup> Birthday;

**NOW, THEREFORE, BE IT RESOLVED**, that the Wenham Board of Selectmen do hereby proclaim our sincere gratitude and heartfelt appreciation for the extraordinary public service exhibited by Betty B. Cheeseman on behalf of the Town of Wenham. In witness whereof, We the Wenham Board of Selectmen do hereby set our hands and affix the great seal of the Town of Wenham, this 8<sup>th</sup> day of January, 2019.

**TOWN OF WENHAM**

---

Catherine A. Harrison, Chairman

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John A. Clemenzi, Vice Chairman

---

John O. Wilhelm, Clerk

**BOARD OF SELECTMEN MEETING**

*January 8, 2019*

**NEW BUSINESS**

**C.**

**Review and Approval of Proposed  
Wenham Connects Committee Charge**

*(5 Minutes)*

- Draft Motion
- Memo regarding Updated Charge for Wenham Connects Committee from Peter Lombardi, Town Administrator, January 2, 2019
- Memo regarding Proposed Charge for Wenham Connects Committee from Peter Lombardi, Town Administrator, December 13, 2018



**BOARD OF SELECTMEN MEETING**

*January 8, 2019*

**DRAFT MOTION**

**Wenham Connects Committee Charge**

- Vote: I move the Board of Selectmen adopt the proposed  
Wenham Connects Committee Charge.

Seconded / Discussion/ Vote



# Town of Wenham

Town Hall  
138 Main Street  
Wenham, MA 01984

Selectmen / Town Administrator  
TEL 978-468-5520 FAX 978-468-8014

## MEMORANDUM

TO: Selectmen  
FROM: Peter Lombardi, Town Administrator  
CC: Jim Reynolds, Council on Aging Director  
RE: Updated Charge for Wenham Connects Committee  
DATE: January 2, 2019

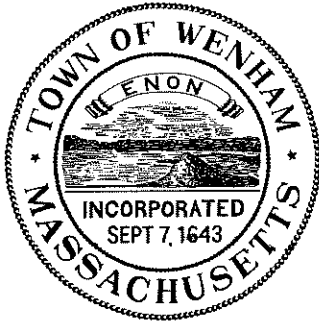
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Following up on our conversation about this on December 18, I solicited letters of interest from the residents who had previously expressed an interest in serving on this new committee. To date, we have received responses from 4 of those individuals who affirmed their desire to serve on this committee and we expect another 1-2 in the next week or so. Based on these responses and the Board's initial feedback, I made several minor revisions to the committee's charge (changes are in **bold**):

*The Wenham Connects Committee shall be comprised of up to **seven** members, each serving an **initial term through June 30, 2020**. The Town Administrator and Council on Aging Director shall be ex officio, voting members. **A review of the Committee's progress and a determination about the need for future re-appointments shall be made by the Board of Selectmen by June 2020.** The Committee will focus on the following functions:*

- *Serve as leadership team to advance the Wenham Connects age and dementia friendly initiative, meeting on a monthly basis to plan and coordinate the initiative*
- *Develop a comprehensive understanding of the current unmet needs of Wenham seniors by reviewing UMass Boston Gerontology Institute's Needs Assessment and analyzing Wenham's age friendly survey results, and any other relevant plans or documents*
- *Work to develop a multi-year Action Plan based on needs assessment and survey findings. Identify key priority areas for actionable steps within AARP's 8 Domains of Livability. Plan will include clearly established goals, timelines, and identification of partnering organizations responsible for implementation*
- *Conduct outreach to the community and engage in age friendly community building activities*
- *Collaborate with representatives from local cultural institutions (such as the Wenham Museum, Hamilton-Wenham Regional Library, Wenham Village Improvement Society, etc) and other Town boards and committees (Affordable Housing Trust, Open Space and Recreation Committee, Council on Aging, Friends of the Council on Aging, etc) by requesting their participation in quarterly task force meetings to coordinate interconnected efforts across the community*

- *Partner with local businesses, community organizations, non-profits, and Town boards, committees, and departments as needed to move the age friendly initiative forward*
- *Become familiar with other area agencies serving older adult residents and coordinate activities, programs, and projects*
- *Provide bi-annual progress reports to Board of Selectmen*



# Town of Wenham

Town Hall  
138 Main Street  
Wenham, MA 01984

Selectmen / Town Administrator  
TEL 978-468-5520 FAX 978-468-8014

## MEMORANDUM

**TO:** Selectmen  
**FROM:** Peter Lombardi, Town Administrator  
**CC:** Jim Reynolds, Council on Aging Director  
**RE:** Proposed Charge for Wenham Connects Committee  
**DATE:** December 13, 2018

---

In order to build on the findings of the UMass Boston Gerontology Institute's Needs Assessment, follow-up on the results of our recent Age Friendly Community survey, and continue to advance the Wenham Connects initiative, I recommend the Board establish a new Wenham Connects Committee and suggest the following charge be adopted:

*The Wenham Connects Committee shall be comprised of up to nine members, each serving a one year term, and subject to annual reappointment by the Board of Selectmen. The Town Administrator and Council on Aging Director shall be ex officio, voting members. The Committee will focus on the following functions:*

- *Serve as leadership team to advance the Wenham Connects age and dementia friendly initiative, meeting on a monthly basis to plan and coordinate the initiative*
- *Develop a comprehensive understanding of the current unmet needs of Wenham seniors by reviewing UMass Boston Gerontology Institute's Needs Assessment and analyzing Wenham's age friendly survey results, and any other relevant plans or documents*
- *Work to develop a multi-year Action Plan based on needs assessment and survey findings. Identify key priority areas for actionable steps within AARP's 8 Domains of Livability. Plan will include clearly established goals, timelines, and identification of partnering organizations responsible for implementation*
- *Conduct outreach to the community and engage in age friendly community building activities*
- *Collaborate with representatives from local cultural institutions (such as the Wenham Museum, Hamilton-Wenham Regional Library, Wenham Village Improvement Society, etc) and other Town boards and committees (Affordable Housing Trust, Open Space and Recreation Committee, Council on Aging, Friends of the Council on Aging, etc) by requesting their participation in quarterly task force meetings to coordinate interconnected efforts across the community*
- *Partner with local businesses, community organizations, non-profits, and Town boards, committees, and departments as needed to move the age friendly initiative forward*
- *Become familiar with other area agencies serving older adult residents and coordinate activities, programs, and projects*
- *Provide bi-annual progress reports to Board of Selectmen*

For your reference, I have attached a copy of the current Council on Aging bylaws. It is important to note that while there are some similarities in the overall mission of the original COA Board and the proposed Wenham Connects Committee, the latter is meant to be more specifically focused on moving this initiative forward and working across the organization and community to do so.

There are more than 10 residents who have been involved in the initial Wenham Connects outreach efforts to date and have expressed an interest in potentially serving on this new committee. If and when the charge is approved, I would recommend that we first reach out to these individuals to gauge their continued interest in wanting to serve on this committee. Depending on what kind of feedback we receive from those residents, the Board could then decide whether or not they want to solicit letters of interest more broadly before making any decisions on who they want to appoint.

To support this new committee's work, Peggy Cahill will continue serving as a consultant until at least this coming May, using Community Compact grant funding to analyze the survey results and begin working on an Action Plan. We hope to keep her involved in some capacity beyond that time and have requested approximately \$5,500 in the FY20 budget to keep her under contract for 4 hours/week for the next fiscal year. In addition, we are actively seeking supplemental grant funding to increase her capacity to assist the Wenham Connect Committee and advance the Age- and Dementia-Friendly Initiative next year and beyond.



# BOARD OF SELECTMEN MEETING

*January 8, 2019*

## NEW BUSINESS

### D.

## **Review of Feedback from Open Space and Recreation Committee on Proposed Changes to charge and Discussion of Next Steps on Economic Development Committee** *(10 minutes)*

- Draft Motion
- Email regarding OSRC Charge and Funding from Missy Berry, Conservation and Open Space and Recreation Coordinator, November 21, 2018
- Proposed Changes to Open Space and Recreation Committee Charge
- Email regarding Open Space and Recreation Committee Charge and Request for Feedback from Asma Syed, OSRC Chair, October 25, 2018
- Email regarding Open Space and Recreation Charge Amendment and Request for Feedback from Margaret Hoffman, Planning Coordinator, October 11, 2018
- Memo regarding Proposed Amendments to Open Space and Recreation Committee Charge from Peter Lombardi, Town Administrator, October 3, 2018
- Email regarding Economic Development Committee from Margaret Hoffman, May 23, 2018

**BOARD OF SELECTMEN MEETING**

*January 8, 2019*

**DRAFT MOTION**

Proposed Amendment to  
Open Space and Recreation Committee Charge

- Vote: I move the Board of Selectmen adopt the proposed revisions to the Open Space and Recreation Committee Charge.

Seconded / Discussion/ Vote

## **Peter Lombardi**

---

**From:** Melissa Berry  
**Sent:** Wednesday, November 21, 2018 10:27 AM  
**To:** Peter Lombardi  
**Subject:** OSRC Charge and funding  
**Attachments:** OSRC Recomendated changes to charge 11-20-18.docx

Peter,

I have attached the proposed changes to the OSRC charge that were discussed at last night's meeting (changes are in bold). They incorporated some of the content from the first bullet of the EDC's charge. They felt that their current charge already covered the second bullet from the EDC charge, and that the third and fourth bullets of the EDC charge should not be adopted into their own. They wanted to stress that they are not an economic development focused committee, but would adopt funding responsibility specifically for open space. They would also welcome the membership of EDC members interested in joining the OSRC.

We also discussed the MassTrails Grant, and they would like to consider trail improvements at Iron Rail for the grant. They discussed installing a boardwalk to deal with the flooding of the trails that makes them hard to use, and working with Greenbelt, the ECTA and boy scouts for planning and installation.

For smaller projects they discussed trail signage at Iron rail, van accessible parking at Rail Trail, and a bench on Cedar St in the open area by the lake. I am going to look into the specifics for the three options so we can hopefully get an application into the CPC. The OSRC was concerned with the timeline of turning in an application to the CPC by January 7<sup>th</sup>, so they also discussed memorial benches as another way to get funding.

Missy Berry  
Conservation and Open Space Coordinator  
Town of Wenham  
138 Main Street  
Wenham, MA 01984  
978-468-5520 Ex.8

*The Open Space and Recreation Committee shall be comprised of up to **seven** members, serving one-year terms, and subject to reappointment by the Board of Selectmen. Its composition will include residents who have a diversity of interests and experiences, ranging from interest in community character and landscape preservation to economic development and real estate, from active and passive recreation to natural resource conservation. The Committee's charge is as follows:*

- ***Having delivered** a comprehensive update to the Town's Open Space and Recreation Plan (OSRP), establish a process of ongoing review and updating of the OSRP as appropriate.*
- *Based on the findings of the OSRP, work with the Board of Selectmen and other relevant Town boards, commissions, and committees to maintain a list of target properties considered desirable for protection for various municipal uses.*
- *Work with private property owners and non-profit agencies to identify opportunities to preserve open space and funding sources **and scenarios** to support these preservation efforts, **considering the financial viability of preserving priority parcels.***
- *Work with the Board of Selectmen to identify properties that are better suited for development than preservation and support the creation of a strategic plan to address these opportunities.*
- *Work to support adoption of planning, zoning, and assessment practices and policies that reinforce the objective of preserving and acquiring open space in the Town of Wenham.*
- *Provide **bi-annual** progress reports to the Board of Selectmen, and make recommendations to the Board of Selectmen and to Town Meeting regarding the acquisition of open space for municipal purposes.*

## Peter Lombardi

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**From:** Asma Syed <asmasyed80@gmail.com>  
**Sent:** Thursday, October 25, 2018 9:57 AM  
**To:** Peter Lombardi  
**Cc:** Melissa Berry; Margaret Hoffman  
**Subject:** Re: Open Space and Recreation Charge Amendment and Request for Feedback

Hi Peter,  
Sorry for the delay in response. We'll be sure to review the memo and discuss at our next meeting in November. I agree with Margaret's comments below re: EDC.

Thanks,  
Asma

On Thu, Oct 11, 2018 at 11:35 AM Peter Lombardi <[PLombardi@wenhamma.gov](mailto:PLombardi@wenhamma.gov)> wrote:

Missy and Asma,

At their meeting on Tuesday night, the BOS approved a reduction in the total number of seats on the OSC down to 7 so you can make quorum under OML. At my suggestion, they also are looking for your feedback on any other recommended changes to your charge, including incorporation of relevant elements of the Economic Development Committee charge. Hopefully, this is something you can discuss at your next meeting. Please see attached memo.

Margaret,

Your input/perspective would certainly be helpful as well.

Thanks,

Peter

Peter Lombardi

Town Administrator

138 Main Street

Wenham, MA 01984

## Peter Lombardi

---

**From:** Margaret Hoffman  
**Sent:** Thursday, October 11, 2018 11:55 AM  
**To:** Peter Lombardi; Melissa Berry; [asmasyed80@gmail.com](mailto:asmasyed80@gmail.com)  
**Subject:** RE: Open Space and Recreation Charge Amendment and Request for Feedback

Hi Peter,

Working with the Economic Development Committee was problematic. There was little for the Committee to do given our very small business district or areas for economic development. And I believe it was confusing for the Committee members to understand what they were tasked with from the charge as written. In my opinion, it would be better for the Open Space Committee to take on the responsibility of determining funding sources for the protection of open space and to have the Open Space Committee be the party to reach out to land owners with the support of the Board of Selectmen. The members of the OSRC will have the Open Space Plan to guide them. I think if the Town wants to continue the Economic Development Committee they don't really need to be involved in the Open Space preservation but could perhaps be better utilized for developing a study of what potential there is in Wenham for economic development.

There are a few very large pieces of land that are undeveloped in Wenham that could have potential for development, but under our current zoning, single family housing is the most likely scenario. There may be other types of development possible, Flexible, Village District, Cluster, or maybe some kind of additional business or commercial closer to the Hamilton train station. But in Wenham, development isn't easy. The Open Space Plan identifies all of the large spaces, but focuses on their preservation rather than their development.

I really see the Master Plan process being our best opportunity to take all of the different pieces into consideration before we make the determination of what is the best use of the land. Wenham is definitely starting to get to that point with our OSRP, Historical Survey, Affordable Housing, and Senior surveys being done. Hopefully once it all comes together we can make a place for the EDC at the table.

But I would recommend that the OSRC take on the charge of the EDC as far as the Open Space funding.

Thanks

Marg

---

**From:** Peter Lombardi  
**Sent:** Thursday, October 11, 2018 11:35 AM  
**To:** Melissa Berry; [asmasyed80@gmail.com](mailto:asmasyed80@gmail.com)  
**Cc:** Margaret Hoffman  
**Subject:** Open Space and Recreation Charge Amendment and Request for Feedback

Missy and Asma,

At their meeting on Tuesday night, the BOS approved a reduction in the total number of seats on the OSC down to 7 so you can make quorum under OML. At my suggestion, they also are looking for your feedback on any other recommended changes to your charge, including incorporation of relevant elements of the Economic Development Committee charge. Hopefully, this is something you can discuss at your next meeting. Please see attached memo.

Margaret,

Your input/perspective would certainly be helpful as well.

Thanks,

Peter

Peter Lombardi  
Town Administrator



# Town of Wenham

Town Hall  
138 Main Street  
Wenham, MA 01984

\_\_\_\_\_  
Selectmen / Town Administrator  
TEL 978-468-5520 FAX 978-468-8014

## MEMORANDUM

TO: Board of Selectmen  
FROM: Peter Lombardi, Town Administrator  
RE: Proposed Amendments to Open Space and Recreation Committee Charge  
DATE: October 3, 2018

---

In May 2016, the Board approved the following charge for the Open Space and Recreation Committee:

*The Open Space and Recreation Committee shall be comprised of up to nine members, serving one-year terms, and subject to reappointment by the Board of Selectmen. Its composition will include residents who have a diversity of interests and experiences, ranging from interest in community character and landscape preservation to economic development and real estate, from active and passive recreation to natural resource conservation. The Committee's charge is as follows:*

- *Work to deliver a comprehensive update to the Town's Open Space and Recreation Plan (OSRP). Once completed and approved, establish a process of ongoing review and updating of the OSRP as appropriate.*
- *Based on the findings of the OSRP, work with the Board of Selectmen and other relevant Town boards, commissions, and committees to maintain a list of target properties considered desirable for protection for various municipal uses.*
- *Work with private property owners and non-profit agencies to identify opportunities to preserve open space and funding sources to support these preservation efforts.*
- *Work with the Board of Selectmen to identify properties that are better suited for development than preservation and support the creation of a strategic plan to address these opportunities.*
- *Work to support adoption of planning, zoning, and assessment practices and policies that reinforce the objective of preserving and acquiring open space in the Town of Wenham.*
- *Provide progress reports to the Board of Selectmen as appropriate or as requested, and make recommendations to the Board of Selectmen and to Town Meeting regarding the acquisition of open space for municipal purposes.*

The OSRC, as currently constituted, only has 4 active members: Asma Syed, Tom Starr, Ann Weeks, and Ernest Ashley. Since quorum is based on the total maximum number of positions on a given committee, I would recommend that the Board amend the charge down to 7 members at this point, so the remaining members can hold their meetings in compliance with the Open Meeting Law.

Further, since the OSRC has been in place for more than two years and has now formally submitted our updated Plan to the state for their review, I would suggest that we ask them and their supporting staff to revisit their initial charge and give the Board their collective feedback based on their experiences to date and what they will be working on in the next several years. As part of their reevaluation, I would also recommend that they review the Economic Development Committee (EDC) charge given the extent of overlap between the two and the fact that the 5 remaining members of that committee (including 1 non-resident, non-voting member) have not met since last fall and were not reappointed by the Board for FY19. The Board can then review the input they receive from the OSRC and determine how best to refine their charge, potentially incorporating some of those intersecting responsibilities of the EDC.

As part of this process, the Board can affirmatively decide on whether the EDC is needed as a stand-alone committee going forward. Doing so would address one of the priority goals for the Board for FY19 that was identified during our annual goal setting session this summer. It is important to note that the EDC was not identified as a Responsible Party for any of the actions listed in the Plan's Seven-Year Action Plan, based in part on their ambiguous role, lack of activity, and uncertain future.

For your reference, the EDC's current charge is as follows:

*The Committee shall be comprised of up to seven members, including one non-resident who shall serve as a non-voting member, serving one-year terms, and subject to reappointment by the Board of Selectmen. The Committee's charge is as follows:*

- *Work with the Open Space and Recreation Committee as they develop their action plan to implement the Goals and Objectives identified in the updated Open Space and Recreation Plan (OSRP), by providing recommendations on the financial viability of preserving priority parcels and identifying funding sources and scenarios.*
- *Based on the findings of the OSRP, work with the Open Space and Recreation Committee, Board of Selectmen, and other relevant Town boards, commissions, and committees to identify properties that are better suited for development than preservation and formulate a policy framework and strategic plan to address these opportunities.*
- *Establish and maintain an ongoing dialogue with business owners and owners of major properties on a pro-active basis to understand how the Town can work with them to achieve their plans.*
- *Provide advice and recommendations to the Board of Selectmen regarding the viability of various economic development projects, including but not limited to the feasibility of installing cellphone towers on town property, the proposed disposition of town-owned property, and the potential development of the Boulder Lane property.*



## Peter Lombardi

---

**From:** Margaret Hoffman  
**Sent:** Wednesday, May 23, 2018 1:12 PM  
**To:** Peter Lombardi  
**Cc:** Nicole Roebuck  
**Subject:** RE: EDC  
**Attachments:** Email from WDodge re Appointment.pdf; Email from J Maestranzi re Appointment.pdf; RBossler- resign-email.pdf; 2017 EDC Annual Town Report.docx; EDC Suggestions.pdf

Hi Peter,  
Per Dianne;  
All the following except for John Maestranzi were sworn in after their appointment in 10/2016

Begin	Dana
Bossler	Rob
D'Agata	Doug
Dodge	Albert
Maestranzi	John
Sullivan	Johanna
Tarr	Norman

I received an email from Rob Bossler that was resigning on August 14, 2017. (see attached)  
Win Dodge and John Maestranzi stopped attending meetings. See attached  
All other members are still on the Committee. Dana Begin is also on the ZBA now.

The committee met last on October 4, 2017. I was away on vacation that week.  
They reviewed the Open Space Plan items as well as the survey questions.  
They met on the following dates in 2017:

Jan 4  
Feb 1  
April 5  
May 3  
June 7  
August 16  
September 12  
October 4  
They met 3 times since July 1 2017.

The Committee has thus far submitted a Grant Application to DHCD for the TA grant to study the Downtown but we did not receive that grant.

They have been involved with the Open Space and Recreation Committee's update to the OSRC Plan. And I worked with the Chairman on the Town's Annual Report. (attached)

They have discussed the economic development opportunities in Wenham, including the Boulder Lane parcels. They hosted 2 local business owners and discussed what would make Wenham desirable to business investment. They did a site visit to Boulder Lane and have discussed what the potential is for that site and determined through information from outside developers that it remains a difficult property to develop.

In the beginning they were trying to determine their actual charge and how it related to the Open Space Committee's plan. They did begin to look at some of the issues and possibilities for the local downtown area. They discussed parking

issues as well as possibilities for growth and we had hoped to get some funding to study that area a bit further, but we were denied the grant.

In June each of the Committee members their thoughts on the status of the Town and the economic development challenges for Wenham. I have compiled them into one document. (See attached)

Since October 2017, the Committee has not met, but the Chairman emails me to keep updated on the status of the Committee.

Let me know if you need more information.

Marg

Margaret R. Hoffman, AICP  
Planning Coordinator  
Town of Wenham  
138 Main Street  
Wenham, MA 01984  
Phone -978-468-5520 Ex. 8  
Fax- 978-468-8014

---

**From:** Peter Lombardi  
**Sent:** Wednesday, May 23, 2018 11:12 AM  
**To:** Margaret Hoffman  
**Cc:** Nicole Roebuck  
**Subject:** EDC

Margaret,

Can you let me know who is currently appointed to the EDC (Dana, Doug, John, Norm, Joanna???), which of them have been sworn in, when they last met, how many times they met since last July 1, what they have accomplished in that time, and what they have accomplished since first appointed in Fall 2016?

Thanks,

Peter

Peter Lombardi  
Town Administrator

138 Main Street  
Wenham, MA 01984  
978-468-5520 x.2  
<http://wenhamma.gov>

# BOARD OF SELECTMEN MEETING

*January 8, 2019*

## NEW BUSINESS

### E.

## **Vote to Open Annual Town Meeting Warrant & Review of Anticipated Timeline and Preliminary Warrant Articles**

*(30 minutes)*

- Draft Motion
- Potential 2019 ATM Warrant Articles, January 8, 2019
- FY2020 Budget Preparation & Town Meeting Schedule, January 4, 2019
- Article 11: Annual Appropriation of Commonwealth Transportation Infrastructure Fund Balance (\$541.90)
  - Email regarding Update -Transportation Network Company per Ride Assessment Funds from I-Catherin Lubitz, Director, Department of Public Utilities, Transportation Network Company Division, July 13, 2018
  - Municipal Report on Spending and/ or Proposed Spending of Funds Received from the Commonwealth Transportation Infrastructure Enhancement Trust Fund
- Article 13: Increase in Veterans Tax Work-Off Abatement Amount from \$1,000 to \$1,500/year
  - Town of Wenham Veterans Property Tax Work-Off Program, April 18, 2017
  - Press Release: Governor Baker Signs BRA VE Act to Strengthen Services and Supports for Commonwealth's Veterans, Mass.gov, August 28, 2018
  - Town of Wenham Senior Citizen Property Tax Work-Off Program
- Article 14: Local Acceptance of MGL Ch. 40 Sec. 13D re. Establishment of Compensated Absences Reserve Fund & FY20 Appropriation (\$25k) to new Reserve Fund
  - M.G.L. Chapter 40, Section 13D: Reserve Fund for Future Payment of Accrued Liabilities for Compensated Absences Due Employee or Officer of Town Upon Termination of Employment

**CH**

# BOARD OF SELECTMEN MEETING

*January 8, 2019*

## NEW BUSINESS

### E.

## **Vote to Open Annual Town Meeting Warrant & Review of Anticipated Timeline and Preliminary Warrant Articles**

*(30 minutes)*

- Article 15: Increase in Iron Rail Building Rental Revolving Funds Spending Limit (from \$25k to \$30k/year)
  - Email regarding Wenham BAN Borrowing from Leslie Davidson, Former Finance Director & Treasurer/Collector, May 14, 2018
  - Competitive Note Sale Worksheet, Hilltop Securities, May 14, 2018
- Article 17: Acceptance of Settlers Lane as Public Way
  - Letter regarding Acceptance of Settlers Lane as Public Way from Margaret Hoffman, Planning Coordinator, October 23, 2018
  - Email regarding Street Acceptance Procedure from Amy E. Kwesell, Esq., February 20, 2018
- Article 18: General Bylaw Amendment – Historic District Commission (Chapter XXV)
  - Email regarding Historic District Commission/Historical Commission Bylaw from Jackie Bresnahan, October 5, 2018
  - Proposed General Bylaw Amendment: Historic District Commission/Historical Commission
- Article 19: General Bylaw Amendment – Non-Criminal Disposition (Chapter XIX)
  - Proposed General Provisions: Adoption of Bylaws Amendment
- Article 20: General Bylaw Amendment – Prohibiting Discharge of Water from Private Property onto Public Ways (Chapter V)
  - Email regarding Water Discharge into Roads from Lauren Goldberg, December 31, 2018
- Article 25: Creation of 1 Associate Planning Board Position
  - Email regarding ConCom 7 Member Commission from Lauren Goldberg, June 28, 2017

**CH**

**BOARD OF SELECTMEN MEETING**

*January 8, 2019*

**DRAFT MOTION**

**Open Annual Town Meeting Warrant**

- Vote: I move the Board of Selectmen open the April 6, 2019 Annual Town Meeting Warrant.

Seconded / Discussion/ Vote

## Potential 2019 ATM Warrant Articles January 8, 2019

\* Important to note that this is a preliminary draft

Art 1: FY20 Budget Appropriation

Art 2: Use of Free Cash to Balance Budget (up to \$700k)

Art 3: Potential Town/HWSRD Level Service Operating Override

Art 4: Potential Town Above Level Service Operating Override

Art 5: Potential HWSRD Above Level Service Operating Override (SRO & OPEB)

**Comment [PL1]:** May be consolidated to less than 3 separate articles

Art 6: Potential HWSRD Capital Debt Exclusion (up to \$3.1M)

Art 7: Potential Town Capital Improvement Program Funded by Free Cash

Art 8: Acceptance of Cemetery & Other Trust Funds

Art 9: Cemetery Maintenance Fund Transfer

Art 10: Ch 90 Road Work Funding (\$150k)

Art 11: Annual Appropriation of Commonwealth Transportation Infrastructure Fund balance (\$541.90)

Art 12: Transfer of \$35k from FY20 Water Operating Budget to Water Capital Reserve Fund

**Comment [PL2]:** Potential Consent Calendar Items

Art 13: Increase in Veterans Tax Work-off Abatement Amount from \$1000 to \$1500/year

Art 14: Local Acceptance of MGL Ch 40 Sec 13D re. Establishment of Compensated Absences Reserve Fund & FY20 Appropriation (\$25k) to new Reserve Fund

Art 15: Increase in Iron Rail Building Rental Revolving Funds Spending Limit (from \$25k to \$30k/year)

<p style="text-align: center;"><b>FY2020</b> <b>BUDGET PREPARATION &amp; TOWN MEETING SCHEDULE</b> <b>01.04.19</b></p>
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**Budget Development Phase**

<b>September 18, 2018</b>	Town Administrator presents long range budget forecast to joint BOS / FinCom meeting and FY20 budget guidelines are discussed.
<b>September 20, 2018</b>	Town Administrator provides preliminary FY20 budget guidelines to department heads and begins budget building process.
<b>September 25, 2018</b>	BOS confirms FY20 budget guidelines.
<b>October 22, 2018</b>	Department head budget submissions due to Town Administrator.
<b>October 26, 2018</b>	HWRSD provides finalized enrollment data to Towns.
<b>November 2 - 9, 2018</b>	Town Administrator, Finance Director, and Special Project Manager meet with department heads to review initial submissions and make changes as appropriate.
<b>December 1, 2018</b>	Department heads give FY20 presentations at joint BOS/FinCom meeting and Town Administrator & Finance Director review FY20 budget projections.
<b>December 2018</b>	First update of GFOA goes online including introduction, financial forecasting and some initial requests.
<b>December 4, 2018</b>	Joint Hamilton /Wenham (FinComs & BOS) meeting with HWRSD Leadership (Administration & SC) for preliminary discussions re. FY20 RSD budget parameters.
<b>December 11 and 18, 2018</b>	Board of Selectmen begins reviewing non-budgetary warrant articles
<b>December 19, 2018</b>	HWRSD Superintendent's proposed budget released. Town Administrator & Finance Director provide updated FY20 budget projections to BOS and FinCom.
<b>December 2018</b>	Annual Report form sent out to all Department Heads, Boards, & Committees (including report and GFOA information collection).

<b>January 2, 2019</b>	HWRSD delivers SC approved tentative FY20 budget to Towns.
<b>January 8, 2019</b>	BOS review of finalized Administration FY20 budget. BOS opens Annual Town Meeting warrant.
<b>January 9, 2019</b>	Department Reports and photographs due for Annual Report. Materials from annual reports are added to GFOA online.
<b>January 15, 2019</b>	BOS completes initial review of FY20 budget and provides preliminary policy direction on potential operating override(s).
<b>January 2019</b>	Solicit quotes and select printer for Annual Report and Warrant Books. Provide schedule and deadlines to printer.

