

**NEWBURYPORT SCHOOL COMMITTEE  
NEWBURYPORT, MASSACHUSETTS**

**School Committee  
AMENDED**

**Public Hearing – FY26 Budget  
and  
Business Meeting**

**Monday, April 7, 2025  
6:30PM**

SC Packet Checklist:

SC Budget Hearing & Business Meeting Agenda April 7, 2025  
SC Budget Hearing & Business Meeting Agenda Notes April 7, 2025  
FY26 Proposed Budget \*\*  
SC Warrant April 7, 2025  
SC Business Meeting Minutes March 17, 2025  
NHS Overnight Field Trip – Sailbot Robotics  
Policy JJH Student Overnight or Late Night Travel  
NEF Naming Rights Request – Bresnahan Classroom (Mrs. Jean Kirkpatrick) \*\*  
Policy FF – Naming New Facilities  
CREST: Letter to School Committee (1 pg) \*\*  
Proposed Amendments to Articles of Agreement (15 pgs) \*\*  
Articles of Agreement (14 pages) \*\*  
MOU for NPS Instructional Assistants Association  
Policy BEDF – Voting Method (3 pgs) \*\*  
Policy HB – Negotiations Legal Status  
Policy CBD – Superintendent’s Contract  
Director of Finance and Operations Profile  
Policy GCF: Professional Staff Hiring  
2025-2026 School Choice Proposed Openings  
School Choice Summaries (2023-24 and 2024-25)  
Policy JFBB – School Choice  
School Committee Meeting Schedule 2025-2026 – DRAFT  
Policy BE – School Committee Meetings  
Superintendent’s Report

**Newburyport Public Schools  
School Committee Business Meeting  
Sr./Community Center, 331 High Street, Newburyport, MA 01950**

**Monday, April 7, 2025 at 6:30PM**

*Join Zoom Meeting*

<https://us02web.zoom.us/j/89859619881?pwd=gnrv1SzPUatxB1if4SABQZtRavOajq.1>

Meeting ID: 898 5961 9881 / Passcode: 116974

--One tap mobile

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*The Mission of the Newburyport Public Schools, the port where tradition and innovation converge, is to ensure each student achieves intellectual and personal excellence and is equipped for life experiences through a system distinguished by students, staff, and community who: - practice kindness and perseverance - celebrate each unique individual - value creativity; experiential, rigorous educational opportunities; scholarly pursuits; and life-long learning - provide the nurturing environments for emotional, social, and physical growth - understand and embrace their role as global citizens.*

**Please note:** The listing of matters are those reasonably anticipated by the Chair which may be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law. The meeting will be televised locally live on Comcast Channel 9 & streamed via <https://ncmhub.org/share/channel-9/>.

### **Public Budget Hearing Agenda**

1. Call to Order & Pledge of Allegiance
2. FY26 Budget Presentation - *Superintendent Sean Gallagher and Michael Wood*
3. Public Comment (*as it relates to the Budget Hearing Agenda*)
4. Adjourn

### **School Committee Business Meeting Agenda**

1. Call to Order
2. Public Comment
3. \*Warrant 4/7/25 – *possible Vote*
4. \*Meeting Minutes 3/17/2025 – *possible Vote*
5. \*NHS Overnight Field Trip – Sailbot Robotics – *possible Vote*
6. \*Consideration and review of the NEF's request to name a 2<sup>nd</sup> grade classroom at the Bresnahan in honor of Mrs. Jean Kirkpatrick – *possible Vote*
7. \*Amendment to CREST Articles of Agreement – *possible Vote*
8. \*Collective Bargaining Agreement between Instructional Assistants Union and Newburyport School Committee for period July 1, 2025 – June 30, 2028 – *possible Vote*
9. \*Superintendent Contract / Compensation – *possible Vote*
10. \*Finalist Recommendation - Director of Finance and Operations – *possible Vote*

*Continued – next page*

11. \*2025-2026 School Choice Proposed Openings – *possible Vote*
12. School Committee Meeting Schedule 2025-2026 - DRAFT
13. Subcommittee Updates
  - a. Finance Subcommittee – Brian Callahan
  - b. Policy Subcommittee – Kathleen Shaw
  - c. Communications Subcommittee – Sarah Hall
  - d. Teaching & Learning Subcommittee – Breanna Higgins
  - e. Superintendent Evaluation Subcommittee – Mayor Sean Reardon
14. Superintendent's Report
15. New Business
16. \*Executive Session – *Vote*  
*for the purpose of discussing strategy related to non-union contract negotiations and will not reconvene in Open Session.*

## Adjournment

\* Possible Vote

**Newburyport Public Schools**  
**School Committee Business Meeting**  
**Monday, April 7, 2025 at 6:30PM**

**Sr./Community Center, 331 High Street, Newburyport, MA 01950**

**AGENDA NOTES**

*Join Zoom Meeting*

<https://us02web.zoom.us/j/89859619881?pwd=gnrv1SzPUatxB1if4SABQZiRavOajq.1>

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The listing of matters are those reasonably anticipated by the Chair which may be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law. The meeting will be televised locally live on Comcast Channel 9 or stream via <https://ncmhub.org/share/channel-9/>.

**Public Budget Hearing Agenda**

2. FY26 Budget Presentation: *Superintendent Sean Gallagher and Michael Wood (Finance) will present an overview of the proposed FY26 budget. (see attached)*
3. Public Comment: *Opportunity for the public to ask questions as they relate to the Public Budget Hearing Agenda.*
4. Adjourn

**School Committee Business Meeting Agenda**

3. \*Warrant 4/7/25 – possible Vote
4. \*Meeting Minutes 3/17/2025 – possible Vote
5. \*NHS Overnight Field Trip – Sailbot Robotics – possible Vote  
*In accordance with Policy JJH - Student Overnight or Late Night Travel, the high school's Sailbot Robotics class is seeking the School Committee's approval to attend the Sailbot Competition in Worcester, MA beginning June 8th through June 13th. (attached)*
6. \*Consideration and review of the NEF's request to name a 2<sup>nd</sup> grade classroom at the Bresnahan in honor of Mrs. Jean Kirkpatrick – possible Vote  
*In accordance with Policy FF – Naming New Facilities, the Newburyport Education Foundation and Institution for Savings are seeking the School Committee's approval to name a 2<sup>nd</sup> grade classroom at the Francis T. Bresnahan Elementary School in honor of Mrs. Jean Kirkpatrick, a former longtime elementary school teacher. (attached)*
7. \*Amendment to CREST Articles of Agreement – possible Vote  
*Newburyport is one of sixteen member districts of CREST Collaborative, which is a provider of special education services to students and districts. Once DESE and the CREST BOD have approved proposed amendments to the Articles of Agreement, DESE then requires the school committee of each CREST member district to vote on acceptance of the amendments. (see attached)*

