



Town of Wenham  
BOARD OF SELECTMEN

**AGENDA**

Tuesday January 15<sup>th</sup>

4:30 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.

4:30 P.M.

**WELCOME:** Call to order

Executive Session #6 under M.G.L. Ch. 30A, § 21 – 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.

- Community Preservation Act Historic Preservation Restrictions

Executive Session #3 under M.G.L. Ch. 30A, § 21 – To discuss strategy with respect to litigation if an open meeting may have a detrimental effect on the litigating position of the public body and the chair so declares:

- Maple Woods

6:30 P.M.

**PUBLIC INPUT: ITEMS NOT ON THE AGENDA**

**ANNOUNCEMENTS**

JC

1. Town Hall Extended Friday Hours in January
2. Health Counts 2019 – Board of Health, Jackie Bresnahan

6:35 P.M.

**REPORTS**

TOWN ADMINISTRATOR – Update  
CHAIRMAN  
SELECTMEN

6:40 P.M.

**CONSENT AGENDA**

JC

- A. Acceptance of Donation from Wenham Fire Company

6:45 P.M.

**NEW BUSINESS**

- B. One Day Liquor License Request – Molly Martins, Academy of Penguin Hall, 36 Essex Street, Essex County Community Foundation Membership Council Meeting & Workshop, Monday, January 28, 2019, 4:00pm – 8:30pm (5 minutes) JW
- C. Review and Potential Approval of Side Letter of Agreement with AFSCME Local 2905 for Additional Compensation during Fire-based Emergency Medical Services Pilot Program (5 minutes) JW
- D. Review and Potential Approval of Memorandum of Agreement with Northeast Regional Ambulance Service for ALS Back-up (5 minutes) JC
- E. Other matters, as may not have been reasonably anticipated by the Chair (Discussion Only) CH

7:00 P.M.

**OLD BUSINESS**

- F. Review of Preliminary FY20 Budget and Discussion of Policy Options (65 minutes)

CH

8:05 P.M.

**ANTICIPATED ADJOURNMENT**

**ANNOUNCEMENTS – BOARD OF SELECTMEN MEETING – *January 15, 2019***  
**John Clemenzi**

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

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

**2. Health Counts 2019 by the Board of Health**

Let's welcome from the Board of Health (Jackie Bresnahan or Maribeth Ting) to share more information on our Health Counts 2019 goals for the month of February.

# Town Hall Extended Friday Hours

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

**Friday, January 18, 2019**

# February 2019 ~ Health Counts!

Town of Wenham  
Board of Health

SUN MON TUE WED THU FRI SAT

**Choose an activity everyday**

**Track your progress**

**Make your health count**

**3**  
•Plan your meals for the week  
•Set 3 goals for the month  
•20 min of exercise of your choice

**4**  
•Drink 8 glasses of water  
•Choose a program to try at the HW Library  
•Take the stairs

**5**  
•Plan an activity for this weekend  
•Read for 30 min.  
•Unplug from technology for 1 hour

**6**  
•Register to vote! Town Mtg is 2 months away  
•20 min. of stretching  
•Schedule next dentist appt.

**7**  
•Start a journal  
•Register to vote  
•Get up & move for 10 min. every hour

**1**  
•20 min. of cardio  
•Try a new food  
•Set 3 goals for the rest of the year

**2**  
•Electronic Waste Recycling Day  
•Try meditation  
•Walk on a new path or route

**8**  
•Perform random act of kindness  
•Have dinner with a friend  
•Start project you've been putting off

**9**  
•Complete activity from Tuesday  
•Prep your yard for spring & summer  
•Call a friend

**10**  
•Plan your meals for the week  
•Track your H2O intake this week. Read for 1 hr

**11**  
•Write 3 positive thoughts in journal  
•Change batteries in your smoke/CO detectors

**12**  
•10 push-ups & sit-ups  
•20 min. listening to music  
•Try a new food

**13**  
•Clean a trouble spot in your home for 20 min  
•World Radio Day: Turn on the tunes for 20 min of dancing

**14**  
•Weekly journaling  
•20 min. of cardio  
•Make a heart healthy recipe with your valentine

**15**  
•Buy a new tooth brush (Its Dental Health Month!)  
•20 min. of stretching  
•Treat yourself to a massage

**16**  
•Attend "Time for Teeth" at the HW Library in honor of Nat'l Dental Health Month  
•Nap

**17**  
•Plan your meals for the week  
•Make a plan for staying hydrated based on your H2O tracking last week

**18**  
•20 min. of stretching  
•Run taps with cold H2O to prevent lead exposure  
•Try meditation

**19**  
•Unplug from technology for 1 hr  
•Plan an outdoor adventure  
•Call a friend

**20**  
•Review home emergency plan  
•Journal 5 things your thankful for  
•See what's new at the HW Library

**21**  
•Weekly journaling  
•Take the stairs today  
•Stand up during every TV commercial

**22**  
•20 min. of dancing  
•Sign up to volunteer for an organization you support  
•Read for 1 hr

**23**  
•Unplug from technology for 1 hour  
•Walk on a new path or route  
•Start your spring cleaning

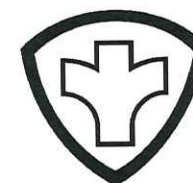
**24**  
•Plan your meals for the week  
•Nap  
•Prep your yard for spring & summer

**25**  
•Start or replenish your emergency supply kit  
•Take the stairs or walk today

**26**  
•Try meditation  
•20 min. of exercise of your choice  
•Try a new food

**27**  
•20 min. of cardio  
•Does your septic need a pumping scheduled?  
•Call a friend

**28**  
•Weekly journaling  
•10 push-ups & 10 sit ups  
•Schedule your annual physical



**Public Health**  
Prevent. Promote. Protect.

There are ways to be healthy everyday! Join us in February 2019 for Health Counts month!

For more information about Board of Health, DPW, Hamilton-Wenham Public Library, Recreation Department, and Water Department programs, check out [www.wenhamma.gov](http://www.wenhamma.gov)

For links to the events listed and websites with ideas for exercising, healthy meal planning, and more, check out the Board of Health website at <http://www.wenhamma.gov/departments/>





# **BOARD OF SELECTMEN MEETING**

*January 15, 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 15, 2019

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### **Personnel**

Our Library Director, Jan Dempsey, will now be retiring after Town Meeting in early April, a few weeks later than she had originally planned on. At their meeting last week, the Library Board of Trustees appointed a 9-member Screening Committee which will meet for the first time next week. The position has been posted, with applications due by February 12 and initial interviews to follow shortly thereafter. We still plan to have the position filled on a permanent basis sometime in late April or early May.

### **Main Street Traffic Project**

Bayside Engineering is now under contract to complete survey work, develop a base plan, and evaluate environmental permitting requirements for the Town as part of the first phase of engineering work for this project. They began survey work on site today.

**BOARD OF SELECTMEN MEETING**

*January 15, 2019*

**CONSENT AGENDA  
DRAFT MOTION**

- I move to approve all items in the Consent Agenda as presented.

Seconded / Discussion/ Vote

JC

**BOARD OF SELECTMEN MEETING**

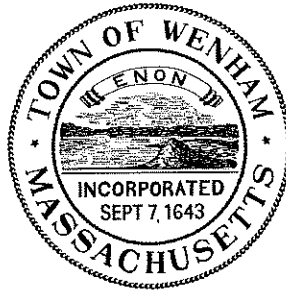
*January 15, 2019*

**CONSENT AGENDA**

**A.**

**Acceptance of Donation from  
Wenham Fire Company**

- Gift and Donation Form for Chimney Scrubber valued at \$1,900 from the Wenham Fire Company
- Gift and Donation Form for Blow Hard Electric Fan valued at \$3,595 from the Wenham Fire Company
- Letter regarding Wenham Fire Company Donations from Stephen Kavanagh, Chief, WFD, January 8, 2019



**TOWN OF WENHAM  
GIFT/DONATION ACCEPTANCE FORM**

TO: Town Administrator

CC: Town Accountant

FROM: Wenham Fire Company  
Name of Officer, Department, Board or Committee

The above officer, department, board or committee has requested acceptance of the following gift pursuant to Massachusetts General Laws, Chapter 44, Section 53A and further requests that the Board of Selectmen authorize the expenditure of funds for the stated purpose.

Wenham Fire Company  
Name of Party Offering Gift

Chimney Scrubber valued at \$1,900  
Amount of the Gift

Used in chimney fires the Wenham Fire Department  
Purpose for which Gift has been Offered

Used in chimney fires by the Wenham Fire Department  
Purpose for which Gift will be Expended

☒ Letter Accompanying Gift Attached

**APPROVAL OF RECEIPT AND EXPENDITURE OF GIFT BY THE BOARD OF SELECTMEN**

At a meeting of the Board of Selectmen on January 15, 2019, the Board of Selectmen voted to authorize the acceptance and any future expenditure of these gift/donation funds for the purpose described above.

\_\_\_\_\_





**TOWN OF WENHAM  
GIFT/DONATION ACCEPTANCE FORM**

TO: Town Administrator

CC: Town Accountant

FROM: Wenham Fire Company  
Name of Officer, Department, Board or Committee

The above officer, department, board or committee has requested acceptance of the following gift pursuant to Massachusetts General Laws, Chapter 44, Section 53A and further requests that the Board of Selectmen authorize the expenditure of funds for the stated purpose.

Wenham Fire Company  
Name of Party Offering Gift

Blow Hard Electric Fan valued at \$3,595  
Amount of the Gift

Used for ventilation by the Wenham Fire Department  
Purpose for which Gift has been Offered

Used for ventilation by the Wenham Fire Department  
Purpose for which Gift will be Expended

☒ Letter Accompanying Gift Attached

**APPROVAL OF RECEIPT AND EXPENDITURE OF GIFT BY THE BOARD OF SELECTMEN**

At a meeting of the Board of Selectmen on January 15, 2019, the Board of Selectmen voted to authorize the acceptance and any future expenditure of these gift/donation funds for the purpose described above.

\_\_\_\_\_



WENHAM FIRE DEPARTMENT  
140 MAIN STREET  
WENHAM, MA 01984-1497  
*"HOME OF ENON No. 1"*

Emergency 9-1-1  
Fire Prevention  
Voice 978-468-5508  
Fax 978-468-5509

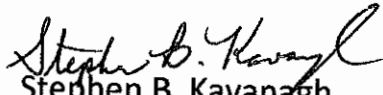
January 8, 2019

Honorable Board of Selectmen  
Town of Wenham  
Wenham Town Hall  
138 Main St.  
Wenham, MA 01984

To the Board of Selectmen,

The Wenham Fire Department would like the Town of Wenham to accept the donations of two items, a Chimney Scrubber used in chimney fires valued at \$1900.00 and a Blow Hard electric fan used for ventilation valued at \$3595.00 from the Wenham Fire Company. These items were purchased by the Wenham Fire Company through the very generous donations from the community.

Sincerely,

  
Stephen B. Kavanagh  
Fire Chief

**BOARD OF SELECTMEN MEETING**

*January 15, 2019*

**NEW BUSINESS**

**B.**

**One Day Liquor License Request**

**Molly Martins, Academy of Penguin Hall, 36 Essex Street**

**Essex County Community Foundation**

**Membership Council Meeting & Workshop**

**Monday, January 28, 2019, 4:00pm – 8:30pm**

*(5 Minutes)*

- Draft Motion
- Completed Application
- Certificate of Insurance
- ServeSafe Certification
- Check for \$50
- Email recommendations – Jeff Baxter, Captain, WFD; Kevin DiNapoli, Chief, WPD; Jackie Bresnahan, Permitting Coordinator & Special Projects Manager

# **BOARD OF SELECTMEN MEETING**

*January 15, 2019*

## **DRAFT MOTION** One-Day Liquor License

- Vote: I move the Board of Selectmen approve a One-Day (All Alcoholic Beverages) Liquor License for Molly Martins for the Essex County Community Foundation's Membership Council Meeting to be held at the Academy at Penguin Hall, 36 Essex Street, Monday, January 28, 2019 from 4:00pm – 8:30pm.

Seconded / Discussion/ Vote

**JW**



Town of Wenham  
Board of Selectmen

Application for Special License  
(One Day) Liquor License

Please note applications for a Special Liquor License must be received by the Board of Selectmen at least 30 calendar days prior to your function. This application may **not** be used for wine tasting events.

|   |                                       |
|---|---------------------------------------|
| Event Title:  | ECCF Reception                        |
| Date of Event:  | 1/28/2019                             |
| Start Time:   | 4pm                                   |
| Expected End Time:  | 8:30pm                                |
| Address of Event:   | 36 Essex St.                          |
| # of People Expected to Attend:   | 50                                    |
| Open to Public or Private Event?  | Private                               |
| Type of Event?<br>(fundraiser, party, golf tournament, etc.)                    | Leadership Council Meeting & Workshop |
| Event Location Description:<br>(private home, public area, function hall, etc.) | Private School                        |
| Indoor or Outdoor Event?  | Indoor                                |
| Bar or Liquor Service Vehicles?   | No                                    |
| Contact Name:   | Molly Martins                         |
| Company/Organization Name:  | The Academy at Penguin Hall           |
| Phone Number:   | 978 536 1171                          |
| Email Address:  | mmartins@penguinhall.org              |

Requesting a License for Sale of:

☒ All Alcoholic Beverages (non-profits only) \$50 ☐ Malt and Wine (for profit companies) \$100

The Licensed Activity or Enterprise is:

☒ Non-Profit (May sell all forms of liquor) ☐ For Profit (May sell wines and malt beverages only)

Is the license for a dining hall maintained by an incorporated educational institution authorized to grant degrees? No

Please inform the Wenham Police Department of your function if your expected attendees will exceed 75 guests at least one week prior to your event, as a police detail may be required. All outdoor events will require a designated area for liquor consumption and a police detail if open to the general public regardless of the number of attendees.

Please include a check with your application made payable to the "Town of Wenham" for the designated license fee (\$50 non-profits / \$100 all others).

Molly Martins  
Signature

1/7/19  
Date

Molly Martins  
Print Name



**ServSafe**  
National Restaurant Association

**BOSTON**  
**FOOD SAFETY**

BostonFoodSafety.com  
(978) 710-0128

# ServSafe® CERTIFICATION

## ANTONIO BETTENCOURT

for successfully completing the standards set forth for the ServSafe® Food Protection Manager Certification Examination, which is accredited by the American National Standards Institute (ANSI)-Conference for Food Protection (CFP).

17146588

CERTIFICATE NUMBER

10668

EXAM FORM NUMBER

11/20/2018

DATE OF EXAMINATION

11/20/2023

DATE OF EXPIRATION

Local laws apply. Check with your local regulatory agency for recertification requirements.



#0655

Sherman Brown  
Executive Vice President, National Restaurant Association Solutions



In accordance with Maritime Labour Convention 2006, Resolution ADM/N/068-2013 (Regulation 3.2, Standard A3.2).

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This document cannot be reproduced or altered.  
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Contact us with questions at 233 S. Wacker Drive, Suite 3600, Chicago, IL 60606-6383 or ServSafe@restaurant.org.



# CERTIFICATE OF LIABILITY INSURANCE

ACADE-2

OP ID: LK

DATE (MM/DD/YYYY)

01/07/2019

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

**IMPORTANT:** If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

|   |  |   |  |               |
|---|--|---|--|---------------|
| <b>PRODUCER</b><br>DeSanctis Insurance Agcy, Inc.<br>100 Unicorn Park Drive<br>Woburn, MA 01801 |  | <b>CONTACT NAME:</b><br><b>PHONE (A/C, No, Ext):</b> 781-935-8480<br><b>FAX (A/C, No):</b> 781-933-5645<br><b>E-MAIL ADDRESS:</b> |  |               |
| <b>INSURED</b><br>The Academy at Penguin Hall, Inc.<br>36 Essex St.<br>Wenham, MA 01984         |  | <b>INSURER(S) AFFORDING COVERAGE</b>  |  | <b>NAIC #</b> |
|   |  | <b>INSURER A: Selective Insurance Company</b>   |  | <b>19259</b>  |
|   |  | <b>INSURER B: Travelers</b>   |  |               |
|   |  | <b>INSURER C:</b>   |  |               |
|   |  | <b>INSURER D:</b>   |  |               |
|   |  | <b>INSURER E:</b>   |  |               |
|   |  | <b>INSURER F:</b>   |  |               |

**COVERAGES****CERTIFICATE NUMBER:****REVISION NUMBER:**

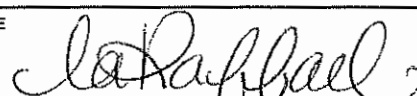
THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

| INSR LTR | TYPE OF INSURANCE  | ADDL INSD                                    | SUBR WVD | POLICY NUMBER   | POLICY EFF (MM/DD/YYYY) | POLICY EXP (MM/DD/YYYY) | LIMITS  |
|----------|--|--|----------|-----------------|-------------------------|-------------------------|---|
| A        | <input checked="" type="checkbox"/> <b>COMMERCIAL GENERAL LIABILITY</b><br><input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR<br><br>GEN'L AGGREGATE LIMIT APPLIES PER:<br><input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC<br>OTHER: |  |          | S2207634        | 05/31/2018              | 05/31/2019              | EACH OCCURRENCE \$ 1,000,000<br>DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 100,000<br>MED EXP (Any one person) \$ 10,000<br>PERSONAL & ADV INJURY \$ 1,000,000<br>GENERAL AGGREGATE \$ 3,000,000<br>PRODUCTS - COMP/OP AGG \$ 3,000,000 |
| A        | <b>AUTOMOBILE LIABILITY</b><br><input type="checkbox"/> ANY AUTO<br><input type="checkbox"/> ALL OWNED AUTOS<br><input checked="" type="checkbox"/> HIRED AUTOS<br><input checked="" type="checkbox"/> SCHEDULED AUTOS<br><input checked="" type="checkbox"/> NON-OWNED AUTOS  |  |          | A9106692        | 05/31/2018              | 05/31/2019              | COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000<br>BODILY INJURY (Per person) \$<br>BODILY INJURY (Per accident) \$<br>PROPERTY DAMAGE (Per accident) \$   |
| A        | <input checked="" type="checkbox"/> <b>UMBRELLA LIAB</b> <input checked="" type="checkbox"/> OCCUR<br><input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE<br><input type="checkbox"/> DED <input checked="" type="checkbox"/> RETENTION \$ <b>NONE</b>   |  |          | S2207634        | 05/31/2018              | 05/31/2019              | EACH OCCURRENCE \$ 10,000,000<br>AGGREGATE \$ 10,000,000  |
| A        | <b>WORKERS COMPENSATION AND EMPLOYERS' LIABILITY</b><br>ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in Nh)<br>If yes, describe under DESCRIPTION OF OPERATIONS below  | Y/N<br><input checked="" type="checkbox"/> Y | N/A      | WC9033357<br>MA | 05/31/2018              | 05/31/2019              | <input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTH-ER<br>E.L. EACH ACCIDENT \$ 500,000<br>E.L. DISEASE - EA EMPLOYEE \$ 500,000<br>E.L. DISEASE - POLICY LIMIT \$ 500,000                                       |
| B        | <b>EPLI/D&amp;O</b>  |  |          | 106526604       | 05/31/2018              | 05/31/2019              | Limits \$1M/\$1M Agg  |

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

Coverage for School operations at 36 Essex st., Wenham, MA. "Additional insureds limits are no greater than those required by written contract" Town of Wenham is an additional insured as respects to the general liability policy.