### **Budget Review Phase**

<b>January 11, 2019</b>	Nomination papers available.
<b>January 16, 2019</b>	FinCom Meeting: Presentation of FY20 Administration budget by Town Administrator and Finance Director and initial Departmental budgets presentation and review.
<b>January 23, 2019</b>	FinCom Meeting: Departmental budgets presentation and review.
<b>January 30, 2019</b>	FinCom Meeting: Departmental budgets presentation and review.
<b>February 5, 2019</b>	HWRSD meeting with Joint Hamilton & Wenham FinComs (with BOS as invited guests)
<b>February 6, 2019</b>	Joint Hamilton & Wenham FinComs meet & review joint Department Budgets.
<b>February 12, 2019</b>	Draft warrant articles submitted to Town Counsel for preliminary review.
<b>February 13, 2019</b>	FinCom Meeting: Final review of all Departmental budgets and/or snow date placeholder for Departmental budget presentations. Final departmental budgets added to GFOA.
<b>February 13, 2019</b>	School Committee to vote to adopt FY20 School Budget (February 20 is official deadline – 45 days prior to ATM).



<b>February 15, 2019</b>	Deadline for completion of Annual Town Report to send to printer.
<b>February 20, 2019</b>	Joint FinCom / BOS meeting for final budget review. FinCom recommendations to ATM finalized.
<b>February 21, 2019</b>	Last day to submit & file papers with registrars for certification.
<b>February 25, 2019</b>	School Committee Papers due to District Office.
<b>February 26, 2019</b>	Board of Selectmen meeting: FY20 Budget completed, with Article recommendations and vote to close warrant. Final information and reports added to GFOA online and add Warrant and Annual Report to website.

### **Budget Approval Phase**

<b>Feb. – early Mar., 2019</b>	Town Administrator and Town Counsel finalize proposed warrant, motions, & legal advertisement.
<b>March 2018</b>	Provide updated street listing guide to Boy Scouts.
<b>March 7, 2019</b>	Last day to file with the Town Clerk.
<b>March 7, 2019</b>	Deadline for approved ballot questions to be submitted to Town Clerk.
<b>March 8, 2019</b>	Deadline for Board of Selectmen to close and sign warrant and approve ballot questions (if any).
<b>March 8, 2019</b>	Deadline for Town Meeting Warrant Book to be delivered to printer.
<b>March 11, 2019</b>	Last day to object or withdraw.
<b>March 15, 2019</b>	Last day to register to vote for Town Meeting & Election.
<b>March 15, 2019</b>	Deadline for new ATM and Warrant Hearing Reminder Mailer to go to printer. Warrant and Reports posted online (to include STM if needed).
<b>March 22, 2019</b>	Deadline to post Warrant prior to STM (14 day min).
<b>March 28, 2019</b>	Deadline for Warrant Books to be delivered to Boy Scouts for distribution to residents on weekend of March 30-31.

<b>March 29, 2019</b>	Town Administrator sends ATM script to Moderator, FinCom, BOS, et al
<b>March 29, 2019</b>	Deadline to post Warrant prior to ATM (7 day min).
<b>April 1, 2019</b>	Town Administrator, Finance Director, Town Clerk, Moderator, Town Counsel, BOS Chair, and FinCom Chair ATM Prep Session.
<b>April 1, 2019</b>	FinCom holds Warrant Hearing.
<b>April 6, 2019</b>	Annual Town Meeting.
<b>April 11, 2019</b>	Annual Election (Thursday, 7:00am - 8:00pm) Wenham and Hamilton.
<b>April XX, 2019</b>	Back-up date for continuation of Annual Town Meeting (if needed).
<b>July 5, 2019</b>	Final deadline for GFOA budget to be submitted (90 days after approval).

Art 16: CPA Appropriations (X # of projects, plus standard annual minimum transfers)

Art 17: Acceptance of Settlers Lane as Public Way

Art 18: General Bylaw Amendment - Historic District Commission (Chapter XXV)

Art 19: General Bylaw Amendment - Non-Criminal Disposition (Chapter XIX)

Art 20: General Bylaw Amendment - Prohibiting Discharge of Water from Private Property onto Public Ways (Chapter V)

Art 21: Zoning Bylaw Amendment – Definitions (2.2)

Art 22: Zoning Bylaw Amendment – Use Regulations (4.2.6)

Art 23: Zoning Bylaw Amendment – Site Plan Review Applicability (13.5)

Art 24: Zoning Bylaw Amendment – Signs (7)

**Comment [PL3]:** More detail to be provided at Jan 22 BOS meeting once Planning Board completes their initial review on Jan 10 and prior to their public hearing on Jan 31

Art 25: Creation of 1 Associate Planning Board position

Art 26: Elections

## Peter Lombardi

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**From:** Lubitz, Katherine (DPU) <Katherine.Lubitz@mass.gov>  
**Sent:** Friday, July 13, 2018 1:35 PM  
**To:** katherine.lubitz@state.ma.us  
**Subject:** UPDATE – Transportation Network Company Per Ride Assessment Funds  
**Attachments:** Municipal Spending Reporting Template.docx

Dear Municipal Officer:

This correspondence represents an important update to previous information from the Transportation Network Company Division (“TNC Division”) of the Department of Public Utilities with respect to municipal treatment of money received from the Commonwealth Transportation Infrastructure Fund (“Fund”) pursuant to St. 2016, c. 187, § 8(c)(i). In previous correspondence, the TNC Division stated that the municipal disbursements were special revenue that did not require further appropriation.

Disbursements to municipalities from the Fund are special revenue, which, however, require appropriation prior to use. Accordingly, each municipality must establish a separate receipts reserved for appropriation account for this distribution and credit the money received to that account. To use the money for any allowable purpose, the legislative body must appropriate from available funds in that account.

The TNC Division and Division of Local Services (“DLS”) of the Department of Revenue (“DOR”) are working jointly to assist municipalities with questions regarding Fund distribution. As such, DLS has issued a Local Finance Opinion for municipal guidance in order to facilitate this effort. Questions regarding municipal finance and the use or proposed use of the Fund disbursement should be directed to DLS by contacting your Bureau of Accounts’ (“BOA”) field representative.

In addition, you will find an updated Spending Reporting Template for submission to the TNC Division with respect to municipal reporting of the use or proposed use of Fund disbursements enclosed with this letter. This Spending Reporting Template corresponds with the Local Finance Opinion and must be completed and returned to the TNC Division by email at [DPUTNCReports@massmail.state.ma.us](mailto:DPUTNCReports@massmail.state.ma.us), on or before December 31, 2018. Questions relative to the Spending Reporting Template should be directed to the TNC Division at: 617-305-3777.

**Municipalities that have used the Fund disbursement without specific appropriation will not be penalized and are not required to take corrective action. In addition, municipalities that have submitted a completed Spending Report to the TNC Division do not need to submit another report.**

Katherine P. Lubitz, Director  
Transportation Network Company Division  
Department of Public Utilities

Kathleen Colleary, Chief  
Bureau of Municipal Finance Law  
Department of Revenue

Katherine P. Lubitz  
Director  
Transportation Network Company Division  
Massachusetts Department of Public Utilities  
One South Station  
Boston, MA 02110



# Local Finance Opinion

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LFO-2018-1  
July 11, 2018

**TOPIC:** Transportation Network Company Per-ride Assessment Distribution

**ISSUE:** Municipal finance and accounting treatment of money received from the Commonwealth Transportation Infrastructure Fund

This LFO addresses questions relating to the municipal finance and accounting treatment of moneys distributed to a city, town or district from the Commonwealth Transportation Infrastructure Fund.

**1. What is the Commonwealth Transportation Infrastructure Fund?**

Under Chapter 187 of the Acts of 2016, certain transportation network companies must submit to the Transportation Network Company Division of the Department of Public Utilities (DPU) the number of rides from the previous calendar year that originated within each city or town and a per-ride assessment of \$0.20. The assessment is credited to the Commonwealth Transportation Infrastructure Fund (Fund), which was established by the Act. St. 2016, c. 187, § 8(a). Each year, one half of the amount credited to the Fund will be distributed by the DPU proportionately to each city and town based on the number of rides that originated in that city or town. St. 2016, c. 187, § 8(c)(i).

**2. What is the general rule related to the receipt of money by a city, town or district officer or department?**

All money received or collected from any source by a city, town or district belongs to its general fund and can only be spent after appropriation unless a general or special law provides an exception, *i.e.*, expressly restricts use for a particular purpose or allows expenditure by a department or officer without appropriation. G.L. c. 44 § 53.

**3. Is there an exception to the general rule for money received from the Commonwealth Transportation Infrastructure Fund?**

Yes. Money distributed to cities and towns from the Commonwealth Transportation Infrastructure Fund is special revenue earmarked for use by cities and towns “to address the impact of transportation network services on municipal roads, bridges and other transportation infrastructure or any other public purpose substantially related to the operation of transportation network services in the city or town including, but not limited to, the complete streets program established in section 1 of chapter 90I of the General Laws and other programs that support alternative modes of transportation.” St. 2016, c. 187, § 8(c)(i). However, the statute establishing the distribution does not authorize any particular department or officer to spend the distributed money without “specific” or “further” appropriation for any of those

statutory purposes. See, e.g., G.L. c. 40, § 3 (municipal and school rental revenues); G.L. c. 44, § 53A (money gifts and grants); G.L. c. 44, § 53E½ (departmental fees and charges); and G.L. c. 71, § 47 (school activity fees and charges). Therefore, the general rule requiring an appropriation in order to use the money still applies. The accounting officer must establish a receipts reserved for appropriation account for this distribution and credit the money received to that account. To use the money for any allowable purpose, the legislative body must appropriate from available funds in the account.

Additionally, please note that each city or town receiving a distribution from the Commonwealth Transportation Infrastructure Fund must submit a report to the Transportation Network Company Division of the DPU not later than December 31 of each year that details the allowable transportation-related projects conducted, including amounts used or planned to be used for those projects. St. 2016, c. 187, § 8(d). The Division is required to compile the reports and post the projects and amounts of money used on its website. St. 2016, c. 187, § 8(d).



Kathleen Colleary, Chief  
Bureau of Municipal Finance Law

KC:KW

**MUNICIPAL REPORT  
ON SPENDING AND/OR PROPOSED  
SPENDING OF FUNDS RECEIVED FROM THE  
COMMONWEALTH TRANSPORTATION INFRASTRUCTURE  
ENHANCEMENT TRUST FUND**

This Report must be completed and signed by a designated and duly authorized municipal official and returned by electronic mail to the Director of the Transportation Network Company Division, Katherine P. Lubitz, at [DPUTNCRReports@massmail.state.ma.us](mailto:DPUTNCRReports@massmail.state.ma.us) on or before **December 31, 2018**, in accordance with St. 2016, c. 187, § 8(d).

The distributed funds are special revenue. The funds must be used "to address the impact of transportation network services on municipal roads, bridges and other transportation infrastructure or any other public purpose substantially related to the operation of transportation network services in the city or town including, but not limited to, the complete streets program established in [G.L. c. 90I, § 1] and other programs that support alternative modes of transportation." St. 2016, c. 187, § 8(c)(i).

Please note that additional documents detailing spending and/or proposed spending may be attached to this Report.

Name of City/Town: Town of Wenham

Name and Title of Individual making this Report: Peter Lombardi, Town Administrator

Total Amount Received: \$541.90

Please fill in the table below stating how the distributed funds have been or will be used. The total of amount(s) listed in the far left column below must match the Total Amount Received.

AMOUNT (\$)	DESCRIPTION OF USE AND/OR PROPOSED USE OF FUNDS
\$541.90	Proposed use: sidewalk improvements

I, Peter Lombardi, hereby certify that the information contained in the above and attached (if applicable) is true and accurate.

Signed: 

Name: Peter Lombardi

Title: Town Administrator

## **Town of Wenham Veterans Property Tax Work-Off Program**

### Overview

The Veterans Property Tax Work-Off Program offers Wenham veterans the opportunity to earn an abatement on their real estate property tax bill. The hourly wage is \$11.00/hour and the maximum annual abatement cannot exceed \$1,000.00.

The positions available through this program are in various departments throughout the Town. Job placements will likely be made with the Town Clerk's Office, Town Finance Office, Town Permitting Office, Council on Aging, and the Hamilton Wenham Regional Library. Attempts will be made to match the placement with the applicant's interests and qualifications.

### Criteria

It is important to note that the following criteria are considered when determining eligibility:

- Participants must be Wenham residents who have served in the military.
- Acceptance into the program is on a first come, first served and is subject to the ability of the Town to place the applicant in an available position.
- Residents can only participate in either the Veterans or Senior Tax Work-Off Program, not both.

### Application and Placement Process

Applications are available on the Town website, [www.wenhamma.gov](http://www.wenhamma.gov) and at the Council on Aging located at 10 School Street. Completed applications should be submitted to the Council on Aging Director, Jim Reynolds, who will conduct initial applicant screening and verify departmental staffing needs. Applicants may be asked to meet with members of the department in which they are interested in working.

### Program Details

Once placed, program participants will then:

- Meet with the Finance Office to complete the necessary W4, I9, OBRA (Social Security alternative), and Criminal Offender Record Information forms
- Receive training on their job responsibilities and expectations from their supervisor
- Establish a mutually acceptable schedule with their supervisor
- Begin working for their assigned department
- Keep a log of their hours with the dates and times to be retained by the supervisor
- After all hours are completed, the work log must be signed off by the program participant and their supervisor in order to process the abatement.



### Abatement Details

Abatements granted as part of the veterans work off program are considered compensation, and are therefore taxable. The abatement amount is subject to Medicare and OBRA, and may be subject to federal income tax.

Participants will receive a W-2 form at the end of the year that will reflect the value of the granted abatement less the total deductions (OBRA, Medicare, federal income tax, if applicable). The W-2 will then need to be filed with your federal income tax return if you are required to file. Once you no longer participate in the Veterans Work-off Program, you may withdraw from the OBRA program. Any contributions and interest earned on the OBRA program becomes your money; however, it may be considered taxable income.

Applicants who do not adhere to the Town's policies and procedures of general application or who do not satisfactorily perform the work assigned may be subject to dismissal.



Mass.gov

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## PRESS RELEASE

# Governor Baker Signs BRAVE Act to Strengthen Services and Supports for Commonwealth's Veterans

FOR IMMEDIATE RELEASE:

8/28/2018

Office of Governor Charlie Baker and Lt. Governor Karyn Polito

Executive Office of Health and Human Services

Governor's Press Office

Massachusetts Department of Veterans' Services

## MEDIA CONTACT

**Brendan Moss, Press Secretary, Governor's Office****Phone**

(617) 725-4025(tel:6177254025)

**Online** Feedback

[gov.press@state.ma.us](mailto:gov.press@state.ma.us)(mailto:gov.press@state.ma.us)



**CHELSEA** — Governor Charlie Baker today joined Secretary of Health and Human Services Marylou Sudders, Secretary of Veterans' Services Francisco Ureña, members of the Legislature and veterans of the United States Armed Services at the ceremonial signing of **An Act Relative to Veterans Benefits, Rights, Appreciation, Validation and Enforcement**(<https://malegislature.gov/Laws/SessionLaws/Acts/2018/Chapter218>) (S. 2632) at the Soldiers' Home in Chelsea. Known as the "BRAVE Act", the legislation provides additional support for members of the veterans' community and their families, including tax credits and enhanced educational opportunities.

Feedback

"The Commonwealth will forever be indebted to the brave men and women who put their lives on the line to defend our freedoms, and expanding services for veterans under the BRAVE Act is a small way to honor their sacrifice," **said Governor Charlie Baker.** "The

BRAVE Act builds on Massachusetts' nation-leading support for service members and strengthens our commitment to the Commonwealth's veterans and their loved ones."

"The BRAVE Act provides important additional resources for our veterans, and we thank the Legislature for their work in passing this bipartisan legislation," said **Lt. Governor Karyn Polito**. "The sacrifices of veterans' families will be further recognized by this bill, through establishing annual days dedicated to honoring the Commonwealth's Gold Star Wives, Mothers and Families."

"We are grateful to our veterans and their families for their commitment, courage, and selflessness. Massachusetts prides itself on providing unparalleled access to health care, and the BRAVE Act furthers our support of our veterans' physical and behavioral health care needs," said **Health and Human Services Secretary Marylou Sudders**.

"The Brave Act reinforces our first in the nation status in providing services and benefits to our veteran population," said **Secretary of Veteran Affairs Francisco Ureña**. "I am pleased to see the legislature's bipartisan effort in support of my fellow veterans."

"As the daughter of a veteran with health challenges, I understand deeply our nation's sacred responsibility to ensure that those who protected us through dangerous times are themselves protected," said **Senate President Karen E. Spilka**. "The BRAVE Act will go a long way to fulfilling our promise to active-duty soldiers, veterans, and to their families, as Massachusetts continues to lead the nation in caring for veterans."

"Massachusetts has a proud history of leading the nation in military-benefit programs and service, and this new law continues that tradition by providing additional supports to our service members and their families," said **House Speaker Robert A. DeLeo**. "We're sending a message to our heroes and their families that the Commonwealth honors their bravery, service and sacrifice."

Feedback

"This omnibus veteran's legislation assists veterans and their families with employment protections, tax exemptions, burial expenses, court programs, medical care, and also continues to recognize those who serve and who have served," said **Senator Mike Rush**, (D-Norfolk & Suffolk District) and Senate Chair of the Joint Committee on Veterans and Federal Affairs. "We want to ensure that Massachusetts remains number one in the nation

in providing for our veterans. This legislation goes a long way in accomplishing this goal and I want to thank my colleagues in the legislature and the Baker Administration for their continued commitment to our veterans, service members and their families.”

“Senator Rush and I are proud of the work we accomplished this session to improve the quality of life for our veterans and their families. The Brave Act deals with tax exemptions, paid military leave, burial expenses, rights, appreciation, validation and enforcement,” said **Representative John Lawn**, Chairman of the Committee on Veterans and Federal Affairs. “The Brave Act also closes many loopholes in The Valor Act diversion program that was meant to help our Veterans who are dealing with PTSD and other issues from their service to our country.”

## BRAVE Act Summary

Highlights from the BRAVE Act include:

- Designates April 5<sup>th</sup> as Gold Star Wives Day and the last Sunday in September as Gold Star Mothers and Families Day.
- Establishes a Massachusetts Veterans and Warriors Agriculture Program to enhance education, training, employment, income, productivity and retention of veterans working in or aspiring to work in the field of agriculture.
- Allows parents or surviving guardians of veterans, who died in service to the country, to receive a real estate credit on property beginning Jan. 1, 2019.
- ✶ Increases veterans’ local property tax work-off program from \$1,000 to \$1,500.
- Allows Gold Star License Plates to be affixed to commercial vehicles.
- Provides time off for veterans for Veterans Day and Memorial Day, with or without pay, at the discretion of the employer.
- Requires the Department of Veterans’ Services to maintain and publish a list of firms and organizations that provide pro bono legal representation for veterans
- Establishes a special commission to study cost and feasibility of exempting all cost to veterans of attending public higher education in Massachusetts.

Feedback

- Directs the Executive Office of Health and Human Services in consultation with the Executive Office of Public Safety and Security, to partner with a Massachusetts college or university to conduct a study relative to veterans and military members suffering from mental health or substance abuse issues related to their military service and their needs in the criminal justice system.
- Extends the veterans' bonus program administered by the Treasurer to allow for the maximum amount of benefits under the program, subject to appropriation, to those veterans who served during Operation Enduring Freedom, Operation Iraqi Freedom, Operation Noble Eagle, Operation Inherent Resolve and Operation Freedom's Sentinel.

At today's event, the Baker-Polito Administration announced that it will be breaking ground on the new long-term care facility at the Chelsea Soldiers' Home later this year, after [including\(/news/baker-polito-administration-releases-fiscal-year-2018-capital-budget-plan\)](/news/baker-polito-administration-releases-fiscal-year-2018-capital-budget-plan) state funding for a new long-term care facility at the Soldiers' Home in Chelsea as part of the Fiscal Year 2018 capital budget plan. In November 2017, Governor Baker [signed legislation\(/news/governor-baker-signs-bill-to-fund-new-facility-at-chelsea-soldiers-home-and-high-speed\)](/news/governor-baker-signs-bill-to-fund-new-facility-at-chelsea-soldiers-home-and-high-speed) to fund the construction of the \$199 million **154-bed Community Living Center**[\(/service-details/chelsea-soldiers-home-community-living-center\)](/service-details/chelsea-soldiers-home-community-living-center), and in April 2018, the Baker-Polito Administration received funding authorization from the United States Department of Veterans Affairs (VA) and plans to spend approximately \$70 million net of federal reimbursement on the project. The federal funding was awarded through the VA's State Home Construction Grant Program which provides reimbursement of up to 65% of construction costs.

The Community Living Center will provide private, "home-like" rooms for veterans in accordance with VA standards of design which promotes greater accessibility, mobility, and enhanced quality of life. Services will include physical and occupational therapy, recreational activities and greater access to the outdoors. The Quigley Memorial Long Term Care Center will be fully operational during the construction process.

Feedback

###

## Media Contact

## **Town of Wenham Senior Citizen Property Tax Work-Off Program**

### Overview

The Senior Citizen Property Tax Work-Off Program offers Wenham seniors aged 60+ the opportunity to earn an abatement on their real estate property tax bill. The hourly wage is \$11.00 and the maximum annual abatement cannot exceed \$1,500.00.

The positions available through this program are in various departments throughout the Town. Job placements will likely be made with the Town Clerk's Office, Town Finance Office, Town Permitting Office, Council on Aging, and the Hamilton Wenham Regional Library. Attempts will be made to match the placement with the applicant's interests and qualifications.

### Criteria

It is important to note that the following criteria are considered when determining eligibility:

- Participants must be Wenham residents who own and occupy their home.
- Participants must be 60 years of age or older by July 1<sup>st</sup> of the fiscal year for which the tax credit will be granted.
- Acceptance into the program is on a first come, first served and is subject to the ability of the Town to place the applicant in an available position. The Town will also limit annual participation to no more than \$15,000.00/year in total abatements granted through this program.

### Application and Placement Process

Applications are available on the Town website, [www.wenhamma.gov](http://www.wenhamma.gov) and at the Council on Aging located at 10 School Street. Completed applications should be submitted to the Council on Aging Director, Jim Reynolds, who will conduct initial applicant screening and verify departmental staffing needs. Applicants may be asked to meet with members of the department in which they are interested in working.

### Program Details

Once placed, program participants will then:

- Meet with the Finance Office to complete the necessary W4, I9, OBRA (Social Security alternative), and Criminal Offender Record Information forms
- Receive training on their job responsibilities and expectations from their supervisor
- Establish a mutually acceptable schedule with their supervisor
- Begin working for their assigned department
- Keep a log of their hours with the dates and times to be retained by the supervisor
- After all hours are completed, the work log must be signed off by the program participant and their supervisor in order to process the abatement

### Abatement Details

Abatements granted as part of the senior work off program are considered compensation, and are therefore taxable. The abatement amount is subject to Medicare and OBRA, and may be subject to federal income tax if you have other sources of income beyond Social Security.

Participants will receive a W-2 form at the end of the year that will reflect the value of the granted abatement less the total deductions (OBRA, Medicare, federal income tax, if applicable). The W-2 will then need to be filed with your 2017 federal income tax return if you are required to file. Once you no longer participate in the Senior Work-off Program, you may withdraw from the OBRA program. Any contributions and interest earned on the OBRA program becomes your money; however, it may be considered taxable income.

Applicants who do not adhere to the Town's policies and procedures of general application or who do not satisfactorily perform the work assigned may be subject to dismissal.



**Part I** ADMINISTRATION OF THE GOVERNMENT**Title VII** CITIES, TOWNS AND DISTRICTS**Chapter 40** POWERS AND DUTIES OF CITIES AND TOWNS**Section 13D** RESERVE FUND FOR FUTURE PAYMENT OF ACCRUED  
LIABILITIES FOR COMPENSATED ABSENCES DUE EMPLOYEE  
OR OFFICER OF TOWN UPON TERMINATION OF EMPLOYMENT

Section 13D. Any city, town or district which accepts the provisions of this section by majority vote of its city council, the voters present at a town meeting or district meeting or by majority vote of a regional school committee may establish, appropriate or transfer money to a reserve fund for the future payment of accrued liabilities for compensated absences due any employee or full-time officer of the city or town upon the termination of the employee's or full-time officer's employment. The treasurer may invest the monies in the manner authorized by section 54 of chapter 44, and any interest earned thereon shall be credited to and become part of the fund. The city council, town meeting or district meeting may designate the municipal official to authorize payments from this fund, and in the absence of a designation, it shall be the responsibility of the chief executive officer of the city, town or district. In a regional school district, funds may be added to the reserve fund for the future

payment of accrued liabilities only by appropriation in the annual budget voted on by the city council of member cities or at the annual town meeting of member towns.

## Peter Lombardi

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**From:** Leslie Davidson  
**Sent:** Monday, May 14, 2018 10:13 AM  
**To:** Peter Lombardi  
**Subject:** FW: Wenham BAN borrowing  
**Attachments:** Wenham Tentative Financing Schedule.pdf; Wenham Competitive Worksheet.pdf

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Peter,

See attached. I asked about a 15 year term and Abby responded:

Good Morning Leslie. Per Massachusetts General Laws, the Town can only issue BANS (bond anticipation notes) for a maximum term of 10 years. BANS are typically issued for a term of one year and at each maturity the Town will retire a portion and renew the balance. Let us know if you have any additional questions.

I also asked about borrowing the 245,000.00 with a 15 year term and Abby responded:

BANS is the most cost effective method for the Town to issue this debt. Typically, we do not recommend a community issue bonds unless the aggregate size of the issue is at least \$1 million as the costs associated with a bond issue are significant compared to a BAN issue. Let us know if you have any additional questions. Thanks.

Let me know if the schedule will work.

Leslie A. Davidson, CMMT  
Finance Director & Treasurer/Collector

Town of Wenham  
138 Main Street – (978)468-5520 x3

-----Original Message-----

**From:** Abby Jeffers (HTS) [<mailto:abby.jeffers@hilltopsecurities.com>]  
**Sent:** Friday, May 11, 2018 12:15 PM  
**To:** Leslie Davidson  
**Cc:** Peter Frazier (HTS); Melissa Toland (HTS); Henriqueta Teixeira DaCosta (HTS)  
**Subject:** Wenham BAN borrowing

Hi Leslie. In connection with the Town's upcoming Iron Rail BAN project, we've prepared a tentative financing schedule and draft competitive worksheet for your review.

As mentioned yesterday, due to the small size of the current transaction it would be more cost effective for the Town to issue these notes through the Division of Local Services (DOR - Bureau of Accounts). Such type of transaction does not require the signing and approval of the sale at a Board of Selectmen meeting. However, the Town will need to obtain the required signatures for the borrowing paperwork during the week of May 21st.

If this schedule works for the Town, we can distribute this issue by Monday and receive competitive bids next Thursday. Once you've had a chance to review these documents let us know if you have any changes/edits.

Thanks,  
Abby

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Abby Jeffers  
Director  
Hilltop Securities Inc.  
54 Canal Street, Suite 320, Boston, MA 02114  
Direct: 617.619.4404 | Fax: 617.619.4411 [Abby.Jeffers@hilltopsecurities.com](mailto:Abby.Jeffers@hilltopsecurities.com)

-----Original Message-----

From: Leslie Davidson [<mailto:LDavidson@wenhamma.gov>]  
Sent: Thursday, May 10, 2018 2:43 PM  
To: Abby Jeffers (HTS) <[abby.jeffers@hilltopsecurities.com](mailto:abby.jeffers@hilltopsecurities.com)>  
Subject: FW: Message from "RNP002673BF1052"

\*\*\* EXTERNAL SENDER \*\*\*

Abby,

Here are the votes from Town Meeting. Longfellow is awaiting Home Rule Petition, July 31st I believe Peter said.

Leslie A. Davidson, CMMT  
Finance Director & Treasurer/Collector

Town of Wenham  
138 Main Street - (978)468-5520 x3

-----Original Message-----

From: [copier@wenhamma.gov](mailto:copier@wenhamma.gov) [<mailto:copier@wenhamma.gov>]  
Sent: Thursday, May 10, 2018 2:33 PM  
To: Leslie Davidson  
Subject: Message from "RNP002673BF1052"

This E-mail was sent from "RNP002673BF1052" (MP 2554).

Scan Date: 05.10.2018 14:33:16 (-0400)  
Queries to: [copier@wenhamma.gov](mailto:copier@wenhamma.gov)

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## Competitive Note Sale Worksheet

**Issuer:** **Town of Wenham, Massachusetts**

**Principal Amount:** **\$245,000** **General Obligation TAXABLE Bond Anticipation Notes**

**Dated Date:** 6/1/2018  
**Due Date:** 5/30/2019

**Rating(s):**  
 Moody's Note: -  
 S&P Note: -  
 Moody's Bond: -  
 S&P Bond: -

**Bank Qualified:** N/A  
**Year:**

**Time Basis:** 30/360  
**Number of Days:** 359  
**Interest Payable:** At Maturity  
**Certification:** Bureau of Accounts

**Right To Prepay:** No

**Fax Bids:** Not Allowed

**Form:** Registered

**Bid Basis:** Par/Premium  
**Premium Required:** N/A  
**Bid Limits:** All or None  
**Minimum Bid:** Par/Premium  
**Coupon Limitation:** Not to Exceed 3.00%

**Sale Day:** Thursday  
**Sale Date:** 5/17/2018  
**Sale Time:** 11:00 A.M. (Eastern Time)

**Submit Bids to:**  
**Contact Name:** Hilltop Securities Inc.  
**Contact Title:** FA to Town  
**\* Telephone #:** 617-619-4400

**Award Basis:** Lowest NIC

**CUSIP:** No

**Legal Opinion:** None

**Delivery:** Against Payment

**Funds:** Federal Funds

**Disclosure:** None

**Paying Agent:** Purchaser

**Denominations:** One Physical Note

Purposes:	New	Renewal	Total
Iron Rail project - TAXABLE	\$245,000	\$0	\$245,000
Totals	\$245,000	\$0	\$245,000



# Town of Wenham

Town Hall  
138 Main Street  
Wenham, Massachusetts 01984

## PLANNING BOARD

October 23, 2018

Wenham Board of Selectmen  
138 Main Street  
Wenham, MA 01984

Dear Honorable Board members,

The Wenham Planning Board has been presented with a request for acceptance of Settlers Lane by Mr. Peter Gourdeau, 75 Arbor Street Development LLC.