*Suggested language for vote: The School Committee of Newburyport Public Schools hereby approves the amendments to CREST's Articles of Agreement as approved by CREST's Board of Directors on March 12 and 26, 2025.*

*Continued – next page*

8. \*Collective Bargaining Agreement between Instructional Assistants Union and Newburyport School Committee for period July 1, 2025 – June 30, 2028 – *possible Vote*  
*The Instructional Assistants Union voted to ratify the Memorandum of Understanding (MOU) for the period July 1, 2025 – June 20, 2028 on March 24, 2025. The School Committee will discuss the agreement and vote to approve the MOU at this meeting, in accordance with Policy BEDF – Voting Method and HB – Negotiations Legal Status. (attached)*
9. \**Superintendent Contract / Compensation – possible Vote*  
*Juliet Walker will discuss the superintendent’s contract in accordance with Policy CBD: Superintendent’s Contract.*
10. \**Finalist Recommendation – Director of Finance and Operations – possible Vote*  
*The Advisory Committee created by the School Committee on February 3rd for the hiring process for the Director of Finance and Operations position, would like to move Ethan Manning forward as the recommended candidate for the position of Director of Finance and Operations, in accordance with Policy GCF – Professional Staff Hiring. (attached)*
11. \**2025-2026 School Choice Proposed Openings – possible Vote*  
*Superintendent Sean Gallagher will review proposed school choice openings for 2025-2026. The School Committee will confirm the district’s participation in school choice next year, as well as the number of students to be accepted in each grade, in accordance with Policy JFBB - School Choice. (attached)*
12. *School Committee Meeting Schedule 2025-2026 – DRAFT*  
*The members will review a draft of the school committee meeting calendar for 2025-2026, which was created in accordance with Policy BE: School Committee Meetings. (attached)*
13. *Subcommittee Updates*
  - a. *Finance Subcommittee – Brian Callahan*
  - b. *Policy Subcommittee – Kathleen Shaw*
  - c. *Communications Subcommittee – Sarah Hall*
  - d. *Teaching & Learning Subcommittee – Breanna Higgins*
  - e. *Superintendent Evaluation Subcommittee – Mayor Sean Reardon*
14. *Superintendent’s Report: Playful Learning and NHS Portrait of a Graduate NEASC Presentation*
15. *New Business*
16. \**Executive Session – Vote*  
*for the purpose of discussing strategy related to non-union contract negotiations and will not reconvene in Open Session.*

## **Adjournment**

**\*Possible Vote**

- FYI: Upcoming Dates:**
- ✓ **NHS International Cultural Fair:** Wednesday, April 2 @ 6PM
  - ✓ **NHS School Council meeting:** Wednesday, April 9 @ 5PM
  - ✓ **National Art Honor Society Induction:** Wednesday, April 9 @ 7pm
  - ✓ **National Honor Society Induction:** Thursday, April 10 @ 7PM
  - ✓ **Nock School Council meeting:** Friday, April 11 @ 8:15AM
  - ✓ **Policy Subcommittee meeting:** Monday, April 14 @ 7PM
  - ✓ **Teaching & Learning Subcommittee:** Tuesday, April 15 @ 6:30PM
  - ✓ **Superintendent’s Advisory Council meeting:** Tuesday, April 15 @ 6:30PM
  - ✓ **FINCOM meeting:** Thursday, April 17 @ tba
  - ✓ **SEPAC meeting:** Thursday, April 17 @ 6PM
  - ✓ **Early Release Day – Friday, April 18**

NEWBURYPORT PUBLIC SCHOOLS

PROPOSED BUDGET

FY 2026

For Public Budget Hearing on April 7, 2025

Amended 4/4/2025

## FISCAL YEAR 2026 BUDGET SUMMARY

### SOURCES OF FUNDS

	FY25	FY26 3.24%	\$ Chg 25/26	% Chg 25/26	
<b>City Appropriation</b>	<b>38,176,735</b>	<b>39,411,859</b>	<b>1,235,124</b>	<b>3.24%</b>	<b>Comment</b>
ATHLETICS	423,422	210,686	-212,736	-50.24%	
BUILDING USAGE	32,615	0	-32,615	-100.00%	
PRESCHOOL	200,000	254,431	54,431	27.22%	
School Choice	750,000	971,913	221,913	29.59%	
Transportation	135,000	140,970	5,970	4.42%	
Other Tuition/Revolving	202,500	473,358	270,858	133.76%	
IDEA Grant	574,916	587,000	12,084	2.10%	
Title I Grant	145,000	125,000	-20,000	-13.79%	
Professional Development Grant	140,000	0	-140,000	-100.00%	
Circuit Breaker	3,025,000	2,250,000	-775,000	-25.62%	
MEDICAID REIMBURSEMENT	200,000	128,148	-71,852	-35.93%	
<b>GRAND TOTAL</b>	<b>44,005,188</b>	<b>44,553,366</b>	<b>548,177</b>	<b>1.25%</b>	

### USE OF FUNDS BY COST CENTER

LOCATION	FY25 BUDGET	FY26 BUDGET	\$ Chg 25/26	% Chg 25/26	Comment
Bresnahan	8,743,600	9,387,651	644,051	7.37%	
Molin	4,112,641	4,251,535	138,894	3.38%	
Nock	6,574,741	7,190,891	616,150	9.37%	
High School	10,945,441	11,277,582	332,141	3.03%	
District-Wide	13,628,765	12,445,706	-1,183,059	-8.68%	
<b>Total</b>	<b>\$44,005,188</b>	<b>\$44,553,366</b>	<b>\$548,178</b>	<b>1.25%</b>	

### USE OF FUNDS BY CATEGORY

SALARY AND EXPENSES	FY25 BUDGET	FY26 BUDGET	\$ Chg 25/26	% Chg 25/26	Comment
PERSONNEL	32,133,347	32,853,525	720,178	2.24%	
NON-PERSONNEL	11,871,841	11,699,841	-172,000	-1.45%	
<b>Total</b>	<b>\$44,005,188</b>	<b>\$44,553,366</b>	<b>\$548,178</b>	<b>1.25%</b>	