**CERTIFICATE HOLDER****CANCELLATION**

|   |  |
|---|--|
| <b>WENHA-4</b><br><br>Town of Wenham<br>138 Main Street<br>Wenham, MA 01984 | SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.<br><br>AUTHORIZED REPRESENTATIVE<br> |
|---|--|

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The Academy at Penguin Hall  
36 Essex Street  
Wenham, MA 01984

Georgetown Bank  
Georgetown, MA 01833  
53-7135/2113

0477

1/7/2019

PAY TO THE ORDER OF Town of Wenham

\$ \*\*50.00

Fifty and 00/100

DOLLARS

Town of Wenham  
138 Main Street  
Wenham, MA 01984

*Cheryl Brack*

The Academy at Penguin Hall

Town of Wenham

| Date     | Type | Reference |
|----------|------|-----------|
| 1/7/2019 | Bill |           |

| Original Amt. |
|---------------|
| 50.00         |

| Balance Due |
|-------------|
| 50.00       |

1/7/2019

| Discount |
|----------|
|          |

| Payment |
|---------|
| 50.00   |

Check Amount

|       |
|-------|
| 50.00 |
|-------|

Georgetown OP

50.00

## Nicole Roebuck

---

**From:** Kevin Dinapoli  
**Sent:** Wednesday, January 09, 2019 8:44 AM  
**To:** Nicole Roebuck  
**Subject:** RE: One Day Liquor License Request - Academy of Penguin Hall, January 28, 2019

Received...no issues on my end.

Captain Kevin J. DiNapoli  
Wenham Police Department  
1 Friend Court  
Wenham, MA 01984  
(978) 468-5500 Ext. 221

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**From:** Nicole Roebuck  
**Sent:** Tuesday, January 08, 2019 6:29 PM  
**To:** Tom Perkins; Kevin Dinapoli; Stephen B. Kavanagh; Jeff Baxter; Jacqueline Bresnahan  
**Subject:** One Day Liquor License Request - Academy of Penguin Hall, January 28, 2019

Attached is a One Day Liquor License application from Molly Martins at the Academy of Penguin Hall for their Membership Council event being held Monday, January 28th from 4:00pm – 8:30pm. All required documentation has been received.

Please let me know you received this request and respond with any additional questions and/or your recommendation for approval.

Thanks very much,  
Nicci

**Nicci Roebuck**  
*Executive Assistant*  
*Town Administrator's Office*

**Town of Wenham**  
138 Main Street, Wenham, MA 01984  
978-468-5520 x2

## Nicole Roebuck

---

**From:** Jacqueline Bresnahan  
**Sent:** Thursday, January 10, 2019 4:12 PM  
**To:** Jeff Baxter; Nicole Roebuck; Tom Perkins; Kevin Dinapoli; Stephen B. Kavanagh  
**Subject:** RE: One Day Liquor License Request - Academy of Penguin Hall, January 28, 2019

Hi Nicci,  
Brian inspected today and is all set with this application.  
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)

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**From:** Jeff Baxter  
**Sent:** Thursday, January 10, 2019 4:08 PM  
**To:** Nicole Roebuck; Tom Perkins; Kevin Dinapoli; Stephen B. Kavanagh; Jacqueline Bresnahan  
**Subject:** RE: One Day Liquor License Request - Academy of Penguin Hall, January 28, 2019

Nicci  
After Building inspection today. They are all set for the permit.

Thank you,  
Jeffrey Baxter  
Captain

Wenham Fire Department  
140 Main St.  
Wenham, MA 01984  
Ph: 978-468-5508  
Fax: 978-468-5509  
Email: [jbaxter@wenhamma.gov](mailto:jbaxter@wenhamma.gov)

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**BOARD OF SELECTMEN MEETING**

*January 15, 2019*

**NEW BUSINESS**

**C.**

**Review and Potential Approval of Side Letter of Agreement with AFSCME Local 2905 for Additional Compensation during Fire-based Emergency Medical Services Pilot Program**  
*(5 Minutes)*

- Draft Motion
- Memo regarding AFSCME Side Letter of Agreement to Increase Minimum BLS Transport Compensation for Duration of Fire-based EMS Pilot Program from Peter Lombardi, Town Administrator, January 7, 2019
- Collective Bargaining Agreement between the Town of Wenham and The American Federation of State, County and Municipal Employees, AFL-CIO, Council 93, Local 2905, July 1, 2016-June 30, 2019

**BOARD OF SELECTMEN MEETING**

*January 15, 2019*

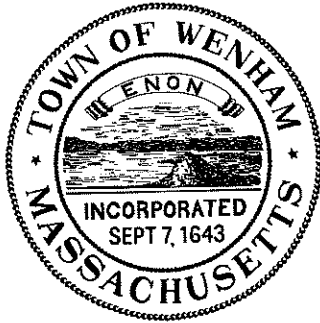
**DRAFT MOTION**

**AFSCME Side Letter of Agreement**

- Vote: I move the Board of Selectmen approve the proposed side letter of agreement with AFSCME Council, Local 2905 regarding the increase in minimum BLS transport compensation.

Seconded / Discussion/ Vote

**JW**



# Town of Wenham

Town Hall  
138 Main Street  
Wenham, MA 01984

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

## MEMORANDUM

**TO:** AFSCME Council 93, Local 2905  
**FROM:** Peter Lombardi, Town Administrator  
**RE:** AFSCME Side Letter of Agreement to Increase Minimum BLS Transport Compensation for Duration of Fire-based EMS Pilot Program  
**DATE:** January 7, 2019

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Following the Board's agreement to a side letter with the Wenham Call Firefighters Association in November 2018 to address compensation for firefighters who provide medical transport as part of the Town's Fire-based EMS BLS pilot program and since three (3) current members of the AFSCME union also serve as members of the Wenham Fire Department and are similarly impacted by this change in working condition, I recommend the Board approve the following change to the AFSCME Council 93, Local 2905 union contract:

- Amend Article 33 to allow for two (2) hours minimum pay for the two (2) responding firefighters who provide EMS transport to a medical call initiated between the hours of 3PM and 10PM and four (4) hours minimum pay for the two (2) responding firefighters who provide EMS transport initiated between the hours of 10PM and 7AM. Although the Department's standard protocol is for two (2) firefighters to conduct EMS transport on any given call, any additional responding firefighters who provide said transport for extenuating circumstances shall be similarly compensated.

The terms of this side letter have already been agreed to by the union. They would take effect at the start of the next applicable pay period upon approval by the Board, and shall remain in place until the conclusion of the initial term of the pilot program in March 2019. Both parties agree to revisit this interim compensation measure if a determination is made that the Town is going to continue to provide Fire-based EMS BLS services beyond the initial term of the pilot program. If the Town opts to discontinue said services, this side letter agreement shall no longer be valid based on the return of working conditions to their prior status.

COLLECTIVE BARGAINING AGREEMENT BETWEEN

THE TOWN OF WENHAM

AND

THE AMERICAN FEDERATION  
OF STATE, COUNTY AND MUNICIPAL EMPLOYEES,  
AFL-CIO, COUNCIL 93, LOCAL 2905

July 1, 2016 - June 30, 2019

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This collective bargaining agreement is made and entered into this \_\_\_\_\_ day of \_\_\_\_\_, 2016, between the Town of Wenham (hereinafter sometimes referred to as the "Employer") and the American Federation of State, County and Municipal Employees, AFL-CIO, Council 93, Local 2905 (hereinafter sometimes referred to as the "Union").

This agreement is designed to maintain and promote a harmonious relationship between the Town and such of its employees who are within the provisions of this agreement in order that more effective and progressive public service may be rendered to the citizens of the Town.

## **ARTICLE 1**

### **RECOGNITION AND BARGAINING UNIT**

The Employer recognizes the Union as the exclusive representative for the purposes of collective bargaining in respect to rates of pay, wages, hours of employment and other conditions of employment for all full-time and regular part-time employees employed by the Town of Wenham including the: Assistant Treasurer/Collector, Assessor's Assistant, Conservation Coordinator, DPW / Water Administrative Assistant, Mechanic, Driver/Operator, Heavy Equipment Operator, Secretary/Matron, and Custodian, but excluding the Town Accountant, Treasurer/Collector, Administrative Assistant to the Board of Selectmen, and Highway/Water Department Foreman, and all managerial, confidential, and casual employees, and all other employees in the Town of Wenham.

## **ARTICLE 2**

### **MANAGEMENT RIGHTS**

Except as otherwise expressly and specifically provided in this Agreement, the supervision, management and control of the Employer's operations, working force and facilities are exclusively vested in the Employer. Without in any way limiting the generality of the foregoing, the Employer has the right to plan, direct and control the Employer's operations and working force, to hire, transfer, promote, assign, and lay off

employees, to demote, suspend, discharge, or take other disciplinary action against employees for just cause, to evaluate employees, to determine the hourly, daily and weekly schedules of employment, the work tasks and standards of performance for employees, the right to assign tasks, to determine what work is to be performed, when it is to be performed, and by whom, and the extent to which it may have things done by its own equipment, facilities and employees or by others, to make, administer and enforce work rules and regulations, to take whatever action may be necessary to carry out its work in situations of emergency, all such rights being vested exclusively in the Employer.

Any of the rights, powers and authorities which the Employer had prior to entering into this collective bargaining agreement are retained by the Employer, except as modified by this Agreement. Nothing contained in this Agreement is to be construed as in any way granting or waiving rights or responsibilities of the Employer which may not be granted or waived by the Employer under the statutes of the Commonwealth of Massachusetts.

### **ARTICLE 3**

#### **DISCRIMINATION**

The Town and the Union agree not to discriminate against any employee because of any criteria established and prescribed by federal or Massachusetts state law.

There shall be no discrimination by the Employer against any employee because of his or her activity or membership in the Union, or because any employee refrains from such activity or membership.

### **ARTICLE 4**

#### **UNION DUES AND AGENCY FEES**

Section 1. During the life of this Agreement and in accordance with the terms of the form of authorization of check-off of dues hereinafter set forth in Appendix B, the Employer agrees to deduct Union membership dues levied in accordance with the Constitution and By-laws of the Union from the bi-weekly pay of each employee who shall authorize it by the signing and furnishing to it of such check-off dues form, and

remit the aggregate amount to the Treasurer of the Union together with a list of employees from whom said dues have been deducted. Such remittance shall be made on or about the tenth day of the month succeeding that in which the deductions were made. The Union will notify the Employer of the name and address of the Treasurer of the Union and such notification shall bear the signature of the President and Recording Secretary of the Union. In the event of any change of the Treasurer of the Union, the Employer shall be notified by the same method.

Section 2. The Town agrees that in accordance with the provisions of General Laws, Chapter 150E, Section 12, it will deduct any agency service fees as a condition of employment from the salary of every employee in the bargaining unit who has not executed an authorization for deduction of union dues, and who authorizes an agency fee deduction. An employee who does not authorize the Town to make bi-weekly payroll deductions as provided herein shall make the Agency Service Fee payment directly to the Union. If the Town does, in fact comply with the General Law, the Union will indemnify and defend the Town against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of any action taken by the Town of Wenham upon the aforementioned payroll deduction or authorization cards submitted to the city for any action taken by the Town to enforce the so-called agency services fee. This section shall become effective only if accepted by the members of the Union in accordance with the applicable provisions of the General Laws, Chapter 150E, Section 12.

Section 3. No employee shall be required to pay union dues or agency fee until he or she has completed the probationary period as set forth in Article 6.

Section 4. The Union shall indemnify and hold the Employer harmless against any and all claims, demands, suits or other forms of liability including, without limitation, attorney's fees, which may arise by reason of any action taken in making deductions and remitting the same to the Union pursuant to the provisions of this Article.

## **ARTICLE 5**

### **GRIEVANCE PROCEDURE**

Any grievance which may arise between the parties hereto shall be presented in the following manner and order and within the time limits set forth herein. A grievance is defined as a claim concerning the meaning or application of any of the specific provisions of this Agreement.

Informal Step: Before initiating any formal grievance pursuant to this article, the parties are encouraged to make informal efforts to resolve disputes.

Step 1: An employee, or a representative of the Union, shall take up the grievance with the employee's Department Head within fifteen (15) calendar days of the date of the grievance or of the date the employee first knew or should have known of its occurrence. Such grievance shall be submitted in writing, and shall set forth a summary of the facts relied upon, the section of the Agreement allegedly being violated, the remedy sought, and shall be signed by the grieving employee and/or a duly designated Union official. The Department Head shall attempt to adjust the matter and shall respond in writing to the employee and/or Union within fifteen (15) calendar days after the submission of the grievance to him or her in Step 1. For purposes of this article, the Town Administrator shall be deemed the Department Head for the Conservation Coordinator and the Assessor's Assistant. Any grievance related to the discharge or disciplinary suspension of an employee may be initiated at Step 2.

Step 2: If the grievance has not been settled in Step 1, it shall be presented to the Town Administrator within fifteen (15) calendar days after the Department Head's response is due or received, whichever is earlier. Such presentation shall be submitted in writing. The Town Administrator or his or her designated representative, shall meet with the Union within twenty calendar days from the time the grievance is presented to him or her, and shall answer the grievance in writing within twenty (20) calendar days from the meeting. For any grievance for which the Town Administrator is the Step 1 Department Head, the grievance shall proceed directly from Step 1 to Step 3.

Step 3: If the grievance remains unresolved, either party may, by written notice to the other, submit the grievance to arbitration. So that the Union's Executive Board may have the opportunity to meet to make a decision as to bringing a matter to arbitration, the parties agree that notice of arbitration may be served within thirty (30) calendar days after the reply of the Town Administrator is due or received.

The arbitrator shall be selected and the arbitration proceedings shall be conducted in accordance with the Voluntary Labor Arbitration Rules of the American Arbitration Association. The arbitrator's authority shall be limited to matters involving the interpretation and application of the specific provisions of this Agreement. The arbitrator may not modify, amend, delete or add to the terms of this Agreement. Within the limits of his or her authority, the decision of the arbitrator, to the extent permitted by law, shall be final and binding. The expenses of such arbitration shall be shared equally by the Employer and the Union.

No employee shall have the right to require arbitration, the right being reserved to the Union and the Employer exclusively.

Failure to present a grievance within or advance it in accordance with any of the time limits specified shall be deemed as a waiver of the grievance. Failure of the Department Head or Town Administrator to reply to a grievance within the time limits specified shall constitute a denial of the grievance entitling the grievant to advance to the next step.

The time limits contained herein may be extended by mutual agreement of the parties in writing. Consent to such agreement shall not be unreasonably withheld.

## **ARTICLE 6**

### **PROBATIONARY PERIOD - JUST CAUSE**

Each new employee and each employee hired after a break in service shall be considered as a probationary employee until he or she shall have completed six (6) months of active employment. Probationary employees may be disciplined, discharged, or otherwise terminated in the sole discretion of the Employer and any such action shall not be subject to the grievance and arbitration provisions of this Agreement.

The Employer agrees that it will not demote, suspend, discharge or take other disciplinary action

against employees who have passed their probationary period without just cause.

During the probationary period, employees shall be eligible for all benefits except vacation pay, paid military leave, and jury duty pay (except as required by law).

## **ARTICLE 7**

### **HOURS OF WORK**

Section 1. This Article defines the normal hours of work for all full-time and regular part-time employees and shall not be construed as a guarantee of hours of work per day, per week or per year.

#### Section 2.

##### Highway/Water Department

The regularly scheduled workweek of the full-time employees of the Highway Department shall consist of five (5) eight (8) hour days, Monday-Friday, which shall include a paid lunch period of thirty minutes each day. Lunch period shall be taken on the job site, at the discretion of the supervisor.

The normal workday shall be 7:00a.m. to 3:00p.m. (this includes the ½ hour paid lunch).

##### Town Hall Employees

The regularly scheduled workweek of the full-time Town Hall employees shall be thirty two and one-half (32.5) hours, exclusive of unpaid lunch periods.

##### Secretary-Matron in the Police Department

The regularly scheduled workweek of the full-time Secretary-Matron in the Police Department shall consist of five (5) eight (8) hour days. The normal workday shall be 7:30 a.m. to 3:30 p.m. (this includes a one hour paid lunch period).

Section 3. The Employer retains the right to establish and change for each employee the number of hours in the work day, the starting and quitting times, the number of hours in the work week, and the length of the work year. The Employer shall notify the Union prior to instituting such change and shall, upon request, bargain with the Union concerning the impact and effect of any such change on employees covered by this

agreement.

Section 4. The time of the employees' lunch break (and /or break) shall be determined by the employee's Department Head. At the discretion of the Department Head, all breaks shall be taken at the work site.

## **ARTICLE 8**

### **EXTRA TIME, OVERTIME, CALL BACK AND STAND-BY PAY**

Section 1. Regular full-time employees of the Highway/Water Department and the Police Department shall be paid overtime at the rate of one and one-half ( $1 \frac{1}{2}$ ) times their regular rate of pay for all work performed in excess of eight (8) hours in one (1) day or forty (40) hours in one (1) week, whichever is greater but without duplication. All other employees in the Highway/Water Department and Police Department shall be paid overtime at the rate of one and one-half ( $1 \frac{1}{2}$ ) times their regular rate of pay for all work performed in excess of forty (40) hours per week.

Section 2. Whenever the words "extra time" are used in this Agreement, they shall mean the time during which the employee shall have been required to work in excess of his regularly scheduled hours but not more than forty (40) hours in one (1) week. Employees who are required to work "extra time" shall be granted compensatory time off (hour for hour) at a time mutually agreed upon between the employee and the Supervisor. Employees are encouraged to take compensatory time in the week it is earned and are required to take compensatory time in the month in which it is earned. The Employer shall have discretion to carry over compensatory time from one month to the next in extraordinary circumstances and at the request of the employee. If the Employer does not allow the employee to take the compensatory time in the fiscal year in which it was earned, it shall be carried over into the first month of the next fiscal year.

Section 3. It is recognized that the assignment of extra time and overtime work is the function of the Employer in keeping with its responsibility for meeting its obligations. Subject to the requirements of the Employer, such work will be assigned on an equitable basis to qualified, dependable employees who ordinarily



perform such work in the normal course of their work week in accordance with their skills and familiarity with the work as determined by the Employer or its designated representative. In determining whether there has been an equitable assignment of overtime, any occasions in which an employee has declined to work overtime, or been excused from overtime, shall be considered. The Employer or its designated representative shall keep records of the extra time or overtime offered and worked. In case of a grievance involving such records, they shall be subject to examination by the Union with the Town Administrator and/or appropriate Department Head.

Overtime and/or extra time as provided above shall first be on a voluntary basis. In the event the Employer, or its representatives, determine that there are not a sufficient number of qualified volunteers, overtime and/or extra time shall be mandatory in the inverse order of seniority amongst the qualified employees, provided, however, that when an employee works mandatory overtime or extra time, the next time the Employer requires mandatory overtime or extra time it shall begin with the next senior person.

Section 4. A regular full-time Highway/Water Department employee who is called back to work on the same day after he or she has completed his or her assigned work and left his or her place of employment and before his or her next regularly scheduled starting time shall be paid a minimum of four (4) hours pay at time and one-half his or her regular straight-time hourly rate.

The aforementioned minimum pay provision shall not be applicable to work which is a continuation of the employee's regular work day or work which represents an "early call in", i.e. the employee is called in to work prior to the beginning of his or her shift and works through to the beginning of his or her shift. In such situations, Highway/Water Department employee will be compensated as follows:

- a. If the employee is called in within three (3) hours or less of the beginning of his or her shift, he or she shall receive three (3) hours pay at time and one-half;
- b. If the employee is called in more than three (3) but less than (4) hours before the beginning of his or her shift, he or she shall receive four (4) hours pay at time and one-half.