The 75 Arbor Street Definitive Residential Open Space Community Special Permit was first approved by the Planning Board on March 12, 2009 for a nine (9) lot cluster style development under Section XVIII of the Town's then Zoning Bylaw. Subsequent to that approval the Applicant came before the Board to amend that approval to allow for a standard six (6) lot Definitive Subdivision under the Towns Rules and Regulations Governing the Subdivision of Land. The Board reviewed and approved the application for a Definitive Subdivision on October 8, 2009.

The project infrastructure has been completed according to the plan. All six lots have been sold and all but one has a single family home constructed and occupied. The final lot has obtained a building permit and construction on that home has begun.


Mr. Gourdeau had requested that they be allowed to apply the finish coat of pavement prior to the final lot being conveyed last year. Because this lot was the first lot on Settlers Lane at the corner of Arbor Street, the Town's DPW Director had no objections to the road being completed. Typically a developer will wait until all lots have been built before putting this final coat on to prevent damage of the road during the construction of homes, but in this case the amount of road that would be impacted would be minimal.

The various Town Departments have been contacted and no objections have been received. The DPW Director has requested that the stormceptor be vacuumed and inspected prior to acceptance. I have contacted Mr. Gourdeau to let him know that this will be a requirement.

The Planning Board met on Thursday October 11 and reviewed the Plan. The Board has no objections to Settlers Lane being put on the warrant for acceptance at the Town Meeting in 2019. Once your Board decides whether to consider it for acceptance on the warrant, the Planning Board will once again review and confirm that all requirements have been met and submit a recommendation to Town Meeting.

Please let me know if you have any questions or need any further information.

Sincerely,

A handwritten signature in cursive script, reading "Margaret R. Hoffman". The signature is fluid and elegant, with a long horizontal flourish extending to the right.

Margaret R. Hoffman, AICP  
Planning Coordinator

## Peter Lombardi

---

**From:** Amy E. Kwesell <AKwesell@k-plaw.com>  
**Sent:** Tuesday, February 20, 2018 2:27 PM  
**To:** Margaret Hoffman; Peter Lombardi  
**Cc:** Lauren F. Goldberg; Mark R. Reich  
**Subject:** Street Acceptance Procedure

Margaret:

As we discussed, below are the steps required for street acceptances.

Thanks,

Amy

Procedure for the laying out of public ways:

- 1) The Board of Selectmen or Road Commissioners refer (by their vote) the proposed layout (the layout plan and description) to the Planning Board for its report.
- 2) Once the Planning Board has reported to the BOS/Road Commissioners, or 45 days have elapsed since the referral without a report, the BOS/Road Commissioners must notify all abutters to the road by sending a letter at least 7 days prior to the BOS/Road Commissioner's layout meeting/public hearing.
- 3) BOS/Road Commissioners meet and vote to order that the way be laid out as shown on a plan or legal description.
- 4) Following the BOS/Road Commissioners vote, a copy of their vote and the layout plan and description must be placed on file with the Town Clerk. This must be done at least 7 days before a Town Meeting vote to accept the layout.
- 5) Town Meeting must then vote to accept the layout as ordered by the BOS/Road Commissioners.
- 6) Following a Town Meeting vote to accept the layout, the Town has 120 days in which to acquire property rights within the layout sufficient to use the layout for public way purposes. If this is not done the layout will not be effective.

Amy E. Kwesell, Esq.

KP | LAW

101 Arch Street, 12th Floor

Boston, MA 02110

O: (617) 654 1811

F: (617) 654 1735

C: (857) 378 9218

[akwesell@k-plaw.com](mailto:akwesell@k-plaw.com)

[www.k-plaw.com](http://www.k-plaw.com)

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## Peter Lombardi

---

**From:** Jacqueline Bresnahan  
**Sent:** Friday, October 05, 2018 1:31 PM  
**To:** Peter Lombardi  
**Cc:** Asha Steele  
**Subject:** Historic District Commission/Historical Commission Bylaw  
**Attachments:** General Bylaw Amendment- as approved by HDC-HC 9.20.18.docx

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Peter,

Attached you will find the General Bylaw Amendment for the HDC/HC for review by Town Counsel. This is the administrative fix due to the two bylaws being combined (for some reason) incorrectly when the HC bylaw was adopted in 2014. This change corrects the HDC language to what it was from 1972-2013 and creates a section that is for the HC, as it was approved by Town Meeting in 2014. The document includes the original bylaw with "tracked changes" for the corrections.

The HDC also want to include a more substantive change to the Historic District Commission Bylaw. They want to include fines of up to \$100 per day in the Historic District for work done without a Certificate of Appropriateness or for work not in conformance with the Certificate as approved. I'm hoping KP has some language from other communities that we could use to include this fine. Asha has done research on the fines in other communities, but other than Salem who has a lot of materials and fines of up to \$300 per day, she didn't find anything that the HDC wanted to copy. Salem, as a city with multiple historic districts, had high fines than were thought to be too high for Wenham.

I have cc'ed Asha here as well, as she has been working with the HDC on this for the past couple of months and prepared the document attached.

Thanks,  
Jackie

Jackie Bresnahan  
Permitting Coordinator and Special Projects Manager  
Town of Wenham  
138 Main Street – (978)468-5520 x. 4  
[permitting@wenhamma.gov](mailto:permitting@wenhamma.gov)

**ARTICLE \*\*:**

**General Bylaw Amendment: Historic District  
Commission/Historical Commission**

To see if the Town will vote to amend the General Bylaw by separating the current Wenham Historical Commission Bylaw into two different bylaws, a Historic District Commission and a Historical Commission, as well as fixing the language that joint the two commissions all as set forth below:

**CHAPTER XXV a WENHAM ~~HISTORICAL COMMISSION~~ HISTORIC DISTRICT COMMISSION**

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**SECTION 1**

This bylaw shall be known and may be cited as the Wenham ~~Historical Commission~~ Historic District ~~Commission~~ Bylaw and is adopted pursuant to Chapter 40C of the General Laws of the Commonwealth of Massachusetts, as amended.

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**SECTION 2**

The purpose of this bylaw is to promote the educational, cultural, economic and general welfare of the public through the preservation and protection of the distinctive characteristics of buildings and places significant in the history of the Town of Wenham or their architecture, and through the maintenance and improvement of settings for such buildings and places and the encouragement of design compatible therewith.

**SECTION 3**

There is hereby established under the provisions of Chapter 40C of the General Laws a historic district to be known as the "Wenham Historic District 1972" attached to and made part of this bylaw.

**SECTION 4**

There is hereby established under Chapter 40C of the General Laws, with all the powers and duties of a historic district commission under such statute a ~~Wenham Historical Commission~~ / Historic District Commission, consisting of seven members to be appointed in accordance with the provisions of such statute; provided, however, that in addition to the organizations which section four of such statute designates, the Wenham Village Improvement Society may submit nominees for membership in the Commission. The initial appointments to membership in the Commission shall be as follows: two members appointed for a term of one year; two members appointed for a term of two years; and three members appointed for a term of three years. Successors shall each be appointed for a term of three years. Vacancies shall be filled by appointment for the unexpired term.

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**SECTION 5**

Notwithstanding anything containing in this bylaw to the contrary, the authority of this commission shall not extend to the review of the following categories of buildings or structures or exterior architectural features in the Wenham Historic District.

a. Terraces, walks, driveways and similar structures or any one or more of them, provided that any such structure is substantially at grade level.

b. Storm doors and windows, screens, window air conditioners, lighting fixtures, antennas and similar appurtenances, or any one or more of them.

c. The color of paint

d. The color of materials used on roofs

e. The reconstruction of substantially similar in exterior design of a building, structure or exterior architectural feature damaged or destroyed by fire or storm or other disaster, provided such reconstruction is begun within one year thereafter and carried forward with due diligence.

#### SECTION 6

The commission established hereunder shall have the powers and duties of an historical commission as provided in chapter 40 section eight D of the General Laws of the Commonwealth of Massachusetts and the commission shall be entitled The Wenham Historical Commission / Historic District Commission.

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#### SECTION 7

In case any section, paragraph or part of this bylaw be for any reason declared invalid or unconstitutional by any court of competent jurisdiction, every other section, paragraph or part shall continue in full force and effect. (Approved at the Annual Town Meeting 4/5/2014 and accepted by the Attorney General 9/11/2014) Effective 9/16/2014 when posted

### CHAPTER XXV b WENHAM HISTORICAL COMMISSION

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#### SECTION 1

This bylaw shall be known and may be cited as the Wenham Historic District Commission Bylaw and is adopted pursuant to Chapter 40 section 8D of the General Laws of the Commonwealth of Massachusetts, as amended.

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#### SECTION 2

The purpose of this bylaw is for the preservation, protection and development of the historical or archeological assets of the Town of Wenham, through conducting researches for places of historic or archeological value, shall cooperate with the state archeologist in conducting such researches or other surveys, and shall seek to coordinate the activities of unofficial bodies organized for similar purposes, and may advertise, prepare, print and distribute books, maps, charts, plans and pamphlets which it deems necessary for its work.

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#### SECTION 3

There is hereby established under Chapter 40 section 8D of the General Laws, with all the powers and duties of a historical commission under such statute a Wenham Historical, consisting of no less than three nor more than seven members appointed by the selectmen, excepting towns having a town manager form of government, in which towns appointments shall be made by the town manager, subject to the approval of the selectmen. Alternate members may be appointed in like manner as provided for in this section not exceeding in number the principal members. In the case of the absence or inability to act on the part of a principal member, the place of the principal member shall be taken by an

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alternate member designated by the chairman. When a commission is first established, the terms of the members and alternate members shall be for one, two or three years, and so arranged that the terms of approximately one third of the members and alternate members will expire each year, and their successors shall be appointed for terms of three years each. Any member or alternate member of a commission so appointed may, after a public hearing if requested, be removed for cause by the appointing authority. A vacancy occurring otherwise than by expiration of a term shall in a city or town be filled for the unexpired term in the same manner as an original appointment.

#### SECTION 5

Under Chapter 40 section 8D the Wenham Historical Commission, for the purpose of protecting and preserving such places, may make such recommendations as it deems necessary to the city council or the selectmen and, subject to the approval of the city council or the selectmen, to the Massachusetts historical commission, that any such place be certified as an historical or archeological landmark. It shall report to the state archeologist the existence of any archeological, paleontological or historical site or object discovered in accordance with section twenty-seven C of chapter nine, and shall apply for permits necessary pursuant to said section twenty-seven C. Any information received by a local historical commission with respect to the location of sites and specimens, as defined in section twenty-six B of chapter nine, shall not be a public record. The commission may hold hearings, may enter into contracts with individuals, organizations and institutions for services furthering the objectives of the commission's program; may enter into contracts with local or regional associations for cooperative endeavors furthering the commission's program; may accept gifts, contributions and bequests of funds from individuals, foundations and from federal, state or other governmental bodies for the purpose of furthering the commission's program; may make and sign any agreements and may do and perform any and all acts which may be necessary or desirable to carry out the purposes of this section. It shall keep accurate records of its meetings and actions and shall file an annual report which shall be printed in the case of towns in the annual town report. The commission may appoint such clerks and other employees as it may from time to time require.

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#### SECTION 6

The commission established hereunder shall have the powers and duties of an historic district commission as provided in chapter 40C of the General Laws of the Commonwealth of Massachusetts and the commission shall be entitled The Wenham Historical Commission / Historic District Commission.

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#### SECTION 7

In case any section, paragraph or part of this bylaw be for any reason declared invalid or unconstitutional by any court of competent jurisdiction, every other section, paragraph or part shall continue in full force and effect.

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## Chapter 1

### GENERAL PROVISIONS

#### ARTICLE I Adoption of Bylaws

~~[HISTORY: Adopted by the Town Meeting of the Town of Wenham as indicated in article histories. Amendments noted where applicable.]~~

#### ARTICLE I

##### Adoption of Bylaws

##### §1-1 Adoption and Amendment of Bylaws

~~[Following approval of the General Bylaws (Division 1 of this Code), information on the date of adoption by Town Meeting and approval by the Attorney General will be included here. Bylaws may be adopted and amended by Town Meeting in accordance with law.]~~

**Comment [A1]:** This language is unnecessary and may be deleted.

##### §1-2 Enforcement

##### A. General.

1. These bylaws may be enforced by any means available in law or in equity, including but not limited to enforcement by criminal indictment or on complaint before the district court pursuant to MGL c.40, § 21 or by non-criminal disposition pursuant to G.L. MGL c. 40, § 21D. If enforced by criminal indictment or on complaint before the district court, a fine of up to \$300 may be imposed for each violation.
2. The election of one remedy shall not preclude enforcement through any other lawful means. Each day that a violation exists shall constitute a separate offense.

##### B. Enforcement through Non-criminal Disposition.

1. Any general or zoning by-law of the Town of Wenham, or rule or regulation of its officers, boards or departments adopted at a public meeting for which notice is posted on the Town website for a period of not less than one week prior to such public meeting, may in the discretion of the Town official who is the appropriate enforcing person, be enforced through non-criminal disposition as provided in MGL c.40, § 21D. The specific penalty for purposes of non-criminal disposition for each such violation, if not otherwise specified in the bylaw rule or regulation, shall be as follows, with each day a violation exists constituting a separate violation for purposes of this by-law:

First violation – warning

Second violation - \$50.00

Third violation - \$100.00

Fourth and subsequent violations - \$300.00

2. The term "enforcing person" as used in this by-law shall mean; any Town of Wenham Police Officer with respect to any offense; as well as the Fire Chief, Town Administrator, Inspector of Buildings, Building Commissioner/Zoning Enforcement Officer, Conservation Commission or its agent, Board of Health or its agent, Sealer of Weights and Measures, Code Enforcement Officer, and their designees, and such other officials as the Board of Selectmen may from time to time designate, each with respect to violation of by-laws, rules and regulations within their respective jurisdictions. If more than one official has jurisdiction in a given case, any such official may be an enforcing person with respect thereto.

## Peter Lombardi

---

**From:** Lauren F. Goldberg <LGoldberg@k-plaw.com>  
**Sent:** Monday, December 31, 2018 11:29 AM  
**To:** Peter Lombardi  
**Cc:** Mark R. Reich  
**Subject:** RE: Water discharge into roads

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Peter,

Many towns have bylaws prohibiting the pushing into the street of snow, some of which include reference to water subject to freezing. The Town's Bylaws, Chapter V, Prohibited Acts, Section 12, provides, "No persons shall play, push or throw any snow or ice onto any street or sidewalk of the town unless it is immediately removed therefrom."

Examples of options that might better address the Town's concerns include the following:

1. Insert at the end of Chapter V, Prohibited Acts, Section 12, the following new sentence: No person shall pipe, or otherwise deposit, in or upon any public street, public place, or private way open to the public, any water or substance that may freeze or otherwise create a hazardous condition.
2. Delete Section 12 of Chapter V, Prohibited Acts, and insert in place thereof the following:

### Snow, Ice and Water Onto or Across Public Property

No person other than an employee in the service of the Town or an employee in the service of a private contractor acting on behalf of the Town shall pile, push, plow, dump, blow, shovel, or deposit snow, ice, or water subject to freezing, onto, into, or across any public way, including sidewalks, or cause, direct, sanction, or authorize any such activity involving snow, ice, or water subject to freezing on a public way, including sidewalks; provided, however, that it shall not be a violation of this bylaw for persons to play, push or throw any snow or ice onto any street or sidewalk of the town if such persons immediately remove such snow or ice therefrom.

3. Delete Section 12 of Chapter V, Prohibited Acts, and insert in place thereof the following:

### Snow, Ice and Water Onto or Across Public Property

- a. No person, other than an employee or other person in the service of the Commonwealth of Massachusetts or the Town, shall direct, discharge, dump, shovel, pile, push, blow, plow, or deposit snow, ice, or water under conditions where water would be subject to freezing onto, into, or across any public way, including sidewalks, public property, or fire hydrants or cause, direct, sanction, or authorize any such activity involving snow, ice, or water on a public way or public property; provided, however, that it shall not be a violation of this bylaw for persons to play, push or throw any snow or ice onto any street or sidewalk of the town if such persons immediately remove such snow or ice therefrom.
- b. No person shall allow water from sump pumps and/or drains to flow on any public roadway, sidewalk, or Town owned-property

Enforcement is another issue that must be considered. Enforcement in accord with G.L. c.40, §21 (which does not need to be addressed in the bylaw) is criminal in nature with a limit of \$300.00/violation at the judge's discretion. Such a bylaw may also be enforced through non-criminal disposition, where the cap on fines is also \$300.00/violation. However, the bylaws would need to identify the particular fine schedule (such as a warning for the first violation, \$100 for the second violation, \$200 for the third violation, and \$300 for the fourth and all additional violations), either in this section itself, or in the consolidated non-criminal disposition bylaw.

Please let me know if you have further questions on this.

Very truly yours,

Lauren

Lauren F. Goldberg, Esq.  
KP | LAW  
101 Arch Street, 12th Floor  
Boston, MA 02110  
O: (617) 556 0007  
F: (617) 654 1735  
C: (617) 548 7622  
[lgoldberg@k-plaw.com](mailto:lgoldberg@k-plaw.com)  
[www.k-plaw.com](http://www.k-plaw.com)

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**From:** Peter Lombardi [mailto:PLombardi@wenhamma.gov]  
**Sent:** Wednesday, December 26, 2018 11:39 AM  
**To:** Lauren F. Goldberg <LGoldberg@k-plaw.com>; Mark R. Reich <MReich@k-plaw.com>  
**Subject:** FW: Water discharge into roads

Lauren & Mark,  
Do you have a sample bylaw that you can provide that addresses this issue?  
Thanks,  
Peter

Peter Lombardi  
Town Administrator

138 Main Street  
Wenham, MA 01984  
978-468-5520 x.2  
<http://wenhamma.gov>

---

**From:** Bill Tyack  
**Sent:** Thursday, December 06, 2018 10:08 AM  
**To:** Peter Lombardi  
**Subject:** RE: Water discharge into roads

With the water table this high it is a real problem all over town. Many other towns already have by-laws.

---

**From:** Peter Lombardi  
**Sent:** Thursday, December 06, 2018 10:04 AM  
**To:** Tom Perkins; Bill Tyack  
**Subject:** RE: Water discharge into roads



## Peter Lombardi

---

**From:** Lauren F. Goldberg <LGoldberg@k-plaw.com>  
**Sent:** Wednesday, June 28, 2017 5:25 PM  
**To:** Peter Lombardi  
**Cc:** Ilana Quirk  
**Subject:** FW: con com is a 7 member commission

Peter,

Ilana forwarded the below and asked me to respond. As you are aware, G.L. c.40, §8C constitutes the statutory basis for creation of the Conservation Commission and allows the Commission to range in size from three to seven members. The relevant portion of G.L. c.40, §8C provides, in relevant part, "The commission shall consist of not less than three nor more than seven members. In cities the members shall be appointed by the mayor, subject to the provisions of the city charter, except that in cities having or operating under a Plan D or Plan E form of city charter, said appointments shall be by the city manager, subject to the provisions of the charter; and in towns they shall be appointed by the selectmen, excepting towns having a manager form of government, in which towns appointments shall be made by the town manager, subject to the approval of the selectmen." The statute does not refer to any authority to create alternate or associate members.

In my opinion, in the absence of statutory authority for the creation of alternate members of the Conservation Commission, alternate members may not be appointed.

In contrast to the language in G.L. c.40, §8C, compare the provisions of G.L. c.40A, §12, which allow for the Town, by bylaw to permit the appointment of associate members to the Zoning Board of Appeals. The relevant portion of the statute provides:

Any board of appeals established hereunder shall consist of three or five members who, unless otherwise provided by charter, shall be appointed by the mayor, subject to the confirmation by the city council, or by the selectmen, for terms of such length and so arranged that the term of one member shall expire each year.... Zoning ordinances or by-laws may provide for the appointments in like manner of associate members of the board of appeals; and if provision for associate members has been made the chairman of the board may designate any such associate member to sit on the board in case of absence, inability to act or conflict of interest on the part of any member thereof, or in the event of a vacancy on the board until said vacancy is filled in the manner provided in this section

Alternate members are also specifically authorized by General Laws c.40A, §9, allowing the Town, by bylaw, to provide for two associate members of the Planning Board comprised of more than five members. The relevant portion of §9 provides:

Zoning ordinances or by-laws may provide for associate members of a planning board when a planning board has been designated as a special permit granting authority. One associate member may be authorized when the planning board consists of five members, and two associate members may be authorized when the planning board consists of more than five members. A city or town which establishes the position of associate member shall determine the procedure for filling such position. If provision for filling the position of associate member has been made, the chairman of the planning board may designate an associate member to sit on the board for the purposes of acting on a special permit application, in the case of absence, inability to act, or conflict of interest, on the part of any member of the planning board or in the event of a vacancy on the board.

Pursuant to pertinent provisions of G.L. c.40, §8D provides, an historical commission may have alternate members, as follows:

Alternate members may be appointed in like manner as provided for in this section not exceeding in number the principal members. In the case of the absence or inability to act on the part of a principal member, the place of the principal member shall be taken by an alternate member designated by the chairman. When a commission is first established, the terms of the members and alternate members shall be for one, two or three years, and so arranged that the terms of approximately one third of the members and alternate members will expire each year, and their successors shall be appointed for terms of three years each.

In contrast, however, as indicated above, there is no provision in G.L. c.40, §8C for the appointment of associate or alternate members. Accordingly, in my opinion, the Town may not appoint associate or alternate members of the Conservation Commission other than in a purely advisory capacity. Note further that the Attorney General has indicated that attempts to provide for associate members to a multiple-member body where no statutory authority exists therefor will need to seek special legislation. Examples of such legislation may be found [here](#).

Please let me know if there are further questions about this matter.

Very truly yours,

Lauren

Lauren F. Goldberg, Esq.  
KP | LAW  
101 Arch Street, 12th Floor  
Boston, MA 02110  
O: (617) 556 0007  
F: (617) 654 1735  
C: (617) 548 7622  
[lgoldberg@k-plaw.com](mailto:lgoldberg@k-plaw.com)  
[www.k-plaw.com](http://www.k-plaw.com)

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**From:** Peter Lombardi [<mailto:PLombardi@wenhamma.gov>]  
**Sent:** Wednesday, June 28, 2017 2:37 PM  
**To:** Ilana Quirk  
**Subject:** FW: con com is a 7 member commission

Ilana,  
If we already have a 7 member ConComm, can they have any associate members?  
Thanks,  
Peter

Peter Lombardi  
Town Administrator

138 Main Street  
Wenham, MA 01984  
978-468-5520 x.2  
<http://wenhamma.gov>

---

**From:** Margaret Hoffman  
**Sent:** Thursday, June 15, 2017 1:59 PM  
**To:** Peter Lombardi  
**Subject:** RE: con com is a 7 member commission

MGL Ch 40 Sec 8C just says it can be no less than 3 members and no more than 7 members but doesn't speak to alternates.

"...The commission shall consist of not less than three nor more than seven members. In cities the members shall be appointed by the mayor, subject to the provisions of the city charter, except that in cities having or operating under a Plan D or Plan E form of city charter, said appointments shall be by the city manager, subject to the provisions of the charter; and in towns they shall be appointed by the selectmen, excepting towns having a manager form of government, in which towns appointments shall be made by the town manager, subject to the approval of the selectmen. When a commission is first established, the terms of the members shall be for one, two or three years, and so arranged that the terms of approximately one third of the members will expire each year, and their successors shall be appointed for terms of three years each...."

<https://malegislature.gov/Laws/GeneralLaws/PartI/TitleVII/Chapter40/Section8C>

Margaret R. Hoffman, AICP  
Planning Coordinator  
Town of Wenham  
138 Main Street  
Wenham, MA 01984  
Phone -978-468-5520 Ex. 8  
Fax- 978-468-8014

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**From:** Peter Lombardi  
**Sent:** Thursday, June 15, 2017 1:43 PM  
**To:** Margaret Hoffman  
**Subject:** RE: con com is a 7 member commission

I think it's statutory. Can you check?

Peter Lombardi  
Town Administrator

138 Main Street  
Wenham, MA 01984  
978-468-5520 x.2  
<http://wenhamma.gov>

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**From:** Margaret Hoffman  
**Sent:** Thursday, June 15, 2017 1:37 PM  
**To:** Peter Lombardi  
**Subject:** con com is a 7 member commission

Hi,

I confirmed with Phil, they are a 7 member commission. No alternates and I don't have the language that established the con com to determine whether they can have alternates. I can research it if you need me to.

Margaret R. Hoffman, AICP  
Planning Coordinator  
Town of Wenham  
138 Main Street  
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**BOARD OF SELECTMEN MEETING**

*January 8, 2019*

**NEW BUSINESS**

**F.**

**Other matters, as may not have been reasonably  
anticipated by the Chair  
(Discussion Only)**

**CH**

# **BOARD OF SELECTMEN MEETING**

*January 8, 2019*

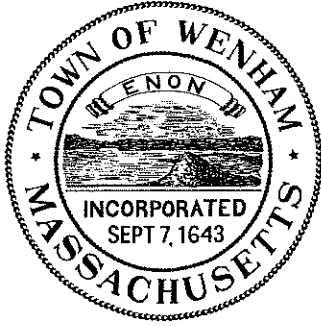
## **OLD BUSINESS**

### **G.**

## **Review of Preliminary FY20 Budget and Discussion of Policy Options**

*(40 Minutes)*

- Memo regarding Review of Preliminary FY20 Administration Budget, Peter Lombardi, Town Administrator, January 2, 2019
- FY20 Preliminary Budget, January 3, 2019
- FY20 Budget Requests Above Level Services, Aggregated BOS Feedback – January, 2019 - PLACEHOLDER
- FY20 Budget Requests Above Level Services by Department: Facilities; Finance; Police; Emergency Management; DPW; Assessor; Town Clerk; COA; IT; Water; Age & Dementia Friendly Initiative
- HWRSD FY20 Superintendent's Budget Recommendation School Committee Presentation, January 2, 2019
- HWRSD Recommended FY20 Budget, December 19, 2018



# Town of Wenham

Town Hall  
138 Main Street  
Wenham, MA 01984

Selectmen / Town Administrator  
TEL 978-468-5520 FAX 978-468-8014

## MEMORANDUM

TO: Board of Selectmen  
CC: Finance & Advisory Committee; Patty Moore, Finance Director  
FROM: Town Administrator, Peter Lombardi  
RE: Review of Preliminary FY20 Administration Budget and Discussion of Policy Options  
DATE: January 4, 2019

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Since we now have the Superintendent's FY20 HWRSD Budget Recommendations, the overall FY20 budget picture has come into sharper focus. As presented, the HWRSD net operating expense for FY20 is set to increase by 6.2%. Accounting for the enrollment shift, Wenham's FY20 assessment would increase by 6.9%. As we discussed at your December 11 meeting, this memo intends to outline the major policy decisions that lie ahead over the next couple months as we continue to work our way through the budget process.

Our current projected FY20 budget is \$934k over our levy limit, which includes the following amounts:

### Town:

- \$242k to provide **level services**, including funding for:
  1. 3% net operating increase to HWSRD budget
  2. \$52k in prior year capital commitments that we are contractually obligated to pay (one-time revenue sources were used in prior years)
  3. \$50k increase in DPW Expense (non-discretionary) to comply with new federal stormwater regulations (although that figure could actually decrease if the Town transitions to bagged, instead of loose leaf, pick-up)
- \$188k for discretionary increases to personnel and expense lines that are "above level services"
- \$187k in new discretionary capital funding requests - no Free Cash is available for this purpose this year, unlike what we have been able to do in recent years

### HWRSD:

- \$201k for difference between 3% net operating increase and HWRSD's representation of level services
- \$116k for "above level services", including Wenham's share (35.95%) of:
  1. \$90k for OPEB (\$250k total)
  2. \$26k for new School Resource Officer (\$73k total)

Given all of these factors, the Board has the following policy questions to address in terms of providing clear policy direction for the FY20 budget and deciding how to structure the budget-related warrant articles:

1. FY20 Levy Limit Budget:

- How does the Town interpret level services for HWRSD, a fixed percentage of the net operating expense increase (eg. 3%) or what has been presented minus OPEB and SRO?
- Do we support an operating override to provide level services? If not, how do we work with Town staff to reduce their budgets to fit within the levy limit?

2. Use of Free Cash to Balance the Budget and/or Fund Capital Improvement Program:

- Do we want to reduce our reliance on Free Cash as a one-time revenue source to balance the budget (ie. address structural deficit)? If so, by how much?
- Should we shift some of the \$700k available to fund our FY20 capital needs? If so, what capital needs are a priority?

3. FY20 Operating Override(s):

- Do we want to have a single override that includes funding for both Town and HWRSD level services or as two separate articles/ballot questions?
- If we do plan to move forward with an operating override, what Town staffing/services are included in this article so that residents understand what will get cut if this article fails? Will the Town provide this level of detail if HWRSD does not?