ACCOUNT DESCRIPTION	FY24 FTE Count	FY24 Budget	FY25 FTE Count	FY25 Budget	FY26 FTE Count	FY26 ALL FUNDS	Change \$ +/-
<b>Bresnahan Elementary School Total</b>							
Supplies/Materials	0.00	\$ 5,590	0.00	\$ 5,881	0.00	\$ 6,200	\$ 319
Aides	7.70	\$ 179,503	7.70	\$ 243,944	8.47	\$ 298,265	\$ 54,321
Professional Salaries	5.00	\$ 223,622	5.00	\$ 457,604	5.00	\$ 457,828	\$ 224
<b>Pre-School</b>	<b>12.70</b>	<b>0</b>	<b>12.70</b>	<b>\$ 707,429</b>	<b>13.47</b>	<b>\$ 762,293</b>	<b>\$ 54,864</b>
Supplies/Materials	0.00	\$ 8,476	0.00	\$ 9,802	0.00	\$ 10,200	\$ 398
Aides	5.00	\$ 78,156	5.37	\$ 171,989	3.00	\$ 98,641	\$ (73,348)
Professional Salaries	8.00	\$ 704,631	8.00	\$ 747,792	7.00	\$ 713,663	\$ (34,129)
<b>Kindergarten</b>	<b>13.00</b>	<b>0</b>	<b>13.37</b>	<b>\$ 929,583</b>	<b>10.00</b>	<b>\$ 822,503</b>	<b>\$ (107,080)</b>
Supplies/Materials	0.00	\$ 1,627	0.00	\$ 2,063	0.00	\$ 6,400	\$ 4,337
General Supplies	0.00	\$ 3,529	0.00	\$ 4,029	0.00	\$ 3,794	\$ (235)
Professional Salaries	7.00	\$ 524,153	8.00	\$ 592,975	7.00	\$ 537,742	\$ (55,233)
<b>Grade 1</b>	<b>7.00</b>	<b>0</b>	<b>8.00</b>	<b>\$ 599,067</b>	<b>7.00</b>	<b>\$ 547,935</b>	<b>\$ (51,132)</b>
Supplies/Materials	0.00	\$ 1,323	0.00	\$ 1,323	0.00	\$ 6,400	\$ 5,077
General Supplies	0.00	\$ 3,546	0.00	\$ 3,578	0.00	\$ 3,663	\$ 85
Professional Salaries	7.00	\$ 523,839	7.00	\$ 544,946	8.00	\$ 648,923	\$ 103,977
<b>Grade 2</b>	<b>7.00</b>	<b>0</b>	<b>7.00</b>	<b>\$ 549,847</b>	<b>8.00</b>	<b>\$ 658,987</b>	<b>\$ 109,139</b>
Supplies/Materials	0.00	\$ 3,284	0.00	\$ 3,284	0.00	\$ 6,400	\$ 3,116
General Supplies	0.00	\$ 2,451	0.00	\$ 2,451	0.00	\$ 2,516	\$ 66
Professional Salaries	7.00	\$ 626,526	7.00	\$ 656,460	7.00	\$ 693,089	\$ 36,629
<b>Grade 3</b>	<b>7.00</b>	<b>0</b>	<b>7.00</b>	<b>\$ 662,194</b>	<b>7.00</b>	<b>\$ 702,005</b>	<b>\$ 39,811</b>

ACCOUNT DESCRIPTION	FY24 FTE Count	FY24 Budget	FY25 FTE Count	FY25 Budget	FY26 FTE Count	FY26 ALL FUNDS	Change \$ +/-
Professional Salaries	1.00	\$ 90,342	1.00	\$ 94,728	1.00	\$ 100,365	\$ 5,637
<b>Technology</b>	<b>1.00</b>	<b>0</b>	<b>1.00</b>	<b>\$ 94,728</b>	<b>1.00</b>	<b>\$ 100,365</b>	<b>\$ 5,637</b>
Supplies/Materials	0.00	\$ -	0.00	\$ 294	0.00	\$ 400	\$ 106
Professional Salaries	1.50	\$ 98,632	1.00	\$ 75,542	1.00	\$ 81,813	\$ 6,271
<b>Music</b>	<b>1.50</b>	<b>0</b>	<b>1.00</b>	<b>\$ 75,836</b>	<b>1.00</b>	<b>\$ 82,213</b>	<b>\$ 6,377</b>
Supplies/Materials	0.00	\$ 4,214	0.00	\$ 4,387	0.00	\$ 4,800	\$ 413
Professional Salaries	1.50	\$ 130,193	1.00	\$ 61,438	1.00	\$ 65,726	\$ 4,288
<b>Art</b>	<b>1.50</b>	<b>0</b>	<b>1.00</b>	<b>\$ 65,825</b>	<b>1.00</b>	<b>\$ 70,526</b>	<b>\$ 4,701</b>
Supplies/Materials	0.00	\$ 1,470	0.00	\$ 1,470	0.00	\$ 2,000	\$ 530
Professional Salaries	2.00	\$ 153,595	2.00	\$ 165,784	2.00	\$ 183,112	\$ 17,328
<b>Physical Education</b>	<b>2.00</b>	<b>0</b>	<b>2.00</b>	<b>\$ 167,254</b>	<b>2.00</b>	<b>\$ 185,112</b>	<b>\$ 17,858</b>
Supplies/Materials	0.00	\$ 8,582	0.00	\$ 10,822	0.00	\$ 12,500	\$ 1,678
Secretary	0.60	\$ 26,357	0.60	\$ 28,792	0.60	\$ 29,800	\$ 1,008
Aides	13.00	\$ 308,780	16.41	\$ 488,724	19.00	\$ 634,104	\$ 145,380
Professional Salaries	26.00	\$ 1,657,126	26.00	\$ 2,033,760	24.00	\$ 2,058,556	\$ 24,796
<b>Special Education</b>	<b>39.60</b>	<b>0</b>	<b>43.01</b>	<b>\$ 2,562,098</b>	<b>43.60</b>	<b>\$ 2,734,960</b>	<b>\$ 172,862</b>
Health: Professional Salaries	0.00	0	0.00	\$ -	2.00	\$ 180,856	\$ 180,856
Health/Med Srv.: Supplies/Materials	0.00	\$ -	0.00	\$ 1,005	0.00	\$ 1,200	\$ 195
<b>Health/Med Service</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>\$ 1,005</b>	<b>2.00</b>	<b>\$ 182,056</b>	<b>\$ 181,051</b>
Supplies/Materials	0.00	\$ 457	0.00	\$ 7,058	0.00	\$ 7,400	\$ 342
General Supplies	0.00	\$ 17,832	0.00	\$ 14,703	0.00	\$ 15,100	\$ 397
<b>Instructional Materials</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>\$ 21,761</b>	<b>0.00</b>	<b>\$ 22,500</b>	<b>\$ 739</b>
Supplies/Materials	0.00	\$ 491	0.00	\$ -	0.00	\$ 1,500	\$ 1,500
General Supplies	0.00	\$ 1,389	0.00	\$ -	0.00	\$ 897	\$ 897
<b>Guidance</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>\$ -</b>	<b>0.00</b>	<b>\$ 2,397</b>	<b>\$ 2,397</b>