The Employer and the Union agree that the above sub-paragraphs (a) and (b) are applicable only in the circumstances of an unscheduled early call in. If it has been previously arranged that Highway Department employees shall report to work at a time other than their normal shift starting time, they shall receive pay only

for hours worked.

Section 5. For employees of the Highway Department covered by this Agreement, the Employer shall continue the existing practices and procedures as to payment of stand-by pay. Effective July 1, 2004, the stand-by pay amount shall be \$175.00.

Section 6. This section 6 applies only to those employees who engage in snow plowing and/or sanding: After an employee has performed five (5) consecutive hours of work snow plowing and/or sanding, he/she shall receive payment of ten dollars (\$10.00) as a meal allowance. The employee shall receive an additional ten dollars (\$10.00) meal allowance for each five (5) hours consecutive work thereafter.

Section 7. The Custodian shall be compensated as follows:

- a. The Custodian shall be paid time and one-half his/her straight time rate for hours worked in excess of forty (40) hours per week;
- b. If the Custodian is called back to work after having left his/her normal place of work at the conclusion of his/her work day, or is called in to work on his/her scheduled day off (including but not limited to holidays as defined in Article 16) he/she shall receive a minimum of three (3) hours pay.

## **ARTICLE 9**

### **JOB POSTING AND BIDDING**

Whenever a permanent vacancy occurs in the bargaining unit and the Employer desires to fill such vacancy, the Employer shall post a notice of such vacancy on the bulletin board for a period of at least seven (7) calendar days. Such notice shall include a statement of the pay, qualifications, and duties of the posted position, and a statement that preference will be given to qualified internal applicants. Such notice shall also include a statement that Employees interested in such vacancy shall apply in writing within the posting period. Any employee interested in applying for the posted position may submit a resume or similar statement of his or her qualifications and experience.

In selecting an internal candidate for any position posted within the bargaining unit, the Employer shall choose from among the three (3) most senior qualified applicants. If the senior qualified applicant is not selected for the position he or she shall, upon request, be furnished with written reasons for his or her non-selection.

The Employer retains at all times the right to establish the qualifications for any posted position.

## **ARTICLE 10**

### **SENIORITY, REDUCTION IN FORCE, RECALL**

Section 1.      Definition - Seniority as used herein shall mean an employee's length of continuous service with the department dating from the employee's most recent date of hire. Part-time continuous service shall be equated to its full time equivalent.

Section 2.      Reduction in Force Procedure

Step 1. A review shall be made of the employees in the effected job classification in the department involved. Qualifications being substantially equal, the least senior employee in the classification involved shall be declared excess.

Step 2. Employee(s) declared excess in Step shall have right to "bump" employees with less seniority in the same or lower job groups in their department provided their qualifications are substantially equal to or exceed such employees. There shall be no upward or cross department bumping. For purposes of this Step 2, there shall be deemed to be three "departments" in the bargaining unit: (1) Town Hall Employees; (2) Highway/Water Department Employees; and (3) Police Department Employees.

Section 3.      Recall

a. Employees terminated as a result of a reduction in force shall have recall rights to permanent vacancies for two (2) years from the effective date of termination. Recall rights shall be limited to the following jobs: The job from which the employee was terminated as a result of the reduction in force or lower rated jobs in the same department provided the employee is qualified to perform such lower rated job.

b. Employees shall have one (1) week from the date of notice of recall in which to accept the recall. Employees who refuse the recall or who fail to timely respond to the notice of recall shall lose all rights to recall. Notice sent by certified mail to the employee's last known address as appearing on the Employer's records shall be valid notice.

c. If more than one (1) employee has recall rights to the same position, the same standards and review process shall be applied as in the reduction in force.

d. Upon recall, an employee shall have all of the benefits to which he or she was entitled prior to termination, including accumulated sick leave, and shall be placed, if recalled in the same position. Seniority shall not accumulate during the period of time an employee is entitled to recall rights.

e. The rate of pay in a recalled job shall be the rate of pay of the job to which the employee is recalled.

#### Section 4. Standard of Review

The standard of review of the Employer's determination of qualification, recall, and/or seniority questions under this Article shall be whether the Employer was arbitrary or capricious in making its determinations. The arbitrator shall not substitute his or her judgment for that of the Employer. The weight to be given the various factors in the determination of qualifications is a matter solely for the Employer. The Employer need not review all of the factors.

#### Section 5. Qualifications

The word "qualifications" as used herein shall include, but shall not be limited to, such factors as ability, skill, education, previous training, experience, fitness, performance, record of absenteeism and tardiness, ability to relate to the public.

### **ARTICLE 11 WAGE AND CLASSIFICATION TABLES**

Employees shall be compensated in accordance with the pay, classification, and placement tables attached as Appendix A.

## ARTICLE 12

### SICK LEAVE

Section 1. Employees who regularly work twenty (20) hours or more per week shall be entitled to accrue sick leave at the rate of one and one quarter (1.25) days per month of active service (maximum of fifteen (15) per contract year). The maximum accumulation of unused sick leave shall be 180 days (subject to section 5 below). Sick leave may only be used for personal injury or personal sickness.

Section 2. When absent by reason of claim of sickness or injury, an employee (irrespective of the number of hours regularly worked) may be required, upon written request of his respective department head, to obtain a doctor's certificate, satisfactory to the Employer, verifying illness or injury. The Employer, at its own expense, may require the employee to be examined by a doctor of its own choosing. The results of any such examination shall be available to the Employer.

Section 3. If an employee is eligible for sick leave and is receiving Workers' Compensation because the disability is employment related, the Employer will, at the Employee's request, grant a reimbursement equal to the difference between the employee's regular wages and the Workers' Compensation payments, but only during the period of sick leave to which such employee is entitled. For each day in which sick leave is used to supplement Workers' Compensation, the employee will be charged only with the amount of hours of sick leave (rounded to the nearest hour) represented by the amount of sick leave paid.

Section 4. Employees who use sick time will be charged for the number of hours they are scheduled to work on the day on which such time is taken.

Section 5. An employee who, voluntarily or involuntarily, terminates service with the Employer after the age of fifty five (55) and after ten years of service to the Employer, shall be entitled to reimbursement for one-half (1/2) of his or her accumulated sick leave at the employee's straight- time pay rate, provided, however, that in no event shall an employee be entitled to buy back more than sixty-seven and one half (67.5) days per

year for any sick leave accumulated after July 1, 2001. Other than as stated in this paragraph, there shall be no reimbursement for accumulated, unused sick pay.

Effective July 1, 2016, an employee who wishes to retire in FY17 and therefore shall provide written notice to the Town Administrator of his/her intent to retire by December 1 of the fiscal year prior to the fiscal year of the planned retirement, and shall specify a tentative date. An employee who gives the required notice in a timely fashion shall receive sick leave buyback payment on or about the date of retirement. If the employee fails to give requisite notice by the December 1 deadline, the Town will have no obligation to make the buyback payment until the first full payroll period of the fiscal year for which the Town has had the requisite notice and opportunity to budget for the necessary funds.

### **ARTICLE 13**

#### **HEALTH AND LIFE INSURANCE**

Employees who regularly work twenty (20) hours or more per week shall be eligible to participate in the following Town of Wenham medical and life insurance programs:

- Medical insurance through the GIC, seventy-five percent (75%) percent of the cost of which is paid by the Town, and twenty-five per cent (25%) of the cost of which is paid by the Employee.
- Life insurance through Boston Mutual Life Insurance Company, sixty per cent (60%) of which is paid by the Town, and forty per cent (40%) of which is paid by the Employee Employees are also eligible for additional amounts of insurance, at the employee's expense and in accordance with rates and conditions as set by the Insurer.
- Life insurance through AETNA, with a benefit amount up to the Employee's annual salary (not exceeding \$50,000). The Town pays fifty per cent (50%) of the cost of this program, and the Employee pays the remaining fifty per cent (50%).

The Employer shall have the right to change insurance plans and carriers, provided, however, that prior to implementation of any such change the Employer shall notify and negotiate with the Union as to the terms of any successor plan(s).

## **ARTICLE 14**

### **FUNERAL LEAVE**

Section 1. In the event of death in the immediate family of an employee who regularly works twenty (20) or more hours per week, the employee shall be allowed to be absent from work, with pay, on all workdays following within the four (4) working days commencing on the date of death. "Immediate family" means spouse, child, step-child, foster child, mother, father, brother, sister, grandparent, mother-in-law and father-in-law.

Section 2. In the event of the death of a member of such employee's immediate household (not a member of the "immediate family"), the employee shall be allowed to be absent from work, with pay, on all workdays following within the three (3) calendar days commencing on the date of death.

Section 3. An employee who regularly works twenty (20) or more hours per week shall be entitled to be absent, with pay, on the day of the funeral to attend the funeral of his or her aunt, uncle, niece, nephew, brother-in-law or sister-in-law.

Section 4. In exceptional circumstances, the Town Administrator may, in his or her discretion, grant additional funeral leave.

## **ARTICLE 15**

### **VACATIONS**

Section 1. Eligibility

a. Employees who regularly work twenty (20) hours or more per week shall be entitled to vacation with pay, subject to the terms and conditions hereinafter provided, in accordance with the following schedule:

Length of Active Continuous Service  
As of Anniversary Date of Employment

Amount of Vacation

- |  |   |
|--|---|
| • More than one (1) year                     | Two (2) weeks   |
| • More than five (5) years                   | Three (3) weeks   |
| • Each year of service beyond five (5) years | One (1) additional day for each year of service beyond five years, up to a maximum of four (4) weeks vacation |
| • More than twenty (20) years                | One (1) day, in addition to maximum as set forth above  |

Employees who have completed six (6) months of continuous service may take five (5) days of vacation (subject to the 3/4th rule set forth in section 2 below) provided, however, that said five (5) days shall be credited against the ten (10) days to which the employee becomes eligible after one (1) year of continuous service.

b. In order to be entitled to any vacation with pay, the employee must have actually worked the following amount of time during the year ending on each anniversary date of employment: 3/4 ths of working schedule.

c. After one year of continuous service, vacation time for the entire year shall be allocated on July 1 of that fiscal year. An employee must take his vacation time during the year following his eligibility therefore or else such vacation time shall be lost. Vacation time may not be carried over from year to year, except in the following circumstances:

- (1) If an employee were not allowed to take his vacation during the year following his eligibility therefore, he or she would be allowed to carry over such vacation.
- (2) Up to one (1) week may be carried over with the approval of the Town Administrator or his/her designee.

Section 2.      Scheduling

Employees may submit to the head of their respective department a request for vacation time. Vacations will then be approved by the Department Head. Vacation shall not be taken in increments of less than four hours without approval of the employee's department head. Employees shall be charged for the



amount of hours actually taken.

Section 3.      Rate of Pay

Pay for vacation shall be at the regular straight-time base rate of the employee at the time of taking his or her vacation. The Employer shall pay the Employee for vacation time on the payday next preceding the start of his or her vacation, provided that the Employee has made a written request for such pay before the end of the previous pay period. In the event that a holiday (as defined in Article 16) occurs during an Employee's vacation, the Employee shall be entitled to an additional vacation day.

Section 4.      Additional Vacation Incentive

In addition to the vacation time set forth in paragraph 1(a) above, for each six (6)-month period that an employee does not utilize sick time that employee shall receive one (1) additional vacation day. For purposes of this paragraph, the six-month periods will be measured as follows: January 1 through June 30, and July 1 through December 31. Additional vacation days earned pursuant to this paragraph shall be subject to the limitations on carry-over set forth in paragraph 1(c), above.

**ARTICLE 16**  
**HOLIDAYS**

Section 1.      Employees who regularly work twenty (20) or more hours per week shall be entitled to the following paid holidays provided the employee was regularly scheduled to work on such day, or the day of observance:

New Year's Day  
Martin Luther King Jr. Birthday  
Washington's Birthday  
Patriot's Day  
Memorial Day  
Independence Day

Labor Day  
Columbus Day  
Veteran's Day  
Thanksgiving  
Day after Thanksgiving  
Christmas  
Day after Christmas\*

\* The day after Christmas may be treated as holidays at the sole discretion of the Board of Selectmen.

Section 2. In the event the employee works on any of the aforementioned holidays, he shall be paid therefore at time and one-half his or her straight-time hourly rate for hours so worked. Holiday pay of employees who are regularly scheduled to work less than 32.5 hours per week shall be proportionate to that of employees working 32.5 hours. For example, if an employee is regularly scheduled to work 20 hours per week, and a holiday falls on a day in which he or she normally works seven and one-half hours, the employee will be paid for 4.6 hours (20 hours equals 61% of a 32.5 hour work week; 61.5% of a 7.5 hour work day is 4.6 hours).

Section 3. The granting of any additional paid days off shall be subject to the approval of the Board of Selectmen, or its designee. The denial of any such additional days off shall not be subject to challenge.

## **ARTICLE 17**

### **LONGEVITY**

Full-time employees who complete the following years of continuous service with the Town shall receive an annual longevity payment, in accordance with the following schedule:

| <u>Years of Continuous Service</u> | <u>Amount of Lump Sum Longevity Payment</u> |
|------------------------------------|---|
| At least Five Years                | \$300.00                                    |
| At least Ten Years                 | \$400.00                                    |
| At least Fifteen Years             | \$500.00                                    |
| At least Twenty Years              | \$600.00                                    |

Such payments shall be made within thirty (30) days after the employee's anniversary date.

For purposes of this Article, a break in service of three months or less shall not destroy an employee's "continuous service".

The above longevity payment shall not be included in an employee's base pay for any other purpose, such as overtime pay, holiday pay, etc.

## **ARTICLE 18**

### **LEAVES**

Any request for a leave of absence, whether paid or unpaid, shall be submitted in writing to the employee's Department Head. Except as provided by law, any such request shall be subject to the approval of the employee's Department Head and the Town Administrator. The denial thereof shall not be challengeable.

## **ARTICLE 19**

### **FAMILY AND MEDICAL LEAVE/MATERNITY LEAVE**

Employees shall be entitled to family and medical leave, including maternity leave and adoption leave, under the terms of the Family and Medical Leave Act of 1993 and Massachusetts General Laws chapter 149, Section 105D, insofar as such laws are applicable to the Town, and the employee is eligible for such leave. Any such leave shall be governed by the terms and conditions of the applicable law.

## **ARTICLE 20**

### **PERSONAL LEAVE**

Section 1. Employees who are regularly scheduled to work twenty (20) or more hours per week shall be entitled, subject to the terms and conditions provided herein, to up three (3) personal leave days per contract year.

Section 2. Personal leave days may only be used for imperative personal business which necessitates the employee's presence and which cannot be scheduled outside of normal work hours.

Section 3. Request for a personal leave day shall be made, in writing, to the employee's department. The employee shall give at least forty-eight (48) hours' notice of leave, except under such circumstances where the need for leave was not foreseeable. Under those circumstances, the employee shall give as much notice as is practicable.

Section 4. Probationary employees shall not be eligible for personal leave days.

Section 5. Personal leave may be taken in increments of two (2) hours or greater.

Section 6. The personal leave benefits of employees who regularly work twenty (20) or more hours per week but less than full-time shall be pro rata.

Section 7. Employees who use personal leave shall be charged for the number of hours that they are scheduled to work on the day on which such leave is taken.

Section 8. There shall be no carry-over of unused personal leave.

#### **ARTICLE 21**

#### **JURY DUTY**

For all employees with six months or more service with the Employer, the Employer shall make up the difference between the employees' regular, straight-time pay and the amount of any jury compensation received. The employee may be required to submit adequate proof of juror service and the amount of jury pay received. For employees with less than six months' service, the Employer shall pay for jury duty only as required by law.

#### **ARTICLE 22**

#### **MILITARY LEAVE**

Each employee with six months or more service with the Town who is called for duty in the armed forces of the Commonwealth of Massachusetts or the United States shall be paid the difference between his or her regular straight-time earnings and the total compensation (excluding travel allowance) received by reason of such duty. Payments pursuant to this Article shall be limited to a period of two (2) weeks in any twelve (12) month period.

**ARTICLE 23**  
**CLOTHING AND BOOT ALLOWANCE**

The Employer will provide clothing and boot allowance of \$700.00 per year for all employees of the Highway/Water Department and the custodians. That annual clothing/boot allowance will be increased to \$750.00 effective July 1, 2017.

**ARTICLE 24**  
**LICENSE REIMBURSEMENT**

The Employer shall reimburse the employee for any license (including CDL, Hoisting, Water, etc.) which is required by the Town.

**ARTICLE 25**  
**ACCESS TO PREMISES**

The Employer agrees to grant representatives of the Union reasonable access to the premises for individual discussion of working conditions with employees who are subject to this agreement. Such access is subject to advance notice and approval (which shall not be unreasonably withheld) of the Town Administrator, or his or her designee.

**ARTICLE 26**  
**BULLETIN BOARD**

The Employer agrees to make available, for the Union's use, a bulletin board in Town Hall and the Highway/Water Department offices. For the benefit of the bargaining unit employee in the Police Department, the Employer also agrees to either make available, for the Union's use, space on a bulletin board located in the Police Department or to make other arrangements to allow such employee to receive notices, announcements, etc. from the Union.

**ARTICLE 27**  
**UNION REPRESENTATIVES**

A written list of Union stewards and other representatives shall be furnished to the Employer immediately after their designation and the Union shall notify the Employer in writing of any changes.

**ARTICLE 28**  
**TEMPORARY ASSIGNMENT**

In the event an employee is temporarily assigned by his/her Department Head to perform the duties of a person in a higher rated job and so performs such duties for a period of at least one (1) full work day, he or she shall receive compensation for such service at the rate of the higher rated job. Such compensation shall continue so long as the employee continues to perform the duties of a higher rated job. It is understood that upon return by the employee to his or her regular duties, the increase in compensation provided for in this Article shall terminate.

**ARTICLE 29**  
**STRIKES**

There shall be no strikes, walkouts, stoppages or suspensions of work, boycotts, sit downs or slowdowns, or any other interference with the Employer's operations, whether direct or sympathetic. No officer, agent or representative of the Union shall authorize, approve, ratify or condone any of the activities herein prohibited and no employee will instigate, promote, sponsor, engage in or condone any of the activities herein prohibited.

There shall be no lockouts by the Employer.

**ARTICLE 30**  
**EFFECT OF AGREEMENT**

Section 1. This instrument constitutes the entire agreement of the Employer and the Union arrived at as a

result of collective bargaining negotiations, except such amendments hereto as shall have been reduced to writing and signed by the parties.

Section 2. The waiver of any breach or condition of this Agreement by any party shall not constitute a precedent with respect to future enforcement of all the terms and conditions of this Agreement.

Section 3. No provision of this Agreement shall be retroactive prior to the effective date of this Agreement unless otherwise specifically stated herein.

## **ARTICLE 31 INVALIDATION**

Should any of the provisions of this Agreement be found to be invalid by any court of competent jurisdiction, all other provisions as may not be affected thereby shall remain in force and effect.

## **ARTICLE 32 FUNDING**

Each year of this Agreement is subject to funding by Town Meeting. In the event the amount necessary to fully fund this Agreement is not so funded each year by Town Meeting, the parties shall meet to negotiate as if no Agreement for the balance of the term thereof had been reached.

## **ARTICLE 33 MISCELLANEOUS**

Section 1. The Employer may require employees to register their time of commencement and cessation of work (beginning of work day, lunch, end of work day) on a time clock or other time recording device. The Employer shall notify the Union prior to instituting any time clock or other recording device and shall, upon request, bargain with the Union concerning the impact and effect on employees covered by this agreement.