4. FY20 Town Above Level Services Operating Override:

- Does the Board plan to support any of the proposed staffing/expense increases for next year? If so, do we want those items separated out in a second Town operating override?
- What additional information, if any, is needed to prioritize and make decisions about these proposed increases? If the Board is not inclined to put them forward for FY20, is there general interest in bringing any of them to Town Meeting for FY21?

5. FY20 HWRSD Above Level Services Operating Override:

- Do we want to have one or two HWRSD operating overrides?
- If we want to have two, does this second one only include Wenham's share of OPEB and SRO funding or the difference between a fixed percentage net operating expense increase and the HWRSC's recommended budget (ie. process we followed in FY19 – see Question #1)?

In addition, with a total of \$3.1M in potential capital needs for FY20 identified in the Superintendent's Preliminary Capital Improvement Project List, the Board should keep in mind that the HWRSC may well put forth another capital debt exclusion this coming year. A reminder that last year's failed HWRSD capital debt exclusion totaled \$2.6M and was ultimately not taken up by Wenham Town Meeting after it failed to garner enough support at Hamilton Town Meeting.

## Town of Wenham FY20 Preliminary Budget

	FY 2016 ACTUAL	FY 2017 ACTUAL	FY 2018 ACTUAL	FY 2019 BUDGET	FY20 SUBMITTED	% Change
<b>REVENUE PROJECTION</b>						
<b>PROPERTY TAXES</b>						
Prior Year Levy Limit	12,809,252	13,192,578	13,612,731	14,161,216	15,134,098	
2 1/2 % Increase	320,231	329,814	340,318	354,030	378,352	
New Growth (1)	63,095	90,337	100,000	100,000	200,000	
TOTAL LEVY LIMIT	13,192,579	13,612,730	14,053,049	14,615,247	15,712,450	
Debt Exclusion	807,410	807,410	724,316	740,984	527,705	
<b>TOTAL MAXIMUM LEVY LIMIT</b>	<b>13,999,989</b>	<b>14,420,140</b>	<b>14,777,365</b>	<b>15,356,231</b>	<b>16,240,155</b>	<b>5.8%</b>
<b>LOCAL RECEIPTS</b>						
Motor Vehicle Excise	713,309	734,987	730,810	660,000	660,841	
Other Excise					0	
Pen & Int on Tax & Exc	101,947	42,209	53,140	50,000	51,500	
Payments in Lieu of Taxes	10,188	15,653	12,297	10,348	10,348	
Charges for Services - Water	445,332	478,610	500,861	427,395	433,156	
Other Charges for Services	33,510	64,219	21,565	49,641	49,284	
Fees	25,093	31,747	36,092	25,738	26,499	
Rentals	134,592	148,464	123,900	141,450	146,379	
Dept. Revenue Libraries	5,751	5,183	6,119	3,266	5,261	
Dept. Revenue Cemeteries	16,650	11,750	14,000	13,000	13,000	
Other Dept. Revenue	52,421	34,578	41,849	25,963	26,223	
EMS Revenue	0	0	0	35,000	100,000	
Licenses and Permits	140,158	96,380	139,572	116,660	126,014	
Special Assessments	736,269	724,005	751,418	879,668	932,448	
Fines & Forfeits	24,908	16,460	17,785	27,093	29,361	
Investment Income	2,216	3,816	15,352	1,934	1,939	
Miscellaneous Recurring		0			0	
Miscellaneous Non-Recurring	12,178	11,252	6,542		0	
<b>TOTAL LOCAL RECEIPTS</b>	<b>2,454,522</b>	<b>2,408,061</b>	<b>2,471,302</b>	<b>2,467,156</b>	<b>2,612,252</b>	<b>5.9%</b>
<i>Local Receipts % Increase</i>		-1.9%	2.6%	-0.2%	5.9%	
Cherry Sheet Receipts	415,625	425,354	448,608	464,915	464,915	
Less Offsets	(9,070)	(9,433)	(9,317)	(9,328)	(9,328)	
Less Charges and Assessments	(219,987)	(214,228)	(225,090)	(229,414)	(156,591)	
<b>TOTAL NET STATE AID</b>	<b>186,568</b>	<b>201,693</b>	<b>214,201</b>	<b>226,173</b>	<b>298,996</b>	
<b>SUBTOTAL REVENUE</b>	<b>\$ 16,641,079</b>	<b>\$ 17,029,894</b>	<b>\$ 17,462,868</b>	<b>\$ 18,049,560</b>	<b>\$ 19,151,403</b>	<b>6.1%</b>



## Town of Wenham FY20 Preliminary Budget

	FY 2016 ACTUAL	FY 2017 ACTUAL	FY 2018 ACTUAL	FY 2019 BUDGET	FY20 SUBMITTED	% Change
RESERVE FOR ABATEMENT (10)	(198,467)	(135,000)	(135,000)	(135,000)	(175,000)	<u>29.6%</u>
<b>TOTAL NET REVENUE</b>	<u>\$ 16,442,612</u>	<u>\$ 16,894,894</u>	<u>\$ 17,327,868</u>	<u>\$ 17,914,560</u>	<u>\$ 18,976,403</u>	<u>5.9%</u>
Free Cash Used to Supplement Budget	\$ 425,000	\$ 750,000	\$ 750,000	\$ 750,000	\$ 700,000	
Education Stabilization Used to Supplement Budget	\$ 328,000					
Transfer from Other Available Funds	\$ 5,000	\$ 5,000	\$ 7,500	\$ 7,500	\$ 7,500	
<b>TOTAL REVENUE &amp; Free Cash</b>	<u>\$ 17,200,612</u>	<u>\$ 17,649,894</u>	<u>\$ 18,085,368</u>	<u>\$ 18,672,060</u>	<u>\$ 19,683,903</u>	<u>5.4%</u>
Annual % Increase: Total Revenue & Free Cash						
<b>RESERVES (9)</b>						
General Stabilization Fund	522,561	530,400	523,109	524,609	532,478	
Free Cash	600,000	311,225	482,635	482,635	277,873	
<b>TOTAL RESERVES</b>	<u>1,122,561</u>	<u>841,625</u>	<u>1,005,744</u>	<u>1,007,244</u>	<u>810,351</u>	<u>-19.5%</u>

## Town of Wenham FY20 Preliminary Budget

	FY 2016 ACTUAL	FY 2017 ACTUAL	FY 2018 ACTUAL	FY 2019 BUDGET	FY20 SUBMITTED	% Change
<b>EXPENDITURE PROJECTION</b>						
<b>(001) GENERAL FUND</b>						
<b>(114) MODERATOR</b>						
(007) EXPENSES	\$ -	\$ -	\$ -	\$ 50	\$ 50	
<b>(114) MODERATOR Total</b>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 50</u>	<u>\$ 50</u>	<u>0.0%</u>
			\$ -			
<b>(122) SELECTMEN</b>						
(001) SALARIES & WAGES	\$ 10,812	\$ 10,920	\$ 11,138	\$ 11,029	\$ 11,250	
(007) EXPENSES	\$ 2,000	\$ 143	\$ -	\$ 2,000	\$ 500	
<b>(122) SELECTMEN Total</b>	<u>\$ 12,812</u>	<u>\$ 11,063</u>	<u>\$ 11,138</u>	<u>\$ 13,029</u>	<u>\$ 11,750</u>	<u>-9.8%</u>
			1%			
<b>(123) TOWN ADMINISTRATOR</b>						
(001) SALARIES & WAGES	\$ 105,000	\$ 112,402	\$ 114,240	\$ 132,000	\$ 138,047	
(007) EXPENSES	\$ 2,489	\$ 1,689	\$ 3,517	\$ 2,500	\$ 4,000	
<b>(123) TOWN ADMINISTRATOR Total</b>	<u>\$ 107,490</u>	<u>\$ 114,091</u>	<u>\$ 117,757</u>	<u>\$ 134,500</u>	<u>\$ 142,047</u>	<u>5.6%</u>
			7%			
<b>(131) FINANCE &amp; ADVISORY COMMITTEE</b>						
(007) EXPENSES	\$ 155	\$ 155	\$ 160	\$ 250	\$ 250	
<b>(131) FINANCE &amp; ADVISORY COMMITTEE Total</b>	<u>\$ 155</u>	<u>\$ 155</u>	<u>\$ 160</u>	<u>\$ 250</u>	<u>\$ 250</u>	<u>0.0%</u>
<b>(132) RESERVE FUND</b>						
(007) EXPENSES	\$ -	\$ 155,766	\$ 87,604	\$ 125,000	\$ 125,000	
<b>(132) RESERVE FUND Total</b>	<u>\$ -</u>	<u>\$ 155,766</u>	<u>\$ 87,604</u>	<u>\$ 125,000</u>	<u>\$ 125,000</u>	<u>0.0%</u>
<b>(139) MUNICIPAL AUDIT</b>						
(002) CONTRACT SERVICES	\$ 22,000	\$ 22,000	\$ 23,500	\$ 23,500	\$ 25,000	
(002) CONTRACT SERVICES-ACTUARIAL VAL	\$ 4,500		\$ 5,500			
<b>(139) MUNICIPAL AUDIT Total</b>	<u>\$ 26,500</u>	<u>\$ 22,000</u>	<u>\$ 29,000</u>	<u>\$ 23,500</u>	<u>\$ 25,000</u>	<u>6.4%</u>
<b>(141) ASSESSORS DEPARTMENT</b>						
(001) SALARIES & WAGES	\$ 62,198	\$ 59,166	\$ 60,197	\$ 63,103	\$ 70,531	
(007) EXPENSES	\$ 9,526	\$ 14,692	\$ 12,150	\$ 13,150	\$ 14,150	
(008) CAPITAL	\$ 845	\$ 11,955				
<b>(141) ASSESSORS DEPARTMENT Total</b>	<u>\$ 72,569</u>	<u>\$ 85,813</u>	<u>\$ 72,347</u>	<u>\$ 76,253</u>	<u>\$ 84,681</u>	<u>11.1%</u>

## Town of Wenham FY20 Preliminary Budget

	FY 2016 ACTUAL	FY 2017 ACTUAL	FY 2018 ACTUAL	FY 2019 BUDGET	FY20 SUBMITTED	% Change
<b>(145) TAX TITLE EXPENSE</b>	<u>\$ 8,285</u>	<u>\$ 4,709</u>	<u>\$ 6,126</u>	<u>\$ 10,000</u>	<u>\$ 10,000</u>	<u>0.0%</u>
<b>(149) FINANCE DEPARTMENT</b>						
(001) SALARIES & WAGES	\$ 158,981	\$ 142,146	\$ 188,368	\$ 195,778	\$ 229,676	
(007) EXPENSES	\$ 24,769	\$ 44,330	\$ 22,550	\$ 22,950	\$ 22,950	
<b>(149) FINANCE DEPARTMENT Total</b>	<u>\$ 183,750</u>	<u>\$ 186,476</u>	<u>\$ 210,918</u>	<u>\$ 218,728</u>	<u>\$ 252,626</u>	<u>15.5%</u>
		-16%				
<b>(151) LEGAL</b>						
(002) CONTRACT SERVICES	\$ 88,167	\$ 67,583	\$ 66,054	\$ 55,000	\$ 60,000	
(007) EXPENSES	\$ 7,000	\$ 3,500	\$ -	\$ -		
(007) EXPENSES-LEGAL BASE STUDY	\$ -	\$ -	\$ -			
<b>(151) LEGAL Total</b>	<u>\$ 95,167</u>	<u>\$ 71,083</u>	<u>\$ 66,054</u>	<u>\$ 55,000</u>	<u>\$ 60,000</u>	<u>9.1%</u>
<b>(152) INFORMATION TECHNOLOGY</b>						
(002) CONTRACT SERVICES	\$ 8,445	\$ -		\$ -		
(007) EXPENSES	\$ 54,333	\$ 50,729	\$ 53,013	\$ 64,014	\$ 73,211	
(008) CAPITAL	\$ 10,000	\$ 8,498	\$ 4,159	\$ 7,000	\$ 7,000	
<b>(152) INFORMATION TECHNOLOGY Total</b>	<u>\$ 72,778</u>	<u>\$ 59,227</u>	<u>\$ 57,172</u>	<u>\$ 71,014</u>	<u>\$ 80,211</u>	<u>13.0%</u>
<b>(160) TOWN HALL</b>						
(001) SALARIES & WAGES	\$ 62,972	\$ 76,241	\$ 102,895	\$ 122,265	\$ 133,276	
(002) CONTRACT SERVICES-MINUTES CLERK	\$ 7,911	\$ 12,221	\$ 13,879	\$ -		
(007) EXPENSES	\$ 58,727	\$ 44,836	\$ 52,363	\$ 47,720	\$ 47,720	
<b>(160) TOWN HALL DEPARTMENT Total</b>	<u>\$ 129,610</u>	<u>\$ 133,298</u>	<u>\$ 169,137</u>	<u>\$ 169,985</u>	<u>\$ 180,996</u>	<u>6.5%</u>
<b>(161) TOWN CLERK'S DEPARTMENT</b>						
(001) SALARIES & WAGES	\$ 60,083	\$ 62,679	\$ 60,990	\$ 77,487	\$ 85,145	
(007) EXPENSES	\$ 11,324	\$ 11,285	\$ 8,896	\$ 12,855	\$ 13,065	
(008) CAPITAL					\$ 8,000	
<b>(161) TOWN CLERK'S DEPARTMENT Total</b>	<u>\$ 71,407</u>	<u>\$ 73,964</u>	<u>\$ 69,886</u>	<u>\$ 90,342</u>	<u>\$ 106,210</u>	<u>17.6%</u>
<b>(170) LAND USE</b>						
(001) SALARIES & WAGES	\$ 63,175	\$ 56,535	\$ 57,105	\$ 69,122	\$ 66,056	
(007) EXPENSES	\$ 3,525	\$ 6,448	\$ 4,880	\$ 6,155	\$ 6,585	
<b>(170) PLANNING &amp; LAND USE Total</b>	<u>\$ 66,700</u>	<u>\$ 62,983</u>	<u>\$ 61,985</u>	<u>\$ 75,277</u>	<u>\$ 72,641</u>	<u>-3.5%</u>

## Town of Wenham FY20 Preliminary Budget

	FY 2016 ACTUAL	FY 2017 ACTUAL	FY 2018 ACTUAL	FY 2019 BUDGET	FY20 SUBMITTED	% Change
			19.5%			
<b>(192) BLDG &amp; GROUNDS</b>						
(001) SALARIES & WAGES	\$ 66,259	\$ 75,503	\$ 87,153	\$ 81,247	\$ 108,945	
(002) CONTRACT SERVICES	\$ 31,272	\$ -	\$ -	\$ -		
(007) EXPENSES	\$ 45,530	\$ 63,583	\$ 73,989	\$ 78,989	\$ 87,934	
(008) CAPITAL		\$ -	\$ -			
<b>(192) FACILITIES Total</b>	<b>\$ 143,061</b>	<b>\$ 139,086</b>	<b>\$ 161,142</b>	<b>\$ 160,236</b>	<b>\$ 196,879</b>	<b>22.9%</b>
<b>(195) TOWN REPORT</b>						
(007) EXPENSES	\$ 5,000	\$ 5,000	\$ 5,500	\$ 5,700	\$ 6,000	
<b>(195) TOWN REPORT Total</b>	<b>\$ 5,000</b>	<b>\$ 5,000</b>	<b>\$ 5,500</b>	<b>\$ 5,700</b>	<b>\$ 6,000</b>	<b>5.3%</b>
<b>(199) IRON RAIL</b>						
(001) SALARIES & WAGES	\$ 9,866	\$ 11,369	\$ 6,635	\$ 6,973	\$ -	
(002) CONTRACT SERVICES		0				
(007) EXPENSES	\$ 35,855	\$ 27,187	\$ 31,692	\$ 36,470	\$ 46,670	
(008) CAPITAL	\$ 6,000	\$ -	\$ -	\$ -		
<b>(199) IRON RAIL Total</b>	<b>\$ 51,721</b>	<b>\$ 38,556</b>	<b>\$ 38,326</b>	<b>\$ 43,443</b>	<b>\$ 46,670</b>	<b>7.4%</b>
<b>(210) POLICE DEPARTMENT</b>						
(001) SALARIES & WAGES	\$ 1,179,819	\$ 1,231,199	\$ 1,274,490	\$ 1,271,226	\$ 1,340,206	
(007) EXPENSES	\$ 102,082	\$ 113,310	\$ 122,906	\$ 123,216	\$ 126,616	
(008) CAPITAL	\$ 37,929	\$ 38,000	\$ 39,939	\$ 40,000	\$ 78,133	
(007) EXPENSES - CHIEF SEARCH		\$ 10,375	\$ -			
<b>(210) POLICE DEPARTMENT Total</b>	<b>\$ 1,319,830</b>	<b>\$ 1,392,884</b>	<b>\$ 1,437,336</b>	<b>\$ 1,434,442</b>	<b>\$ 1,544,955</b>	<b>7.7%</b>
<b>(220) FIRE DEPARTMENT</b>						
(001) SALARIES & WAGES	\$ 308,523	\$ 354,869	\$ 387,636	\$ 387,036	\$ 423,125	
(001) SALARIES & WAGES-ON CALL	\$ 154,620	\$ 172,988	\$ 160,990	\$ 202,995	\$ 181,555	
(007) EXPENSES-TRAINING	\$ 29,328	\$ -	\$ -	\$ -		
(007) EXPENSES	\$ 91,545	\$ 95,455	\$ 124,047	\$ 123,961	\$ 131,763	
(008) CAPITAL	\$ 15,000	\$ 14,678	\$ 14,678	\$ -	\$ 41,000	
(007) EXPENSES - FIRE STAT EXP						
<b>(220) FIRE DEPARTMENT Total</b>	<b>\$ 599,016</b>	<b>\$ 637,990</b>	<b>\$ 687,351</b>	<b>\$ 713,992</b>	<b>\$ 777,443</b>	<b>8.9%</b>

## Town of Wenham FY20 Preliminary Budget

	FY 2016 ACTUAL	FY 2017 ACTUAL	FY 2018 ACTUAL	FY 2019 BUDGET	FY20 SUBMITTED	% Change
<b>(240) PERMITTING</b>						
(001) SALARIES & WAGES	\$ 36,501	\$ 58,217	\$ 62,337	\$ 138,952	\$ 142,573	
(007) EXPENSES	\$ 1,338	\$ 5,478	\$ 6,395	\$ 15,000	\$ 27,920	
(007) Capital				\$ 3,000		
<b>(240) PERMITTING Total</b>	<b>\$ 37,839</b>	<b>\$ 63,695</b>	<b>\$ 68,733</b>	<b>\$ 156,952</b>	<b>\$ 170,493</b>	<b>8.6%</b>
<b>(294) TREE WARDEN</b>						
(001) SALARIES & WAGES	\$ 1,569	\$ 1,595	\$ 1,627	\$ 1,660	\$ 2,693	
(002) CONTRACT SERVICES		\$ -	\$ -	\$ -		
(007) EXPENSES	\$ 30,231	\$ 26,953	\$ 32,149	\$ 25,800	\$ 35,800	
(007) EXPENSES - TREE REPLACEMENT			\$ -			
<b>(294) TREE WARDEN Total</b>	<b>\$ 31,800</b>	<b>\$ 28,548</b>	<b>\$ 33,776</b>	<b>\$ 27,460</b>	<b>\$ 38,493</b>	<b>40.2%</b>
<b>(310) REGIONAL SCHOOL</b>						
(002) CONTRACT SERVICES	\$ 7,733,548	\$ 8,433,233	\$ 8,870,590	\$ 9,708,859	\$ 10,604,440	
(009) DEBT - WINTRHOP SPRINKLER-DEBT EXCL					\$ 54,868	
(009) DEBT - CUTLER ROOF-DEBT EXCL	\$ 39,802	\$ -	\$ 46,265	\$ 45,451	\$ 47,023	
(009) DEBT - '97 MIDDLE SCHOOL-DEBT EXCL	\$ 237,053	\$ 245,696	\$ 248,192	\$ 247,816		
(009) DEBT - BUKER & WINTHROP BOILER-DEBT EXCL		\$ 50,262	\$ 42,129	\$ 42,049	\$ 41,323	
(009) Winthrop Sprinkler & HS Athletic Fields-DEBT EXCL				\$ 8,838		
(009) DEBT - '10 CUTLER HVAC				\$ -		
<b>(310) REGIONAL SCHOOL Total</b>	<b>\$ 8,010,403</b>	<b>\$ 8,729,191</b>	<b>\$ 9,207,176</b>	<b>\$ 10,053,013</b>	<b>\$ 10,747,654</b>	<b>6.9%</b>
<b>(320) VOC SCHOOL</b>						
(002) CONTRACT SERVICES	\$ 148,087	\$ 167,676	\$ 145,894	\$ 143,217	\$ 147,514	
(009) DEBT - NEW SCHOOL	\$ -	\$ -	\$ 11,030	\$ 16,829	\$ 20,000	
<b>(320) VOC SCHOOL Total</b>	<b>\$ 148,087</b>	<b>\$ 167,676</b>	<b>\$ 156,924</b>	<b>\$ 160,046</b>	<b>\$ 167,514</b>	<b>4.7%</b>
<b>(422) HIGHWAY DEPARTMENT</b>						
(001) SALARIES & WAGES	\$ 493,547	\$ 505,442	\$ 529,525	\$ 551,413	\$ 619,859	
(007) EXPENSES	\$ 200,265	\$ 210,431	\$ 206,013	\$ 219,304	\$ 276,495	
(007) EXPENSES-TREE STUDY	\$ -	\$ -				
(007) EXPENSES-STREET MAINT		\$ -		\$ -		
(007) EXPENSES-VEHICLE MAINT	\$ -	\$ -		\$ -		
(007) EXPENSES-VEHICLE GAS & OIL	\$ -	\$ -		\$ -		
(008) CAPITAL	\$ -	\$ 95,784	\$ 83,020	\$ 83,020	\$ 208,020	
<b>(422) HIGHWAY DEPARTMENT Total</b>	<b>\$ 693,812</b>	<b>\$ 811,657</b>	<b>\$ 818,558</b>	<b>\$ 853,737</b>	<b>\$ 1,104,374</b>	<b>29.4%</b>

## Town of Wenham FY20 Preliminary Budget

	FY 2016 ACTUAL	FY 2017 ACTUAL	FY 2018 ACTUAL	FY 2019 BUDGET	FY20 SUBMITTED	% Change
<b>(423) SNOW &amp; ICE</b>						
(001) SALARIES & WAGES	\$ 21,940	\$ 35,315	\$ 33,045	\$ 36,050	\$ 36,050	
(007) EXPENSES	\$ 71,098	\$ 91,289	\$ 88,461	\$ 70,000	\$ 70,000	
<b>(423) SNOW &amp; ICE Total</b>	<b>\$ 93,038</b>	<b>\$ 126,604</b>	<b>\$ 121,506</b>	<b>\$ 106,050</b>	<b>\$ 106,050</b>	<b>0.0%</b>
<b>(424) STREET LIGHTING</b>						
(007) EXPENSES-STREET LIGHTING	\$ 28,704	\$ 1,134	\$ 22,153	\$ 18,000	\$ 20,000	
<b>(424) STREET LIGHTING Total</b>	<b>\$ 28,704</b>	<b>\$ 1,134</b>	<b>\$ 22,153</b>	<b>\$ 18,000</b>	<b>\$ 20,000</b>	<b>11.1%</b>
<b>(433) REFUSE COLLECTION AND DISPOSAL</b>						
(007) EXPENSES-REFUSE	\$ 233,659	\$ 329,258	\$ 381,431	386,000	\$ 401,268	
<b>(433) REFUSE COLLECTION AND DISPOSAL Total</b>	<b>\$ 233,659</b>	<b>\$ 329,258</b>	<b>\$ 381,431</b>	<b>\$ 386,000</b>	<b>\$ 401,268</b>	<b>4.0%</b>
<b>(491) CEMETERY</b>						
(001) SALARIES & WAGES	\$ 3,999	\$ 2,882	\$ 3,534	\$ 3,122	\$ 4,385	
(007) EXPENSES	\$ 3,738	\$ 4,904	\$ 6,048	\$ 6,600	\$ 4,750	
(007) EXPENSES-MEMORIAL DAY			\$ -			
(008) CAPITAL			\$ -		\$ 4,362	
<b>(491) CEMETERY Total</b>	<b>\$ 7,737</b>	<b>\$ 7,786</b>	<b>\$ 9,581</b>	<b>\$ 9,722</b>	<b>\$ 13,497</b>	<b>38.8%</b>
<b>(510) HEALTH DEPARTMENT</b>						
(001) SALARIES & WAGES	\$ 6,255	\$ 11,367	\$ 12,141	\$ 12,384	\$ 15,550	
(002) CONTRACT SERVICES-HEALTH AGENT	\$ -	\$ -		\$ -		
(002) CONTRACT SERVICES-HAZARD WASTE						
(007) EXPENSES	\$ 19,894	\$ 18,271	\$ 18,950	\$ 20,643	\$ 20,948	
<b>(510) HEALTH DEPARTMENT Total</b>	<b>\$ 26,149</b>	<b>\$ 29,638</b>	<b>\$ 31,091</b>	<b>\$ 33,027</b>	<b>\$ 36,498</b>	<b>10.5%</b>
<b>(541) COUNCIL ON AGING</b>						
(001) SALARIES & WAGES	\$ 69,464	\$ 73,927	\$ 79,516	\$ 87,108	\$ 98,941	
(001) SALARIES & WAGES-VAN						
(007) EXPENSES	\$ 23,371	\$ 27,892	\$ 20,274	\$ 20,274	\$ 19,950	
(008) CAPITAL					\$ 23,700	
<b>(541) COUNCIL ON AGING Total</b>	<b>\$ 92,835</b>	<b>\$ 101,819</b>	<b>\$ 99,790</b>	<b>\$ 107,382</b>	<b>\$ 142,591</b>	<b>32.8%</b>
<b>(543) VETERANS' DEPARTMENT</b>						
(002) CONTRACT SERVICES	\$ 17,302	\$ 18,513	\$ 19,695	\$ 21,420	\$ 21,848	
(007) EXPENSES	\$ -	\$ -	\$ -	\$ 1,919	\$ 3,513	
<b>(543) VETERANS' DEPARTMENT Total</b>	<b>\$ 17,302</b>	<b>\$ 18,513</b>	<b>\$ 19,695</b>	<b>\$ 23,339</b>	<b>\$ 25,362</b>	<b>8.7%</b>

## Town of Wenham FY20 Preliminary Budget

	FY 2016 ACTUAL	FY 2017 ACTUAL	FY 2018 ACTUAL	FY 2019 BUDGET	FY20 SUBMITTED	% Change
<b>(620) LIBRARY DEPARTMENT</b>						
(001) SALARIES & WAGES-DIRECTOR	\$ 76,644	\$ 80,617	\$ 83,469	\$ 86,801	\$ 90,207	
(001) PROF LIBRARY GENERALIST/GRANTS ADM						
(001) SALARIES & WAGES-HEAD REFERENCE	\$ 48,665	\$ 49,936	\$ 51,741	\$ 53,818	\$ 56,401	
(001) SALARIES & WAGES-REFERENCE	\$ 48,312	\$ 49,219	\$ 50,963	\$ 53,406	\$ 55,906	
(001) SALARIES & WAGES-YOUNG ADULT	\$ 49,645	\$ 49,557	\$ 51,426	\$ 54,859	\$ 57,484	
(001) SALARIES & WAGES-CHILDRENS	\$ 47,890	\$ 50,967	\$ 52,755	\$ 53,074	\$ 55,521	
(001) SALARIES & WAGES-HEAD OF CIRCULATION	\$ 47,495	\$ 48,951	\$ 51,208	\$ 53,036	\$ 54,272	
(001) SALARIES & WAGES-ADMIN LIBRARIAN	\$ 57,357	\$ 48,557	\$ 50,507	\$ 52,576	\$ 54,001	
(001) SALARIES & WAGES-TECH SERVICES	\$ 54,489	\$ 57,483	\$ 58,836	\$ 59,766	\$ 54,655	
(001) SALARIES & WAGES-ASST DIRECTOR	\$ 47,939	\$ 55,909	\$ 58,047	\$ 60,418	\$ 63,187	
(001) SALARIES & WAGES-SUPPORT STAFF	\$ 96,755	\$ 100,388	\$ 103,131	\$ 110,209	\$ 116,326	
(007) EXPENSES-LIBRARY BOOKS	\$ 122,814	\$ 125,893	\$ 127,814	\$ 130,814	\$ 132,126	
(007) EXPENSES-SUBS & PERIODICALS	\$ 9,973	\$ 9,915	\$ 10,000	\$ 10,000	\$ 10,000	
(007) EXPENSES-TECHNOLOGY	\$ 44,938	\$ 46,404	\$ 48,668	\$ 49,694	\$ 53,209	
(007) EXPENSES-GENERAL SUPPLIES	\$ 13,348	\$ 12,615	\$ 12,765	\$ 12,627	\$ 12,627	
(007) EXPENSES-MBRSHPS/CONF/TRAVEL	\$ 916	\$ 916	\$ 916	\$ 916	\$ 916	
(007) EXPENSES-PROGRAMS	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	
(007) EXPENSES-HEAT & UTILITIES	\$ 47,557	\$ 53,676	\$ 53,540	\$ 53,540	\$ 56,427	
(007) EXPENSES-BUILD & GROUNDS	\$ 42,476	\$ 41,135	\$ 41,135	\$ 45,105	\$ 48,105	
(008) CAPITAL	\$ 9,167	\$ -	\$ -	\$ -		
<b>(620) LIBRARY DEPARTMENT Total</b>	<b>\$ 866,880</b>	<b>\$ 882,638</b>	<b>\$ 907,420</b>	<b>\$ 941,159</b>	<b>\$ 971,870</b>	<b>3.3%</b>
<b>(640) JOINT RECREATION</b>						
(002) CONTRACT SERVICES	\$ 16,132	\$ 60,905	\$ 66,787	\$ 82,673	\$ 85,153	
(007) EXPENSES-TURF STUDY						
(007) EXPENSES-POOL STUDY						
(007) EXPENSES-VETERANS POOL INDIRECT COSTS				\$ 14,467	\$ 14,901	
<b>(640) JOINT RECREATION Total</b>	<b>\$ 16,132</b>	<b>\$ 60,905</b>	<b>\$ 66,787</b>	<b>\$ 97,140</b>	<b>\$ 100,054</b>	<b>3.0%</b>
<b>(691) HISTORIC COMMISSION</b>						
(007) EXPENSES	\$ 37	\$ -	\$ -	\$ 200	\$ 200	
<b>(691) HISTORIC COMMISSION Total</b>	<b>\$ 37</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 200</b>	<b>\$ 200</b>	<b>0.0%</b>