ACCOUNT DESCRIPTION	FY24 FTE Count	FY24 Budget	FY25 FTE Count	FY25 Budget	FY26 FTE Count	FY26 ALL FUNDS	Change \$ +/-
Professional Salaries	1.00	\$ 107,830	1.00	\$ 110,496	1.00	\$ 116,951	\$ 6,455
Aides	1.00	\$ 31,996	1.00	\$ 32,780	1.00	\$ 35,115	\$ 2,335
Supplies/Materials	0.00	\$ 400	0.00	\$ 1,470	0.00	\$ 2,200	\$ 730
Software	0.00	\$ -	0.00	\$ 1,274	0.00	\$ 442	\$ (832)
<b>Library</b>	<b>2.00</b>	<b>0</b>	<b>2.00</b>	<b>\$ 146,021</b>	<b>2.00</b>	<b>\$ 154,708</b>	<b>\$ 8,687</b>
Professional Salaries	4.00	\$ 400,182	4.00	\$ 202,862	4.70	\$ 506,102	\$ 303,240
Professional Salaries - 10 Month	2.00	\$ -	2.00	\$ 207,893	0.00	\$ -	\$ (207,893)
<b>Literacy /Math</b>	<b>6.00</b>	<b>0</b>	<b>6.00</b>	<b>\$ 410,755</b>	<b>4.70</b>	<b>\$ 506,102</b>	<b>\$ 95,347</b>
Math Intervention: Professional Salaries	3.00	\$ 158,643	3.00	\$ 289,171	2.70	\$ 273,179	\$ (15,992)
<b>Math Intervention</b>	<b>3.00</b>	<b>0</b>	<b>3.00</b>	<b>\$ 289,171</b>	<b>2.70</b>	<b>\$ 273,179</b>	<b>\$ (15,992)</b>
Supplies/Materials	0.00	\$ 735	0.00	\$ 735	0.00	\$ 1,000	\$ 265
Professional Salaries	1.00	\$ 89,907	1.00	\$ 94,581	1.00	\$ 97,891	\$ 3,310
<b>STEM</b>	<b>1.00</b>	<b>0</b>	<b>1.00</b>	<b>\$ 95,316</b>	<b>1.00</b>	<b>\$ 98,891</b>	<b>\$ 3,575</b>
Adjustment Counselors: Professional Salaries	3.00	\$ 256,025	3.00	\$ 256,421	3.00	\$ 274,131	\$ 17,710
<b>Special Education</b>	<b>3.00</b>	<b>0</b>	<b>3.00</b>	<b>\$ 256,421</b>	<b>3.00</b>	<b>\$ 274,131</b>	<b>\$ 17,710</b>
Overtime	0.00	\$ 18,924	0.00	\$ -	0.00	\$ 20,000	\$ 20,000
Custodian BSE	5.00	\$ 243,156	5.00	\$ 264,637	5.00	\$ 267,827	\$ 3,190
Uniforms	0.00	\$ 1,557	0.00	\$ 2,125	0.00	\$ 3,500	\$ 1,375
Custodial Supplies	0.00	\$ 24,318	0.00	\$ 26,310	0.00	\$ 32,000	\$ 5,690
Electric	0.00	\$ 127,117	0.00	\$ 138,889	0.00	\$ 140,000	\$ 1,111
Gas	0.00	\$ 40,294	0.00	\$ 42,309	0.00	\$ 48,000	\$ 5,691
Telephone	0.00	\$ 9,141	0.00	\$ 10,000	0.00	\$ 10,000	\$ -
Equipment Maintenance	0.00	\$ 2,450	0.00	\$ 3,676	0.00	\$ 6,000	\$ 2,324
Equipment Purchase/Rental	0.00	\$ 8,711	0.00	\$ 11,801	0.00	\$ 14,500	\$ 2,699
<b>Operation of Plant</b>	<b>5.00</b>	<b>0</b>	<b>5.00</b>	<b>\$ 499,746</b>	<b>5.00</b>	<b>\$ 541,827</b>	<b>\$ 42,081</b>

ACCOUNT DESCRIPTION	FY24 FTE Count	FY24 Budget	FY25 FTE Count	FY25 Budget	FY26 FTE Count	FY26 ALL FUNDS	Change \$ +/-
Contracted Services	0.00	\$ 21,581	0.00	\$ 33,550	0.00	\$ 35,000	\$ 1,450
Building/Contracted Services	0.00	\$ 16,136	0.00	\$ 30,410	0.00	\$ 38,000	\$ 7,590
<b>Maintenance of Plant</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>\$ 63,960</b>	<b>0.00</b>	<b>\$ 73,000</b>	<b>\$ 9,040</b>
Title I - Professional Salaries - 10 Month	0.00	\$ -	0.00	\$ 145,000	0.00	\$ -	\$ (145,000)
<b>Title I</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>\$ 145,000</b>	<b>0.00</b>	<b>\$ -</b>	<b>\$ (145,000)</b>
Principals	2.00	\$ 220,048	2.00	\$ 235,510	2.00	\$ 246,710	\$ 11,200
Stipend - Non Specific	0.00	\$ -	0.00	\$ 27,976	0.00	\$ 13,440	\$ (14,536)
Longevity	0.00	\$ -	0.00	\$ 8,800	0.00	\$ 6,000	\$ (2,800)
Secretary	2.84	\$ 138,185	2.84	\$ 143,736	2.84	\$ 145,657	\$ 1,921
Supplies/Materials	0.00	\$ 1,565	0.00	\$ 3,039	0.00	\$ 3,200	\$ 161
Conference/Workshop	0.00	\$ 1,593	0.00	\$ 2,000	0.00	\$ 2,000	\$ -
Memberships	0.00	\$ 650	0.00	\$ 1,764	0.00	\$ 1,800	\$ 36
Printing	0.00	\$ -	0.00	\$ 1,519	0.00	\$ 1,600	\$ 81
Postage	0.00	\$ 1,100	0.00	\$ 1,100	0.00	\$ 2,000	\$ 900
<b>School Administration</b>	<b>4.84</b>	<b>0</b>	<b>4.84</b>	<b>\$ 425,444</b>	<b>4.84</b>	<b>\$ 422,407</b>	<b>\$ (3,037)</b>
Long Term Substitutes	0.00	0	0.00	\$ -	0.00	\$ -	\$ -
Substitutes	0.00	\$ 132,943	0.00	\$ 120,138	0.00	\$ 169,554	\$ 49,416
<b>Non-Salary Employee Benefits</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>\$ 120,138</b>	<b>0.00</b>	<b>\$ 169,554</b>	<b>\$ 49,416</b>
<b>Bresnahan Elementary School Total</b>	<b>117.14</b>	<b>0</b>	<b>120.92</b>	<b>\$ 8,888,600</b>	<b>119.31</b>	<b>\$ 9,387,651</b>	<b>\$ 499,052</b>