Section 2. Employees covered by this Agreement who are also employed by the Town in another capacity must obtain the prior approval of the Town Administrator, or his designee, in order to be excused from the duties of their position covered hereunder in the event of a conflict.

Section 3. All regular full-time employees work schedules shall provide for a thirty minute break during each workday. The time of the break shall be determined by the employee's Department Head.

Section 4. "Regular full-time employee" as used in this Agreement shall mean an employee who regularly works the established weekly schedule of the department in which he/she is employed, but not less than thirty-two and one-half (32 1/2) hours per week.

Section 5. Employees must regularly work twenty (20) hours per week to be eligible for benefits, including but not limited to sick leave, funeral leave, vacation and holidays as set forth in Articles 12, 14, 15 and 16 respectively. The parties acknowledge that the hours of the Conservation Coordinator vary depending on the needs of that office. Therefore, the position of Conservation Coordinator shall be deemed to be a twenty (20) hour per week position for purposes of this provision. Benefits shall be calculated pro rata for employees who regularly work less than full time.

Section 6. The Secretary / Matron shall receive an annual \$500 Accreditation stipend, separate from base salary, on the first pay period of December as long as the Police Department maintains its accreditation status with the Massachusetts Police Accreditation Commission. If the department fails to maintain its accreditation status then this stipend will be terminated.

Section 7. Employees shall be paid on a bi-weekly basis.

Section 8. Employees who also serve as on call members of the Wenham Fire Department shall receive a \$1.00 / hour differential for their actual time served for the Fire Department, up to forty (40) hours served



during their normal work week. Additionally, these employees will be compensated at time and one-half per hour of the call firefighter rate for any fire response hours served beyond their forty (40) hour standard work week, with a minimum of two (2) hour callback for any fire responses that occur between 10pm and 7pm. These employees will be compensated in 15 minute increments for any of these after hours' fire response callbacks that last more than two (2) hours in duration.

#### ARTICLE 34

##### Duration and Renewal

This Agreement shall become effective the date of the signing of this Agreement, except as otherwise provided herein, and shall continue in full force and effect until June 30, 2019, except as otherwise provided herein. Negotiations for a successor Agreement shall begin no later than thirty (30) days, but in no event earlier than December 1, 2018, after written notice by either party of its desire to commence negotiations for a successor Agreement. The Employer and the Union, upon receipt of said notice, shall make mutually satisfactory arrangements to engage in negotiations for a successor Agreement.

NEGOTIATING COMMITTEE

TOWN OF WENHAM

By: W. E. Wildes 5/20/16  
William Wildes  
Chapter Chair for AFSCME Local 2905

By: Catherine Harrison 3/23/16  
Catherine Harrison  
Chair Board of Selectmen

By: Susan M Hersee 5/19/16  
Susan Hersee

By: Jack Wilhelm 4-4-16  
Jack Wilhelm  
Vice Chair Board of Selectmen

By: Carol Markland 5/19/16  
Carol Markland  
Staff Representative, AFSCME Council 93

By: John Clemenzi  
John Clemenzi  
Clerk Board of Selectmen

Michael Martin 5/20/16  
Michael Martin, AFSME

## Appendix A

### TOWN OF WENHAM AND AFSCME COUNCIL 93

July 1, 2016 - June 30, 2019

#### Wage and Classification Tables

The minimum wage rates for the contract period are set forth below. In addition to the following, employees covered by the agreement shall receive any additional increase that the Board of Selectmen, in their role discretion, may agree to provide.

Any employee who is being paid at a rate which exceeds the maximum rate as set forth below as of the following dates shall have their rate adjusted as follows:

FY 17 (July 1, 2016)    One percent (1.0%) increase  
FY 18 (July 1, 2017)    Two percent (2.0%) increase  
FY 19 (July 1, 2018)    Two percent (2.0%) increase

| EFFECTIVE JULY 1, 2016     |           |              |               |
|----------------------------|-----------|--------------|---------------|
| POSITION                   | Hire Rate | 6 Month Rate | 18 Month Rate |
| ASST TREASURER/COLLECTOR   | \$ 21.01  | \$ 23.63     | \$ 26.80      |
| ASSESSORS ASSISTANT        | \$ 17.03  | \$ 19.16     | \$ 21.28      |
| POLICE SECRETARY           | \$ 19.78  | \$ 22.25     | \$ 24.71      |
| CONS. COORDINATOR          | \$ 19.07  | \$ 21.45     | \$ 23.84      |
| MECHANIC                   | \$ 20.90  | \$ 23.50     | \$ 26.12      |
| DRIVER/OPERATOR            | \$ 17.78  | \$ 20.03     | \$ 22.24      |
| H.E. OPERATOR              | \$ 18.85  | \$ 21.45     | \$ 24.06      |
| H.E. OPERATOR/GROUP LEADER | \$ 20.87  | \$ 23.47     | \$ 26.08      |
| WATER DEPARTMENT           | \$ 21.28  | \$ 23.94     | \$ 26.59      |
| CUSTODIAN                  | \$ 14.20  | \$ 15.98     | \$ 17.75      |

| <b>EFFECTIVE JULY 1, 2017</b> |                  |                     |                      |
|-------------------------------|------------------|---------------------|----------------------|
| <b>POSITION</b>               | <b>Hire Rate</b> | <b>6 Month Rate</b> | <b>18 Month Rate</b> |
| ASST TREASURER/COLLECTOR      | \$ 21.43         | \$ 24.11            | \$ 27.33             |
| ASSESSORS ASSISTANT           | \$ 17.37         | \$ 19.54            | \$ 21.71             |
| POLICE SECRETARY              | \$ 20.17         | \$ 22.70            | \$ 25.21             |
| CONS. COORDINATOR             | \$ 19.45         | \$ 21.88            | \$ 24.31             |
| MECHANIC                      | \$ 21.31         | \$ 23.97            | \$ 26.64             |
| DRIVER/OPERATOR               | \$ 18.13         | \$ 20.43            | \$ 22.69             |
| H.E. OPERATOR                 | \$ 19.22         | \$ 21.88            | \$ 24.54             |
| H.E. OPERATOR/GROUP LEADER    | \$ 21.28         | \$ 23.94            | \$ 26.60             |
| WATER DEPARTMENT              | \$ 21.71         | \$ 24.42            | \$ 27.13             |
| CUSTODIAN                     | \$ 14.48         | \$ 16.30            | \$ 18.10             |

| <b>EFFECTIVE JULY 1, 2018</b> |                  |                     |                      |
|-------------------------------|------------------|---------------------|----------------------|
| <b>POSITION</b>               | <b>Hire Rate</b> | <b>6 Month Rate</b> | <b>18 Month Rate</b> |
| ASST TREASURER/COLLECTOR      | \$ 21.86         | \$ 24.59            | \$ 27.88             |
| ASSESSORS ASSISTANT           | \$ 17.72         | \$ 19.93            | \$ 22.14             |
| POLICE SECRETARY              | \$ 20.57         | \$ 23.15            | \$ 25.71             |
| CONS. COORDINATOR             | \$ 19.84         | \$ 22.32            | \$ 24.8              |
| MECHANIC                      | \$ 21.74         | \$ 24.45            | \$ 27.17             |
| DRIVER/OPERATOR               | \$ 18.49         | \$ 20.84            | \$ 23.14             |
| H.E. OPERATOR                 | \$ 19.61         | \$ 22.32            | \$ 25.03             |
| H.E. OPERATOR/GROUP LEADER    | \$ 21.71         | \$ 24.42            | \$ 27.13             |
| WATER DEPARTMENT              | \$ 22.14         | \$ 24.90            | \$ 27.67             |
| CUSTODIAN                     | \$ 14.77         | \$ 16.62            | \$ 18.46             |

In addition to the above, employees covered by the agreement shall have the following amounts added to their base pay:

- (i) \$1,300.00 for those employees who are enrolled in a family health insurance plan provided by the Town;
- (ii) \$450.00 for those employees who are enrolled in an individual health insurance plan provided by the Town; and
- (iii) \$350.00 for those not covered by Town health insurance. This amount would be increased annually by any Cost of Living Adjustment (COLA).

If an employee's health insurance status changes, the amount set forth above will be adjusted accordingly.

**BOARD OF SELECTMEN MEETING**

*January 15, 2019*

**NEW BUSINESS**

**D.**

**Review and Potential Approval of  
Memorandum of Agreement with Northeast  
Regional Ambulance Service for ALS Back-up  
(5 Minutes)**

- Draft Motion
- Memo regarding Memorandum of Agreement with Northeast Regional Ambulance Service for ALS Back-up from Peter Lombardi, Town Administrator, January 11, 2019
- Proposed Agreement between Northeast Regional Ambulance Service and the Town of Wenham

**BOARD OF SELECTMEN MEETING**

*January 15, 2019*

**DRAFT MOTION**

**Agreement with Northeast Ambulance Service**

- Vote: I move the Board of Selectmen approve the proposed agreement with Northeast Ambulance Service for ALS Back-up.

Seconded / Discussion/ Vote

**JW**

Agreement Between Northeast Regional Ambulance Service  
AND  
Town of Wenham

This Agreement is effective as of February 3, 2019 by and between Northeast Regional Ambulance Service (hereinafter referred to as NRAS), a Massachusetts corporation having its principal place of business at 3 Ajootian Way Unit D2, Middleton, Massachusetts 01949 and the Wenham Fire Department (hereinafter referred to as WFD), a Massachusetts corporation having its principal place of business at 140 Main Street, Wenham, Massachusetts 01984.

WHEREAS, NRAS is licensed as an Advanced Life Support (ALS) ambulance service provider in Massachusetts and

WHEREAS, WFD may, in order to utilize all potentially lifesaving resources available to persons under their care, call upon NRAS for ALS assistance; and

WHEREAS, NRAS has agreed to provide such ALS services, when resources to provide such services are available; and

WHEREAS, Medicare and certain other payors will only reimburse the transporting service for ALS when billed as part of a medically necessary transportation service charge;

NOW THEREFORE, in consideration of the mutual covenants and agreements contained herein and for good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties hereto agree as follows:

1. For the purposes of this agreement:
  - (a) "Requestor" shall be defined as the party requesting ALS service from another licensed ambulance service.
  - (b) "ALS Provider" shall be defined as the party of whom a request for ALS service has been made.
2. ALS Provider agrees to respond to the other party's requests to provide ALS services when the ALS Provider has available ALS resources. Such availability shall be determined at the sole discretion of the ALS Provider.
3. NRAS also agrees to respond BLS unit's mutual aid to the Town of Wenham in the event their ambulance is already committed and/or out of service, when NRAS has available BLS units.
4. When providing such ALS services, employees of the ALS Provider shall work in cooperation with the Requestor's employees to provide assessment, treatment and transportation consistent with all pertinent state regulations, regional guidelines and clinical protocols. When transportation is provided in the Requestor's vehicle, the ALS Providers employee or employees shall accompany the patient and provide appropriate care until the patient is delivered to the hospital and patient care responsibilities are transferred to hospital personnel.
5. The ALS Provider hereby authorizes the Transporting Service to submit claims to Medicare and certain other payors for ALS services rendered to Medicare and certain other payors recipients transported in the Requestor's vehicles under the care of the ALS Provider.
6. Both parties agree not to submit a separate claim for services rendered to a Medicare and certain other payors recipient or the Medicare or certain other payors recipient's Agent, or other Medicare or certain other payors recipient insurer for services rendered if such a claim has been submitted by the other party pursuant to this Agreement.
7. NRAS will invoice WFD on the 10<sup>th</sup> of each month for services provided the prior month in which WFD submitted claims as the Transporting Service. WFD agrees to pay 50% of all such monies collected to NRAS for ALS services provided per patient for all claims that WFD billed as the Transporting Service.

8. Each party's relationship to the other shall be that of an independent contractor and nothing herein shall be construed as making either party an employee, partner or joint venture of the other. It is expressly understood that both parties shall be responsible for their own employees and shall make no claims to the other for work and vacation pay, sick leave or employee benefits of any kind.
9. The term of this Agreement shall be three (3) years beginning as of the Effective Date. Either party may terminate this Agreement at any time for any reason by giving written notice of sixty (60) days to the other party. The provisions of paragraphs 4, 5 and 6 shall survive the termination of the Agreement with respect to ALS services performed during the contract period.
10. Neither party will assign or transfer this Agreement, or any interest in this Agreement, without the prior written consent of the other party.
11. Each party will provide to the other evidence of insurance coverage of the kind and amounts the parties deem appropriate. Each party will provide to the other documentation of its legal authority to provide basic and advanced life support ambulance services.
12. The laws of the Commonwealth of Massachusetts shall govern this Agreement.
13. All notices hereunder shall be in writing and shall be deemed to be given when mailed by certified mail, postage pre-paid, addressed to the party at the address stated below, or such other address as such party may specify by written notice to the other party.

Town of Wenham  
138 Main Street  
Wenham, MA 01984  
Attn: Peter Lombardi  
Town Administrator

Northeast Regional Ambulance Service  
3 Ajootian Way  
Unit D2  
Middleton, MA 02143

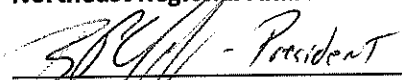
14. This Agreement shall serve as an Ambulance Services Agreement between the two parties dated January 2, 2019 and may be amended only by written instrument executed by the authorized representatives of both parties.

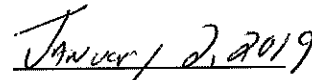
**Town of Wenham**

\_\_\_\_\_  
Peter Lombardi  
Town Administrator  
Duly Authorized

\_\_\_\_\_  
Date

**Northeast Regional Ambulance Service**

 - President  
\_\_\_\_\_  
Northeast Regional Ambulance Service  
Duly Authorized

  
\_\_\_\_\_  
Date

**BOARD OF SELECTMEN MEETING**

*January 15, 2019*

**NEW BUSINESS**

**E.**

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



# BOARD OF SELECTMEN MEETING

*January 15, 2019*

## OLD BUSINESS

### F.

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

*(65 Minutes)*

- Memo regarding Review of Preliminary FY20 Administration Budget, Peter Lombardi, Town Administrator, January 11, 2019
- 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: Continued Review of Preliminary FY20 Administration Budget and Discussion of Policy Options  
DATE: January 11, 2019

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As we discussed at our meeting earlier this week, 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%. 1.0% of this net operating expense increase can be attributed to the \$250k increase in OPEB and \$73k increase for a School Resource Officer. Accordingly, HWRSD's net operating expense increase to deliver level services is 5.2%. Accounting for the enrollment shift, Wenham's FY20 assessment is set to increase by 6.9%. As we discussed at your December 11 and January 8 meetings, 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 (5.2%)
- \$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)

Following up on our January 8 discussion, in order to produce a levy limit budget for FY20 that includes sufficient funding for level services on the Town side, we have capacity to include funding for a 1.4% net operating expense increase for HWRSD (\$159k impact to Wenham's assessment) and \$177k to offset the impact of the enrollment shift, or \$336k in total. According to this approach, the projected HWRSD operating override for FY20 in Wenham would total approximately \$559k. It is important to note that although our FY20 assessment is currently projected to increase by \$694k, this amount is due in part to a decrease of \$201k in our share of the District's excluded debt obligations from FY19 to FY20. Otherwise, our HWRSD assessment would be increasing by \$895k.

For comparison purposes, we included funding for a 2.7% net operating expense increase for HWRSD (\$293k) and \$214k to offset the impact of the enrollment shift in our FY19 Article 1 (levy limit) budget, or \$507k in total. As you will recall, the HWRSD operating override for FY19 totaled \$331k.

If the Board of Selectmen and/or Finance and Advisory Committee were to adopt this approach and not support any form of a Town operating override for FY20, we would not address any of the following priorities:

- Structural deficit - continued reliance on unsustainable levels of one-time funds (Free Cash) to balance the budget increases the likelihood of a need for both Town AND School operating overrides in FY21
- No new capital needs in FY20 – abandons Town's commitment to funding the CIP and increases the likelihood of a need for a substantial Town operating override in FY21 to address capital needs (annual new capital needs generally total \$200k)
- No new additional staff/expenses above level services as proposed by Department Heads

Going forward, it will be important for the Board of Selectmen and Finance and Advisory Committee to work together to identify what, if any, new expenses (salary, capital, or otherwise) they want to include in the Town's levy limit budget, with the net effect being a decrease in what the Town can accommodate in terms of our HWRSD assessment proportionate to the recommended increases in Town expenses.



# 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<br>ACTUAL    | FY 2017<br>ACTUAL    | FY 2018<br>ACTUAL    | FY 2019<br>BUDGET    | FY20<br>SUBMITTED    | %<br>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<br>ACTUAL    | FY 2017<br>ACTUAL    | FY 2018<br>ACTUAL    | FY 2019<br>BUDGET    | FY20<br>SUBMITTED    | %<br>Change   |
|---|----------------------|----------------------|----------------------|----------------------|----------------------|---------------|
| RESERVE FOR ABATEMENT (10)                        | (198,467)            | (135,000)            | (135,000)            | (135,000)            | (175,000)            | <u>29.6%</u>  |
| TOTAL NET REVENUE                                 | <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             |               |
| TOTAL REVENUE & Free Cash                         | <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      |                      |                      |                      |                      |                      |               |
| RESERVES (9)                                      |                      |                      |                      |                      |                      |               |
| 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              |               |
| TOTAL RESERVES                                    | <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<br>ACTUAL | FY 2017<br>ACTUAL | FY 2018<br>ACTUAL | FY 2019<br>BUDGET | FY20<br>SUBMITTED | %<br>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<br>ACTUAL | FY 2017<br>ACTUAL | FY 2018<br>ACTUAL | FY 2019<br>BUDGET | FY20<br>SUBMITTED | %<br>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<br>ACTUAL   | FY 2017<br>ACTUAL   | FY 2018<br>ACTUAL   | FY 2019<br>BUDGET   | FY20<br>SUBMITTED   | %<br>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<br>ACTUAL   | FY 2017<br>ACTUAL   | FY 2018<br>ACTUAL   | FY 2019<br>BUDGET    | FY20<br>SUBMITTED    | %<br>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<br>ACTUAL | FY 2017<br>ACTUAL | FY 2018<br>ACTUAL | FY 2019<br>BUDGET | FY20<br>SUBMITTED | %<br>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<br>ACTUAL | FY 2017<br>ACTUAL | FY 2018<br>ACTUAL | FY 2019<br>BUDGET | FY20<br>SUBMITTED | %<br>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<br>ACTUAL | FY 2017<br>ACTUAL | FY 2018<br>ACTUAL | FY 2019<br>BUDGET | FY20<br>SUBMITTED | %<br>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<br>ACTUAL    | FY 2017<br>ACTUAL    | FY 2018<br>ACTUAL    | FY 2019<br>BUDGET    | FY20<br>SUBMITTED    | %<br>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<br>ACTUAL    | FY 2017<br>ACTUAL    | FY 2018<br>ACTUAL    | FY 2019<br>BUDGET    | FY20<br>SUBMITTED    | %<br>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>  |             |

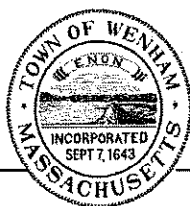


**FY20 BUDGET REQUESTS  
ABOVE LEVEL SERVICES  
Aggregated BOS Feedback - 01.19**

| 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

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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.

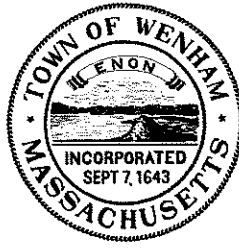
**Rowley Fire:** \$6,300 (\$4,000 stipend to the Chief and \$2,300 budget for expenses).