## Town of Wenham FY20 Preliminary Budget

	FY 2016 ACTUAL	FY 2017 ACTUAL	FY 2018 ACTUAL	FY 2019 BUDGET	FY20 SUBMITTED	% Change
<b>(710) DEBT</b>						
DEBT-FIRE TRUCK		\$ -	\$ -	\$ -		
DEBT -JT LIB CONSTN - DEBT EXCL.	\$ 74,600	\$ 60,000	\$ 60,000	\$ 50,000	\$ 50,000	
DEBT -JT LIB LEASE PURCHASE -DEBT EXCL.	\$ 13,600	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	
DEBT-TOWN HALL \$244K	\$ 9,100	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	
DEBT -TOWN HALL POLICE STATION-DEBT EXCL.	\$ 232,500	\$ 235,000	\$ 210,000	\$ 200,000	\$ 195,000	
DEBT -QUINT FIRE TRUCK-DEBT EXCL.	\$ 45,000	\$ 45,000				
DEBT-CULVERTS/DRAINS/ROADS-DEBT EXCL.	\$ 39,000	\$ 39,000	\$ 40,000	\$ 76,000	\$ 76,000	
DEBT -ESCO	\$ 24,000	\$ 24,000	\$ 24,000	\$ 24,000	\$ 24,000	
DEBT-HW TRACKLESS MACHINE-DEBT EXCL.	\$ 25,000					
DEBT -'15 STATE HOUSE NOTE		\$ 127,000	\$ 120,000	\$ 120,000	\$ 115,000	
<b>(710) DEBT Total</b>	<b>\$ 462,800</b>	<b>\$ 555,000</b>	<b>\$ 479,000</b>	<b>\$ 495,000</b>	<b>\$ 485,000</b>	<b>-2.0%</b>
<b>(751) DEBT INT</b>						
DEBT INT-FIRE TRUCK						
DEBT INT-JT LIB CONSTN - DEBT EXCL.	\$ 4,966	\$ 3,800	\$ 2,600	\$ 1,500	\$ 500	
DEBT INT-JT LIB LEASE PURCHASE-DEBT EXCL.	\$ 1,291	\$ 1,050	\$ 750	\$ 450	\$ 150	
DEBT INT-TOWN HALL \$244K	\$ 861	\$ 700	\$ 500	\$ 300	\$ 100	
DEBT INT-TOWN HALL POLICE STATION-DEBT EXCL.	\$ 62,178	\$ 54,075	\$ 47,150	\$ 43,050	\$ 39,100	
DEBT INT-QUINT FIRE TRUCK-DEBT EXCL.	\$ 2,869	\$ 956				
DEBT INT-CULVERTS/DRAINS/ROADS-DEBT EXCL.	\$ 13,948	\$ 13,119	\$ 12,230	\$ 10,830	\$ 8,740	
DEBT INT-ESCO	\$ 5,040	\$ 4,530	\$ 3,990	\$ 3,420	\$ 2,760	
DEBT INT-HW TRACKLESS MACHINE-DEBT EXCL.	\$ 675					
DEBT INT-TEMP LOANS						
DEBT INT-'15 STATE HOUSE NOTE		\$ 21,862	\$ 10,935	\$ 7,695	\$ 4,523	
<b>(751) DEBT INT Total</b>	<b>\$ 91,828</b>	<b>\$ 100,092</b>	<b>\$ 78,155</b>	<b>\$ 67,245</b>	<b>\$ 55,873</b>	<b>-16.9%</b>
<b>(911) RETIREMENT</b>						
(007) EXPENSES	\$ 563,272	\$ 589,102	\$ 668,111	\$ 728,457	\$ 794,018	
(007) EXPENSES-FORMER EMPLOYEE PENSION	\$ -	\$ -	\$ -	\$ -		
(007) ECO RETIREMENT	\$ -	\$ 19,822	\$ 20,163	\$ 20,717	\$ 22,271	
<b>(911) RETIREMENT Total</b>	<b>\$ 563,272</b>	<b>\$ 608,924</b>	<b>\$ 688,274</b>	<b>\$ 749,174</b>	<b>\$ 816,289</b>	<b>9.0%</b>
<b>(914) EMPLOYEE BENEFITS</b>						
(007) EXPENSES - GROUP INSURANCE	\$ 571,488	\$ 545,425	\$ 617,631	\$ 638,415	\$ 792,169	
(001) SALARIES & WAGES	\$ 4,665	\$ 576	\$ -	\$ 7,000		
(007) EXPENSES-COMPENSATED ABSENCES					\$ 22,400	
<b>(914) INSURANCE GROUP Total</b>	<b>\$ 576,153</b>	<b>\$ 546,001</b>	<b>\$ 617,631</b>	<b>\$ 645,415</b>	<b>\$ 814,569</b>	<b>26.2%</b>



# Town of Wenham FY20 Preliminary Budget

	FY 2016 ACTUAL	FY 2017 ACTUAL	FY 2018 ACTUAL	FY 2019 BUDGET	FY20 SUBMITTED	% Change
<b>(916) FICA / MEDICARE</b>						
(007) EXPENSES-FICA MEDICARE	\$ 49,290	\$ 53,503	\$ 58,286	\$ 57,856	\$ 59,013	
<b>(916) FICA / MEDICARE Total</b>	<u>\$ 49,290</u>	<u>\$ 53,503</u>	<u>\$ 56,721</u>	<u>\$ 57,856</u>	<u>\$ 59,013</u>	<u>2.0%</u>
<b>(945) GENERAL INSURANCE</b>						
(007) EXPENSES	\$ 116,812	\$ 116,924	\$ 122,540	\$ 127,308	\$ 135,000	
<b>(945) GENERAL INSURANCE Total</b>	<u>\$ 116,812</u>	<u>\$ 116,924</u>	<u>\$ 122,540</u>	<u>\$ 127,308</u>	<u>\$ 135,000</u>	<u>6.0%</u>
<b>(990) INTERFUND TRANSFERS OUT (OPEB)</b>						
(010) OTHER FINANCING USES	\$ 20,000	\$ 20,000	\$ -	\$ 40,000	\$ 50,000	
<b>(990) INTERFUND TRANSFERS OUT Total</b>	<u>\$ 20,000</u>	<u>\$ 20,000</u>		<u>\$ 40,000</u>	<u>\$ 50,000</u>	<u>25.0%</u>
<b>TOTAL GENERAL FUND</b>	<u>\$ 15,150,419</u>	<u>\$ 16,553,650</u>	<u>\$ 17,275,883</u>	<u>\$ 18,575,965</u>	<u>\$ 20,185,069</u>	<u>8.7%</u>
<b>(029) WATER FUND</b>						
<b>(450) WATER DEPARTMENT</b>						
(001) SALARIES & WAGES	\$ 156,415	\$ 162,848	\$ 166,489	\$ 174,048	\$ 179,549	
(002) CONTRACT SERVICES		\$ -		\$ -		
(007) EXPENSES	\$ 132,382	\$ 130,026	\$ 136,234	\$ 136,458	\$ 137,958	
(008) CAPITAL OUTLAY	\$ -	\$ 29,034	\$ 4,631	\$ 94,632	\$ 39,632	
(009) DEBT SERVICE -WAT TOWER CONSTRUCTION	\$ 82,400	\$ 80,000	\$ 75,000	\$ 75,000	\$ 75,000	
(009) DEBT SERVICE -WAT TOWER PAINTING	\$ 37,000	\$ 37,000	\$ 36,000			
(009) DEBT INT -WAT TOWER CONSTRUCTION	\$ 6,784	\$ 5,400	\$ 2,250	\$ 2,250	\$ 750	
(009) DEBT INT -WAT TOWER PAINTING	\$ 2,013	\$ 1,226	\$ 405			
(008) ART-PLEASANT ST PUMP						
<b>(450) WATER DEPARTMENT Total</b>	<u>\$ 416,994</u>	<u>\$ 445,533</u>	<u>\$ 421,008</u>	<u>\$ 482,388</u>	<u>\$ 432,889</u>	<u>-10.3%</u>
(990) INTERFUND TRANSFERS OUT						
(010) OTHER FINANCING USES	\$ -	\$ -	\$ -	\$ -	\$ -	
<b>(990) INTERFUND TRANSFERS OUT Total</b>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	
<b>(060) WATER FUND Total</b>	<u>\$ 416,994</u>	<u>\$ 445,533</u>	<u>\$ 421,008</u>	<u>\$ 482,388</u>	<u>\$ 432,889</u>	<u>-10.3%</u>
<b>Grand Total</b>	<u>\$ 15,567,412</u>	<u>\$ 16,999,183</u>	<u>\$ 17,696,891</u>	<u>\$ 19,058,353</u>	<u>\$ 20,617,958</u>	

## Town of Wenham FY20 Preliminary Budget

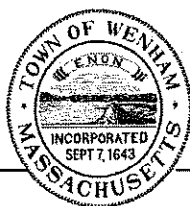
	FY 2016 ACTUAL	FY 2017 ACTUAL	FY 2018 ACTUAL	FY 2019 BUDGET	FY20 SUBMITTED	% Change
General Government	\$ 1,047,004	\$ 1,163,270	\$ 1,164,254	\$ 1,272,307	\$ 1,401,010	
Public Safety	\$ 1,988,485	\$ 2,123,117	\$ 2,227,194	\$ 2,332,846	\$ 2,531,384	
Education	\$ 8,158,490	\$ 8,896,867	\$ 9,364,100	\$ 10,213,059	\$ 10,915,167	
Public Works	\$ 1,056,950	\$ 1,276,439	\$ 1,353,230	\$ 1,373,509	\$ 1,645,189	
Water	\$ 416,994	\$ 445,533	\$ 421,008	\$ 482,388	\$ 432,889	
Health & Human Services	\$ 136,286	\$ 149,970	\$ 150,576	\$ 163,748	\$ 204,451	
Culture & Recreation	\$ 883,049	\$ 943,543	\$ 974,208	\$ 1,038,499	\$ 1,072,124	
Debt Service	\$ 554,628	\$ 655,092	\$ 557,155	\$ 562,245	\$ 540,873	
Other	\$ 1,325,527	\$ 1,345,352	\$ 1,485,166	\$ 1,619,753	\$ 1,874,871	
<b>Total</b>	<b>\$ 15,567,412</b>	<b>\$ 16,999,183</b>	<b>\$ 17,696,891</b>	<b>\$ 19,058,353</b>	<b>\$ 20,617,958</b>	<b>8.2%</b>
		\$ -				
<b>TOTAL REVENUE &amp; FREE CASH</b>	<b>\$ 17,200,612</b>	<b>\$ 17,649,894</b>	<b>\$ 18,085,368</b>	<b>\$ 18,672,060</b>	<b>\$ 19,683,903</b>	<b>5.4%</b>
<b>AVAILABLE BALANCE PER BUDGET</b>	<b>\$ 1,633,200</b>	<b>\$ 650,711</b>	<b>\$ 388,476</b>	<b>\$ (386,294)</b>	<b>\$ (934,055)</b>	

**FY20 BUDGET REQUESTS  
ABOVE LEVEL SERVICES  
Aggregated BOS Feedback - 01.19**

Request Detail	Department	FY20 Cost Impact	Other Considerations	Overall Priority (High, Medium or Low)	Rank Within Category (1,2,3, etc)	Additional Information Requested
<b>NEW STAFFING</b>						
Part-time (19 hour/week) Facilities support staff position	Building & Grounds	\$24,900	All Town facilities are currently managed by 1 full-time Facilities Manager position. Position would not be benefit eligible.			
Increase in full-time Finance Assistant and Payroll Coordinator's position by 6.5 hours/week	Finance	\$8,500	Position is budgeted at 30 hours/week. 36.5 hour/workweek would mirror Town Hall schedule. Position is already benefit eligible.			
Full-time Police Officer (11th)	Police Department	\$21,000*	Figure is net of \$46,800 decrease in personnel costs related to reserve officers if new full-time officer is added and does not include \$16,000 annual cost (placeholder) to cover the Town's share of premium costs for a family health insurance plan (those costs are included in Employee Benefits line item); New hire would be eligible for 5% annual increase in base pay above and beyond COLA for next 4 FYs.			
Part-time (8 hour/week) Emergency Management Coordinator	Police Department	\$12,500	Emergency Management duties are currently split between Fire Chief, Police Chief, and Public Health Nurse. Budget would be not-to-exceed and compensated based on hours actually worked (not a stipend).			
Full-time Driver/Operator	Department of Public Works	\$50,500*	Entry-level position would be eligible for 2 separate ~12% wage increases (above and beyond COLA) - the 1st after 6 months and the 2nd after 18 months of employment; Figure does not include \$16,000 annual cost (placeholder) to cover the Town's share of premium costs for a family health insurance plan (those costs are included in Employee Benefits line item).			
<b>COMPENSATION ADJUSTMENTS</b>						
Stipends for Board of Assessors	Assessors	\$5,400	Seeking \$2,400/year for Chair and \$1,500/year for other 2 elected positions; Wenham BOA used to receive some stipend pre-1995			
Increase in hourly rate of Administrative Assistant to Town Clerk	Town Clerk	\$5,200	Position is currently underpaid based on internal and external comp data.			
Increase in hourly rate for COA Administrative Assistant and Van Drivers	Council on Aging	\$4,750	Positions are currently underpaid based on increases to minimum wage and external comp data.			
<b>EXPENSE INCREASES</b>						
Addition of IT Back-up Disaster and Recovery Services	Information Technology	\$8,400	Existing systems are not sufficient to ensure uninterrupted access to Town data in the event of an emergency.			
Tree Planting	Tree Warden	\$10,000	To continue commitment to tree planting program. Would cover cost of approx 20 new street trees. \$10k in FY19 tree plantings covered by FY18 RFT.			
Stormwater Compliance (MS4 Permit)	Department of Public Works	\$50,000	Minimum Year 2 compliance cost (Year 1 was covered by FY17 Free Cash appropriation). This figure assumes DPW will be able to perform some data collection/sampling work in-house but could be further reduced by at least half if loose leaf pick-up service is transitioned to bagged pick-up.			
Part-time (4 hours/week) consultant to support Age- and Dementia-Friendly Community initiative	Council on Aging	\$5,500	With our Community Compact grant expiring in May 2019, this funding would ensure our efforts on this work to date would remain a priority, given limitations of current COA staff. Goal would be to supplement the Town's contribution with new grant funding to increase the hours back to the 8-10/week funded in FY19			
<b>NEW CAPITAL ITEMS</b>						
Backhoe	Department of Public Works	\$40,000	Cost reflects Year 1 payment of proposed 3 year lease-to-own agreement. Total acquisition cost would be \$120k.			
Highway Road Capital	Department of Public Works	\$50,000	Total FY20 request is \$90k. Total FY19 appropriation for this purpose was \$85k (\$40k in operating budget and \$45k from FY17 Free Cash). Town has committed to increasing this line item by \$45k/year for the past several FY's.			
Computers for Police Cruisers	Police Department	\$24,000	See CIP detail sheet.			
Protective Gear	Fire Department	\$26,000	Would cover costs of purchasing 11 sets of new gear. 2nd half planned to be replaced in FY21 (another \$25k).			
Air Packs (SCBA)	Fire Department	\$15,000	Would cover costs of purchasing 2 new air packs. Other 2 planned to be replaced in FY21 (another \$15k).			

**FY20 BUDGET REQUESTS  
ABOVE LEVEL SERVICES  
Aggregated BOS Feedback - 01.19**

Roof Replacement	Council on Aging	\$21,000	See CIP detail sheet.			
Carpet Replacement	Council on Aging	\$3,000	See CIP detail sheet.			
Town Hall Dehumidifier	Town Clerk	\$8,000	See CIP detail sheet.			
<b>PRIOR CAPITAL COMMITMENTS</b>						
Front end Loader	Department of Public Works	\$35,000	Year 2 payment of 5 year lease-to-own agreement. Year 1 paid from FY17 Free Cash.			
Police Administrative Vehicle	Police Department	\$12,133	Year 2 payment of 3 year lease-to-own agreement. Year 1 paid from FY17 Free Cash.			
Mini Excavator	Cemetery	\$4,362	Year 4 of 4 year lease-to-own agreement. Years 1-3 paid for from other available Cemetery funds. DPW Revolving and Water Department cover other 2/3 of annual lease payments.			



## Town of Wenham

## Facilities Department

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Job Description Updated: 12-7-18

**Title:** Skilled Tradesman, Facilities Division  
**Department:** Facilities Department  
**Supervisor:** Facilities Director

### Summary:

This position performs maintenance/repair duties and small projects as required throughout all the Town properties under the control of Facilities Department including construction, repair of structures, buildings, fixtures, equipment and other articles in accordance with all safety regulations and requirements. These municipal facilities include, but are not limited to Town Hall, the Police Station, Council on Aging, Library, and Fire Station. The position may also operate trucks up to one ton, small power equipment, scissor lifts and power tools and other miscellaneous hand tools and equipment in accordance with all safety regulations and requirements.

### General Duties (Duties are illustrative and not all inclusive):

- Conduct various repairs and upgrades to municipal buildings. (i.e. door and door hardware repairs and installation; repairs of walls, floor and ceiling systems; repair of windows, hardware and window treatments; various carpentry repairs and installations as required; repairs to furniture, tables and other office furnishings)
- Perform small scale interior renovation projects as required (i.e. construct new walls, doors, windows, etc.). make sure that work is conducted in accordance with all applicable state codes.
- Basic dry wall installation, repairs, joint compounding and painting when and where necessary; installation of insulation as required.
- Various flooring system repairs including but not limited to VCT tile and carpet removals, repairs and installations
- Perform all work in accordance with Building Codes and standard trade practices. Fabricate, alter and repair structural wood work, floors, stairways, and fixtures.
- Perform and be proficient at measuring sawing, squaring, drilling, sanding, fitting and fastening in addition to using power tools, table saw, drill press and other equipment.
- Install and repair equipment such as desks, chairs, tables, shelves and cabinets.
- Hang doors and repair and install related hardware.
- Repair windows, frames, and screens.
- Installation and repairs to playground equipment, wooden timber edging, landscape fixtures, benches, tables, barrels, recycle bins and other features found in athletic fields, playgrounds, cemetery grounds and open spaces throughout the town;
- Assist in fabrication and installation of park adopt-a-site signs and other various signs as required;
- Cleaning, sweeping and picking up litter and trash on municipal building grounds, playground areas, streets, sidewalks and in parking lots and property surrounding City buildings.
- Respond sensitively and constructively to complaints; provide customer service with tact, courtesy, sensitivity and discretion in all dealings with internal and external customers.
- Removal of snow and ice from municipal grounds, exterior stairs and walkways using manual tools and small power equipment; and the sanding of all iced areas. Will be responsible to assist in plowing and sanding of municipal grounds.
- Loading, unloading and moving furniture, equipment, supplies and other objects as required;

- Responsible for compliance with instructions, safety procedures, conformance with accepted trade practices, and compliance with department policies and regulations and government laws and regulations as they pertain to the work;
- Event set up and break down as required for special building events;
- Must be available for mandatory overtime during snow, ice, windstorm, or any other urgent or emergency situation, and for any other public works duties required.
- If required, and in accordance with union contract language, this position is subject to second shift and night shift work;
- Perform assigned or required tasks and work both at and below grade within the facilities working unit of the Public Works Department. Conduct other work as directed by the supervisor.

#### **Qualifications/Experience:**

- High School graduate plus two years of technical or vocational training or the equivalent period of on the job training plus three years paid experience as a tradesman within the construction field; or any equivalent combination of education and experience.
- Knowledge of Massachusetts Building Codes required; ability to interpret applicable code requirements and apply.
- Possession of Massachusetts Supervisors Construction License is preferred. Position is stipend eligible for maintaining license up to date.
- Required to provide own hand and power tools. Position eligible for union tool reimbursement allowance.
- Excellent attention to detail and organizational skills. Good oral and written communication skills.
- Demonstrated experience in providing customer service to co-workers and residents with tact, courtesy, sensitivity and discretion.
- A current, valid, Massachusetts Driver's License to drive cars, vans, SUV's and pickup trucks is required. CDL is preferable.
- Must be able to comply with background check
- Ability to present a positive image of DPW to members of the community.
- Successful experience working as an effective member of a team desirable.
- Must have effective organizational, problem solving, and time management skills. Ability to learn and comprehend information from Procedures Manuals and other materials.
- The qualifications listed above are guidelines for selection purposes; alternative qualifications may be substituted if sufficient to perform the duties.

#### **Physical Demands:**

This job involves standing for long periods as well as stooping, squatting, lifting, carrying, pushing and climbing. Must be able to travel, enter, and exit a vehicle without assistance and withstand exposure to adverse weather conditions. Wearing of protective equipment, such as latex gloves, is required. The employee must climb stairs and ladders; enter confined spaces and travel in cramped, elevated and remote locations; and operate power and hand tools, equipment and machinery. The employee is required to sit, stand, walk, reach, climb, stoop, crouch, twist, taste and smell. The employee is required to hear, feel and talk and speak English. The employee must have close, distance, and peripheral vision, depth perception and the ability to adjust focus. The employee must have full use of hands, arms and legs. The employee is required to regularly lift heavy objects up to 60 pounds and carry these objects short distances. The employee must have the ability to work safely under difficult work situations performing heavy laborious tasks and during inclement weather conditions including high heat and high humidity, freezing temperatures, rain, snow, wind and ice storms; and under extended periods of sleep deprivation. Must be free of communicable diseases and breathing impairments. Manual dexterity sufficient to: manipulate cleaning supplies and equipment. Must be able to physically move through all buildings.

## **FY20 Finance Department Budget**

### **Staffing**

The Finance Department is comprised of two full-time employees and one part-time employee for a total of 2.75 FTEs. This current staffing presents challenges as the team addresses the volume and complexity of the processes and functions under the finance umbrella.

Additionally, because of state statutes, there can be little overlap between the collector/treasurer and accountant functions, leaving little or no opportunity for cross training and redundancy, a critical element for coverage, continuity and quality of service. The Finance Department is a service organization serving many constituents including employees, municipal officials, state officials and, most importantly, residents. While the budget dollars may be small compared to other communities, the complexity of the work and need for excellent service is no different.

### **Salary Request**

The FY2020 budget submitted includes a request to increase the current part-time Finance Assistant weekly hours from 30 to 36.5. This will allow for the Finance Assistant to be at Town Hall during all business hours, providing important coverage and service for residents as well as additional support for the department and employees. The request for the Accountant is the 2% cola and 2% merit. The request for the Finance Director reflects the language of the contract executed in September.

### **Expenses**

There is no increase in anticipated spending for Finance expenses in FY2020.

## Department: **POLICE (210)**

### **Budget Requests:**

1. Increase full time staff by one
2. Fund Emergency Management Liaison
3. Replace MDT (mobile data terminals) in cruisers (4)

### **Rationale:**

1. We have long been suggesting to the Town that our Reserve Force is over-utilized. We need to stop allowing only (2) Reserve Officers to work alone together. Similar communities have stopped this practice years ago. We have discussed the situation with Town Counsel and it is a matter to be bargained. Unless the Town wishes to increase overtime by significant amounts, this approach offers an **opportunity** to solve several problems simultaneously. We have something to offer during negotiations. We keep overtime at a manageable number. We reduce the number of Reserve Officers and thereby reduce the amount of consistent turnover within the Reserve Force. Additionally, an unexpected **opportunity** exists due to the resignation of (2) officers who already completed the step process. As they have been replaced with (2) officers beginning at 80% of their pay, it allows the consideration of adding an officer at a time when the salary budget is uncharacteristically lowered between budget cycles.

The Department has not added a full-time police officer since **1989**. If permitted, our goal would be to **reduce** the size of the Department as a whole by (2) Reserve Officers immediately. Through attrition, (2) additional Reserve vacancies will go un-filled, thus allowing us to reach our ultimate goal of (10) Reserve Officers. That is a very manageable force with only the addition of (1) full-time officer. By adding an 11<sup>th</sup> full-time officer and reducing the Reserve Force by only (2) officers, we will be able to reduce our salary reserve account by \$38,000. We will then be able to fund almost half of the new position (including health insurance) through our own budget adjustments. All remaining salary increases are due to request #2 and cola's.

2. We presently spend 20k on Animal Control and 20k on the Town Beach and virtually nothing on Emergency Management. As a pilot program we have been having Robert Breaker (former reserve officer) coming in occasionally and attending regional meetings, setting up table-top exercises and seeking grant funding for a major disaster drill. I would like to formalize this position (only slightly) with adding a salary line of approximately 13k for one day a week over fy20.
3. Our cruiser computers (MDT's) were due to be replaced a year or so ago. Presently our (4) MDT's are 6+ years old. I would like to replace them with a multi-purpose tablet thereby allowing officers more flexibility to perform several other functions than the limited use laptops we have at this time. Some examples would be the ability to photograph or video crash scenes, send pics directly to utility companies to expedite their responses, audio record statements or confessions in the field and allow for GPS tracking of vehicles/officers.



**Impact:**

1. \$23,000
2. \$12,480
3. \$24,000

**Current Initiatives (FY19):**

1. Supervisory schedule shift for better accountability
2. Overhaul of Criminal Investigative Division
3. HW and Penguin Hall Academy trained in ALICE (Alert, Lockdown, Inform, Counter, Evacuate)
4. Study Emergency Communications feasibility

**Initiatives planned for FY 2020:**

1. Performance evaluations for all staff.
2. Complete reassignments for duty roster and expand cross training.
3. Expansion of the Emergency Management Department.
4. Implement best recommendations from Emergency Communications Study.

**To:** Chief Thomas Perkins  
**From:** Captain Kevin DiNapoli **KID**  
**Date:** November 30, 2018  
**Re:** Staffing Analysis

---

Per our discussion, I conducted a review of the populations of Towns similar to Wenham. Specifically, I confirmed the amount of full-time officers working at agencies within Towns that have a population of 5,000-6,000 residents. The results of this review are listed below as follows:

<u>Town</u>	<u>Population</u>	<u>FT Officers</u>
Deerfield	5,026	10
Marion	5,107	14
Hampden	5,196	11
Warren	5,218	7
Carlisle	5,235	10
Bolton	5,283	12
Hadley	5,335	15
Manchester	5,393	11
Barre	5,569	11
Rochester	5,575	12
Lee	5,725	11
Orleans	5,820	19
Hopedale	5,976	10

The average FT Officers for the above-listed Police Departments are (11.8).

*\*The Wenham population is currently listed at 5,246. This does not take into consideration the approximate 2000 students/faculty at Gordon College from September through May.\* It also does not take into consideration the growing faculty and student numbers at the Academy of Penguin Hall.\**

The Federal Bureau of Investigation reports that Towns in the Northeast United States report being staffed with (2.8) full-time sworn patrol officers per every one thousand residents. The National average staffing for full-time patrol officers is (2.5) sworn patrol officers for every one thousand residents. Therefore, going by a baseline population of 5000 residents, the Wenham Police Department should have **(14) full-time** officers in relation to the Northeast formula and **(12.5) full-time** officers based on the National average.

## **Emergency Management Budget – Community Comparisons**

**Ipswich Police:** \$21,000. \$7,500 is a stipend for the Lieutenant.

**Topsfield Fire:** No budget, but the Chief negotiated an additional \$3,000 in pay package.

**Rowley Fire:** \$6,300 (\$4,000 stipend to the Chief and \$2,300 budget for expenses).

**Essex Fire:** No response.

**Hamilton:** Fire Chief receives \$3,500.

**Salisbury:** Civilian position (nuclear zone). No response.

**Newbury Police:** Chief receives a \$5,000 stipend and a \$10,000 budget for expenses.



**TOWN OF WENHAM  
DEPARTMENT of PUBLIC WORKS  
91 GRAPEVINE RD.  
WENHAM, MA 01984**

December 13, 2018

To: Board of Selectmen  
Finance Committee  
Peter Lombardi

From: Bill Tyack, DPW Director

**Subject: Loose Leaf Collection**

The past 13 years that I have been the DPW Director, there have been 3 attempts to end the Loose Leaf Collection. I believe, because of the cost and the increased workload, the time has come to end the Loose Leaf Collection once and for all.

The total Cost this year for Loose Leaf Collection including labor, diesel fuel and contractors to help with leaf pick-up at the parks and cemeteries is \$55,843.00. This does not include overtime worked for any breakdowns, which occur weekly.

Our workload has been steadily increasing for the last 10 years. We now have 2 cemeteries, Pleasant Pond, and mowing of the schools which takes the whole crew 8 hours a week for 30 weeks. Also, in 2009, \$25,000.00 for catch basin repairs was removed from the budget. We now do that in-house along with cracksealing the roads.