ACCOUNT DESCRIPTION	FY24 FTE Count	FY24 Budget	FY25 FTE Count	FY25 Budget	FY26 FTE Count	FY26 ALL FUNDS	Change \$ +/-
Molin Upper Elementary School Total							
Supplies/Materials	0.00	\$ 5,062	0.00	\$ 7,352	0.00	\$ 6,000	\$ (1,352)
Professional Salaries	8.00	\$ 706,783	8.00	\$ 727,676	7.00	\$ 672,899	\$ (54,777)
<b>Grade 4</b>	<b>8.00</b>	<b>0</b>	<b>8.00</b>	<b>\$ 735,028</b>	<b>7.00</b>	<b>\$ 678,899</b>	<b>\$ (56,129)</b>
General Supplies	0.00	\$ 3,594	0.00	\$ 7,352	0.00	\$ 6,000	\$ (1,352)
<i>General Supplies</i>	0.00	\$ -	0.00	\$ -	0.00	\$ 2,040	\$ 2,040
Professional Salaries	7.00	\$ 553,095	7.00	\$ 573,529	7.00	\$ 618,571	\$ 45,042
<b>Grade 5</b>	<b>7.00</b>	<b>0</b>	<b>7.00</b>	<b>\$ 580,881</b>	<b>7.00</b>	<b>\$ 626,611</b>	<b>\$ 45,730</b>
Professional Salaries	0.40	\$ 39,004	0.40	\$ 41,199	0.40	\$ 42,641	\$ 1,442
<b>Technology</b>	<b>0.40</b>	<b>0</b>	<b>0.40</b>	<b>\$ 41,199</b>	<b>0.40</b>	<b>\$ 42,641</b>	<b>\$ 1,442</b>
Professional Salaries	0.50	\$ 65,553	1.00	\$ 90,242	1.00	\$ 93,400	\$ 3,158
Supplies/Materials	0.00	\$ 404	0.00	\$ 4,313	0.00	\$ 3,500	\$ (813)
<b>Music</b>	<b>0.50</b>	<b>0</b>	<b>1.00</b>	<b>\$ 94,555</b>	<b>1.00</b>	<b>\$ 96,900</b>	<b>\$ 2,345</b>
Professional Salaries	0.80	\$ 68,109	0.80	\$ 72,302	0.80	\$ 76,619	\$ 4,317
Supplies/Materials	0.00	\$ 7,078	0.00	\$ 7,352	0.00	\$ 7,000	\$ (352)
<b>Art</b>	<b>0.80</b>	<b>0</b>	<b>0.80</b>	<b>\$ 79,654</b>	<b>0.80</b>	<b>\$ 83,619</b>	<b>\$ 3,965</b>
Professional Salaries	1.70	\$ 121,497	1.70	\$ 127,026	1.20	\$ 78,128	\$ (48,898)
Supplies/Materials	0.00	\$ 392	0.00	\$ 3,921	0.00	\$ 2,000	\$ (1,921)
<b>Physical Education</b>	<b>1.70</b>	<b>0</b>	<b>1.70</b>	<b>\$ 130,947</b>	<b>1.20</b>	<b>\$ 80,128</b>	<b>\$ (50,819)</b>
Professional Salaries	15.00	\$ 1,151,054	11.80	\$ 1,080,939	11.80	\$ 1,102,953	\$ 22,014
Secretary	0.42	\$ 20,416	0.42	\$ 20,759	0.42	\$ 18,339	\$ (2,420)
Aides	9.00	\$ 132,664	10.00	\$ 322,389	8.00	\$ 274,725	\$ (47,664)
Supplies/Materials	0.00	\$ 4,736	0.00	\$ 37,065	0.00	\$ 5,000	\$ (32,065)
<b>Special Education</b>	<b>24.42</b>	<b>0</b>	<b>22.22</b>	<b>\$ 1,461,152</b>	<b>20.22</b>	<b>\$ 1,401,018</b>	<b>\$ (60,134)</b>