**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**

January 11, 2019

To: Peter Lombardi, Town Administrator

From: Bill Tyack, DPW Director

**Subject: Loose Leaf Collection**

Peter,

I wanted to share with you some more savings if we go to a Bag Leaf pick-up instead of Loose Leaf collection. In addition to the \$28,000 we would save by doing the MS-4 required sampling and inspection, we will save at least \$10,000 every year by not having to hire a company to clean up the Main Street Cemetery and Pingree Park which costs \$4,500 in labor, fuel costs of \$2673 this year, and repairs on the leaf vacuum were \$7,356 for a total of \$14,529. The leaf vacuum repairs are usually around \$4000 but this year we had to replace the housing which was worn through completely.

**LOOSE LEAF SAVINGS**

Lee's Lawn & Garden (Cemetery Clean Up) - \$2,400.00

Lee's Lawn & Garden (Pingree Park) - \$2,100.00

Total - \$4500.00

**LEAF VAC REPAIRS**

(Does not include labor)

Impellar Replacement - \$1,400.00

Liner Replacement - \$2,100.00

Housing Replacement – \$2,998.00

Hose Replacement - \$514.00

Other Parts and hardware - \$344.00

Total-\$7356.00

Cost of Diesel Fuel \$2.70 per gallon X 990 gallons used = \$2,673.00

**GRAND TOTAL - \$14,529.00**



**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**

---

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**

---

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)**

---

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**

---

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

---

- 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

---

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

---

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**

---

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**

---

**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**

---

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:

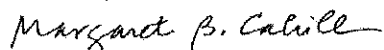
- Collaboration with Jim Reynolds, COA Director, to create a more livable age friendly community for older adults in Wenham(based on World Health Organization 8 domains)
- Primary liaison and consultant with UMass Center for Social & Demographic Research in Aging Institute team. Assist UMass with needs 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**

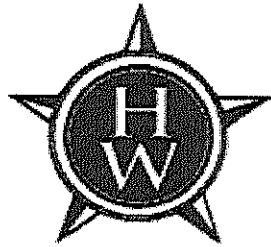
- One year consultant contract (Term: April 2018- April 2019)
- Hours: 10-12 hours per week
- Rate: \$26-\$28 per hour
- Direct costs: reimbursement for cell phone usage and required travel expenses

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**

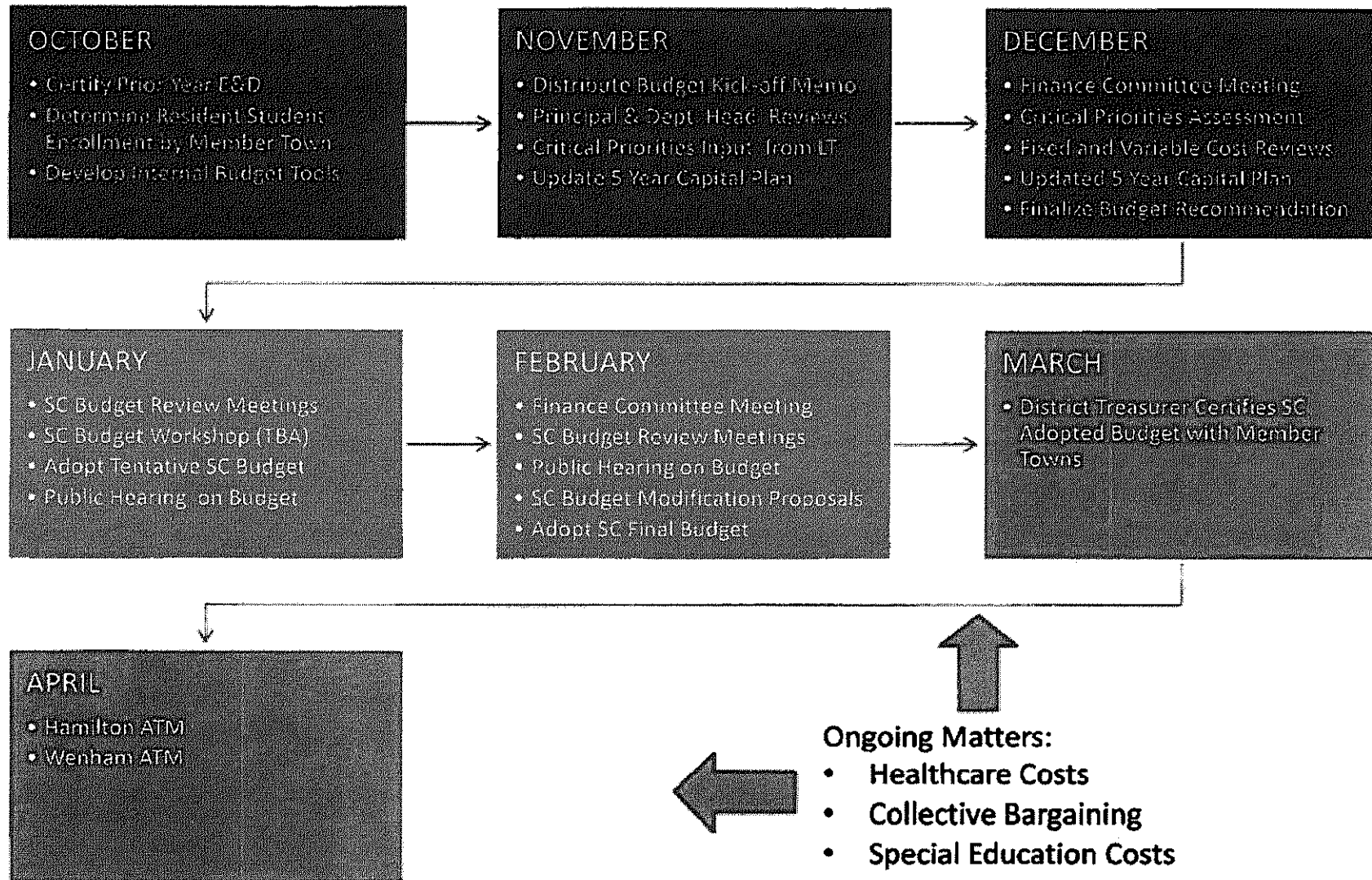
*FY20 Superintendent's Budget Recommendation*  
*School Committee Presentation*  
*January 2, 2019*

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



# Out of District Placements- Settlement Agreements

| Out of District Placement          | 2014-15<br>FY15 | 2015-16<br>FY16 | 2016-17<br>FY17 | 2017-18<br>FY18 | 2018-19<br>FY19   | 2019-20<br>FY20 |
|------------------------------------|-----------------|-----------------|-----------------|-----------------|-------------------|-----------------|
| Settlement Agreements-New          | 6               | 7               | 3               | 5               | 1<br>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<br>FY15 | 2015-16<br>FY16 | 2016-17<br>FY17 | 2017-18<br>FY18 | 2018-19<br>FY19 | 2019-20<br>FY20<br>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<br>FY15 | 2015-16<br>FY16 | 2016-17<br>FY17 | 2017-18<br>FY18 | 2018-19<br>FY19 | 2019-2020<br>FY20<br>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<br>FY15 | 2015-2016<br>FY16 | 2016-2017<br>FY17 | 2017-2018<br>FY18 | 2018-2019<br>FY19 | 2019-2020<br>FY20<br>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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West Coast  
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(702) 979-2880

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', with a long horizontal flourish extending to the right.

---

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<br>Fiscal<br>Year | Period Ending on<br>the Measurement<br>Date of: | I. Total OPEB<br>Liability ("TOL")<br>as of<br>Measurement<br>Date | II. Fiduciary Net<br>Position as of<br>Measurement<br>Date with<br>expected 6.50%<br>return | III. Net OPEB<br>Liability (Asset)<br>(I. - II.) | IV.<br>Funded<br>Ratio<br>(II. / I.) | V. Employer<br>Share of<br>Premiums /<br>Claims | VI. Excess<br>Employer<br>Payments<br>(beyond<br>claims) | VII. Total<br>Employer<br>Payments<br>(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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## SCENARIO 1

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

| For the<br>Fiscal<br>Year | Period Ending on<br>the Measurement<br>Date of: | I. Total OPEB<br>Liability ("TOL")<br>as of<br>Measurement<br>Date | II. Fiduciary Net<br>Position as of<br>Measurement<br>Date with<br>expected 6.50%<br>return | III. Net OPEB<br>Liability (Asset)<br>[I. - II.] | IV. Funded<br>Ratio<br>[II. / I.] | V. Employer<br>Share of<br>Premiums /<br>Claims | VI. Excess<br>Employer<br>Payments<br>(beyond<br>claims) | VII. Total<br>Employer<br>Payments<br>[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  |



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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<br>Fiscal<br>Year | Period Ending on<br>the Measurement<br>Date of: | I. Total OPEB<br>Liability ("TOL")<br>as of<br>Measurement<br>Date | II. Fiduciary Net<br>Position as of<br>Measurement<br>Date with<br>expected 6.50%<br>return | III. Net OPEB<br>Liability (Asset)<br>[(I. - II.)] | IV.<br>Funded<br>Ratio<br>[(II. / I.)] | V. Employer<br>Share of<br>Premiums /<br>Claims | VI. Excess<br>Employer<br>Payments<br>(beyond<br>claims) | VII. Total<br>Employer<br>Payments<br>[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<br>Fiscal<br>Year | Period Ending on<br>the Measurement<br>Date of: | I. Total OPEB<br>Liability ("TOL")<br>as of<br>Measurement<br>Date | II. Fiduciary Net<br>Position as of<br>Measurement<br>Date with<br>expected 6.50%<br>return | III. Net OPEB<br>Liability (Asset)<br>[I. - II.] | IV. Funded<br>Ratio<br>[II. / I.] | V. Employer<br>Share of<br>Premiums /<br>Claims | VI. Excess<br>Employer<br>Payments<br>(beyond<br>claims) | VII. Total<br>Employer<br>Payments<br>[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  |



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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                               |





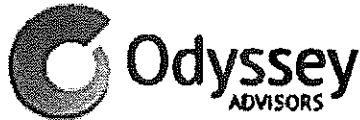
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## SCENARIO 6

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

| For the<br>Fiscal<br>Year | Period Ending on<br>the Measurement<br>Date of: | I. Total OPEB<br>Liability ("TOL")<br>as of<br>Measurement<br>Date | II. Fiduciary Net<br>Position as of<br>Measurement<br>Date with<br>expected 6.50%<br>return | III. Net OPEB<br>Liability (Asset)<br>[I. - II.] | IV. Funded<br>Ratio<br>[II. / I.] | V. Employer<br>Share of<br>Premiums /<br>Claims | VI. Excess<br>Employer<br>Payments<br>(beyond<br>claims) | VII. Total<br>Employer<br>Payments<br>[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<br>Fiscal<br>Year | Period Ending on<br>the Measurement<br>Date of: | I. Total OPEB<br>Liability ("TOL")<br>as of<br>Measurement<br>Date | II. Fiduciary Net<br>Position as of<br>Measurement<br>Date with<br>expected 5.50%<br>return | III. Net OPEB<br>Liability (Asset)<br>[I. - II.] | IV. Funded<br>Ratio<br>[II. / I.] | V. Employer<br>Share of<br>Premiums /<br>Claims | VI. Excess<br>Employer<br>Payments<br>(beyond<br>claims) | VII. Total<br>Employer<br>Payments<br>[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   | 53,583,253   | 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                     | 24,848,777                         | 0   | 24,848,777  | 748,115                     |
| 2019                | July 1, 2018                              | 26,895,182                      | 0   | 26,895,182   | 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                         | 808,597                                     | 27,449,574  | 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                                     | 29,416,507  | 1,552,267                   | 29,200,591                         | 948,954                                     | 28,251,637  | 1,652,267                   |
| 2022                | July 1, 2021                              | 41,832,739                      | 860,113                                     | 40,972,626   | 1,340,423                   | 38,589,786                      | 976,817                                     | 37,612,969   | 1,340,423                   | 34,342,832                       | 1,292,922                                   | 33,049,910  | 1,740,423                   | 31,854,923                         | 1,618,132                                   | 30,236,791  | 1,880,423                   | 30,788,341                         | 1,339,868                                   | 29,448,474  | 2,040,423                   |
| 2023                | July 1, 2022                              | 43,837,127                      | 959,641                                     | 42,877,486   | 1,438,904                   | 37,473,552                      | 1,356,091                                   | 36,117,461   | 1,738,904                   | 36,074,282                       | 2,292,533                                   | 33,781,749  | 2,630,904                   | 33,558,568                         | 2,758,190                                   | 30,808,393  | 3,186,904                   | 32,440,216                         | 3,053,829                                   | 29,384,389  | 2,438,904                   |
| 2024                | July 1, 2023                              | 46,180,154                      | 1,175,153                                   | 44,964,997   | 1,552,975                   | 39,434,336                      | 2,176,430                                   | 37,257,906   | 1,954,975                   | 37,984,215                       | 3,477,707                                   | 34,506,518  | 3,382,979                   | 35,314,015                         | 4,022,133                                   | 31,091,882  | 4,402,979                   | 34,132,177                         | 5,084,560                                   | 29,076,612  | 2,852,979                   |
| 2025                | July 1, 2024                              | 48,487,083                      | 1,457,858                                   | 47,029,225   | 1,682,428                   | 41,486,589                      | 3,146,790                                   | 38,339,799   | 3,146,790                   | 39,800,862                       | 4,828,546                                   | 35,972,316  | 4,248,428                   | 37,118,879                         | 5,796,557                                   | 31,814,838  | 5,684,428                   | 35,887,545                         | 6,843,688                                   | 28,967,855  | 3,738,428                   |
| 2026                | July 1, 2025                              | 50,851,574                      | 1,758,182                                   | 49,093,392   | 1,781,500                   | 43,537,619                      | 4,176,822                                   | 39,360,797   | 3,360,822                   | 41,914,359                       | 5,942,125                                   | 37,962,234  | 5,251,500                   | 38,991,294                         | 7,432,668                                   | 32,544,825  | 7,381,500                   | 37,681,835                         | 8,841,303                                   | 28,744,732  | 4,621,303                   |
| 2027                | July 1, 2026                              | 53,441,854                      | 2,079,841                                   | 51,362,013   | 1,871,346                   | 45,681,707                      | 5,177,211                                   | 40,504,496   | 3,521,346                   | 43,978,366                       | 7,381,642                                   | 39,596,644  | 6,212,346                   | 40,911,520                         | 8,237,876                                   | 33,684,442  | 8,271,346                   | 39,548,183                         | 11,077,494                                  | 28,475,689  | 5,121,346                   |
| 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   | 3,758,718                   | 46,155,889                       | 8,881,458                                   | 41,274,431  | 7,218,117                   | 42,937,270                         | 11,116,824                                  | 34,820,446  | 9,048,117                   | 41,506,439                         | 13,340,189                                  | 28,186,250  | 5,218,117                   |
| 2029                | July 1, 2028                              | 58,828,758                      | 2,785,218                                   | 56,043,540   | 1,997,427                   | 50,286,437                      | 8,330,023                                   | 41,956,414   | 3,797,427                   | 48,431,347                       | 10,568,521                                  | 43,862,826  | 7,797,427                   | 45,035,463                         | 13,126,403                                  | 36,808,088  | 10,474,427                  | 43,584,723                         | 15,753,284                                  | 27,779,437  | 5,297,427                   |
| 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   | 3,888,172                   | 50,804,187                       | 12,218,138                                  | 46,586,049  | 8,288,172                   | 47,263,548                         | 15,177,800                                  | 38,990,748  | 11,396,172                  | 45,688,568                         | 18,277,860                                  | 27,441,308  | 5,388,172                   |
| 2031                | July 1, 2030                              | 64,839,057                      | 3,583,275                                   | 61,255,782   | 2,180,943                   | 55,462,486                      | 11,465,754                                  | 43,996,732   | 3,965,943                   | 52,994,288                       | 14,094,412                                  | 48,889,696  | 8,985,943                   | 49,873,051                         | 17,030,517                                  | 41,115,534  | 12,490,943                  | 48,015,846                         | 21,088,621                                  | 26,944,228  | 5,480,943                   |
| 2032                | July 1, 2031                              | 68,119,747                      | 4,024,719                                   | 64,095,028   | 2,278,979                   | 58,228,224                      | 13,343,016                                  | 44,885,208   | 3,128,979                   | 56,057,102                       | 15,989,287                                  | 50,067,813  | 9,128,979                   | 51,148,077                         | 18,988,631                                  | 42,161,486  | 13,768,979                  | 50,410,335                         | 23,983,834                                  | 26,436,396  | 5,578,979                   |
| 2033                | July 1, 2032                              | 71,580,150                      | 4,490,720                                   | 67,089,430   | 2,355,489                   | 61,019,536                      | 15,126,800                                  | 45,892,736   | 3,215,489                   | 58,744,229                       | 18,080,579                                  | 51,668,800  | 9,278,489                   | 53,647,810                         | 21,075,728                                  | 43,072,088  | 15,058,489                  | 52,678,781                         | 27,099,872                                  | 25,775,889  | 5,675,489                   |
| 2034                | July 1, 2033                              | 75,236,717                      | 4,991,144                                   | 70,245,573   | 2,400,348                   | 63,886,065                      | 17,151,615                                  | 46,734,450   | 3,400,348                   | 61,606,878                       | 20,264,305                                  | 53,342,573  | 9,400,348                   | 57,214,994                         | 23,183,134                                  | 43,891,880  | 16,163,134                  | 55,388,385                         | 30,299,781                                  | 24,904,822  | 5,768,348                   |
| 2035                | July 1, 2034                              | 79,087,743                      | 5,521,868                                   | 73,565,875   | 2,494,731                   | 66,824,082                      | 19,396,458                                  | 47,427,624   | 3,496,458                   | 64,431,384                       | 22,615,616                                  | 54,815,767  | 9,496,458                   | 59,940,175                         | 25,388,773                                  | 44,672,402  | 17,266,174                  | 57,942,717                         | 33,523,728                                  | 24,618,999  | 5,858,174                   |
| 2036                | July 1, 2035                              | 83,074,787                      | 6,087,291                                   | 76,987,496   | 2,584,791                   | 70,134,000                      | 21,884,948                                  | 48,249,052   | 3,584,791                   | 67,341,878                       | 25,137,882                                  | 56,204,046  | 9,584,791                   | 62,831,843                         | 27,677,294                                  | 45,414,554  | 18,344,791                  | 60,798,008                         | 37,074,773                                  | 24,081,353  | 5,944,791                   |
| 2037                | July 1, 2036                              | 87,232,621                      | 6,688,363                                   | 80,544,258   | 2,680,280                   | 73,867,898                      | 24,019,549                                  | 49,848,349   | 3,701,280                   | 70,632,054                       | 27,782,479                                  | 57,849,575  | 9,704,280                   | 66,706,478                         | 30,078,104                                  | 46,307,369  | 19,511,280                  | 63,516,305                         | 41,877,775                                  | 23,481,880  | 6,021,280                   |
| 2038                | July 1, 2037                              | 91,569,201                      | 7,330,549                                   | 84,238,652   | 2,782,797                   | 77,884,547                      | 26,621,128                                  | 51,263,419   | 3,826,797                   | 74,067,804                       | 30,420,329                                  | 59,647,475  | 9,826,797                   | 70,844,139                         | 32,775,416                                  | 47,180,743  | 20,676,797                  | 66,342,438                         | 46,930,500                                  | 22,874,790  | 6,098,797                   |
| 2039                | July 1, 2038                              | 96,089,974                      | 8,031,454                                   | 88,058,520   | 2,879,497                   | 81,675,486                      | 29,374,870                                  | 52,300,616   | 3,978,497                   | 77,667,024                       | 33,441,689                                  | 61,225,335  | 10,000,497                  | 72,246,746                         | 35,083,804                                  | 48,127,447  | 21,843,497                  | 69,342,800                         | 52,078,935                                  | 22,274,497  | 6,178,497                   |
| 2040                | July 1, 2039                              | 100,808,827                     | 8,740,728                                   | 92,068,100   | 2,971,823                   | 84,630,684                      | 32,318,331                                  | 52,312,353   | 4,071,823                   | 81,474,783                       | 36,461,589                                  | 64,013,194  | 10,183,823                  | 75,792,765                         | 37,406,754                                  | 49,174,011  | 23,014,823                  | 71,968,118                         | 58,290,105                                  | 21,674,823  | 6,258,823                   |
| 2041                | July 1, 2040                              | 105,684,061                     | 9,513,271                                   | 96,170,790   | 3,071,954                   | 88,815,274                      | 35,448,881                                  | 53,366,393   | 4,211,954                   | 85,568,227                       | 40,289,378                                  | 67,278,849  | 10,364,954                  | 79,540,309                         | 40,348,728                                  | 50,139,481  | 24,186,954                  | 75,439,874                         | 63,494,874                                  | 21,173,954  | 6,340,954                   |
| 2042                | July 1, 2041                              | 109,689,700                     | 10,340,161                                  | 99,349,539   | 3,180,854                   | 93,280,548                      | 38,785,017                                  | 54,495,531   | 4,400,854                   | 89,753,796                       | 44,894,176                                  | 71,859,620  | 10,549,854                  | 83,494,227                         | 43,525,238                                  | 51,388,681  | 25,360,854                  | 80,712,492                         | 65,888,273                                  | 20,614,273  | 6,424,854                   |
| 2043                | July 1, 2042                              | 114,839,744                     | 11,214,668                                  | 103,625,076  | 3,293,070                   | 97,779,495                      | 42,338,058                                  | 55,441,437   | 4,615,070                   | 94,127,844                       | 47,822,174                                  | 76,305,670  | 10,734,070                  | 87,342,555                         | 46,783,352                                  | 52,777,204  | 26,605,854                  | 84,644,342                         | 71,762,421                                  | 20,102,421  | 6,504,854                   |
| 2044                | July 1, 2043                              | 119,139,383                     | 12,150,180                                  | 107,089,203  | 3,406,423                   | 102,553,373                     | 46,122,823                                  | 56,430,550   | 4,796,423                   | 98,330,746                       | 51,960,102                                  | 79,370,644  | 10,918,423                  | 90,849,819                         | 49,964,324                                  | 54,833,135  | 27,818,423                  | 88,763,591                         | 77,953,943                                  | 19,809,591  | 6,584,423                   |
| 2045                | July 1, 2044                              | 123,572,968                     | 13,150,706                                  | 110,422,262  | 3,521,420                   | 107,582,782                     | 50,151,045                                  | 57,431,737   | 4,989,420                   | 103,540,233                      | 56,779,087                                  | 82,761,146  | 11,101,420                  | 95,353,936                         | 53,473,839                                  | 57,082,077  | 29,011,420                  | 91,144,266                         | 84,566,632                                  | 18,577,634  | 6,664,420                   |
| 2046                | July 1, 2045                              | 128,098,628                     | 14,211,900                                  | 113,886,728  | 3,638,245                   | 112,914,080                     | 54,449,810                                  | 58,464,270   | 5,189,245                   | 109,762,965                      | 61,879,713                                  | 87,883,252  | 11,289,245                  | 101,131,261                        | 56,344,645                                  | 58,776,618  | 30,200,245                  | 97,750,674                         | 91,613,576                                  | 16,136,098  | 6,744,245                   |
| 2047                | July 1, 2046                              | 134,626,787                     | 15,343,671                                  | 119,283,116  | 3,752,822                   | 118,473,915                     | 59,014,846                                  | 59,459,069   | 5,392,822                   | 114,674,685                      | 66,077,622                                  | 92,597,063  | 11,477,622                  | 106,116,716                        | 59,587,082                                  | 60,129,144  | 31,398,822                  | 102,540,562                        | 99,118,441                                  | 13,422,121  | 6,824,822                   |
| 2048                | July 1, 2047                              | 141,525,548                     | 16,545,703                                  | 124,979,845  | 3,868,219                   | 124,999,074                     | 63,892,548                                  | 61,106,526   | 5,681,219                   | 118,756,554                      | 71,404,655                                  | 98,351,901  | 11,671,219                  | 111,404,417                        | 62,555,825                                  | 62,130,382  | 32,568,219                  | 107,882,682                        | 107,324,982                                 | 10,557,700  | 6,904,219                   |
| 2049                | July 1, 2048                              | 153,032,484                     | 17,827,671                                  | 135,204,813  | 3,988,433                   | 130,204,921                     | 69,066,042                                  | 61,138,879   | 5,866,433                   | 123,718,631                      | 77,027,246                                  | 106,691,385   | 11,856,433                  | 117,144,886                        | 64,147,877                                  | 63,246,433  | 33,814,886                  | 115,816,828                        | 115,816,828                                 | 7,776,141   | 6,984,433                   |