Now, our MS4 Permitting requirements Year 2 costs are estimated by Weston & Sampson to be between \$60,000.00 and \$78,000.00 just to be compliant. If we stopped Loose Leaf Collection, I believe that we could perform the Illicit Discharge Inspections and the Dry Weather Outfall Sampling portion of the requirements in-house, which would save \$40,000.00 in Year 2 and close to that in future years. We could replace Loose Leaf Collection with 2 bagged leaf collections by Casella which would give us time to perform the work that is required by the new regulations or we could just clean outfalls and pay Weston & Sampson approximately \$70,000.00 annually to do the rest. The cost of 2 bagged leaf collections a year, done by Casella, would be \$11,800.00 (possibly less after the 1st year).

This was a tough year for the DPW, with Robert Viel going out in April and being short-handed all summer. We had to outsource crosswalk painting and cracksealing for the first time in years. We were not able to finish catch basin work and sidewalk repairs.

Another concern of mine is Climate Change. We are experiencing severe storms more often, which can take us away for weeks at a time to clean up trees and brush town wide.

The point I am trying to make in this letter is, if we discontinue the Loose Leaf Collection we can accomplish so much more work in-house and save money doing so. I would not need the new full time position that I requested. We would not be forced to outsource work. We could take on some sidewalk repairs. This would also reduce the wear and tear on the equipment and the employees, as this is labor intensive work.

It may come as a shock to residents at first, but they will adjust in no time as they did with the Waste reduction / Recycling program back in 2012.

There are some residents who currently feel that the DPW employee's time and resources could be utilized more efficiently.

Sincerely,

Bill Tyack  
DPW Director

Department: **ASSESSOR (141)**

Budget Requests:

Increase in Salary and Wage of \$2,472 (includes potential 2% merit)

BOA Stipend \$5,400

Increase in expenses of \$1,000

Rationale:

Salary & wages:

2% COLA and maximum of 2% Merit for FY.

Restoring BOA stipend. The BOA had, in years past, received a nominal stipend for their time, both for standard meetings as well as occasional site visits. In addition, members of the BOA are required to take a course which entails more than a few hours.

A survey of stipends paid to Boards of Assessors in similar-sized communities:

Manchester: 0

Nahant: 0 (they are requesting the stipend to be re-instated in fiscal 2020).

Merrimac: Each board member gets \$20/hour; two of the members perform field work, as there is no "assessor" in the office.

Carlisle: Each member receives \$100/year.

Hamilton: Chairman receives \$3,000/year, and the other two members receive \$2,100/year.

Rowley: Each member gets \$205/mo (\$2,460/yr).

Newbury: Chairman receives \$3,500/year and other two members received \$2,500/year.

Essex: Chairman gets \$564/mo (\$6,768/yr) and two other board members get \$395/mo (\$4,740/yr). It appears that they have a clerk and no "assessor", so they do some extra lifting.

I did not hear back from Topsfield.

Expenses:

Higher fees for mapping (CAI) and assessor records (Vision).

Impact:

This will not impact services provided by the Assessor's Office

Current Initiatives (FY19):

Our revaluation year is proceeding, and with the assistance of my predecessor (we are paying him a conservative hourly wage) things appear to be on track.

Initiatives planned for FY 2020:

We have two significant subdivisions underway, which in combination with the numerous other home improvement projects around town, will require site visits and the entry of new data (which will, hopefully, result in new growth that will help reduce our tax rate).

Board of Assessors Stipends FY80-FY04

	Chair	Members (2)	Staff	Total Board Stipends
FY 80	\$1,300	\$1,200	Clerical Only	\$3,700
FY 81	\$1,300	\$1,200	Clerical Only	\$3,700
FY 82	\$1,300	\$1,200	Clerical Only	\$3,700
FY 83	\$1,400	\$1,300	Clerical Only	\$4,000
FY 84	\$1,505	\$1,398	Clerical Only	\$4,301
FY 85	\$1,595	\$1,481	Clerical Only	\$4,557
FY 86	\$1,675	\$1,555	Clerical Only	\$4,785
FY 87	\$1,759	\$1,633	Clerical Only	\$5,025
FY 88	\$1,847	\$1,714	Clerical Only	\$5,275
FY 89	\$1,948	\$1,808	Clerical Only	\$5,564
FY 90	\$2,036	\$1,889	Clerical Only	\$5,814
FY 91	\$2,128	\$1,974	Clerical Only	\$6,076
FY 92	\$2,171	\$2,013	Clerical Only	\$6,197
FY 93	\$2,236	\$2,073	Clerical Only	\$6,382
FY 94	\$2,303	\$2,073	Clerical Only	\$6,449
FY 95	\$2,372	\$2,136	Clerical Only	\$6,644
FY 96	none	none	\$20K+ part time Assessor hired	\$0
FY 97	none	none		\$0
FY 98	none	none		\$0
FY 99	none	none		\$0
FY 00	none	none		\$0
FY 01	none	none		\$0
FY 02	none	none		\$0
FY 03	none	none		\$0
FY 04	none	none		\$0



Department: **TOWN CLERK (161)**

Budget Request Rationale:

Ms. von Staats has worked in the Clerk's office since 2015. She is scheduled to work 10/week and covers the office whenever the Clerk is out of the office. She is amazingly capable, helpful, dependable and enthusiastic. Her computer and customer service skills are top notch. Terry also was instrumental in covering and helping in the transition of staff in the finance office.

The current pay rate for Teresa von Staats, the current administrative assistant in the Clerk's office is \$15.87. If nothing changes her FY20 rate will become \$16.19 with the 2% COLA. This is much lower than anyone in her position within Town Hall as well as in the comparable communities.

Internally, the wage range for a Grade 9 position is \$21.01 to \$26.27.

Externally, out of the 9 comparable communities, 2 do not have any paid help in their offices. Three have an appointed assistant clerk and 3 have administrative help. The average FY19 wage of those 6 positions is \$23.41.

Based on Terry's experience and wonderful performance, I recommend her position be raised to the midpoint of our wage grade, \$23.64 for FY20.

## WENHAM COA ADMINISTRATION AND TRANSPORTATION COST COMPARISON

November 23, 2018

### WENHAM PROPOSED

Admin/dispatch: 19 hrs per week. \$ 13.50 per hour.

Driver 1: 19.5 hrs per week. \$ 14.25 per hour.

Driver 2: 8 hrs per week. \$ 12.75 per hour.

Driver 3: 8 hrs per week. \$ 12.75 per hour.

### WENHAM CURRENT

Admin/dispatch: 19 hrs per week. \$ 11.096 per hour.

Driver 1: 19.5 hrs per week. \$ 12.868 per hour.

Driver 2: 8 hrs per week. \$ 11.444 per hour.

Driver 3: 8 hrs per week. \$ 11.444 per hour.

### IPSWICH CURRENT

Admin/dispatch: 40 (SHARED BY 2) hrs per week. \$ 13.50 per hour.

Driver 1: 19.5 hrs per week. \$ 13 per hour.

Driver 2: 8 hrs per week. \$ 13 per hour.

Driver 3: 8 hrs per week. \$ 13 per hour.

### ROWLEY CURRENT

Admin/dispatch: 19 hrs per week. \$ 14.28 per hour.

Driver 1: 10 hrs per week. \$ 18.23 per hour.

Driver 2: AS NEEDED hrs per week. \$ 17.96 per hour.

### MANCHESTER CURRENT

Admin/dispatch: 28.5 hrs per week. \$ 27.95 per hour.

Driver 1: 28 hrs per week. \$ 20.09 per hour.

Driver 2: 28 hrs per week. \$ 18.64 per hour.

Driver 2: 17 hrs per week. \$ 20.09 per hour.

Backup and Disaster  
Recovery



Managed IT Services

Backup and Disaster Recovery

Onsite Support & Maintenance

Multi-Vendor Support Services

Product Procurement

Professional Services

455 Fortune Boulevard Milford, MA 01757

508.478.2222 | 508.478.2040 (fax)

Proposal To:

Wenham, Town of



Proposal For:

Back up and Disaster Recovery

Submitted Date

11/21/2018

## **EXECUTIVE SUMMARY**

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Town of Wenham has requested RetroFit Technologies to provide a proposal for Backup and Disaster Recovery of their Windows environment. This solution gives you server virtualization capabilities in the case a server goes down and you need to continue to be up and running. RetroFit's NOC in Milford, MA will (24x7) manage, monitor and provide reporting for your backups. This solution also meets security compliance requirements, with each file encrypted using 256-bit AES encryption technology.

## **ABOUT RETROFIT**

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RetroFit is a leading managed services provider (MSP) specializing in Back-up and Disaster Recovery, Onsite Support and Maintenance, as well as Hardware Procurement. With the stability of a company that has provided top quality managed services for over 30 years, RetroFit provides the best of breed solution for any infrastructure.

## **BACKUP AND DISASTER RECOVERY (BDR)**

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RetroFit's total backup and disaster recovery service delivers unparalleled data protection and business continuity to demanding business users. Our BDR is a service that combines software for image-based, bare-metal backups, and BDR technology for online backup to the cloud and global monitoring, an on-site appliance for near instant virtualization of backed up servers, and emergency in-the-cloud virtualization for worst case scenarios.

RetroFit's Backup and Disaster Recovery Solution is monitored and managed by RetroFit's NOC on a 24x7 basis. Not only do we monitor the entire solution – Servers, BDR appliance and Cloud Storage facilities - we manage it by performing restorations and virtualization of servers, as needed.

## **BACKUP AND DISASTER RECOVERY SOLUTIONS PROPOSAL**

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RetroFit is pleased to provide this Backup and Disaster Recovery proposal to outline the scope of services and deliverables that RetroFit Technologies will perform for TOWN OF WENHAM as specifically defined in Attachment B ("Schedule").

RetroFit will configure and install an appliance to backup up TOWN OF WENHAM server environment as described in the service agreement Schedule included as Attachment B. In summary:

- Appliance will be preconfigured at RetroFit's location
- Appliance will be installed by an engineer
- Configuration of backup environment will be managed remotely by RetroFit's Network Operation Center (NOC)
- NOC will execute, monitor and confirm local backups of servers
- Nightly collapsed backups will be pushed off-site
- RetroFit's NOC will monitor all aspects of the backup solution 24 hours a day to include:
  - Successful and Failed backups

RetroFit Technologies | 455 Fortune Blvd., Milford, MA 01757 | [www.retrofit.com](http://www.retrofit.com) | 508.478.2222

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## Proposal for Town of Wenham| Back up and Disaster Recovery

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- Cloud transfers
- Backup schedules and policy configurations
- Requests for changes to existing services (adds, deletes and modifies)
- File/Email Restores
- Appliance and software maintenance
- Appliance hardware support
- Backup reporting
- RetroFit will promptly mitigate any backup or off-site transfer issues

## PRICING SUMMARY

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The pricing listed below is valid for the defined infrastructure, commencing on the date of execution of this Agreement as written below within the Service Acceptance section.

**Monthly Pricing for 36 months..... \$700.00**

**One Time Implementation Fee..... \$ No Charge**

**NOTE:** Any material changes to this environment will be addressed by completing, and mutually approving, a *Change Request* per Attachment C.

## TERMS AND CONDITIONS

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This Backup and Disaster Recovery Services Proposal is for a **(n) 36-month** term commencing on the execution date of this agreement. The Agreement shall automatically renew for additional one-year periods following the end of the initial term, and each subsequent term, unless prior notification of termination is provided by either party in accordance with the terms of the Master Service Agreement or Service Level Agreement.

In order to activate your service for Backup and Disaster Recovery, RetroFit must receive the following items.

- ✓ Signed copy of this Proposal including initialed Schedule (Attachment B)
- ✓ Purchase Order in the amount of one-time fee(s) and one month services charge

TOWN OF WENHAM acknowledges that this service may take up to 30 days to implement. TOWN OF WENHAM further acknowledges that contract and additions to the contract will begin upon signature. Invoicing will be effective based upon the on-boarding and implementation of specific services and devices determine TOWN OF WENHAM by the timelines agreed on by RetroFit and the customer. Set-up charges will be invoiced upon signature below.

**A P P R O V A L**

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Thank you for your interest in RetroFit Technologies. We look forward to implementing the above outlined solution for you. The undersigned certifies that he/she is duly authorized to commit the customer to pay for the above services upon satisfactory delivery and/or performance:

---

**Acceptance**

---

**Town of Wenham**

---

Name (Please Print)

---

Signature

---

Title

---

Date

**RetroFit Technologies, Inc.**

---

Name (Please Print)

---

Signature

---

Title

---

Date

**ATTACHMENT B: SCHEDULE 1**

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**Service Levels and Descriptions**

- **Summary of Services:**
  - Total of 5 instance of server operating systems
  - Total of 2 TB storage locally and in Cloud
  - Total # up to 50 Exchange Mailboxes

*Any changes to this environment will be addressed by completing and mutually approving a Change Request per Attachment C.*

- **Security**
  - Data is encrypted as it is copied from Client's servers with an encryption key that is stored in a secured data vault for the Recovery Response Team only.
  - The data transfer uses SSL encryption for its transit over the Internet. Files are then stored, in encrypted form, on secure storage and geo-replicated to a second datacenter.
  - Each file is encrypted using 256-bit AES encryption technology.
- **Ownership of Data**
  - The Backup data being stored on the onsite Appliance and in the cloud remain the sole property of BDR Client.
- **Backup and Retention Frequency**
  - The standard Backup configuration is a set number of Incremental backups scheduled to run daily on the BACKUP APPLIANCE.
  - Off-site transfers of daily incremental backups are set to occur once per day in order to conserve internet/network bandwidth. The amount of time to transfer this data is based on BDR Client's available Internet bandwidth.
  - The standard retention policy on the local appliance is 30 days. Device as configured is not an archiving solution.
- **Cloud Storage, Smart Data Transport and Backup Image Creation**
  - RetroFit will configure data transmission to minimize bandwidth consumption.
  - RetroFit will utilize its Cloud with Geo Redundancy. RetroFit reserves the right to change these locations to reasonably equivalent facilities and will provide notice to BDR Client of any such change.
  - The BASE IMAGE will be transferred using a USB drive to the primary remote storage facility. The time that it takes to perform this remote transfer will vary depending on the amount and types of files being backed up. These factors determine the time it takes to build the base backup image.
  - Cloud storage has no minimum storage requirement tied to this Agreement.
- **Recovery Time Objective (RTO)**
  - RetroFit will log all restoration requests from the client into our ticketing system prior to executing a restore.
  - RetroFit's response time SLG for restores is 4 hours from receipt of the Client's Service Request.
  - In the extreme case of an Appliance hardware failure, where the Onsite Appliance cannot be utilized, RetroFit will have a new BACKUP APPLIANCE shipped out via next-business day air transportation to the specified location. Upon installation new base images will be created and the backup schedule will resume.
  - Response time SLG for Bare metal restores and Server Virtualization are 30 minutes and resolution time is best effort/commercially reasonable
  - Disaster Recovery – RetroFit will ensure that your data is available for recovery in case of a disaster with the

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most recent incremental or, if the primary site is unavailable, the most recent offsite nightly backup.

Supplemental Services include:

*\* Bare metal restores are provided on a T&M Basis at a client rate of \$150.00 per hour.*

*\*\* Any Disaster Recovery services will be on a request and T&M basis at a rate noted in the agreement. RetroFit can work with the client to develop a DR plan that will be executed in the event of a major disaster. This plan may include on premise and Cloud or a combination of these services and will be based on a separate cost and scope Schedule...*

- **Loaned Equipment**

In the event of a disaster, or if the Onsite Appliance is lost, stolen, or damaged, RetroFit will provide a loaner BACKUP APPLIANCE for an approximate two (2) week period to BDR Client. Client will be charged for cost of replacement appliance and software. BDR Client agrees that the Onsite Appliance unit utilized by RetroFit in the execution of this service shall remain the property of RetroFit and must be returned if requested. BDR Client further agrees to cease the use of any technology that remains the property of RetroFit upon termination of this agreement.

- **Equipment & Facilities**

BDR Client agrees that RetroFit may utilize certain items of BDR Client's equipment and may gain access to certain BDR Client facilities. BDR Client retains title and ownership in all of BDR Client's equipment owned by BDR Client and utilized by RetroFit, and must grant authority for RetroFit to access BDR Client's facility. Facility access may be denied for any reason at any time, however if access to facilities is denied, BDR Client understands that RetroFit may be unable to perform their duties adequately and if such a situation should exist, RetroFit will be held harmless.

- **Passwords**

BDR Client acknowledges that RetroFit must have access to any and all systems and resources that are required for backups to perform RetroFit's duties under this Agreement.

*NOTE: For BDR clients only, the customer is responsible for the full management of their infrastructure to ensure backups can be successfully completed. If for any reason this environment is deemed as unstable, RetroFit has the right to place a hold on the service and/or cannot be held responsible for service levels.*

Initials: \_\_\_\_\_



Wenham, MA  
Year 2 MS4 Permit Compliance

Year 2 Requirements

- Illicit Discharge Detection & Elimination (IDDE) Investigations

Inspection of catchment areas to identify illicit discharges in high priority areas. Includes opening key junction manholes, sandbagging as needed, and sampling/testing any dry weather flow observed to isolate potential illicit discharges.

Est. \$20,000 to \$25,000 (ongoing in future years, assumed 10% to 20% of total catchments in Town completed in Year 2)

Also, any testing that comes back positive for potential illicit discharge needs to be investigated through TV inspection and/or dye testing to identify the source of illicit discharges.

Est. \$6,000\* to \$8,000\* (assumed 1 day of TV inspection and 1 day of Dye Testing)

*\* - If no investigations/testing comes back positive, additional investigation may not be required*

- Regulatory Updates

Update of the Town's existing stormwater regulations to comply with the post-construction stormwater management requirements of the permit (e.g. as-built requirements, O&M provisions for BMPs post-construction, retention and treatment requirements for BMPs.).

Est. \$1,000 to \$2,000 (assumes Town is taking the lead on this effort, and Weston & Sampson will only provide limited assistance as needed )

- Municipal Facility Inventory/SOPs

Development of Standard Operating Procedures (SOPs) for Municipal Facilities and Activities. Includes Parks and Open Space, Buildings and Facilities, Vehicles and Equipment, MS4 Infrastructure (catch basin cleaning/street sweeping) and structural BMPs.

Est. \$8,000 to \$10,000

- Stormwater Pollution Prevention Plan (SWPPP)

Development of the plan for the Town's DPW Building

Est. \$8,000 to \$10,000

- Municipal Employee Training

Training on both general illicit discharge detection training and specific training on the Town's stormwater pollution prevention plan (SWPPP).

Est. \$4,000 to \$6,000

- Year 2 Annual Report

Reporting of Year 2 MS4 compliance activities to EPA.

Est. \$3,000 to \$5,000

- Optional Item - Dry Weather Outfall Screening and Sampling

*Screening of outfalls during a dry weather period and sampling of any outfalls with dry weather flow. All regulated outfalls must be screened, and sampled, where applicable, by the end of Year 3. Can push this work off from Year 2, but then all work would have to be completed in Year 3.*

*Est. \$20,000 to \$25,000 Total (Assumed 100 outfalls w/ 10 to 20 requiring sampling)*

*\*\*This task can be split up between Year 2 and 3, or done entirely in Year 2 or Year 3\*\**

**MARGARET CAHILL, M.Ed**

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March 25, 2018

Town of Wenham  
Peter Lombardi, Town Administrator  
Wenham, MA

**PROPOSAL- Age & Dementia Friendly Community Initiative**

Dear Peter:

This letter is a summary of proposed age friendly consultant services for my continued and productive working relationship with the town of Wenham and Wenham COA. I hope this proposal will engender enthusiasm to move forward with *wenham connects*, the age and dementia friendly initiative building a vibrant sense of community for older adults in Wenham.

Objectives for my role in the initiative include:

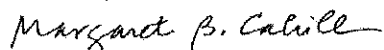
- Collaboration with Jim Reynolds, COA Director, to create a more livable age friendly community for older adults in Wenham(based on World Health Organization 8 domains)
- Primary liaison and consultant with UMass Center for Social & Demographic Research in Aging Institute team. Assist UMass with needs assessment: coordination and facilitation of focus groups, key informant interviews, document review & final public presentation.
- Design resident age friendly survey. Disseminate survey, collect and aggregate results.
- Write Wenham age friendly action plan. Establish clear, achievable goals based on UMass final report summary of findings and recommendations.
- Build community forums to engage input and ideas of older adult residents, enhance communication and information, and mobilize age friendly philosophy and practices. Establish a community leadership team / cultural committee.
- Continue building collaborative partnerships with local community organizations serving older adult population in Wenham (museum, library, police, fire, health & social services)
- Track implementation of goals established in age friendly action plan.

**Terms & Conditions**

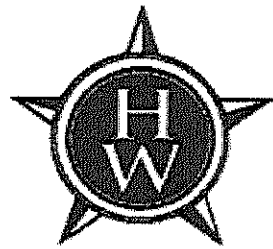
- One year consultant contract (Term: April 2018- April 2019)
- Hours: 10-12 hours per week
- Rate: \$26-\$28 per hour
- Direct costs: reimbursement for cell phone usage and required travel expenses

I look forward to the prospect of continuing and deepening the work we have started together and am excited by the progress and steps we have made to date in our age friendly effort.

Sincerely,



Margaret Cahill



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

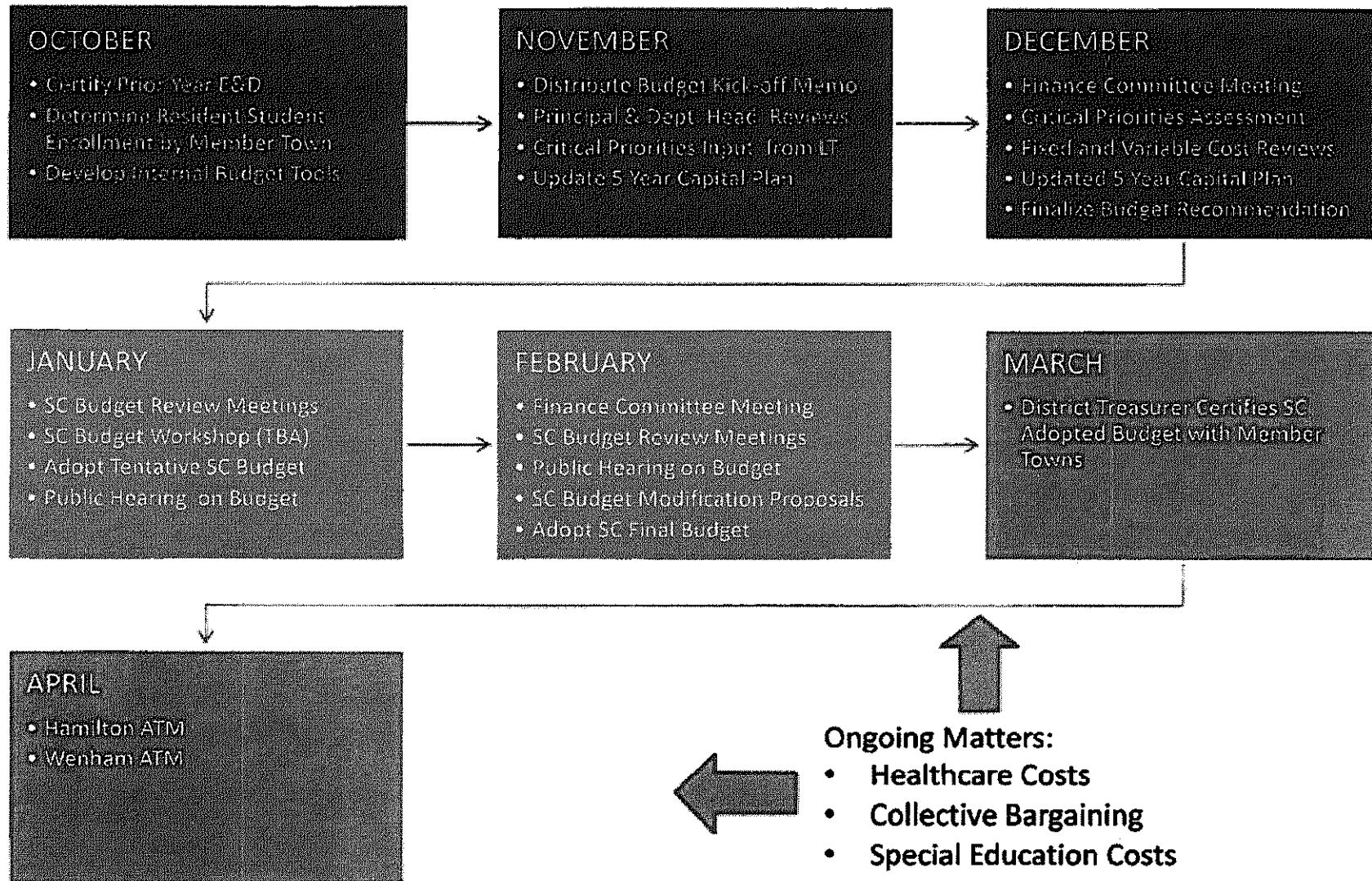
*FY20 Superintendent's Budget Recommendation*  
*School Committee Presentation*  
*January 2, 2019*

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



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

# 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.*

# 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)



# 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.

# 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

# 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.



# 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).

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.



# 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.

**Help make  
things better**

**Respect authority  
and obey laws**

# **Citizenship**

**Protect the  
environment**

**Be active in  
the community**

QUESTIONS?  
...



# FY20 Budget

## *Superintendent's Recommendation*

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

Presenter:

Stacy Bucyk, Director of Student Services





HAMILTON-WENHAM  
REGIONAL SCHOOL DISTRICT

# **Out of District (OOD)** **Analysis**

Stacy Bucyk, M.Ed.  
Director of Student Services

January 2, 2019



HAMILTON-WENHAM  
REGIONAL SCHOOL DISTRICT

### 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



HAMILTON-WENHAM  
REGIONAL SCHOOL DISTRICT

## 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





HAMILTON-WENHAM  
REGIONAL SCHOOL DISTRICT

# 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





HAMILTON-WENHAM  
REGIONAL SCHOOL DISTRICT

# 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



# 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.



**HAMILTON-WENHAM**  
REGIONAL SCHOOL DISTRICT

# Current Range in Tuition

- **Extended Evaluation**
  - Maximum of 40 school days
  - \$10,760-\$18,480
- **Public Separate Day School**
  - \$12,780-\$16,920 Recovery
  - \$32,760-\$72,540
    - Average Public Day Tuition: \$42,611
- **Private Separate Day School**
  - \$38,231-\$143,466
    - Average Private Separate Day Tuition: \$74,520
- **Residential**
  - \$82,980-\$353,963 (\$488,502-out of state)
  - Average Residential Tuition: \$106,195
- **Additional services:**
  - Extended Year Services (\$4,704-\$10,881)
  - 1:1 aide (\$36,846-\$58,786)
  - OT, PT, Speech/Language, BCBA, Behavior Tech, Home Services: hourly rate





**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)	



# 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
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



## Type of OOD Placement

Placement Type	2014-15 FY15	2015-16 FY16	2016-17 FY17	2017-18 FY18	2018-19 FY19	2019-20 FY20 Projection
Public Day School	15	12	11	19	18	16
Private Day School	15	24	26	26	24	30
Landmark	5	10	11	10	11	13
New England Academy	5	5	3	3	2	1
Hopeful Journeys	0	1	2	6	7	7
Non-DESE Approved	3	1	1	2	1	2
Residential	3	3	3	3	5	4



**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	2019-2020 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



# OOD Enrollment by Disability

Year	2014-2015 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





## 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)

# 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



HAMILTON-WENHAM  
REGIONAL SCHOOL DISTRICT

Thank you



# 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	84.48%	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	-	-	-
Subtotal Operating:			6,385,089	122,186	2,304,792	370,598	338,058	3,250,455
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
Subtotal Master Plan:			10,326,825	-	800,000	-	-	9,526,825
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
Subtotal Athletics:			9,408,188	-	-	-	-	9,408,188
Totals:			\$ 26,121,102	\$ 122,186	\$ 3,104,792	\$ 370,598	\$ 338,058	\$ 22,185,468

\$ 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%
<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>



# FY20 Budget – District Totals

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

Total Expenditures						
	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	
<b>Revenues</b>						
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!
Total Revenues	\$ 5,116,407	\$ 5,321,571	\$ 5,223,608	\$ 4,224,617	\$ (998,991)	-19.1%
<b>Transfers In From Other Funds</b>						
Excess and Deficiency	\$ 568,821	\$ 568,821	\$ 347,218	\$ 147,396	\$ (199,822)	-57.5%
Total Transfers	\$ 568,821	\$ 568,821	\$ 347,218	\$ 147,396	\$ (199,822)	-57.5%
<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>
Total Expenditures	\$ 32,292,676	\$ 32,284,510	\$ 34,009,333	\$ 34,268,132	\$ 258,799	0.8%
Less Total Funding Sources	\$ 5,685,228	\$ 5,890,392	\$ 5,570,826	\$ 4,372,013	\$ (1,198,813)	-21.5%
<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

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





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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



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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.

A handwritten signature in black ink, appearing to read 'P. Elmore', written over a horizontal line.