ACCOUNT DESCRIPTION	FY24 FTE Count	FY24 Budget	FY25 FTE Count	FY25 Budget	FY26 FTE Count	FY26 ALL FUNDS	Change \$ +/-
Health: Professional Salaries	0.00	0	0.00	\$ -	1.00	\$ 98,043	\$ 98,043
Health/Med Srv.: Supplies/Materials	0.00	0	0.00	\$ -	0.00	\$ -	\$ -
<b>Health/Med Service</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>\$ -</b>	<b>1.00</b>	<b>\$ 98,043</b>	<b>\$ 98,043</b>
Supplies/Materials	0.00	\$ 18,307	0.00	\$ 24,653	0.00	\$ 24,150	\$ (503)
Equipment Maintenance	0.00	\$ 504	0.00	\$ 14,703	0.00	\$ 7,000	\$ (7,703)
<b>Instructional Materials</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>\$ 39,356</b>	<b>0.00</b>	<b>\$ 31,150</b>	<b>\$ (8,206)</b>
Professional Salaries	0.50	\$ 33,535	0.50	\$ 35,355	0.50	\$ 37,822	\$ 2,467
Textbooks	0.00	0	0.00	\$ -	0.00	\$ -	\$ -
Supplies/Materials	0.00	\$ 1,597	0.00	\$ 4,264	0.00	\$ 4,450	\$ 186
<b>Library</b>	<b>0.50</b>	<b>0</b>	<b>0.50</b>	<b>\$ 39,619</b>	<b>0.50</b>	<b>\$ 42,272</b>	<b>\$ 2,653</b>
Professional Salaries - 10 Month	0.00	\$ -	1.00	\$ 94,728	1.30	\$ 128,871	\$ 34,143
<b>Literacy</b>	<b>0.00</b>	<b>0</b>	<b>1.00</b>	<b>\$ 94,728</b>	<b>1.30</b>	<b>\$ 128,871</b>	<b>\$ 34,143</b>
Math Intervention: Professional Salaries	1.00	\$ 95,305	1.00	\$ 107,997	1.30	\$ 142,605	\$ 34,608
<b>Math Intervention</b>	<b>1.00</b>	<b>0</b>	<b>1.00</b>	<b>\$ 107,997</b>	<b>1.30</b>	<b>\$ 142,605</b>	<b>\$ 34,608</b>
Professional Salaries	1.00	\$ 92,227	1.00	\$ 96,932	1.00	\$ 106,602	\$ 9,670
Supplies/Materials	0.00	\$ 2,517	0.00	\$ 7,842	0.00	\$ 7,000	\$ (842)
<b>STEM</b>	<b>1.00</b>	<b>0</b>	<b>1.00</b>	<b>\$ 104,774</b>	<b>1.00</b>	<b>\$ 113,602</b>	<b>\$ 8,828</b>
Adjustment Counselors: Professional Salaries	1.70	\$ 156,842	1.70	\$ 162,664	1.70	\$ 168,357	\$ 5,693
Adjustment Counselors: Supplies/Materials	0.00	\$ -	0.00	\$ 2,255	0.00	\$ 5,200	\$ 2,945
Adjustment Counselors: Textbooks	0.00	\$ -	0.00	\$ 1,850	0.00	\$ -	\$ (1,850)
<b>Special Education</b>	<b>1.70</b>	<b>0</b>	<b>1.70</b>	<b>\$ 166,768</b>	<b>1.70</b>	<b>\$ 173,557</b>	<b>\$ 6,789</b>

ACCOUNT DESCRIPTION	FY24 FTE Count	FY24 Budget	FY25 FTE Count	FY25 Budget	FY26 FTE Count	FY26 ALL FUNDS	Change \$ +/-
Overtime	0.00	\$ 10,942	0.00	\$ -	0.00	\$ 10,000	\$ 10,000
Custodian MOLIN	1.00	\$ 40,009	1.00	\$ 46,447	1.00	\$ 53,879	\$ 7,431
Telephone	0.00	\$ 2,610	0.00	\$ 2,000	0.00	\$ 4,000	\$ 2,000
Equipment Maintenance	0.00	\$ -	0.00	\$ 1,470	0.00	\$ 3,000	\$ 1,530
Equipment Purchase/Rental	0.00	\$ 1,234	0.00	\$ 1,470	0.00	\$ 3,500	\$ 2,030
<b>Operation of Plant</b>	<b>1.00</b>	<b>0</b>	<b>1.00</b>	<b>\$ 51,388</b>	<b>1.00</b>	<b>\$ 74,379</b>	<b>\$ 22,991</b>
Principals	2.00	\$ 227,610	2.00	\$ 243,492	2.00	\$ 252,744	\$ 9,252
Stipend - Non Specific	0.00	\$ -	0.00	\$ 20,450	0.00	\$ 5,770	\$ (14,680)
Longevity	0.00	\$ -	0.00	\$ 4,550	0.00	\$ 6,000	\$ 1,450
Secretary	1.00	\$ 49,102	1.00	\$ 49,426	1.00	\$ 54,271	\$ 4,845
Supplies/Materials	0.00	\$ 1,728	0.00	\$ 3,921	0.00	\$ 2,400	\$ (1,521)
Publications	0.00	\$ -	0.00	\$ 980	0.00	\$ 300	\$ (680)
Conference/Workshop	0.00	\$ -	0.00	\$ -	0.00	\$ 4,000	\$ 4,000
Memberships	0.00	\$ 1,078	0.00	\$ 2,058	0.00	\$ 1,200	\$ (858)
Postage	0.00	\$ 1,500	0.00	\$ 1,500	0.00	\$ 1,000	\$ (500)
<b>School Administration</b>	<b>3.00</b>	<b>0</b>	<b>3.00</b>	<b>\$ 326,378</b>	<b>3.00</b>	<b>\$ 327,686</b>	<b>\$ 1,308</b>
Long Term Substitutes	0.00	0	0.00	\$ -	0.00	\$ -	\$ -
Substitutes	0.00	\$ 101,801	0.00	\$ 58,218	0.00	\$ 109,555	\$ 51,337
<b>Non-Salary Employee Benefits</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>\$ 58,218</b>	<b>0.00</b>	<b>\$ 109,555</b>	<b>\$ 51,337</b>
<b>Molin Upper Elementary School Total</b>	<b>51.02</b>	<b>0</b>	<b>50.32</b>	<b>\$ 4,112,641</b>	<b>48.42</b>	<b>\$ 4,251,535</b>	<b>\$ 138,894</b>