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| Comparison of Funding Options (Continued) |   |  |                  |  |                  |  |                  |                             |                  |  |                  |  |                  |  |                  |                               |
|---|---|--|------------------|--|------------------|--|------------------|-----------------------------|------------------|--|------------------|--|------------------|--|------------------|-------------------------------|
| Scenario S - 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        | 37,118,373                                 | 4,629,246        | 32,489,127                  | 2,438,428        | 35,881,414   | 5,786,557        | 30,094,857   | 2,688,428        | 35,881,414                                 | 6,943,869        | 28,937,545                    |
| 2026                                      | July 1, 2025                              | 40,290,508   | 4,176,922        | 36,113,586   | 2,331,500        | 38,991,294                                 | 5,962,135        | 33,029,159                  | 2,531,500        | 37,691,935   | 7,452,669        | 30,239,266   | 2,781,500        | 37,691,935                                 | 8,943,203        | 28,748,732                    |
| 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        | 37,609,220   | 2,718,317        | 42,937,270                                 | 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                                 | 15,969,287       | 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       | 30,351,035   | 3,505,489        | 52,826,761                                 | 27,090,072       | 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                              | 64,675,459   | 21,584,846       | 43,090,613   | 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                              | 67,695,909   | 25,633,996       | 42,061,913   | 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       | 22,625,579   | 3,787,610        | 69,842,900                                 | 55,627,981       | 14,214,939                    |
| 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                                 | 48,479,747       | 31,060,462                  | 3,778,037        | 76,889,310   | 59,552,096       | 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       | (375,943)  | 4,922,358        | 97,750,676                                 | 99,246,714       | (1,496,038)                   |
| 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)  | 3,894,979        | 102,580,962                                | 104,153,857      | (1,572,895)                   |
| 2048                                      | July 1, 2047                              | 115,119,764  | 91,971,457       | 23,198,307   | 5,032,332        | 111,406,417                                | 99,443,532       | 11,962,885                  | 5,032,332        | 107,692,862  | 109,299,428      | (1,606,566)  | 2,932,301        | 107,692,862                                | 108,300,648      | (6,607,786)                   |
| 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        | 113,339,988  | 114,745,933      | (1,505,945)  | 3,079,867        | 113,339,988                                | 114,745,974      | (1,505,986)                   |



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Colchester CT 06415  
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West Coast  
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## SUMMARY OF PLAN PROVISIONS

|                                  |  |
|----------------------------------|--|
| <u>Effective Date</u>            | GASB 45 is adopted July 1, 2008<br>GASB 74 is adopted for the fiscal year ending June 30, 2017<br>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. |



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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 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%          |
| <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) -21.5%</b> |
| <i>Total Expenditures</i>                     |                      |                      |                      |                      |                              |
| Less Total Funding Sources                    | \$ 32,292,676        | \$ 32,284,510        | \$ 34,009,333        | \$ 34,268,132        | \$ 258,799 0.8%              |
| <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 5.1%</b>     |

| Total Town Assessments                       |                      |                      |                      |
|--|----------------------|----------------------|----------------------|
|  | FY18 BUD             | FY18 ACT             | FY19 BUD             |
| Hamilton                                     | \$ 17,401,271        | \$ 17,401,271        | \$ 18,395,495        |
| Wenham                                       | \$ 9,206,177         | \$ 9,206,177         | \$ 10,053,012        |
| <b>NET ASSESSMENT including Debt Service</b> | <b>\$ 26,607,448</b> | <b>\$ 26,607,448</b> | <b>\$ 28,438,507</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 offsets & 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>\$</b> | <b>200,840 16.7%</b>   |
| <b>NET OPERATING BUDGET</b>                          | <b>\$ 30,199,816</b> | <b>\$ 31,894,058</b> | <b>\$ 33,869,760</b> | <b>\$</b> | <b>1,975,703 6.19%</b> |

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

| Capital Assessment Summary                                      |               |           |                   |                   |                   |
|---|---------------|-----------|-------------------|-------------------|-------------------|
|   | Principal     | Interest  | Total             | Hamilton Share    | Wenham Share      |
| Cutler Roof & Summer 2013 Projects                              | \$ 95,000     | \$ 35,800 | \$ 130,800        | \$ 83,777         | \$ 47,023         |
| 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> |
|   |               |           |                   |                   |                   |
| Capital Assessment Calculation                                  |               |           |                   |                   |                   |
| Calculation of Individual Town Assessments                      |               |           |                   |                   |                   |
|   | Total         |           |                   | Hamilton Share    | Wenham Share      |
| <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<br>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***

| <b>Driver</b>                                    | <b>FY20 v FY19</b> |                  |
|--|--------------------|------------------|
|  | <b>\$ CHG</b>      |                  |
| 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>\$</b>          | <b>2,392,695</b> |
| Reduction in Elementary Classroom Teachers       | \$                 | (58,541)         |
| Anticipated Staff Retirement Replacement Savings | \$                 | (157,611)        |
| <b>Subtotal:</b>                                 | <b>\$</b>          | <b>(216,152)</b> |
| <b>TOTALS:</b>                                   | <b>\$</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<br>FTE | FY19<br>Budget | FY20<br>Budget | FY19<br>FTE | FY19<br>Budget | FY20<br>Actual | FY20<br>FTE | FY20<br>Budget | FY20<br>OT | FY20<br>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       | \$ 1,500,113   | \$ 1,429,750   | 25.02       | \$ 1,598,922   | \$ 1,699,198   | 29.10       | \$ 2,148,962   | 29.10      | \$ 2,087,749   | \$ (61,213)         | -2.79%  |
| 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       | \$ 7,831       | -           | \$ 7,949       | -          | \$ 7,831       | \$ (118)            | -1.48%  |
| Water                                     | 001.101.4130.9.1.099.690.5 | 0.00        | \$ 2,322       | \$ 1,530       |             | \$ 1,745       | \$ 1,167       | -           | \$ 1,530       | -          | \$ 1,167       | \$ (363)            | -23.73% |
| 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   | \$ 1,649,757   | 25.02       | \$ 1,759,775   | \$ 1,866,614   | 29.10       | \$ 2,322,869   | 29.10      | \$ 2,154,651   | \$ (168,218)        | -7.24%  |
| Total:                                    |                            |             |                |                |             |                |                |             |                |            |                |                     |         |
|   |                            | 32.62       | \$ 2,167,398   | \$ 2,149,611   | 29.92       | \$ 2,178,581   | \$ 2,247,695   | 34.02       | \$ 2,543,031   | 33.51      | \$ 2,280,580   | \$ (262,451)        | -2.67%  |

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

| Cutler Elementary Program                  |                            | FY17<br>FTE | FY17<br>Budget | FY17<br>Actual | FY18<br>FTE | FY18<br>Budget | FY18<br>Actual | FY19<br>FTE | FY19<br>Budget | FY19<br>Actual | FY20<br>FTE  | FY20<br>Budget | FY20<br>Actual | Change FY19 to FY20 | % |
|--|----------------------------|-------------|----------------|----------------|-------------|----------------|----------------|-------------|----------------|----------------|--------------|----------------|----------------|---------------------|---|
| Administrative                             |                            |             |                |                |             |                |                |             |                |                |              |                |                |                     |   |
| 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       | \$ -           | \$ -           | 0.00%               |   |
| Expendable Materials                       | 001.102.2210.1.1.090.500.5 |             | \$ 10,000      | \$ 8,528       |             | \$ 10,000      | \$ 8,475       | -           | \$ 10,000      | -              | \$ 10,000    | \$ -           | \$ -           | 0.00%               |   |
| Cutler Teacher PD                          | 001.102.2357.1.1.078.600.5 |             |                |                |             |                |                | -           | \$ 6,075       | -              | \$ 6,095     | \$ -           | \$ 20          | 0.33%               |   |
| Affiliations/Conferences                   | 001.102.2357.1.1.090.690.5 |             | \$ 1,425       | \$ 584         |             | \$ 1,425       | \$ 1,463       | -           | \$ 1,425       | -              | \$ 1,425     | \$ -           | \$ -           | 0.00%               |   |
| Sub Total                                  |                            | 1.92        | \$ 180,003     | \$ 169,353     | 1.92        | \$ 174,212     | \$ 172,120     | 1.92        | \$ 185,177     | 1.91           | \$ 189,908   | \$ 189,908     | \$ 4,731       | 2.55%               |   |
| Classroom Instruction                      |                            |             |                |                |             |                |                |             |                |                |              |                |                |                     |   |
| Classroom Teachers                         | 001.102.2305.1.1.099.100.5 | 13.00       | \$ 1,033,539   | \$ 1,030,289   | 13.00       | \$ 1,043,370   | \$ 1,055,578   | 14.00       | \$ 1,107,079   | 13.00          | \$ 1,088,544 | \$ -           | \$ (18,535)    | -1.67%              |   |
| KGD Teachers                               | 001.102.2305.1.5.018.100.5 | 0.00        | \$ -           | \$ -           | 0.00        | \$ -           | \$ -           | -           | \$ -           | -              | \$ -         | \$ -           | \$ -           | NDIV/01             |   |
| 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   | \$ 8,041       | \$ 8,041       | 3.83%               |   |
| Contracted Services-Art                    | 001.102.2330.1.1.020.400.5 | 0.00        | \$ 120         | \$ -           |             | \$ 120         | \$ -           | -           | \$ 120         | -              | \$ 120       | \$ -           | \$ -           | 0.00%               |   |
| Contracted Services-Music                  | 001.102.2330.1.1.054.400.5 | 0.00        | \$ 300         | \$ 200         |             | \$ 300         | \$ 200         | -           | \$ 300         | -              | \$ 300       | \$ -           | \$ -           | 0.00%               |   |
| Technology Instructor                      | 001.102.2310.1.1.027.100.5 | 1.00        | \$ 87,447      | \$ 89,697      | 1.00        | \$ 89,633      | \$ 91,883      | 1.00        | \$ 91,874      | 1.00           | \$ 93,941    | \$ 2,067       | \$ 2,067       | 2.25%               |   |
| Librarian                                  | 001.102.2340.1.1.050.100.5 | 0.00        | \$ -           | \$ -           | 0.00        | \$ -           | \$ -           | -           | \$ -           | -              | \$ -         | \$ -           | \$ -           | NDIV/01             |   |
| Adjustment Counselor                       | 001.102.2710.1.1.041.100.5 | 1.00        | \$ 87,447      | \$ 89,197      | 1.00        | \$ 89,633      | \$ 89,922      | 1.00        | \$ 91,874      | 1.00           | \$ 93,941    | \$ 2,067       | \$ 2,067       | 2.25%               |   |
| Extended Responsibilities                  | 001.102.2315.1.1.029.150.5 | 0.00        | \$ 11,395      | \$ 9,376       | 0.00        | \$ 11,628      | \$ 9,577       | -           | \$ 12,969      | -              | \$ 14,386    | \$ 1,417       | \$ 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    | \$ 1,766       | \$ 1,766       | 2.50%               |   |
| Noon Aides Salary                          | 001.102.3400.1.1.080.390.5 | 0.00        | \$ 13,727      | \$ 8,096       | 0.00        | \$ 14,072      | \$ 5,629       | -           | \$ 14,429      | -              | \$ 14,785    | \$ 356         | \$ 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     | \$ 2,914       | \$ 2,914       | 165.85%             |   |
| Sub Total                                  |                            | 20.46       | \$ 1,508,863   | \$ 1,500,788   | 20.46       | \$ 1,534,076   | \$ 1,527,781   | 21.36       | \$ 1,600,986   | 20.36          | \$ 1,601,079 | \$ 93          | \$ 93          | 0.01%               |   |
| Special Education                          |                            |             |                |                |             |                |                |             |                |                |              |                |                |                     |   |
| Team Chair Salary                          | 001.102.2315.2.1.099.100.5 | 0.00        | \$ -           | \$ -           | 0.00        | \$ -           | \$ -           | -           | \$ -           | -              | \$ -         | \$ -           | \$ -           | NDIV/01             |   |
| SPED Teachers                              | 001.102.2310.2.1.099.100.5 | 5.00        | \$ 357,326     | \$ 355,735     | 5.00        | \$ 380,284     | \$ 339,725     | 5.00        | \$ 314,813     | 6.08           | \$ 391,156   | \$ 76,343      | \$ 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    | \$ 873         | \$ 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   | \$ (13,827)    | \$ (13,827)    | -6.38%              |   |
| School Psychologist                        | 001.102.2800.2.1.099.100.5 | 0.00        | \$ -           | \$ -           | 0.00        | \$ -           | \$ -           | -           | \$ -           | -              | \$ -         | \$ -           | \$ -           | NDIV/01             |   |
| 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     | \$ -           | \$ -           | 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     | \$ -           | \$ -           | 0.00%               |   |
| Sub Total                                  |                            | 13.44       | \$ 626,941     | \$ 662,025     | 13.43       | \$ 651,765     | \$ 607,818     | 13.43       | \$ 573,274     | 14.21          | \$ 636,663   | \$ 63,388      | \$ 63,388      | 11.06%              |   |
| Student Activities                         |                            |             |                |                |             |                |                |             |                |                |              |                |                |                     |   |
| Sub Total                                  |                            |             | \$ 48,585      | \$ 50,981      |             | \$ 53,585      | \$ 53,461      |             | \$ 88,572      |                | \$ 60,018    | \$ (28,554)    | \$ (28,554)    | -32.24%             |   |
| Nurse/Health Services                      |                            |             |                |                |             |                |                |             |                |                |              |                |                |                     |   |
| School Nurse                               | 001.102.3200.1.1.042.130.5 | 1.00        | \$ 32,148      | \$ 32,148      | 1.00        | \$ 32,950      | \$ 32,950      | 1.00        | \$ 33,775      | 1.00           | \$ 34,674    | \$ 849         | \$ 849         | 2.51%               |   |
| Contracted Services-Health                 | 001.102.3200.1.1.042.400.5 | 0.00        | \$ -           | \$ -           |             | \$ -           | \$ -           | -           | \$ -           | -              | \$ -         | \$ -           | \$ -           | NDIV/01             |   |
| Exp Material-Health                        | 001.102.3200.1.1.042.500.5 | 0.00        | \$ 1,200       | \$ 955         |             | \$ 1,200       | \$ 1,477       | -           | \$ 1,200       | -              | \$ 1,200     | \$ -           | \$ -           | 0.00%               |   |
| Prof. Dev.-Health                          | 001.102.3200.1.1.042.600.5 | 0.00        | \$ 750         | \$ 109         |             | \$ 750         | \$ 217         | -           | \$ 750         | -              | \$ 750       | \$ -           | \$ -           | 0.00%               |   |
| Sub Total                                  |                            | 1.00        | \$ 34,098      | \$ 33,213      | 1.00        | \$ 34,900      | \$ 34,644      | 1.00        | \$ 35,725      | 1.00           | \$ 36,574    | \$ 849         | \$ 849         | 2.38%               |   |
| Technology                                 |                            |             |                |                |             |                |                |             |                |                |              |                |                |                     |   |
| Technology Aides                           | 001.102.2330.1.1.027.300.5 | 0.00        | \$ -           | \$ -           | 0.00        | \$ -           | \$ -           | -           | \$ -           | -              | \$ -         | \$ -           | \$ -           | NDIV/01             |   |
| Contracted Services Technology Maintenance | 001.102.2451.1.1.027.400.5 | 0.00        | \$ 400         | \$ -           |             | \$ -           | \$ -           | -           | \$ -           | -              | \$ -         | \$ -           | \$ -           | NDIV/01             |   |
| Exp Materials-Technology                   | 001.102.2451.1.1.027.500.5 | 0.00        | \$ 4,500       | \$ 3,802       |             | \$ 4,500       | \$ 2,984       | -           | \$ 4,500       | -              | \$ 4,500     | \$ -           | \$ -           | 0.00%               |   |
| Non-Exp Materials-Technology               | 001.102.2451.1.1.027.520.5 | 0.00        | \$ 6,000       | \$ 5,803       |             | \$ 6,000       | \$ 7,789       | -           | \$ 6,000       | -              | \$ 6,000     | \$ -           | \$ -           | 0.00%               |   |
| Sub Total                                  |                            | 0.00        | \$ 10,900      | \$ 9,604       | 0.00        | \$ 10,500      | \$ 10,774      | -           | \$ 10,500      | -              | \$ 10,500    | \$ -           | \$ -           | 0.00%               |   |
| Expendable Services-TOTL                   |                            |             |                |                |             |                |                |             |                |                |              |                |                |                     |   |
|  |                            | 1.92        | \$ 2,003,140   | \$ 2,022,813   | 1.92        | \$ 2,139,011   | \$ 2,097,900   | 37.71       | \$ 1,804,272   | 37.49          | \$ 2,300,716 | \$ 496,444     | \$ 496,444     | 27.50%              |   |
| Facilities                                 |                            |             |                |                |             |                |                |             |                |                |              |                |                |                     |   |
| Custodial Salary                           | 001.102.4110.9.1.099.320.5 | 2.00        | \$ 95,657      | \$ 95,651      | 2.00        | \$ 97,656      | \$ 97,656      | 2.00        | \$ 100,099     | 2.00           | \$ 103,396   | \$ 3,297       | \$ 3,297       | 3.29%               |   |
| Custodial Clothing Allowance               | 001.102.4110.9.9.099.600.5 | 0.00        | \$ 650         | \$ 403         |             | \$ 650         | \$ 729         | -           | \$ 650         | -              | \$ 650       | \$ -           | \$ -           | 0.00%               |   |
| Special Projects                           | 001.102.4220.9.1.099.430.5 | 0.00        | \$ 2,500       | \$ 4,085       |             | \$ 15,000      | \$ 13,728      | -           | \$ -           | -              | \$ -         | \$ -           | \$ -           | NDIV/01             |   |
| Yearly Repairs                             | 001.102.4220.9.1.099.421.5 | 0.00        | \$ 13,300      | \$ 16,954      |             | \$ 14,000      | \$ 12,598      | -           | \$ 15,500      | -              | \$ 15,500    | \$ -           | \$ -           | 0.00%               |   |
| Yearly Maintenance                         | 001.102.4220.9.1.099.420.5 | 0.00        | \$ 10,850      | \$ 17,964      |             | \$ 18,050      | \$ 18,286      | -           | \$ 18,800      | -              | \$ 18,800    | \$ -           | \$ -           | 0.00%               |   |
| Custodial Supplies and Materials           | 001.102.4110.9.1.099.500.5 | 0.00        | \$ 11,000      | \$ 9,302       |             | \$ 11,000      | \$ 18,091      | -           | \$ 11,000      | -              | \$ 11,000    | \$ -           | \$ -           | 0.00%               |   |
| Sub Total                                  |                            | 2.00        | \$ 133,957     | \$ 144,359     | 2.00        | \$ 156,356     | \$ 161,087     | 2.00        | \$ 146,049     | 2.00           | \$ 149,346   | \$ 3,297       | \$ 3,297       | 2.26%               |   |
| Utility                                    |                            |             |                |                |             |                |                |             |                |                |              |                |                |                     |   |
| Heating Oil                                | 001.102.4120.9.1.099.560.5 | 0.00        | \$ -           | \$ -           |             | \$ -           | \$ -           | -           | \$ -           | -              | \$ -         | \$ -           | \$ -           | NDIV/01             |   |
| Gas Service                                | 001.102.4120.9.1.099.670.5 | 0.00        | \$ 20,000      | \$ 14,806      |             | \$ 21,171      | \$ 25,185      | -           | \$ 14,806      | -              | \$ 25,185    | \$ 10,380      | \$ 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)     | \$ (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)     | \$ (1,175)     | -10.83%             |   |
| Water                                      | 001.102.4130.9.1.099.690.5 | 0.00        | \$ 2,306       | \$ 2,717       |             | \$ 2,474       | \$ 2,242       | -           | \$ 2,717       | -              | \$ 2,742     | \$ (476)       | \$ (476)       | -17.50%             |   |
| Sub Total                                  |                            | 0.00        | \$ 59,946      | \$ 58,977      | 0.00        | \$ 60,152      | \$ 66,569      | 0.00        | \$ 58,977      | 0.00           | \$ 66,569    | \$ 7,593       | \$ 7,593       | 12.87%              |   |
| Expendable Services-TOTL                   |                            | 1.92        | \$ 2,063,086   | \$ 2,081,790   | 1.92        | \$ 2,199,168   | \$ 2,164,469   | 37.71       | \$ 1,863,249   | 37.49          | \$ 2,367,285 | \$ 503,936     | \$ 503,936     | 27.04%              |   |
| Total                                      |                            |             |                |                |             |                |                |             |                |                |              |                |                |                     |   |
|  |                            | 38.81       | \$ 2,603,293   | \$ 2,629,299   | 38.81       | \$ 2,675,546   | \$ 2,634,253   | 39.71       | \$ 2,699,260   | 39.49          | \$ 2,750,658 | \$ 51,398      | \$ 51,398      | 1.90%               |   |