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



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## 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



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(702) 978-2456

## 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



East Coast  
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## 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



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### SCENARIO 3

Scenario 3 - Funding \$250k increasing by \$250k per year to \$1.25 million - 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	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	65,705,473	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



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## 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



East Coast  
11 Maynard Ave. Building 4  
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## 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





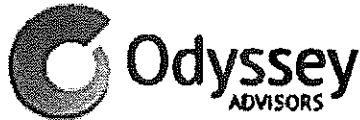
East Coast  
11 Haywood Ave. Building 6  
Colchester, CT 06415  
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## SCENARIO 6

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



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## 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 5.50% 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	107,692,852	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



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## 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



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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 - 4.25%				Scenario 4 - 4.50%			
		I. Total OPEB Liability ("TOL")		II. Fiduciary Net Position as of Measurement Date with expected 6.47% return		V. Total OPEB Liability ("TOL")		VI. Fiduciary Net Position as of Measurement Date with expected 6.47% return		IX. Total OPEB Liability ("TOL")		X. Fiduciary Net Position as of Measurement Date with expected 6.47% return		XIII. Total OPEB Liability ("TOL")		XIV. Fiduciary Net Position as of Measurement Date with expected 6.47% return		XVII. Total OPEB Liability ("TOL")		XVIII. Fiduciary Net Position as of Measurement Date with expected 6.47% return	
		as of Measurement Date	Measurement Date with expected 6.47% return	III. Net OPEB Liability (Asset) [I. - II.]	IV. Total Employer Payments	as of Measurement Date	Measurement Date with expected 6.47% return	III. Net OPEB Liability (Asset) [V. - VI.]	IV. Total Employer Payments	as of Measurement Date	Measurement Date with expected 6.47% return	III. Net OPEB Liability (Asset) [IX. - X.]	IV. Total Employer Payments	as of Measurement Date	Measurement Date with expected 6.47% return	III. Net OPEB Liability (Asset) [XIII. - XIV.]	IV. Total Employer Payments	as of Measurement Date	Measurement Date with expected 6.47% return	III. Net OPEB Liability (Asset) [XVII. - XVIII.]	IV. Total Employer Payments
2018	July 1, 2017	53,583,253	0	33,343,923	748,115	28,709,634	0	28,709,634	748,115	27,434,847	0	27,434,847	748,115	25,706,918	0	25,706,918	748,115	24,649,777	0	24,649,777	748,115
2019	July 1, 2018	26,895,182	0	16,896,182	913,041	30,286,823	0	30,286,823	913,041	29,146,602	0	29,146,602	913,041	27,147,678	0	27,147,678	913,041	26,232,783	0	26,232,783	913,041
2020	July 1, 2019	37,340,879	204,798	37,136,081	1,175,651	33,990,208	204,798	33,785,410	1,175,651	30,830,663	204,798	30,625,865	1,175,651	28,662,668	257,997	28,404,671	1,325,651	27,758,171	809,597	27,448,574	1,276,461
2021	July 1, 2020	38,459,501	434,212	38,025,289	1,252,267	35,729,549	529,410	35,200,139	1,252,267	32,471,780	632,809	31,838,971	1,452,267	30,207,288	790,781	29,416,575	1,552,267	29,200,591	946,954	28,251,677	1,652,267
2022	July 1, 2021	41,832,739	860,113	40,972,626	1,840,423	38,589,786	976,617	37,613,169	1,840,423	34,342,832	1,292,922	33,050,000	1,740,423	31,854,933	1,618,132	30,236,781	1,880,423	30,788,341	1,339,869	29,448,474	2,040,423
2023	July 1, 2022	43,837,127	909,641	42,927,486	1,836,908	37,473,552	1,356,091	36,117,461	1,736,908	36,074,282	2,292,533	33,781,708	2,686,908	33,558,568	2,758,190	30,608,393	3,136,908	32,440,216	3,053,829	29,384,999	2,436,908
2024	July 1, 2023	46,180,158	1,175,153	44,964,997	1,552,975	39,434,836	2,776,430	36,658,406	1,954,975	37,984,255	5,877,707	34,386,548	2,382,975	35,314,015	4,922,133	31,091,882	2,492,975	34,132,177	5,084,560	29,076,112	2,852,975
2025	July 1, 2024	48,487,083	1,457,858	47,029,225	1,628,426	41,486,589	5,146,790	36,339,799	2,158,426	39,800,662	4,829,546	35,971,618	2,458,426	37,118,879	5,796,557	31,934,638	2,696,426	35,883,414	6,843,688	28,967,545	2,938,426
2026	July 1, 2025	50,851,574	1,758,182	49,093,392	1,731,500	43,537,619	4,176,822	39,360,797	2,331,500	41,914,159	5,962,125	35,953,034	2,531,500	38,991,294	7,432,668	31,544,625	2,781,500	37,661,815	8,841,303	28,744,732	3,021,500
2027	July 1, 2026	53,441,854	2,079,841	51,362,013	1,821,346	45,881,707	5,177,211	40,704,496	2,521,346	43,976,306	7,381,662	36,596,644	2,621,346	40,911,520	8,237,876	31,684,442	2,871,346	39,548,183	11,077,494	28,475,689	3,121,346
2028	July 1, 2027	56,087,989	2,421,428	53,666,561	1,918,117	47,943,626	6,758,718	41,184,908	2,718,117	46,155,889	8,883,458	37,262,431	2,718,117	42,937,270	11,116,824	31,820,446	2,968,117	41,506,439	13,340,189	28,186,250	3,218,117
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	48,431,347	10,568,521	37,867,826	2,797,427	45,003,463	13,126,403	31,908,086	3,047,427	43,584,723	15,753,284	27,779,479	3,297,427
2030	July 1, 2029	61,729,214	3,175,655	58,553,559	2,088,172	52,774,210	9,798,963	42,975,247	2,868,172	50,806,437	12,216,136	38,588,199	2,868,172	47,263,548	15,277,800	31,990,748	3,138,172	45,688,568	18,277,860	27,441,308	3,388,172
2031	July 1, 2030	64,894,057	3,585,275	61,308,782	2,180,943	55,462,486	11,465,754	43,996,732	2,960,943	52,994,288	14,094,412	39,498,686	2,960,943	49,873,051	17,593,517	32,113,534	3,240,943	48,015,846	21,088,621	26,944,228	3,480,943
2032	July 1, 2031	68,119,747	4,024,719	64,095,028	2,278,979	58,228,224	13,243,616	45,005,308	3,126,979	56,057,102	15,999,287	40,607,613	3,126,979	51,548,077	19,986,631	32,261,466	3,376,979	50,410,335	23,963,854	26,436,196	3,576,979
2033	July 1, 2032	71,485,150	4,490,720	66,994,430	2,355,489	61,019,536	15,126,800	46,089,736	3,215,489	58,744,229	18,050,579	41,668,650	3,215,489	54,647,810	22,575,726	32,672,084	3,505,489	52,676,781	27,095,872	25,755,889	3,675,489
2034	July 1, 2033	74,736,717	4,991,144	69,745,573	2,460,144	63,886,065	17,151,615	47,734,450	3,400,144	61,606,878	20,264,505	42,837,273	3,400,144	57,214,994	25,183,134	31,891,890	3,691,144	55,388,385	30,599,781	24,904,622	3,780,144
2035	July 1, 2034	78,268,743	5,521,868	72,746,875	2,594,771	66,828,082	19,396,458	47,431,624	3,494,771	64,431,384	22,615,616	43,217,570	3,494,771	59,940,175	28,268,773	31,670,492	3,786,174	57,942,717	33,923,728	24,026,999	3,894,174
2036	July 1, 2035	82,076,787	6,087,291	75,989,496	2,634,791	70,134,000	21,884,948	48,249,052	3,584,791	67,541,878	25,137,882	43,404,046	3,584,791	62,831,843	31,397,294	31,434,554	3,884,791	60,798,006	37,674,753	23,081,353	4,134,791
2037	July 1, 2036	86,132,421	6,688,363	79,444,058	2,680,280	73,867,898	24,019,549	49,848,349	3,701,280	70,632,054	27,782,479	42,849,575	3,701,280	66,706,478	34,728,104	30,978,369	3,951,280	63,516,305	41,873,775	21,841,880	4,201,280
2038	July 1, 2037	90,398,201	7,330,549	83,067,652	2,738,799	78,894,547	26,624,128	50,270,419	3,828,799	74,027,804	30,420,329	43,597,595	3,828,799	70,644,139	38,775,416	30,540,743	4,076,799	66,161,438	46,930,500	20,630,860	4,286,799
2039	July 1, 2038	94,881,974	8,031,454	86,850,520	3,173,497	80,675,486	29,374,870	51,300,616	3,973,497	77,667,024	33,641,689	44,024,415	3,973,497	72,256,746	42,083,804	30,177,642	4,214,497	68,942,800	52,078,935	19,574,935	4,478,497
2040	July 1, 2039	99,008,827	8,740,726	90,268,101	3,271,823	84,630,684	32,316,331	52,314,353	4,077,823	81,474,783	36,861,589	45,613,634	4,077,823	75,792,765	46,076,754	29,714,011	4,321,823	71,966,118	58,291,505	18,725,718	4,571,823
2041	July 1, 2040	103,804,051	9,513,271	94,290,780	3,413,954	88,815,274	35,448,881	53,366,393	4,211,954	85,568,227	40,289,378	45,218,849	4,211,954	79,540,309	50,348,728	29,178,481	4,464,954	74,939,674	64,439,674	17,435,294	4,713,954
2042	July 1, 2041	108,689,700	10,340,161	98,349,539	3,608,858	93,280,548	38,785,017	54,495,531	4,403,858	89,753,796	44,961,176	45,811,630	4,403,858	84,494,227	54,925,236	28,586,001	4,618,858	80,711,492	70,601,311	16,109,854	4,908,858
2043	July 1, 2042	114,394,764	11,214,668	103,180,096	3,853,870	97,779,495	42,339,058	55,440,437	4,615,870	94,127,844	47,822,174	46,288,990	4,615,870	87,362,555	59,783,352	27,777,204	4,885,870	84,644,342	77,942,421	15,115,600	5,115,870
2044	July 1, 2043	119,379,383	12,150,180	107,229,203	4,066,423	102,553,373	46,122,823	56,430,550	4,796,423	98,330,746	51,960,102	46,370,644	4,796,423	91,844,819	64,961,324	26,815,415	5,016,423	89,513,943	85,829,990	14,026,990	5,346,423
2045	July 1, 2044	125,372,968	13,150,706	112,222,262	4,311,420	107,592,782	50,153,945	57,438,837	4,934,420	103,540,233	56,879,087	47,301,151	4,934,420	96,353,936	70,473,839	25,882,077	5,181,420	93,144,266	94,566,632	13,577,634	5,572,420
2046	July 1, 2045	132,098,628	14,211,900	117,886,728	4,508,245	112,611,080	54,449,810	58,161,270	5,108,245	109,762,965	61,079,713	47,687,234	5,108,245	101,131,261	76,344,645	24,776,618	5,358,245	97,750,674	103,613,576	12,136,900	5,808,245
2047	July 1, 2046	138,626,787	15,343,671	123,283,116	4,772,821	118,051,915	59,014,646	59,037,269	5,275,822	114,674,685	66,077,622	47,997,064	5,275,822	106,116,176	82,587,082	23,529,144	5,532,822	102,540,562	109,118,441	10,421,521	5,772,822
2048	July 1, 2047	145,125,548	16,545,703	128,579,845	4,964,219	124,399,074	63,892,546	60,506,528	5,468,219	118,756,554	71,404,655	48,354,801	5,468,219	111,404,417	88,255,825	22,150,592	5,718,219	107,862,682	107,326,982	9,535,690	5,968,219
2049	July 1, 2048	151,673,494	17,827,671	133,845,823	5,188,433	130,828,921	69,066,942	61,761,979	5,696,433	123,718,431	77,027,246	48,850,485	5,696,433	117,144,886	96,147,877	20,797,077	5,926,433	113,119,868	115,816,928	11,276,941	6,188,433



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Comparison of Funding Options (Continued)																
Scenario 5 - 5.00%																
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 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
		Measurement Date	Measurement Date	Measurement Date	Measurement Date	Measurement Date	Measurement Date	Measurement Date	Measurement Date	Measurement Date	Measurement Date	Measurement Date	Measurement Date	Measurement Date	Measurement Date	
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
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
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
2021	July 1, 2020	31,213,872	529,410	30,684,462	1,252,267	30,207,286	632,609	29,574,677	1,452,167	29,200,591	790,761	28,409,830	1,552,267	29,200,591	948,914	28,251,677
2022	July 1, 2021	32,918,409	976,617	31,939,792	1,540,423	31,854,933	1,292,822	30,562,011	1,740,423	30,793,341	1,616,152	29,177,189	1,890,423	30,793,341	1,309,383	28,853,958
2023	July 1, 2022	34,678,814	1,558,091	33,120,723	1,736,903	33,558,383	2,202,553	31,356,030	2,036,903	32,440,228	2,753,190	29,687,038	2,236,903	32,440,228	3,309,829	29,138,399
2024	July 1, 2023	36,490,725	2,176,430	34,214,295	1,952,975	35,314,015	3,177,707	31,936,308	2,332,975	34,127,172	4,222,133	29,915,039	2,602,975	34,127,172	5,064,560	29,070,612
2025	July 1, 2024	38,355,193	3,146,790	35,208,403	2,138,428	37,118,371	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
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	28,740,732
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	11,077,494	28,475,689
2028	July 1, 2027	44,387,938	6,758,718	37,629,220	2,718,317	42,917,270	8,899,454	34,043,812	2,718,317	41,506,439	11,116,824	30,389,615	2,968,317	41,506,439	13,340,189	28,166,150
2029	July 1, 2028	46,536,031	8,230,023	38,306,008	2,797,427	45,035,463	10,503,521	34,531,942	2,797,427	43,534,723	13,129,403	30,406,320	3,047,427	43,534,723	15,755,284	27,779,439
2030	July 1, 2029	48,838,346	9,796,963	39,041,383	2,888,172	47,289,348	12,218,238	35,045,310	2,888,172	45,688,568	15,273,800	30,415,768	3,128,172	45,688,568	18,327,360	27,363,208
2031	July 1, 2030	51,326,059	11,465,754	39,860,305	2,990,943	49,673,051	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
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	19,988,611	30,423,722	3,378,378	50,410,333	23,983,934	26,426,399
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	30,451,035	3,505,489	52,826,761	27,090,872	25,735,889
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	24,808,622
2035	July 1, 2034	61,837,400	19,298,438	42,538,962	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
2036	July 1, 2035	64,875,459	21,584,846	43,290,613	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
2037	July 1, 2036	67,895,909	25,633,996	42,261,913	3,265,373	65,706,473	29,396,626	36,309,847	3,265,373	63,516,805	36,342,250	27,174,555	3,515,373	63,516,805	43,287,873	20,228,934
2038	July 1, 2037	71,150,594	29,946,340	41,204,254	3,390,903	68,856,159	33,953,541	34,902,618	3,390,903	66,561,488	41,608,626	24,952,860	3,640,903	66,561,488	49,283,711	17,297,777
2039	July 1, 2038	74,658,354	34,538,987	40,119,367	3,537,610	72,250,746	38,806,636	33,444,090	3,537,610	69,842,900	47,217,321	21,625,579	3,787,610	69,842,900	55,627,981	14,214,919
2040	July 1, 2039	78,318,475	39,430,156	38,888,319	3,635,936	75,792,765	42,975,323	31,817,542	3,635,936	73,266,818	53,190,579	20,076,239	3,885,936	73,266,818	62,405,929	10,860,889
2041	July 1, 2040	82,190,873	44,639,251	37,551,622	3,778,037	79,540,209	49,479,747	30,060,462	3,778,037	76,889,310	59,552,098	17,337,212	4,028,037	76,889,310	69,824,443	7,264,867
2042	July 1, 2041	86,276,738	50,186,937	36,089,801	3,967,971	83,494,127	55,342,065	28,152,162	3,967,971	80,711,482	66,327,116	14,384,366	4,217,971	80,711,482	77,312,181	3,999,321
2043	July 1, 2042	90,480,736	56,095,223	34,385,513	4,179,713	87,541,555	61,585,434	25,977,121	4,179,713	84,644,142	73,542,510	11,101,832	4,429,713	84,644,142	85,499,580	6,679,713
2044	July 1, 2043	94,905,822	62,387,547	32,518,275	4,330,538	91,844,819	68,134,822	23,610,197	4,330,538	88,783,591	81,226,905	7,556,686	4,580,538	88,783,591	90,174,251	5,290,987
2045	July 1, 2044	99,567,386	69,048,872	30,478,514	4,455,533	96,355,936	75,316,007	21,039,929	4,455,533	93,144,266	89,410,786	3,733,480	4,745,533	93,144,266	94,600,492	4,546,166
2046	July 1, 2045	104,491,629	76,175,783	28,265,846	4,672,358	101,121,741	82,857,682	18,263,579	4,672,358	97,750,676	96,126,619	(1,375,943)	4,922,358	97,750,676	99,246,714	3,496,038
2047	July 1, 2046	109,655,178	83,826,594	25,828,584	4,836,935	106,118,176	90,889,566	15,228,610	4,836,935	102,580,962	104,116,880	(1,535,918)	5,195,979	102,580,962	104,153,857	2,776,784
2048	July 1, 2047	115,119,764	91,971,457	23,148,307	5,032,332	111,406,417	99,443,532	11,962,885	5,032,332	107,692,862	109,299,428	(1,606,566)	5,332,301	107,692,862	109,300,648	2,895,334
2049	July 1, 2048	121,049,599	100,542,486	20,507,113	5,250,546	117,144,896	108,553,486	8,591,410	5,250,546	113,319,988	114,745,933	(1,505,945)	5,679,867	113,319,988	114,745,974	3,078,647

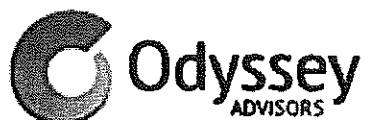


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## SUMMARY OF PLAN PROVISIONS

<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.



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## 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.



East Coast  
11 Hayward Ave. Building 4  
Caldwells, CT 06415  
phone 557-9080

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1350 E. Flamingo Road, Suite 234  
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## 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	100.00%		
		I. Real Rate of Return	4.00%
		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%





**HAMILTON-WENHAM  
REGIONAL SCHOOL DISTRICT**

## ***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!
Total Revenues	\$ 5,116,407	\$ 5,321,571	\$ 5,223,608	\$ 4,224,617	\$ (998,991)	-19.1%
<i>Transfers In From Other Funds</i>						
Excess and Deficiency	\$ 568,821	\$ 568,821	\$ 347,218	\$ 147,396	\$ (199,822)	-57.5%
Total Transfers	\$ 568,821	\$ 568,821	\$ 347,218	\$ 147,396	\$ (199,822)	-57.5%
Total Funding Sources	\$ 5,685,228	\$ 5,890,392	\$ 5,570,826	\$ 4,372,013	\$ (1,198,813)	-21.5%
Total Expenditures	\$ 32,292,676	\$ 32,284,510	\$ 34,009,333	\$ 34,268,132	\$ 258,799	0.8%
Less Total Funding Sources	\$ 5,685,228	\$ 5,890,392	\$ 5,570,826	\$ 4,372,013	\$ (1,198,813)	-21.5%
NET ASSESSMENT including Debt Service	\$ 26,607,448	\$ 26,394,118	\$ 28,438,507	\$ 29,896,119	\$ 1,457,612	5.1%

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**

<b>Capital Assessment Summary</b>					
	<b>Principal</b>	<b>Interest</b>	<b>Total</b>	<b>Hamilton Share</b>	<b>Wenham Share</b>
Cutler Roof & Summer 2013 Projects	\$ 95,000	\$ 35,800	\$ 130,800	\$ 83,777	\$ 47,023
Baker 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
<b>Net Assessment</b>			<b>\$ 398,372</b>	<b>\$ 255,157</b>	<b>\$ 143,215</b>
<b>Capital Assessment Calculation</b>					
<b>Calculation of Individual Town Assessments</b>					
	<b>Total</b>			<b>Hamilton Share</b>	<b>Wenham Share</b>
<u><b>Cutler Roof &amp; Summer 2013 Projects</b></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><b>Baker Boiler &amp; Winthrop Boiler/Glass Projects</b></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><b>Winthrop Sprinkler (BAN Expenses?)</b></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 by DESE Category	FY18	FY19	FY20	Change FY19 to FY20	
	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	\$	%
Baker 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	Professional Staff				TAs				Secretaries				Nurses			
	FTE	Salary \$	Other \$	Total \$	FTE	Salary \$	Other \$	Total \$	FTE	Salary \$	Other \$	Total \$	FTE	Salary \$	Other \$	Total \$
Baker	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	\$ -	\$ -	\$ -
TOTALS	181.34	\$ 14,514,322	\$ 195,129	\$ 14,709,451	52.55	\$ 1,379,884	\$ -	\$ 1,379,884	14.77	\$ 764,004	\$ -	\$ 764,004	5.50	\$ 351,638	\$ -	\$ 351,638

LOCATION	Custodial/Maintenance				Administration				Other				TOTALS			
	FTE	Salary \$	Other \$	Total \$	FTE	Salary \$	Other \$	Total \$	FTE	Salary \$	Other \$	Total \$	FTE	Salary \$	Other \$	Total \$
Baker	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
TOTALS	17.00	\$ 936,647	\$ 82,000	\$ 1,018,647	14.75	\$ 1,892,813	\$ 25,848	\$ 1,918,661	13.46	\$ 969,354	\$ 380,945	\$ 1,350,299	299.37	\$ 20,808,663	\$ 683,922	\$ 21,492,585

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

Buker Elementary Programs	Account #	FY19 FTE	FY19 Budget	FY20 Budget	FY19 FTE	FY19 Budget	FY20 Actual	FY20 FTE	FY20 Budget	FY20 OT	FY20 Budget	Change FY19 to FY20	%
Administrative													
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		\$ 1,000	\$ 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%
Sub Total		1.92	\$ 180,137	\$ 178,800	1.92	\$ 184,158	\$ 185,632	1.92	\$ 193,620	1.91	\$ 183,025	\$ (10,595)	-5.47%
Classroom Instruction													
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%
XGD 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	\$ 98,858	\$ (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%
Sub Total		18.40	\$ 1,300,140	\$ 1,287,181	18.40	\$ 1,351,057	\$ 1,290,626	18.50	\$ 1,338,950	18.50	\$ 1,371,124	\$ 32,174	2.40%
Special Education													
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	\$ 185,617	\$ 142,526	3.00	\$ 139,641	\$ 153,942	3.00	\$ 162,874	3.00	\$ 130,156	\$ (32,718)	-20.05%
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%
Sub Total		9.30	\$ 379,191	\$ 357,583	6.60	\$ 291,270	\$ 399,942	10.60	\$ 430,080	10.10	\$ 373,351	\$ (56,729)	-13.19%
Community Services													
Sub Total		0.00	\$ 41,715	\$ 45,096	0.00	\$ 51,715	\$ 51,525	-	\$ 89,670	-	\$ 61,116	\$ (28,554)	-31.84%
Health/Physical Services													
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%
Sub Total		1.00	\$ 55,460	\$ 55,335	1.00	\$ 59,822	\$ 59,091	1.00	\$ 64,142	1.00	\$ 68,603	\$ 4,461	6.95%
Technology													
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%
Sub Total		0.00	\$ 10,500	\$ 5,358	0.00	\$ 10,500	\$ 8,379	-	\$ 10,500	-	\$ 10,500	\$ -	0.00%
Instructional Supplies (Total)													
		32.82	\$ 1,507,113	\$ 1,429,058	29.92	\$ 1,698,922	\$ 1,699,199	29.02	\$ 1,858,942	29.10	\$ 1,807,749	\$ (51,193)	-2.75%
Plant Services													
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%
Sub Total		2.00	\$ 134,307	\$ 146,337	2.00	\$ 171,206	\$ 185,083	2.00	\$ 142,149	2.00	\$ 145,446	\$ 3,297	2.32%
Utilities													
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	\$ 7,949	-	\$ 7,831	-	\$ 7,831	\$ (118)	-1.48%
Water	001.101.4130.9.1.099.690.5	0.00	\$ 2,322	\$ 1,530		\$ 1,745	\$ 1,167	-	\$ 1,580	-	\$ 1,167	\$ (363)	-23.73%
Sub Total		0.00	\$ 65,947	\$ 73,920	0.00	\$ 58,853	\$ 67,416	-	\$ 73,920	-	\$ 67,416	\$ (6,505)	-8.80%
Operations/Maintenance (Total)													
		23.82	\$ 1,600,364	\$ 1,649,407	29.92	\$ 1,758,775	\$ 1,831,600	29.02	\$ 1,932,869	29.10	\$ 1,875,211	\$ (57,658)	-3.00%
Total:													
		32.62	\$ 2,167,398	\$ 2,149,611	29.92	\$ 2,178,581	\$ 2,247,695	34.02	\$ 2,343,031	33.51	\$ 2,280,580	\$ (62,451)	-2.67%

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

Cutler Elementary Programs		FY17 FTE	FY17 Budget	FY17 Actual	FY18 FTE	FY18 Budget	FY18 Actual	FY19 FTE	FY19 Budget	FY19 Actual	FY20 FTE	FY20 Budget	Change FY19 to FY20	%
<b>Administrative</b>														
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	\$ 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	\$ 44,538	\$ 44,538	\$ 1,613	3.76%
Contracted Services	001.102.2210.1.1.090.400.5	0.00	\$ 845	\$ 951		\$ 845	\$ 240	-	\$ 845	-	\$ 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	\$ 10,000	\$ -	0.00%
Cutler Teacher PD	001.102.2357.1.1.078.600.5							-	\$ 6,075	-	\$ 6,095	\$ 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	\$ 1,425	\$ -	0.00%
<b>Sub Total</b>		<b>1.92</b>	<b>\$ 180,003</b>	<b>\$ 169,353</b>	<b>1.92</b>	<b>\$ 174,212</b>	<b>\$ 172,120</b>	<b>1.92</b>	<b>\$ 185,177</b>	<b>1.91</b>	<b>\$ 189,908</b>	<b>\$ 189,908</b>	<b>\$ 4,731</b>	<b>2.55%</b>
<b>Classroom Instruction</b>														
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	\$ 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	\$ 207,395	2.90	\$ 213,740	\$ 205,464	2.80	\$ 209,804	2.80	\$ 217,845	\$ 217,845	\$ 8,041	3.83%
Contracted Services-Art	001.102.2330.1.1.020.400.5	0.00	\$ 120	\$ -		\$ 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	\$ 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	\$ 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	\$ 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	\$ 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	\$ 67,614	2.56	\$ 70,780	2.56	\$ 72,546	\$ 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	\$ 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	-	\$ 1,671	\$ 1,671	\$ (86)	-5.01%
<b>Sub Total</b>		<b>20.46</b>	<b>\$ 1,508,863</b>	<b>\$ 1,500,788</b>	<b>20.46</b>	<b>\$ 1,534,076</b>	<b>\$ 1,527,781</b>	<b>21.36</b>	<b>\$ 1,600,986</b>	<b>20.36</b>	<b>\$ 1,601,079</b>	<b>\$ 1,601,079</b>	<b>\$ 93</b>	<b>0.01%</b>
<b>Special Education</b>														
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	\$ 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	\$ 75,661	\$ 37,831	0.50	\$ 38,777	0.50	\$ 39,650	\$ 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	\$ 216,664	7.63	\$ 202,857	\$ 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	001.102.2410.2.1.099.520.5	0.00	\$ 2,000	\$ 1,201		\$ 2,000	\$ 875	-	\$ 2,000	-	\$ 2,000	\$ 2,000	\$ -	0.00%
Exp Materials-Cutler SPED	001.102.2480.2.1.017.500.5	0.00	\$ 1,000	\$ 25		\$ 1,000	\$ 468	-	\$ 1,000	-	\$ 1,000	\$ 1,000	\$ -	0.00%
<b>Sub Total</b>		<b>13.44</b>	<b>\$ 626,941</b>	<b>\$ 662,025</b>	<b>13.43</b>	<b>\$ 651,765</b>	<b>\$ 607,818</b>	<b>13.43</b>	<b>\$ 573,274</b>	<b>14.21</b>	<b>\$ 636,663</b>	<b>\$ 636,663</b>	<b>\$ 63,388</b>	<b>11.06%</b>
<b>Other Programs</b>														
<b>Sub Total</b>			<b>\$ 48,585</b>	<b>\$ 50,981</b>		<b>\$ 53,585</b>	<b>\$ 53,461</b>		<b>\$ 88,572</b>		<b>\$ 60,018</b>	<b>\$ (28,554)</b>	<b>\$ -32,24%</b>	
<b>Other Programs</b>														
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	\$ 34,674	\$ 34,674	\$ 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	\$ 1,200	\$ -	0.00%
Prof. Dev.-Health	001.102.3200.1.1.042.600.5	0.00	\$ 750	\$ 109		\$ 750	\$ 217	-	\$ 750	-	\$ 750	\$ 750	\$ -	0.00%
<b>Sub Total</b>		<b>1.00</b>	<b>\$ 34,098</b>	<b>\$ 33,213</b>	<b>1.00</b>	<b>\$ 34,900</b>	<b>\$ 34,644</b>	<b>1.00</b>	<b>\$ 35,725</b>	<b>1.00</b>	<b>\$ 36,574</b>	<b>\$ 36,574</b>	<b>\$ 849</b>	<b>2.38%</b>
<b>Technology</b>														
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	\$ 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	\$ 6,000	\$ -	0.00%
<b>Sub Total</b>		<b>0.00</b>	<b>\$ 10,900</b>	<b>\$ 9,604</b>	<b>0.00</b>	<b>\$ 10,500</b>	<b>\$ 10,774</b>		<b>\$ 10,500</b>		<b>\$ 10,500</b>	<b>\$ 10,500</b>	<b>\$ -</b>	<b>0.00%</b>
<b>Extracurricular Activities</b>														
<b>Sub Total</b>			<b>\$ 2,013,140</b>	<b>\$ 2,125,813</b>		<b>\$ 2,150,018</b>	<b>\$ 2,100,000</b>	<b>37.71</b>	<b>\$ 2,149,272</b>	<b>37.49</b>	<b>\$ 2,231,177</b>	<b>\$ 2,231,177</b>	<b>\$ 80,905</b>	<b>3.78%</b>
<b>Facilities</b>														
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	\$ 103,396	\$ 3,297	3.29%
Custodial Clothing Allowance	001.102.4110.9.9.099.600.5	0.00	\$ 650	\$ 403		\$ 650	\$ 729	-	\$ 650	-	\$ 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	\$ 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	\$ 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	\$ 11,000	\$ -	0.00%
<b>Sub Total</b>		<b>2.00</b>	<b>\$ 133,957</b>	<b>\$ 144,359</b>	<b>2.00</b>	<b>\$ 156,356</b>	<b>\$ 161,087</b>	<b>2.00</b>	<b>\$ 146,049</b>	<b>2.00</b>	<b>\$ 149,346</b>	<b>\$ 149,346</b>	<b>\$ 3,297</b>	<b>2.26%</b>
<b>Utility</b>														
Heating Oil	001.102.4120.9.1.099.560.5	0.00	\$ -	\$ -		\$ -	\$ -	-	\$ -	-	\$ -	\$ -	\$ -	#DIV/0!
Gas Service	001.102.4120.9.1.099.670.5	0.00	\$ 20,000	\$ 14,806		\$ 21,171	\$ 25,185	-	\$ 34,806	-	\$ 25,185	\$ 25,185	\$ 10,380	78.10%
Electricity	001.102.4130.9.1.099.650.5	0.00	\$ 32,285	\$ 30,609		\$ 28,568	\$ 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	-	\$ 2,242	-	\$ 2,242	\$ (476)	\$ -17.50%	
<b>Sub Total</b>		<b>0.00</b>	<b>\$ 59,946</b>	<b>\$ 58,977</b>	<b>0.00</b>	<b>\$ 60,152</b>	<b>\$ 66,569</b>	<b>0.00</b>	<b>\$ 58,977</b>	<b>0.00</b>	<b>\$ 66,569</b>	<b>\$ 7,593</b>	<b>\$ 12.87%</b>	
<b>Extracurricular Activities</b>														
<b>Sub Total</b>			<b>\$ 191,603</b>	<b>\$ 201,110</b>		<b>\$ 218,568</b>	<b>\$ 217,866</b>	<b>2.00</b>	<b>\$ 305,025</b>	<b>2.00</b>	<b>\$ 219,515</b>	<b>\$ (85,510)</b>	<b>\$ -39.60%</b>	
<b>Total</b>		<b>38.81</b>	<b>\$ 2,603,293</b>	<b>\$ 2,629,299</b>	<b>38.81</b>	<b>\$ 2,675,546</b>	<b>\$ 2,634,253</b>	<b>39.71</b>	<b>\$ 2,699,260</b>	<b>39.49</b>	<b>\$ 2,750,658</b>	<b>\$ 51,398</b>	<b>1.90%</b>	