ACCOUNT DESCRIPTION	FY24 FTE Count	FY24 Budget	FY25 FTE Count	FY25 Budget	FY26 FTE Count	FY26 ALL FUNDS	Change \$ +/-
<b>Nock Middle School Total</b>							
Supplies/Materials	0.00	\$ 978	0.00	\$ 4,980	0.00	\$ 4,980	\$ -
General Supplies	0.00	\$ 941	0.00	\$ 980	0.00	\$ 980	\$ -
Professional Salaries	8.00	\$ 726,478	8.00	\$ 715,187	8.00	\$ 775,310	\$ 60,123
<b>Grade 6</b>	<b>8.00</b>	<b>0</b>	<b>8.00</b>	<b>\$ 721,147</b>	<b>8.00</b>	<b>\$ 781,271</b>	<b>\$ 60,123</b>
Supplies/Materials	0.00	\$ 971	0.00	\$ 980	0.00	\$ 980	\$ -
Textbooks	0.00	\$ 1,064	0.00	\$ 1,000	0.00	\$ 1,000	\$ -
Professional Salaries	8.00	\$ 652,467	8.00	\$ 681,447	8.00	\$ 712,493	\$ 31,046
<b>Grade 7</b>	<b>8.00</b>	<b>0</b>	<b>8.00</b>	<b>\$ 683,427</b>	<b>8.00</b>	<b>\$ 714,473</b>	<b>\$ 31,046</b>
Textbooks	0.00	\$ 1,016	0.00	\$ 1,000	0.00	\$ 1,000	\$ -
Supplies/Materials	0.00	\$ 4,726	0.00	\$ 5,391	0.00	\$ 5,391	\$ -
Professional Salaries	8.00	\$ 693,040	8.00	\$ 695,350	8.00	\$ 744,638	\$ 49,288
<b>Grade 8</b>	<b>8.00</b>	<b>0</b>	<b>8.00</b>	<b>\$ 701,741</b>	<b>8.00</b>	<b>\$ 751,029</b>	<b>\$ 49,288</b>
Supplies/Materials	0.00	\$ -	0.00	\$ 686	0.00	\$ 686	\$ -
Professional Salaries	6.00	\$ 427,636	6.00	\$ 456,268	6.00	\$ 495,144	\$ 38,876
<b>World Language</b>	<b>6.00</b>	<b>0</b>	<b>6.00</b>	<b>\$ 456,954</b>	<b>6.00</b>	<b>\$ 495,830</b>	<b>\$ 38,876</b>
Software	0.00	\$ 2,874	0.00	\$ 11,000	0.00	\$ 11,520	\$ 520
Professional Salaries	0.60	\$ 58,507	0.60	\$ 61,798	0.60	\$ 63,961	\$ 2,163
<b>Technology</b>	<b>0.60</b>	<b>0</b>	<b>0.60</b>	<b>\$ 72,798</b>	<b>0.60</b>	<b>\$ 75,481</b>	<b>\$ 2,683</b>
Professional Salaries	1.50	\$ 119,744	1.50	\$ 123,797	1.50	\$ 130,229	\$ 6,432
Supplies/Materials	0.00	\$ 338	0.00	\$ 980	0.00	\$ 767	\$ (214)
Memberships	0.00	\$ 334	0.00	\$ 490	0.00	\$ 334	\$ (156)
Equipment Maintenance	0.00	\$ 855	0.00	\$ 1,519	0.00	\$ 1,200	\$ (319)
Equipment Purchase/Rental	0.00	\$ -	0.00	\$ 2,451	0.00	\$ 2,451	\$ -
<b>Music</b>	<b>1.50</b>	<b>0</b>	<b>1.50</b>	<b>\$ 129,237</b>	<b>1.50</b>	<b>\$ 134,980</b>	<b>\$ 5,744</b>

ACCOUNT DESCRIPTION	FY24 FTE Count	FY24 Budget	FY25 FTE Count	FY25 Budget	FY26 FTE Count	FY26 ALL FUNDS	Change \$ +/-
Professional Salaries	1.20	\$ 102,163	1.20	\$ 108,453	1.20	\$ 114,928	\$ 6,475
Supplies/Materials	0.00	\$ 4,809	0.00	\$ 5,391	0.00	\$ 5,391	\$ -
<b>Art</b>	<b>1.20</b>	<b>0</b>	<b>1.20</b>	<b>\$ 113,844</b>	<b>1.20</b>	<b>\$ 120,319</b>	<b>\$ 6,475</b>
Professional Salaries	2.30	\$ 162,871	2.30	\$ 170,113	1.80	\$ 117,192	\$ (52,921)
Supplies/Materials	0.00	\$ 488	0.00	\$ 490	0.00	\$ 490	\$ -
Equipment Purchase/Rental	0.00	\$ 490	0.00	\$ 490	0.00	\$ 490	\$ -
<b>Physical Education</b>	<b>2.30</b>	<b>0</b>	<b>2.30</b>	<b>\$ 171,093</b>	<b>1.80</b>	<b>\$ 118,172</b>	<b>\$ (52,921)</b>
Supplies/Materials	0.00	\$ 2,769	0.00	\$ 5,843	0.00	\$ 7,500	\$ 1,657
Professional Salaries	20.20	\$ 1,125,121	19.00	\$ 1,580,979	20.00	\$ 1,723,722	\$ 142,743
Secretary	0.42	\$ 20,416	0.42	\$ 20,759	0.42	\$ 18,339	\$ (2,420)
Aides	8.65	\$ 132,372	7.65	\$ 235,652	10.65	\$ 361,750	\$ 126,098
<b>Special Education</b>	<b>29.27</b>	<b>0</b>	<b>27.07</b>	<b>\$ 1,843,233</b>	<b>31.07</b>	<b>\$ 2,111,312</b>	<b>\$ 268,079</b>
Health: Professional Salaries	0.00	0	0.00	\$ -	1.00	\$ 89,318	\$ 89,318
Health/Med Srv.: Supplies/Materials	0.00	0	0.00	\$ -	0.00	\$ -	\$ -
<b>Health/Med Service</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>\$ -</b>	<b>1.00</b>	<b>\$ 89,318</b>	<b>\$ 89,318</b>
Aides	0.00	\$ 20,570	0.00	\$ -	0.00	\$ -	\$ -
Contracted Services	0.00	\$ 39,916	0.00	\$ 24,000	0.00	\$ 59,000	\$ 35,000
AV Materials	0.00	\$ 760	0.00	\$ 980	0.00	\$ 980	\$ -
General Supplies	0.00	\$ 5,654	0.00	\$ 6,371	0.00	\$ 6,371	\$ -
<b>Instructional Materials</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>\$ 31,352</b>	<b>0.00</b>	<b>\$ 66,352</b>	<b>\$ 35,000</b>
Tech Education: Professional Salaries	1.00	\$ 96,770	1.00	\$ 99,215	1.00	\$ 111,002	\$ 11,787
Tech Education: Supplies/Materials	0.00	\$ 2,274	0.00	\$ 2,451	0.00	\$ 2,451	\$ -
Tech Education: Software	0.00	\$ 338	0.00	\$ 490	0.00	\$ 782	\$ 292
Tech Education: General Supplies	0.00	\$ 490	0.00	\$ 490	0.00	\$ 490	\$ -
<b>Tech Education</b>	<b>1.00</b>	<b>0</b>	<b>1.00</b>	<b>\$ 102,646</b>	<b>1.00</b>	<b>\$ 114,724</b>	<b>\$ 12,079</b>