Hamilton Wenham Regional School District FY20 Budget  
Winthrop Elementary School

[illegible]

Hamilton Wenham Regional School District FY20 Budget  
Miles River Middle School

| Line Item |  | 001<br>FTE | 002<br>FTE | 003<br>FTE | 004<br>FTE | 005<br>FTE | 006<br>FTE | 007<br>FTE | 008<br>FTE | 009<br>FTE | 010<br>FTE | 011<br>FTE | 012<br>FTE | 013<br>FTE | 014<br>FTE | 015<br>FTE | 016<br>FTE | 017<br>FTE | 018<br>FTE | 019<br>FTE | 020<br>FTE | 021<br>FTE | 022<br>FTE | 023<br>FTE | 024<br>FTE | 025<br>FTE | 026<br>FTE | 027<br>FTE | 028<br>FTE | 029<br>FTE | 030<br>FTE | 031<br>FTE | 032<br>FTE | 033<br>FTE | 034<br>FTE | 035<br>FTE | 036<br>FTE | 037<br>FTE | 038<br>FTE | 039<br>FTE | 040<br>FTE | 041<br>FTE | 042<br>FTE | 043<br>FTE | 044<br>FTE | 045<br>FTE | 046<br>FTE | 047<br>FTE | 048<br>FTE | 049<br>FTE | 050<br>FTE | 051<br>FTE | 052<br>FTE | 053<br>FTE | 054<br>FTE | 055<br>FTE | 056<br>FTE | 057<br>FTE | 058<br>FTE | 059<br>FTE | 060<br>FTE | 061<br>FTE | 062<br>FTE | 063<br>FTE | 064<br>FTE | 065<br>FTE | 066<br>FTE | 067<br>FTE | 068<br>FTE | 069<br>FTE | 070<br>FTE | 071<br>FTE | 072<br>FTE | 073<br>FTE | 074<br>FTE | 075<br>FTE | 076<br>FTE | 077<br>FTE | 078<br>FTE | 079<br>FTE | 080<br>FTE | 081<br>FTE | 082<br>FTE | 083<br>FTE | 084<br>FTE | 085<br>FTE | 086<br>FTE | 087<br>FTE | 088<br>FTE | 089<br>FTE | 090<br>FTE | 091<br>FTE | 092<br>FTE | 093<br>FTE | 094<br>FTE | 095<br>FTE | 096<br>FTE | 097<br>FTE | 098<br>FTE | 099<br>FTE | 100<br>FTE | 101<br>FTE | 102<br>FTE | 103<br>FTE | 104<br>FTE | 105<br>FTE | 106<br>FTE | 107<br>FTE | 108<br>FTE | 109<br>FTE | 110<br>FTE | 111<br>FTE | 112<br>FTE | 113<br>FTE | 114<br>FTE | 115<br>FTE | 116<br>FTE | 117<br>FTE | 118<br>FTE | 119<br>FTE | 120<br>FTE | 121<br>FTE | 122<br>FTE | 123<br>FTE | 124<br>FTE | 125<br>FTE | 126<br>FTE | 127<br>FTE | 128<br>FTE | 129<br>FTE | 130<br>FTE | 131<br>FTE | 132<br>FTE | 133<br>FTE | 134<br>FTE | 135<br>FTE | 136<br>FTE | 137<br>FTE | 138<br>FTE | 139<br>FTE | 140<br>FTE | 141<br>FTE | 142<br>FTE | 143<br>FTE | 144<br>FTE | 145<br>FTE | 146<br>FTE | 147<br>FTE | 148<br>FTE | 149<br>FTE | 150<br>FTE | 151<br>FTE | 152<br>FTE | 153<br>FTE | 154<br>FTE | 155<br>FTE | 156<br>FTE | 157<br>FTE | 158<br>FTE | 159<br>FTE | 160<br>FTE | 161<br>FTE | 162<br>FTE | 163<br>FTE | 164<br>FTE | 165<br>FTE | 166<br>FTE | 167<br>FTE | 168<br>FTE | 169<br>FTE | 170<br>FTE | 171<br>FTE | 172<br>FTE | 173<br>FTE | 174<br>FTE | 175<br>FTE | 176<br>FTE | 177<br>FTE | 178<br>FTE | 179<br>FTE | 180<br>FTE | 181<br>FTE | 182<br>FTE | 183<br>FTE | 184<br>FTE | 185<br>FTE | 186<br>FTE | 187<br>FTE | 188<br>FTE | 189<br>FTE | 190<br>FTE | 191<br>FTE | 192<br>FTE | 193<br>FTE | 194<br>FTE | 195<br>FTE | 196<br>FTE | 197<br>FTE | 198<br>FTE | 199<br>FTE | 200<br>FTE | 201<br>FTE | 202<br>FTE | 203<br>FTE | 204<br>FTE | 205<br>FTE | 206<br>FTE | 207<br>FTE | 208<br>FTE | 209<br>FTE | 210<br>FTE | 211<br>FTE | 212<br>FTE | 213<br>FTE | 214<br>FTE | 215<br>FTE | 216<br>FTE | 217<br>FTE | 218<br>FTE | 219<br>FTE | 220<br>FTE | 221<br>FTE | 222<br>FTE | 223<br>FTE | 224<br>FTE | 225<br>FTE | 226<br>FTE | 227<br>FTE | 228<br>FTE | 229<br>FTE | 230<br>FTE | 231<br>FTE | 232<br>FTE | 233<br>FTE | 234<br>FTE | 235<br>FTE | 236<br>FTE | 237<br>FTE | 238<br>FTE | 239<br>FTE | 240<br>FTE | 241<br>FTE | 242<br>FTE | 243<br>FTE | 244<br>FTE | 245<br>FTE | 246<br>FTE | 247<br>FTE | 248<br>FTE | 249<br>FTE | 250<br>FTE | 251<br>FTE | 252<br>FTE | 253<br>FTE | 254<br>FTE | 255<br>FTE | 256<br>FTE | 257<br>FTE | 258<br>FTE | 259<br>FTE | 260<br>FTE | 261<br>FTE | 262<br>FTE | 263<br>FTE | 264<br>FTE | 265<br>FTE | 266<br>FTE | 267<br>FTE | 268<br>FTE | 269<br>FTE | 270<br>FTE | 271<br>FTE | 272<br>FTE | 273<br>FTE | 274<br>FTE | 275<br>FTE | 276<br>FTE | 277<br>FTE | 278<br>FTE | 279<br>FTE | 280<br>FTE | 281<br>FTE | 282<br>FTE | 283<br>FTE | 284<br>FTE | 285<br>FTE | 286<br>FTE | 287<br>FTE | 288<br>FTE | 289<br>FTE | 290<br>FTE | 291<br>FTE | 292<br>FTE | 293<br>FTE | 294<br>FTE | 295<br>FTE | 296<br>FTE | 297<br>FTE | 298<br>FTE | 299<br>FTE | 300<br>FTE | 301<br>FTE | 302<br>FTE | 303<br>FTE | 304<br>FTE | 305<br>FTE | 306<br>FTE | 307<br>FTE | 308<br>FTE | 309<br>FTE | 310<br>FTE | 311<br>FTE | 312<br>FTE | 313<br>FTE | 314<br>FTE | 315<br>FTE | 316<br>FTE | 317<br>FTE | 318<br>FTE | 319<br>FTE | 320<br>FTE | 321<br>FTE | 322<br>FTE | 323<br>FTE | 324<br>FTE | 325<br>FTE | 326<br>FTE | 327<br>FTE | 328<br>FTE | 329<br>FTE | 330<br>FTE | 331<br>FTE | 332<br>FTE | 333<br>FTE | 334<br>FTE | 335<br>FTE | 336<br>FTE | 337<br>FTE | 338<br>FTE | 339<br>FTE | 340<br>FTE | 341<br>FTE | 342<br>FTE | 343<br>FTE | 344<br>FTE | 345<br>FTE | 346<br>FTE | 347<br>FTE | 348<br>FTE | 349<br>FTE | 350<br>FTE | 351<br>FTE | 352<br>FTE | 353<br>FTE | 354<br>FTE | 355<br>FTE | 356<br>FTE | 357<br>FTE | 358<br>FTE | 359<br>FTE | 360<br>FTE | 361<br>FTE | 362<br>FTE | 363<br>FTE | 364<br>FTE | 365<br>FTE | 366<br>FTE | 367<br>FTE | 368<br>FTE | 369<br>FTE | 370<br>FTE | 371<br>FTE | 372<br>FTE | 373<br>FTE | 374<br>FTE | 375<br>FTE | 376<br>FTE | 377<br>FTE | 378<br>FTE | 379<br>FTE | 380<br>FTE | 381<br>FTE | 382<br>FTE | 383<br>FTE | 384<br>FTE | 385<br>FTE | 386<br>FTE | 387<br>FTE | 388<br>FTE | 389<br>FTE | 390<br>FTE | 391<br>FTE | 392<br>FTE | 393<br>FTE | 394<br>FTE | 395<br>FTE | 396<br>FTE | 397<br>FTE | 398<br>FTE | 399<br>FTE | 400<br>FTE | 401<br>FTE | 402<br>FTE | 403<br>FTE | 404<br>FTE | 405<br>FTE | 406<br>FTE | 407<br>FTE | 408<br>FTE | 409<br>FTE | 410<br>FTE | 411<br>FTE | 412<br>FTE | 413<br>FTE | 414<br>FTE | 415<br>FTE | 416<br>FTE | 417<br>FTE | 418<br>FTE | 419<br>FTE | 420<br>FTE | 421<br>FTE | 422<br>FTE | 423<br>FTE | 424<br>FTE | 425<br>FTE | 426<br>FTE | 427<br>FTE | 428<br>FTE | 429<br>FTE | 430<br>FTE | 431<br>FTE | 432<br>FTE | 433<br>FTE | 434<br>FTE | 435<br>FTE | 436<br>FTE | 437<br>FTE | 438<br>FTE | 439<br>FTE | 440<br>FTE | 441<br>FTE | 442<br>FTE | 443<br>FTE | 444<br>FTE | 445<br>FTE | 446<br>FTE | 447<br>FTE | 448<br>FTE | 449<br>FTE | 450<br>FTE | 451<br>FTE | 452<br>FTE | 453<br>FTE | 454<br>FTE | 455<br>FTE | 456<br>FTE | 457<br>FTE | 458<br>FTE | 459<br>FTE | 460<br>FTE | 461<br>FTE | 462<br>FTE | 463<br>FTE | 464<br>FTE | 465<br>FTE | 466<br>FTE | 467<br>FTE | 468<br>FTE | 469<br>FTE | 470<br>FTE | 471<br>FTE | 472<br>FTE | 473<br>FTE | 474<br>FTE | 475<br>FTE | 476<br>FTE | 477<br>FTE | 478<br>FTE | 479<br>FTE | 480<br>FTE | 481<br>FTE | 482<br>FTE | 483<br>FTE | 484<br>FTE | 485<br>FTE | 486<br>FTE | 487<br>FTE | 488<br>FTE | 489<br>FTE | 490<br>FTE | 491<br>FTE | 492<br>FTE | 493<br>FTE | 494<br>FTE | 495<br>FTE | 496<br>FTE | 497<br>FTE | 498<br>FTE | 499<br>FTE | 500<br>FTE | 501<br>FTE | 502<br>FTE | 503<br>FTE | 504<br>FTE | 505<br>FTE | 506<br>FTE | 507<br>FTE | 508<br>FTE | 509<br>FTE | 510<br>FTE | 511<br>FTE | 512<br>FTE | 513<br>FTE | 514<br>FTE | 515<br>FTE | 516<br>FTE | 517<br>FTE | 518<br>FTE | 519<br>FTE | 520<br>FTE | 521<br>FTE | 522<br>FTE | 523<br>FTE | 524<br>FTE | 525<br>FTE | 526<br>FTE | 527<br>FTE | 528<br>FTE | 529<br>FTE | 530<br>FTE | 531<br>FTE | 532<br>FTE | 533<br>FTE | 534<br>FTE | 535<br>FTE | 536<br>FTE | 537<br>FTE | 538<br>FTE | 539<br>FTE | 540<br>FTE | 541<br>FTE | 542<br>FTE | 543<br>FTE | 544<br>FTE | 545<br>FTE | 546<br>FTE | 547<br>FTE | 548<br>FTE | 549<br>FTE | 550<br>FTE | 551<br>FTE | 552<br>FTE | 553<br>FTE | 554<br>FTE | 555<br>FTE | 556<br>FTE | 557<br>FTE | 558<br>FTE | 559<br>FTE | 560<br>FTE | 561<br>FTE | 562<br>FTE | 563<br>FTE | 564<br>FTE | 565<br>FTE | 566<br>FTE | 567<br>FTE | 568<br>FTE | 569<br>FTE | 570<br>FTE | 571<br>FTE | 572<br>FTE | 573<br>FTE | 574<br>FTE | 575<br>FTE | 576<br>FTE | 577<br>FTE | 578<br>FTE | 579<br>FTE | 580<br>FTE | 581<br>FTE | 582<br>FTE | 583<br>FTE | 584<br>FTE | 585<br>FTE | 586<br>FTE | 587<br>FTE | 588<br>FTE | 589<br>FTE | 590<br>FTE | 591<br>FTE | 592<br>FTE | 593<br>FTE | 594<br>FTE | 595<br>FTE | 596<br>FTE | 597<br>FTE | 598<br>FTE | 599<br>FTE | 600<br>FTE | 601<br>FTE | 602<br>FTE | 603<br>FTE | 604<br>FTE | 605<br>FTE | 606<br>FTE | 607<br>FTE | 608<br>FTE | 609<br>FTE | 610<br>FTE | 611<br>FTE | 612<br>FTE | 613<br>FTE | 614<br>FTE | 615<br>FTE | 616<br>FTE | 617<br>FTE | 618<br>FTE | 619<br>FTE | 620<br>FTE | 621<br>FTE | 622<br>FTE | 623<br>FTE | 624<br>FTE | 625<br>FTE | 626<br>FTE | 627<br>FTE | 628<br>FTE | 629<br>FTE | 630<br>FTE | 631<br>FTE | 632<br>FTE | 633<br>FTE | 634<br>FTE | 635<br>FTE | 636<br>FTE | 637<br>FTE | 638<br>FTE | 639<br>FTE | 640<br>FTE | 641<br>FTE | 642<br>FTE | 643<br>FTE | 644<br>FTE | 645<br>FTE | 646<br>FTE | 647<br>FTE | 648<br>FTE | 649<br>FTE | 650<br>FTE | 651<br>FTE | 652<br>FTE | 653<br>FTE | 654<br>FTE | 655<br>FTE | 656<br>FTE | 657<br>FTE | 658<br>FTE | 659<br>FTE | 660<br>FTE | 661<br>FTE | 662<br>FTE | 663<br>FTE | 664<br>FTE | 665<br>FTE | 666<br>FTE | 667<br>FTE | 668<br>FTE | 669<br>FTE | 670<br>FTE | 671<br>FTE | 672<br>FTE | 673<br>FTE | 674<br>FTE | 675<br>FTE | 676<br>FTE | 677<br>FTE | 678<br>FTE | 679<br>FTE | 680<br>FTE | 681<br>FTE | 682<br>FTE | 683<br>FTE | 684<br>FTE | 685<br>FTE | 686<br>FTE | 687<br>FTE | 688<br>FTE | 689<br>FTE | 690<br>FTE | 691<br>FTE | 692<br>FTE | 693<br>FTE | 694<br>FTE | 695<br>FTE | 696<br>FTE | 697<br>FTE | 698<br>FTE | 699<br>FTE | 700<br>FTE | 701<br>FTE | 702<br>FTE | 703<br>FTE | 704<br>FTE | 705<br>FTE | 706<br>FTE | 707<br>FTE | 708<br>FTE | 709<br>FTE | 710<br>FTE | 711<br>FTE | 712<br>FTE | 713<br>FTE | 714<br>FTE | 715<br>FTE | 716<br>FTE | 717<br>FTE | 718<br>FTE | 719<br>FTE | 720<br>FTE | 721<br>FTE | 722<br>FTE | 723<br>FTE | 724<br>FTE | 725<br>FTE | 726<br>FTE | 727<br>FTE | 728<br>FTE | 729<br>FTE | 730<br>FTE | 731<br>FTE | 732<br>FTE | 733<br>FTE | 734<br>FTE | 735<br>FTE | 736<br>FTE | 737<br>FTE | 738<br>FTE | 739<br>FTE | 740<br>FTE | 741<br>FTE | 742<br>FTE | 743<br>FTE | 744<br>FTE | 745<br>FTE | 746<br>FTE | 747<br>FTE | 748<br>FTE | 749<br>FTE | 750<br>FTE | 751<br>FTE | 752<br>FTE | 753<br>FTE | 754<br>FTE | 755<br>FTE | 756<br>FTE | 757<br>FTE | 758<br>FTE | 759<br>FTE | 760<br>FTE | 761<br>FTE | 762<br>FTE | 763<br>FTE | 764<br>FTE | 765<br>FTE | 766<br>FTE | 767<br>FTE | 768<br>FTE | 769<br>FTE | 770<br>FTE | 771<br>FTE | 772<br>FTE | 773<br>FTE | 774<br>FTE | 775<br>FTE | 776<br>FTE | 777<br>FTE | 778<br>FTE | 779<br>FTE | 780<br>FTE | 781<br>FTE | 782<br>FTE | 783<br>FTE | 784<br>FTE | 785<br>FTE | 786<br>FTE | 787<br>FTE | 788<br>FTE | 789<br>FTE | 790<br>FTE | 791<br>FTE | 792<br>FTE | 793<br>FTE | 794<br>FTE | 795<br>FTE | 796<br>FTE | 797<br>FTE | 798<br>FTE | 799<br>FTE | 800<br>FTE | 801<br>FTE | 802<br>FTE | 803<br>FTE | 804<br>FTE | 805<br>FTE | 806<br>FTE | 807<br>FTE | 808<br>FTE | 809<br>FTE | 810<br>FTE | 811<br>FTE | 812<br>FTE | 813<br>FTE | 814<br>FTE | 815<br>FTE | 816<br>FTE | 817<br>FTE | 818<br>FTE | 819<br>FTE | 820<br>FTE | 821<br>FTE | 822<br>FTE | 823<br>FTE | 824<br>FTE | 825<br>FTE | 826<br>FTE | 827<br>FTE | 828<br>FTE | 829<br>FTE | 830<br>FTE | 831<br>FTE | 832<br>FTE | 833<br>FTE | 834<br>FTE | 835<br>FTE | 836<br>FTE | 837<br>FTE | 838<br>FTE | 839<br>FTE | 840<br>FTE | 841<br>FTE | 842<br>FTE | 843<br>FTE | 844<br>FTE | 845<br>FTE | 846<br>FTE | 847<br>FTE | 848<br>FTE | 849<br>FTE | 850<br>FTE | 851<br>FTE | 852<br>FTE | 853<br>FTE | 854<br>FTE | 855<br>FTE | 856<br>FTE | 857<br>FTE | 858<br>FTE | 859<br>FTE | 860<br>FTE | 861<br>FTE | 862<br>FTE | 863<br>FTE | 864<br>FTE | 865<br>FTE | 866<br>FTE | 867<br>FTE | 868<br>FTE | 869<br>FTE | 870<br>FTE | 871<br>FTE | 872<br>FTE | 873<br>FTE | 874<br>FTE | 875<br>FTE | 876<br>FTE | 877<br>FTE | 878<br>FTE | 879<br>FTE | 880<br>FTE | 881<br>FTE | 882<br>FTE | 883<br>FTE | 884<br>FTE | 885<br>FTE | 886<br>FTE | 887<br>FTE | 888<br>FTE | 889<br>FTE | 890<br>FTE | 891<br>FTE | 892<br>FTE | 893<br>FTE | 894<br>FTE | 895<br>FTE | 896<br>FTE | 897<br>FTE | 898<br>FTE | 899<br>FTE | 900<br>FTE | 901<br>FTE | 902<br>FTE | 903<br>FTE | 904<br>FTE | 905<br>FTE | 906<br>FTE | 907<br>FTE | 908<br>FTE | 909<br>FTE | 910<br>FTE | 911<br>FTE | 912<br>FTE | 913<br>FTE | 914<br>FTE | 915<br>FTE | 916<br>FTE | 917<br>FTE | 918<br>FTE | 919<br>FTE | 920<br>FTE | 921<br>FTE | 922<br>FTE | 923<br>FTE | 924<br>FTE | 925<br>FTE | 926<br>FTE | 927<br>FTE | 928<br>FTE | 929<br>FTE | 930<br>FTE | 931<br>FTE | 932<br>FTE | 933<br>FTE | 934<br>FTE | 935<br>FTE | 936<br>FTE | 937<br>FTE | 938<br>FTE | 939<br>FTE | 940<br>FTE | 941<br>FTE | 942<br>FTE | 943<br>FTE | 944<br>FTE | 945<br>FTE | 946<br>FTE | 947<br>FTE | 948<br>FTE | 949<br>FTE | 950<br>FTE | 951<br>FTE | 952<br>FTE | 953<br>FTE | 954<br>FTE | 955<br>FTE | 956<br>FTE | 957<br>FTE | 958<br>FTE | 959<br>FTE | 960<br>FTE | 961<br>FTE | 962<br>FTE | 963<br>FTE | 964<br>FTE | 965<br>FTE | 966<br>FTE | 967<br>FTE | 968<br>FTE | 969<br>FTE | 970<br>FTE | 971<br>FTE | 972<br>FTE | 973<br>FTE | 974<br>FTE | 975<br>FTE | 976<br>FTE | 977<br>FTE | 978<br>FTE | 979<br>FTE | 980<br>FTE | 981<br>FTE | 982<br>FTE | 983<br>FTE | 984<br>FTE | 985<br>FTE | 986<br>FTE | 987<br>FTE | 988<br>FTE | 989<br>FTE | 990<br>FTE | 991<br>FTE | 992<br>FTE | 993<br>FTE | 994<br>FTE | 995<br>FTE | 996<br>FTE | 997<br>FTE | 998<br>FTE | 999<br>FTE | 1000<br>FTE | 1001<br>FTE | 1002<br>FTE | 1003<br>FTE | 1004<br>FTE | 1005<br>FTE | 1006<br>FTE | 1007<br>FTE | 1008<br>FTE | 1009<br>FTE | 1010<br>FTE | 1011<br>FTE | 1012<br>FTE | 1013<br>FTE | 1014<br>FTE | 1015<br>FTE | 1016<br>FTE | 1017<br>FTE | 1018<br>FTE | 1019<br>FTE | 1020<br>FTE | 1021<br>FTE | 1022<br>FTE | 1023<br>FTE | 1024<br>FTE | 1025<br>FTE | 1026<br>FTE | 1027<br>FTE | 1028<br>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                       |                            |       |              |              |       |              |              |       |              |       |              |            |                     |   |