Winthrop Elementary School

[illegible]

Hamilton Wenham Regional School District FY20 Budget  
Miles River Middle School

Line Item		001 FTE	002 FTE	003 FTE	004 FTE	005 FTE	006 FTE	007 FTE	008 FTE	009 FTE	010 FTE	011 FTE	012 FTE	013 FTE	014 FTE	015 FTE	016 FTE	017 FTE	018 FTE	019 FTE	020 FTE	021 FTE	022 FTE	023 FTE	024 FTE	025 FTE	026 FTE	027 FTE	028 FTE	029 FTE	030 FTE	031 FTE	032 FTE	033 FTE	034 FTE	035 FTE	036 FTE	037 FTE	038 FTE	039 FTE	040 FTE	041 FTE	042 FTE	043 FTE	044 FTE	045 FTE	046 FTE	047 FTE	048 FTE	049 FTE	050 FTE	051 FTE	052 FTE	053 FTE	054 FTE	055 FTE	056 FTE	057 FTE	058 FTE	059 FTE	060 FTE	061 FTE	062 FTE	063 FTE	064 FTE	065 FTE	066 FTE	067 FTE	068 FTE	069 FTE	070 FTE	071 FTE	072 FTE	073 FTE	074 FTE	075 FTE	076 FTE	077 FTE	078 FTE	079 FTE	080 FTE	081 FTE	082 FTE	083 FTE	084 FTE	085 FTE	086 FTE	087 FTE	088 FTE	089 FTE	090 FTE	091 FTE	092 FTE	093 FTE	094 FTE	095 FTE	096 FTE	097 FTE	098 FTE	099 FTE	100 FTE	101 FTE	102 FTE	103 FTE	104 FTE	105 FTE	106 FTE	107 FTE	108 FTE	109 FTE	110 FTE	111 FTE	112 FTE	113 FTE	114 FTE	115 FTE	116 FTE	117 FTE	118 FTE	119 FTE	120 FTE	121 FTE	122 FTE	123 FTE	124 FTE	125 FTE	126 FTE	127 FTE	128 FTE	129 FTE	130 FTE	131 FTE	132 FTE	133 FTE	134 FTE	135 FTE	136 FTE	137 FTE	138 FTE	139 FTE	140 FTE	141 FTE	142 FTE	143 FTE	144 FTE	145 FTE	146 FTE	147 FTE	148 FTE	149 FTE	150 FTE	151 FTE	152 FTE	153 FTE	154 FTE	155 FTE	156 FTE	157 FTE	158 FTE	159 FTE	160 FTE	161 FTE	162 FTE	163 FTE	164 FTE	165 FTE	166 FTE	167 FTE	168 FTE	169 FTE	170 FTE	171 FTE	172 FTE	173 FTE	174 FTE	175 FTE	176 FTE	177 FTE	178 FTE	179 FTE	180 FTE	181 FTE	182 FTE	183 FTE	184 FTE	185 FTE	186 FTE	187 FTE	188 FTE	189 FTE	190 FTE	191 FTE	192 FTE	193 FTE	194 FTE	195 FTE	196 FTE	197 FTE	198 FTE	199 FTE	200 FTE	201 FTE	202 FTE	203 FTE	204 FTE	205 FTE	206 FTE	207 FTE	208 FTE	209 FTE	210 FTE	211 FTE	212 FTE	213 FTE	214 FTE	215 FTE	216 FTE	217 FTE	218 FTE	219 FTE	220 FTE	221 FTE	222 FTE	223 FTE	224 FTE	225 FTE	226 FTE	227 FTE	228 FTE	229 FTE	230 FTE	231 FTE	232 FTE	233 FTE	234 FTE	235 FTE	236 FTE	237 FTE	238 FTE	239 FTE	240 FTE	241 FTE	242 FTE	243 FTE	244 FTE	245 FTE	246 FTE	247 FTE	248 FTE	249 FTE	250 FTE	251 FTE	252 FTE	253 FTE	254 FTE	255 FTE	256 FTE	257 FTE	258 FTE	259 FTE	260 FTE	261 FTE	262 FTE	263 FTE	264 FTE	265 FTE	266 FTE	267 FTE	268 FTE	269 FTE	270 FTE	271 FTE	272 FTE	273 FTE	274 FTE	275 FTE	276 FTE	277 FTE	278 FTE	279 FTE	280 FTE	281 FTE	282 FTE	283 FTE	284 FTE	285 FTE	286 FTE	287 FTE	288 FTE	289 FTE	290 FTE	291 FTE	292 FTE	293 FTE	294 FTE	295 FTE	296 FTE	297 FTE	298 FTE	299 FTE	300 FTE	301 FTE	302 FTE	303 FTE	304 FTE	305 FTE	306 FTE	307 FTE	308 FTE	309 FTE	310 FTE	311 FTE	312 FTE	313 FTE	314 FTE	315 FTE	316 FTE	317 FTE	318 FTE	319 FTE	320 FTE	321 FTE	322 FTE	323 FTE	324 FTE	325 FTE	326 FTE	327 FTE	328 FTE	329 FTE	330 FTE	331 FTE	332 FTE	333 FTE	334 FTE	335 FTE	336 FTE	337 FTE	338 FTE	339 FTE	340 FTE	341 FTE	342 FTE	343 FTE	344 FTE	345 FTE	346 FTE	347 FTE	348 FTE	349 FTE	350 FTE	351 FTE	352 FTE	353 FTE	354 FTE	355 FTE	356 FTE	357 FTE	358 FTE	359 FTE	360 FTE	361 FTE	362 FTE	363 FTE	364 FTE	365 FTE	366 FTE	367 FTE	368 FTE	369 FTE	370 FTE	371 FTE	372 FTE	373 FTE	374 FTE	375 FTE	376 FTE	377 FTE	378 FTE	379 FTE	380 FTE	381 FTE	382 FTE	383 FTE	384 FTE	385 FTE	386 FTE	387 FTE	388 FTE	389 FTE	390 FTE	391 FTE	392 FTE	393 FTE	394 FTE	395 FTE	396 FTE	397 FTE	398 FTE	399 FTE	400 FTE	401 FTE	402 FTE	403 FTE	404 FTE	405 FTE	406 FTE	407 FTE	408 FTE	409 FTE	410 FTE	411 FTE	412 FTE	413 FTE	414 FTE	415 FTE	416 FTE	417 FTE	418 FTE	419 FTE	420 FTE	421 FTE	422 FTE	423 FTE	424 FTE	425 FTE	426 FTE	427 FTE	428 FTE	429 FTE	430 FTE	431 FTE	432 FTE	433 FTE	434 FTE	435 FTE	436 FTE	437 FTE	438 FTE	439 FTE	440 FTE	441 FTE	442 FTE	443 FTE	444 FTE	445 FTE	446 FTE	447 FTE	448 FTE	449 FTE	450 FTE	451 FTE	452 FTE	453 FTE	454 FTE	455 FTE	456 FTE	457 FTE	458 FTE	459 FTE	460 FTE	461 FTE	462 FTE	463 FTE	464 FTE	465 FTE	466 FTE	467 FTE	468 FTE	469 FTE	470 FTE	471 FTE	472 FTE	473 FTE	474 FTE	475 FTE	476 FTE	477 FTE	478 FTE	479 FTE	480 FTE	481 FTE	482 FTE	483 FTE	484 FTE	485 FTE	486 FTE	487 FTE	488 FTE	489 FTE	490 FTE	491 FTE	492 FTE	493 FTE	494 FTE	495 FTE	496 FTE	497 FTE	498 FTE	499 FTE	500 FTE	501 FTE	502 FTE	503 FTE	504 FTE	505 FTE	506 FTE	507 FTE	508 FTE	509 FTE	510 FTE	511 FTE	512 FTE	513 FTE	514 FTE	515 FTE	516 FTE	517 FTE	518 FTE	519 FTE	520 FTE	521 FTE	522 FTE	523 FTE	524 FTE	525 FTE	526 FTE	527 FTE	528 FTE	529 FTE	530 FTE	531 FTE	532 FTE	533 FTE	534 FTE	535 FTE	536 FTE	537 FTE	538 FTE	539 FTE	540 FTE	541 FTE	542 FTE	543 FTE	544 FTE	545 FTE	546 FTE	547 FTE	548 FTE	549 FTE	550 FTE	551 FTE	552 FTE	553 FTE	554 FTE	555 FTE	556 FTE	557 FTE	558 FTE	559 FTE	560 FTE	561 FTE	562 FTE	563 FTE	564 FTE	565 FTE	566 FTE	567 FTE	568 FTE	569 FTE	570 FTE	571 FTE	572 FTE	573 FTE	574 FTE	575 FTE	576 FTE	577 FTE	578 FTE	579 FTE	580 FTE	581 FTE	582 FTE	583 FTE	584 FTE	585 FTE	586 FTE	587 FTE	588 FTE	589 FTE	590 FTE	591 FTE	592 FTE	593 FTE	594 FTE	595 FTE	596 FTE	597 FTE	598 FTE	599 FTE	600 FTE	601 FTE	602 FTE	603 FTE	604 FTE	605 FTE	606 FTE	607 FTE	608 FTE	609 FTE	610 FTE	611 FTE	612 FTE	613 FTE	614 FTE	615 FTE	616 FTE	617 FTE	618 FTE	619 FTE	620 FTE	621 FTE	622 FTE	623 FTE	624 FTE	625 FTE	626 FTE	627 FTE	628 FTE	629 FTE	630 FTE	631 FTE	632 FTE	633 FTE	634 FTE	635 FTE	636 FTE	637 FTE	638 FTE	639 FTE	640 FTE	641 FTE	642 FTE	643 FTE	644 FTE	645 FTE	646 FTE	647 FTE	648 FTE	649 FTE	650 FTE	651 FTE	652 FTE	653 FTE	654 FTE	655 FTE	656 FTE	657 FTE	658 FTE	659 FTE	660 FTE	661 FTE	662 FTE	663 FTE	664 FTE	665 FTE	666 FTE	667 FTE	668 FTE	669 FTE	670 FTE	671 FTE	672 FTE	673 FTE	674 FTE	675 FTE	676 FTE	677 FTE	678 FTE	679 FTE	680 FTE	681 FTE	682 FTE	683 FTE	684 FTE	685 FTE	686 FTE	687 FTE	688 FTE	689 FTE	690 FTE	691 FTE	692 FTE	693 FTE	694 FTE	695 FTE	696 FTE	697 FTE	698 FTE	699 FTE	700 FTE	701 FTE	702 FTE	703 FTE	704 FTE	705 FTE	706 FTE	707 FTE	708 FTE	709 FTE	710 FTE	711 FTE	712 FTE	713 FTE	714 FTE	715 FTE	716 FTE	717 FTE	718 FTE	719 FTE	720 FTE	721 FTE	722 FTE	723 FTE	724 FTE	725 FTE	726 FTE	727 FTE	728 FTE	729 FTE	730 FTE	731 FTE	732 FTE	733 FTE	734 FTE	735 FTE	736 FTE	737 FTE	738 FTE	739 FTE	740 FTE	741 FTE	742 FTE	743 FTE	744 FTE	745 FTE	746 FTE	747 FTE	748 FTE	749 FTE	750 FTE	751 FTE	752 FTE	753 FTE	754 FTE	755 FTE	756 FTE	757 FTE	758 FTE	759 FTE	760 FTE	761 FTE	762 FTE	763 FTE	764 FTE	765 FTE	766 FTE	767 FTE	768 FTE	769 FTE	770 FTE	771 FTE	772 FTE	773 FTE	774 FTE	775 FTE	776 FTE	777 FTE	778 FTE	779 FTE	780 FTE	781 FTE	782 FTE	783 FTE	784 FTE	785 FTE	786 FTE	787 FTE	788 FTE	789 FTE	790 FTE	791 FTE	792 FTE	793 FTE	794 FTE	795 FTE	796 FTE	797 FTE	798 FTE	799 FTE	800 FTE	801 FTE	802 FTE	803 FTE	804 FTE	805 FTE	806 FTE	807 FTE	808 FTE	809 FTE	810 FTE	811 FTE	812 FTE	813 FTE	814 FTE	815 FTE	816 FTE	817 FTE	818 FTE	819 FTE	820 FTE	821 FTE	822 FTE	823 FTE	824 FTE	825 FTE	826 FTE	827 FTE	828 FTE	829 FTE	830 FTE	831 FTE	832 FTE	833 FTE	834 FTE	835 FTE	836 FTE	837 FTE	838 FTE	839 FTE	840 FTE	841 FTE	842 FTE	843 FTE	844 FTE	845 FTE	846 FTE	847 FTE	848 FTE	849 FTE	850 FTE	851 FTE	852 FTE	853 FTE	854 FTE	855 FTE	856 FTE	857 FTE	858 FTE	859 FTE	860 FTE	861 FTE	862 FTE	863 FTE	864 FTE	865 FTE	866 FTE	867 FTE	868 FTE	869 FTE	870 FTE	871 FTE	872 FTE	873 FTE	874 FTE	875 FTE	876 FTE	877 FTE	878 FTE	879 FTE	880 FTE	881 FTE	882 FTE	883 FTE	884 FTE	885 FTE	886 FTE	887 FTE	888 FTE	889 FTE	890 FTE	891 FTE	892 FTE	893 FTE	894 FTE	895 FTE	896 FTE	897 FTE	898 FTE	899 FTE	900 FTE	901 FTE	902 FTE	903 FTE	904 FTE	905 FTE	906 FTE	907 FTE	908 FTE	909 FTE	910 FTE	911 FTE	912 FTE	913 FTE	914 FTE	915 FTE	916 FTE	917 FTE	918 FTE	919 FTE	920 FTE	921 FTE	922 FTE	923 FTE	924 FTE	925 FTE	926 FTE	927 FTE	928 FTE	929 FTE	930 FTE	931 FTE	932 FTE	933 FTE	934 FTE	935 FTE	936 FTE	937 FTE	938 FTE	939 FTE	940 FTE	941 FTE	942 FTE	943 FTE	944 FTE	945 FTE	946 FTE	947 FTE	948 FTE	949 FTE	950 FTE	951 FTE	952 FTE	953 FTE	954 FTE	955 FTE	956 FTE	957 FTE	958 FTE	959 FTE	960 FTE	961 FTE	962 FTE	963 FTE	964 FTE	965 FTE	966 FTE	967 FTE	968 FTE	969 FTE	970 FTE	971 FTE	972 FTE	973 FTE	974 FTE	975 FTE	976 FTE	977 FTE	978 FTE	979 FTE	980 FTE	981 FTE	982 FTE	983 FTE	984 FTE	985 FTE	986 FTE	987 FTE	988 FTE	989 FTE	990 FTE	991 FTE	992 FTE	993 FTE	994 FTE	995 FTE	996 FTE	997 FTE	998 FTE	999 FTE	1000 FTE	1001 FTE	1002 FTE	1003 FTE	1004 FTE	1005 FTE	1006 FTE	1007 FTE	1008 FTE	1009 FTE	1010 FTE	1011 FTE	1012 FTE	1013 FTE	1014 FTE	1015 FTE	1016 FTE	1017 FTE	1018 FTE	1019 FTE	1020 FTE	1021 FTE	1022 FTE	1023 FTE	1024 FTE	1025 FTE	1026 FTE	1027 FTE	1028 FTE	102
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**Hamilton Wenham Regional School District FY20 Budget**  
**Hamilton-Wenham Regional High School**

Hamilton-Wenham RHS Programs		FY17	FY17	FY17	FY18	FY18	FY18	FY19	FY19	FY19	FY20	FY20	Change FY20 to FY19	
		FTE	Budget	Actual	FTE	Budget	Actual	FTE	Budget	FTE	Budget	FTE	\$	%
Instruction														
Principal Salary	001.300.2210.1.3.090.100.5	2.00	\$ 245,148	\$ 245,527	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%	
Sub Total		4.50	\$ 490,667	\$ 515,874	4.50	\$ 502,977	\$ 521,213	4.50	\$ 485,578	4.50	\$ 495,878	\$ 10,299	2.12%	
Reg Ed Instruction														
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	\$ 3,739,823	\$ 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	0.30	\$ 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	\$ -	\$ -		\$ 630	\$ -		\$ 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	\$ 21,825	\$ 8,522		\$ -		\$ -	\$ -	#DIV/0!	
Sub Total-Reg Ed Staffing		48.10	\$ 3,692,552	\$ 3,641,681	45.90	\$ 3,721,702	\$ 3,671,034	45.40	\$ 3,832,258	45.40	\$ 3,977,685	\$ 145,427	3.79%	
Instructional Development														
Sub Total-PD		0.00	\$ 17,760	\$ 14,199	0.00	\$ 17,760	\$ 15,723	-	\$ 14,378	-	\$ 14,503	\$ 125	0.87%	
Student Support Services														
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%	
Sub Total		5.58	\$ 455,652	\$ 359,672	4.78	\$ 348,189	\$ 346,735	4.78	\$ 359,465	4.78	\$ 383,534	\$ 24,069	6.70%	
Special Education														
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	\$ 215	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%	
Sub Total		9.11	\$ 537,539	\$ 459,666	7.06	\$ 432,363	\$ 418,794	11.61	\$ 684,220	14.61	\$ 815,449	\$ 131,229	19.18%	
STAY Program														
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	001.300.2310.2.3.051.100.5	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!	
Sub Total		2.50	\$ 99,932	\$ 99,229	2.56	\$ 106,476	\$ 101,514	0.00	\$ -	0.00	\$ -	\$ -	#DIV/0!	
Extracurricular														

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

Hamilton-Wenham AIS 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>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/Supporting Services</b>													
School Nurse	001.300.3200.1.3.042.130.5	1.50	\$ 93,892	\$ 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	-	\$ 1,500	-	\$ 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	\$ 5,643,293	\$ 5,331,516	70.29	\$ 5,487,612	\$ 5,311,133	67.79	\$ 5,612,686	70.79	\$ 6,411,778	\$ 799,152	14.25%
<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>		75.29	\$ 5,867,248	\$ 5,551,536	70.29	\$ 5,718,731	\$ 5,524,012	67.79	\$ 5,819,485	74.79	\$ 6,595,387	\$ 776,656	13.35%
<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	Actual	FTE	Budget	Actual	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>\$ 455,117</b>	<b>\$ 337,590</b>	<b>1.75</b>	<b>\$ 550,006</b>	<b>1.75</b>	<b>\$ 576,143</b>	<b>\$ 26,137</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.

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

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

Hamilton Wenham Central Office Programs		FY19 FTE	FY19 Budget	FY19 Actuals	FY18 FTE	FY18 Budget	FY18 Actuals	FY19 FTE	FY19 Budget	FY20 FTE	FY20 Budget	Change FY19 to FY20	
												\$	%
<b>Special Services</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	\$ 99,534	-	\$ 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>Central 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>Subtotal 202</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 FTE	FY17 Budget	FY17 Actual	FY18 FTE	FY18 Budget	FY18 Actual	FY18 FTE	FY18 Budget	FY18 Actual	FY19 FTE	FY19 Budget	FY19 Actual	FY20 FTE	FY20 Budget	Change FY19 to FY20	
																\$	%
ELL Eval Salary/Stipends	001.400.2330.9.9.046.300.5	-	\$ 4,691	\$ 36,811	-	\$ 4,691	\$ 36,390	0.95	\$ 42,066	-	0.95	\$ 42,066	-	-	\$ 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	-	-	\$ 2,000	-	-	\$ 2,000	\$ -	0.00%
ELL Other Expense	001.400.2357.9.9.046.600.5	-	\$ 1,000	\$ -	-	\$ 1,000	\$ -	-	\$ 1,000	-	-	\$ 1,000	-	-	\$ 1,000	\$ -	0.00%
<b>Sub Total</b>		-	\$ 80,885	\$ 38,416	-	\$ 80,885	\$ 36,488	0.95	\$ 45,066	-	0.95	\$ 45,066	-	-	\$ 45,066	\$ -	0.00%
<b>Construction and Instruction</b>																	
Summer WKSP C & I Salaries	001.400.2353.9.9.089.100.5	-	\$ 13,500	\$ 14,550	-	\$ 20,250	\$ 13,415	-	\$ 20,250	-	-	\$ 20,250	-	-	\$ 20,250	\$ -	0.00%
C & I Salaries PD Other Salaries	001.400.2353.9.9.099.300.5	-	\$ -	\$ -	-	\$ 317	\$ 81	-	\$ 317	-	-	\$ 317	-	-	\$ 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	-	-	\$ 31,500	-	-	\$ 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	-	-	\$ 42,673	-	-	\$ 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	-	-	\$ 10,000	-	-	\$ 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	-	-	\$ 40,000	-	-	\$ 40,000	\$ 10,000	33.33%
PD Course Reimb-Teachers Assts.	001.400.2357.9.9.099.604.5	-	\$ 6,000	\$ 650	-	\$ 6,000	\$ 1,600	-	\$ 6,000	-	-	\$ 6,000	-	-	\$ 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	-	-	\$ 45,591	-	-	\$ 45,591	\$ 3,694	8.82%
C & I Contracted Services	001.400.2430.0.9.000.400.5	-	\$ 6,590	\$ -	-	\$ 6,590	\$ 2,420	-	\$ 6,590	-	-	\$ 6,590	-	-	\$ 6,590	\$ -	0.00%
<b>Sub Total</b>		-	\$ 139,370	\$ 124,514	-	\$ 177,984	\$ 145,871	-	\$ 189,227	-	-	\$ 202,921	-	-	\$ 202,921	\$ 13,694	7.24%
<b>Guidance &amp; P.D.</b>																	
Guidance K-12 Salaries	001.400.2710.9.9.041.100.5	-	\$ -	\$ 105,000	1.00	\$ 107,625	\$ 107,625	1.00	\$ 110,316	-	1.00	\$ 113,074	-	-	\$ 113,074	\$ 2,758	2.50%
<b>Sub Total</b>		-	\$ -	\$ 105,000	1.00	\$ 107,625	\$ 107,625	1.00	\$ 110,316	-	1.00	\$ 113,074	-	-	\$ 113,074	\$ 2,758	2.50%
<b>Food &amp; Cafeteria Services</b>																	
District Physician	001.400.3200.9.9.042.400.5	-	\$ 2,500	\$ 2,500	-	\$ 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	-	-	\$ 35,000	-	-	\$ 35,000	\$ -	0.00%
<b>Sub Total</b>		-	\$ 62,500	\$ 48,476	-	\$ 52,500	\$ 10,605	-	\$ 37,500	-	-	\$ 37,500	-	-	\$ 37,500	\$ -	0.00%
<b>Transportation</b>																	
Student Transportation-Regular Ed	001.400.3300.1.9.099.410.5	-	\$ 771,009	\$ 709,103	-	\$ 738,700	\$ 738,783	-	\$ 765,820	-	-	\$ 828,880	-	-	\$ 828,880	\$ 63,060	8.23%
<b>Sub Total</b>		-	\$ 771,009	\$ 709,103	-	\$ 738,700	\$ 738,783	-	\$ 765,820	-	-	\$ 828,880	-	-	\$ 828,880	\$ 63,060	8.23%
<b>Crossing Guards</b>																	
Crossing Guards Salary	001.400.5550.1.9.099.350.5	-	\$ 21,186	\$ 12,617	-	\$ 21,708	\$ 12,865	-	\$ 22,248	-	-	\$ 22,806	-	-	\$ 22,806	\$ 558	2.51%
<b>Sub Total</b>		-	\$ 21,186	\$ 12,617	-	\$ 21,708	\$ 12,865	-	\$ 22,248	-	-	\$ 22,806	-	-	\$ 22,806	\$ 558	2.51%
<b>Out of District</b>																	
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	-	-	\$ 93,370	-	-	\$ 93,370	\$ 2,580	2.84%
Tuition to Charter Schools	001.400.9120.1.9.099.400.5	-	\$ -	\$ 16,344	-	\$ -	\$ 19,554	-	\$ -	-	-	\$ -	-	-	\$ -	\$ -	#DIV/0!
<b>Sub Total</b>		-	\$ 26,114	\$ 114,843	-	\$ 43,404	\$ 132,760	-	\$ 90,790	-	-	\$ 93,370	-	-	\$ 93,370	\$ 2,580	2.84%
<b>District Administration Total</b>		<b>12.35</b>	<b>\$ 2,807,236</b>	<b>\$ 2,765,107</b>	<b>13.60</b>	<b>\$ 2,816,551</b>	<b>\$ 2,754,775</b>	<b>14.30</b>	<b>\$ 2,912,603</b>	<b>14.31</b>	<b>\$ 3,162,852</b>	<b>\$ 240,349</b>	<b>8.22%</b>				

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

Technology Programs		FY17	FY18	FY17	FY18	FY18	FY18	FY18	FY19	FY20	FY20	Change FY19 to FY20	
		FTE	Budget	Actual	FTE	Budget	Actual	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	Actual	FTE	Budget	Actual	FTE	Budget	FTE	Budget	\$	%
Maintenance Admin													
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%
Sub Total		1.77	\$ 200,761.43	\$ 231,671.71	1.78	\$ 206,365.48	\$ 232,477.87	1.78	\$ 209,527.38	1.86	\$ 228,913.70	\$ 19,386	9.25%
Utilities													
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%
Sub Total		-	\$ 27,919.80	\$ 34,054.03	-	\$ 27,312.65	\$ 29,854.74	-	\$ 34,054.03	-	\$ 29,854.74	\$ (4,199)	-12.33%
Maintenance													
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/Ubility/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!
Sub Total		3.00	\$ 488,453.00	\$ 530,386.97	3.00	\$ 508,484.60	\$ 512,660.43	3.00	\$ 526,917.43	3.00	\$ 523,511.38	\$ (3,406)	-0.65%
Operations/Maintenance Total		4.77	\$ 717,122	\$ 796,113	4.78	\$ 734,165	\$ 772,392	4.78	\$ 770,440	4.86	\$ 782,425	\$ 11,985	1.53%

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

Fringe Benefits		FY17 FTE	FY17 Budget	FY17 Actual	FY18 FTE	FY18 Budget	FY18 Actual	FY19 FTE	FY19 Budget	FY19 Actual	FY20 FTE	FY20 Budget	Change FY19 to FY20	
													\$	%
4038 Matching Funds	001.400.5100.9.9.000.401.5	-	\$ 52,500	\$ 31,025	-	\$ 42,000	\$ 30,755	-	\$ 42,000	-	\$ 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	-	\$ 908,291	\$ 908,291	\$ 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	-	\$ 292,641	\$ 292,641	\$ 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	-	\$ 51,271	\$ 51,271	\$ 5,712	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	\$ 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	\$ 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	-	\$ 125,020	\$ 125,020	\$ 11,128	8.90%
Cont Serv. Retiree Life Insurance	001.400.5250.9.9.000.481.5	-	\$ 600	\$ 371	-	\$ 600	\$ 434	-	\$ 600	-	\$ 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	-	\$ 1,821,005	\$ 1,821,005	\$ 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	-	\$ 463,043	\$ 463,043	\$ 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	-	\$ 44,915	\$ 44,915	\$ 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	-	\$ 284,797	\$ 284,797	\$ (3,648)	-1.35%
<b>Total</b>			\$ 3,466,908	\$ 3,475,815		\$ 3,879,811	\$ 3,022,645		\$ 3,879,811		\$ 3,879,811	\$ 3,879,811	\$ 555,549	12.56%

**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>