| Staffing                                 |                            |       |              |              |       |              |              |       |              |       |              |            |                     |   |
| 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                      | 001.300.2330.1.3.098.300.5 | 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  | 21.39%              |   |
| 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%               |   |
| Individualized Education Plan            |                            |       |              |              |       |              |              |       |              |       |              |            |                     |   |
| 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  | \$ 537,599   | \$ 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<br>FTE | FY17<br>Budget | FY17<br>Actuals | FY18<br>FTE | FY18<br>Budget | FY18<br>Actuals | FY19<br>FTE | FY19<br>Budget | FY20<br>FTE | FY20<br>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       | \$ 5,181,612   | \$ 5,111,133    | 67.79       | \$ 5,472,666   | 70.79       | \$ 6,411,778   | \$ 939,112          | 17.33%  |
| <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     | \$ 125,491      | -           | \$ 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       | \$ 5,412,731   | \$ 5,323,974    | 67.79       | \$ 5,679,465   | 74.79       | \$ 6,595,737   | \$ 926,272          | 16.31%  |
| <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<br>(1) | Officials<br>(2) | Supplies<br>/ Assets | Contract<br>Services<br>(3) | Personnel<br>(4) | Salaries<br>(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<br>FTE | FY19<br>Budget    | FY19<br>Actuals   | FY18<br>FTE | FY18<br>Budget    | FY18<br>Actuals   | FY19<br>FTE | FY19<br>Budget    | FY20<br>FTE | FY20<br>Budget    | Change FY19 to FY20 |               |
|---|----------------------------|-------------|-------------------|-------------------|-------------|-------------------|-------------------|-------------|-------------------|-------------|-------------------|---------------------|---------------|
|   |                            |             |                   |                   |             |                   |                   |             |                   |             |                   | \$                  | %             |
| <b>School Committee</b>                 |                            |             |                   |                   |             |                   |                   |             |                   |             |                   |                     |               |
| Clerical/SC                             | 001.400.1110.9.9.000.200.5 | 0.10        | \$ 5,000          | \$ 3,150          | 0.10        | \$ 2,050          | \$ 3,470          | 0.10        | \$ 3,229          | 0.10        | \$ 3,690          | \$ 461              | 14.28%        |
| Contracted Services/SC                  | 001.400.1110.9.9.000.400.5 | -           | \$ 10,000         | \$ 5,052          | -           | \$ 10,000         | \$ 12,045         | -           | \$ 10,000         | -           | \$ 10,000         | \$ -                | 0.00%         |
| Supplies/Materials-SC                   | 001.400.1110.9.9.000.500.5 | -           | \$ 4,000          | \$ 172            | -           | \$ 4,000          | \$ 229            | -           | \$ 4,000          | -           | \$ 4,000          | \$ -                | 0.00%         |
| Cont Serv Legal and SC                  | 001.400.1430.9.9.000.450.5 | -           | \$ 25,000         | \$ 13,040         | -           | \$ 15,000         | \$ 23,510         | -           | \$ 15,000         | -           | \$ 15,000         | \$ -                | 0.00%         |
| OT Exp/SC                               | 001.400.1110.9.9.000.600.5 | -           | \$ 12,000         | \$ 11,982         | -           | \$ 12,000         | \$ 14,182         | -           | \$ 12,000         | -           | \$ 12,000         | \$ -                | 0.00%         |
| <b>Sub Total</b>                        |                            | <b>0.10</b> | <b>\$ 56,000</b>  | <b>\$ 33,396</b>  | <b>0.10</b> | <b>\$ 43,050</b>  | <b>\$ 53,437</b>  | <b>0.10</b> | <b>\$ 44,229</b>  | <b>0.10</b> | <b>\$ 44,690</b>  | <b>\$ 461</b>       | <b>1.04%</b>  |
| <b>School Administrative 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<br>FTE  | FY17<br>Budget      | FY17<br>Actual      | FY18<br>FTE  | FY18<br>Budget      | FY18<br>Actual      | FY19<br>FTE  | FY19<br>Budget      | FY20<br>FTE  | FY20<br>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           | \$ -                | 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            | \$ -                | 0.00%        |
| ELL Other Expense                       | 001.400.2357.9.9.046.600.5 | -            | \$ 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           | \$ -                | 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           | \$ -                | 0.00%        |
| C & I Salaries PD Other Salaries        | 001.400.2353.9.9.099.300.5 | -            | \$ -                | \$ -                | -            | \$ 317              | \$ 81               | -            | \$ 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           | \$ -                | 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           | \$ -                | 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           | \$ -                | 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           | \$ 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            | \$ -                | 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           | \$ 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            | \$ -                | 0.00%        |
| <b>Sub Total</b>                        |                            | -            | \$ 139,370          | \$ 124,514          | -            | \$ 177,984          | \$ 145,871          | -            | \$ 189,227          | -            | \$ 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          | \$ 2,758            | 2.50%        |
| <b>Sub Total</b>                        |                            | -            | \$ -                | \$ 105,000          | 1.00         | \$ 107,625          | \$ 107,625          | 1.00         | \$ 110,316          | 1.00         | \$ 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            | \$ -                | 0.00%        |
| Food Services                           | 001.400.3400.9.9.080.300.5 | -            | \$ 50,000           | \$ 45,976           | -            | \$ 50,000           | \$ 8,105            | -            | \$ 35,000           | -            | \$ 35,000           | \$ -                | 0.00%        |
| <b>Sub Total</b>                        |                            | -            | \$ 62,500           | \$ 48,476           | -            | \$ 52,500           | \$ 10,605           | -            | \$ 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          | \$ 63,060           | 8.23%        |
| <b>Sub Total</b>                        |                            | -            | \$ 771,009          | \$ 709,103          | -            | \$ 738,700          | \$ 738,783          | -            | \$ 765,820          | -            | \$ 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           | \$ 12,855           | -            | \$ 22,248           | -            | \$ 22,806           | \$ 558              | 2.51%        |
| <b>Sub Total</b>                        |                            | -            | \$ 21,186           | \$ 12,617           | -            | \$ 21,708           | \$ 12,855           | -            | \$ 22,248           | -            | \$ 22,806           | \$ 558              | 2.51%        |
| <b>Out of District Transportation</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           | \$ 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           | \$ 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>\$ 3,152,852</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 | \$ 733,165    | \$ 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<br>FTE | FY17<br>Budget | FY17<br>Actual | FY18<br>FTE | FY18<br>Budget | FY18<br>Actual | FY19<br>FTE | FY19<br>Budget | FY19<br>Actual | FY20<br>FTE  | FY20<br>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    | \$ -           | \$ -                | 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   | \$ 986,641     | \$ 78,350           | 8.63%   |
| Cont Serv Medicare Tax            | 001.400.5100.9.9.000.490.5 | -           | \$ 273,985     | \$ 275,063     | -           | \$ 278,393     | \$ 279,677     | -           | \$ 292,641     | -              | \$ 301,726   | \$ 301,726     | \$ 9,084            | 3.10%   |
| Cont Serv SS Tax                  | 001.400.5100.9.9.000.491.5 | -           | \$ 46,516      | \$ 48,800      | -           | \$ 44,972      | \$ 57,092      | -           | \$ 51,271      | -              | \$ 59,983    | \$ 59,983      | \$ 8,712            | 16.99%  |
| Cont Serv Unemployment            | 001.400.5200.9.9.000.400.5 | -           | \$ 72,000      | \$ 18,241      | -           | \$ 60,000      | \$ 34,058      | -           | \$ 25,000      | -              | \$ 25,000    | \$ 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     | -              | \$ 136,147   | \$ 136,147     | \$ 11,128           | 8.90%   |
| Cont Serv. Retiree Life Insurance | 001.400.5250.9.9.000.481.5 | -           | \$ 600         | \$ 371         | -           | \$ 600         | \$ 434         | -           | \$ 600         | -              | \$ 600       | \$ 600         | \$ -                | 0.00%   |
| OPEB Trust Fund                   | 001.400.5250.9.9.000.487.5 | -           | \$ -           | \$ -           | -           | \$ 40,000      | \$ -           | -           | \$ -           | -              | \$ 250,000   | \$ 250,000     | \$ 250,000          | #DIV/0! |
| District Share Health INS         | 001.400.5200.9.9.000.482.5 | -           | \$ 1,593,201   | \$ 1,579,694   | -           | \$ 1,677,611   | \$ 1,728,317   | -           | \$ 1,821,005   | -              | \$ 1,983,714 | \$ 1,983,714   | \$ 162,709          | 8.94%   |
| Cont Serv. Medicare Supp.         | 001.400.5250.9.9.000.483.5 | -           | \$ 375,863     | \$ 327,717     | -           | \$ 420,735     | \$ 434,768     | -           | \$ 463,043     | -              | \$ 497,649   | \$ 497,649     | \$ 34,606           | 7.47%   |
| Health Insurance - Food Services  | 001.400.5200.9.9.001.482.5 | -           | \$ 47,873      | \$ 55,305      | -           | \$ 57,562      | \$ 44,150      | -           | \$ 44,915      | -              | \$ 49,607    | \$ 49,607      | \$ 4,692            | 10.45%  |
| Cont Serv. Retiree's Full Plans   | 001.400.5250.9.9.001.483.5 | -           | \$ 277,195     | \$ 223,108     | -           | \$ 274,717     | \$ 255,672     | -           | \$ 284,797     | -              | \$ 280,949   | \$ 280,949     | \$ (3,848)          | -1.35%  |
| <b>Total</b>                      |                            |             | \$ 3,466,908   | \$ 3,475,815   |             | \$ 3,879,811   | \$ 3,802,745   |             | \$ 4,006,343   |                | \$ 4,622,016 | \$ 4,622,016   | \$ 555,549          | 13.86%  |

**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>  |