ACCOUNT DESCRIPTION	FY24 FTE Count	FY24 Budget	FY25 FTE Count	FY25 Budget	FY26 FTE Count	FY26 ALL FUNDS	Change \$ +/-
Professional Salaries	0.50	\$ 33,536	0.50	\$ 35,355	0.50	\$ 37,822	\$ 2,467
Supplies/Materials	0.00	\$ 427	0.00	\$ 441	0.00	\$ 441	\$ -
Software	0.00	\$ 1,828	0.00	\$ 4,548	0.00	\$ 2,461	\$ (2,087)
<b>Library</b>	<b>0.50</b>	<b>0</b>	<b>0.50</b>	<b>\$ 40,344</b>	<b>0.50</b>	<b>\$ 40,724</b>	<b>\$ 380</b>
Professional Salaries	0.00	\$ 4,808	0.00	\$ 13,000	0.00	\$ 6,839	\$ (6,161)
Awards	0.00	\$ 3,940	0.00	\$ 4,200	0.00	\$ 4,200	\$ -
<b>Student Activities</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>\$ 17,200</b>	<b>0.00</b>	<b>\$ 11,039</b>	<b>\$ (6,161)</b>
Middle School Athletics	0.00	\$ 21,837	0.00	\$ 24,000	0.00	\$ 27,000	\$ 3,000
<b>Athletics</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>\$ 24,000</b>	<b>0.00</b>	<b>\$ 27,000</b>	<b>\$ 3,000</b>
Professional Salaries	1.60	\$ 127,877	1.60	\$ 136,105	1.60	\$ 145,430	\$ 9,325
<b>Reading Recover</b>	<b>1.60</b>	<b>0</b>	<b>1.60</b>	<b>\$ 136,105</b>	<b>1.60</b>	<b>\$ 145,430</b>	<b>\$ 9,325</b>
Adjustment Counselors: Professional Salaries	3.00	\$ 206,459	3.00	\$ 219,808	3.00	\$ 239,563	\$ 19,755
<b>Special Education Adjustment Counselors</b>	<b>3.00</b>	<b>0</b>	<b>3.00</b>	<b>\$ 219,808</b>	<b>3.00</b>	<b>\$ 239,563</b>	<b>\$ 19,755</b>
Overtime	4.00	\$ 34,918	4.00	\$ -	0.00	\$ 36,000	\$ 36,000
Custodian NOCK	0.00	\$ 217,287	0.00	\$ 217,471	4.00	\$ 217,666	\$ 194
Uniforms	0.00	\$ 2,062	0.00	\$ 2,125	0.00	\$ 3,000	\$ 875
Custodial Supplies	0.00	\$ 24,298	0.00	\$ 27,388	0.00	\$ 31,500	\$ 4,112
Electric	0.00	\$ 67,843	0.00	\$ 154,402	0.00	\$ 166,000	\$ 11,598
Gas	0.00	\$ 46,428	0.00	\$ 65,011	0.00	\$ 73,000	\$ 7,989
Telephone	0.00	\$ 7,685	0.00	\$ 15,000	0.00	\$ 15,000	\$ -
Equipment Maintenance	0.00	\$ 1,915	0.00	\$ 3,725	0.00	\$ 5,500	\$ 1,775
Equipment Purchase/Rental	0.00	\$ 13,820	0.00	\$ 13,600	0.00	\$ 18,000	\$ 4,400
<b>Operation of Plant</b>	<b>4.00</b>	<b>0</b>	<b>4.00</b>	<b>\$ 498,722</b>	<b>4.00</b>	<b>\$ 565,666</b>	<b>\$ 66,944</b>

ACCOUNT DESCRIPTION	FY24 FTE Count	FY24 Budget	FY25 FTE Count	FY25 Budget	FY26 FTE Count	FY26 ALL FUNDS	Change \$ +/-
Contracted Services	0.00	\$ 29,010	0.00	\$ 36,410	0.00	\$ 38,000	\$ 1,590
Building/Contracted Services	0.00	\$ 44,916	0.00	\$ 34,170	0.00	\$ 45,000	\$ 10,830
<b>Maintenance of Plant</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>\$ 70,580</b>	<b>0.00</b>	<b>\$ 83,000</b>	<b>\$ 12,420</b>
Principals	2.00	\$ 221,113	2.00	\$ 236,488	2.00	\$ 245,675	\$ 9,187
Stipend - Non Specific	0.00	\$ -	0.00	\$ 65,025	0.00	\$ 8,020	\$ (57,005)
Longevity	0.00	\$ -	0.00	\$ 2,250	0.00	\$ 2,250	\$ -
Secretary	2.00	\$ 99,760	2.00	\$ 101,812	2.00	\$ 99,332	\$ (2,480)
Supplies/Materials	0.00	\$ 2,174	0.00	\$ 2,451	0.00	\$ 2,451	\$ -
Publications	0.00	\$ 337	0.00	\$ 882	0.00	\$ 500	\$ (382)
Memberships	0.00	\$ 1,164	0.00	\$ 1,843	0.00	\$ 1,300	\$ (543)
Printing	0.00	\$ 501	0.00	\$ 980	0.00	\$ 980	\$ -
Postage	0.00	\$ 4,541	0.00	\$ 3,700	0.00	\$ 3,700	\$ -
Equipment Maintenance	0.00	\$ -	0.00	\$ 980	0.00	\$ 980	\$ -
<b>School Administration</b>	<b>4.00</b>	<b>0</b>	<b>4.00</b>	<b>\$ 416,411</b>	<b>4.00</b>	<b>\$ 365,188</b>	<b>\$ (51,223)</b>
Long Term Substitutes	0.00	0	0.00	\$ -	0.00	\$ -	\$ -
Substitutes	0.00	\$ 80,235	0.00	\$ 124,098	0.00	\$ 140,017	\$ 15,919
<b>Non-Salary Employee Benefits</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>\$ 124,098</b>	<b>0.00</b>	<b>\$ 140,017</b>	<b>\$ 15,919</b>
<b>Nock Middle School Total</b>	<b>78.97</b>	<b>0</b>	<b>76.77</b>	<b>\$ 6,574,741</b>	<b>81.27</b>	<b>\$ 7,190,891</b>	<b>\$ 616,150</b>

ACCOUNT DESCRIPTION	FY24 FTE Count	FY24 Budget	FY25 FTE Count	FY25 Budget	FY26 FTE Count	FY26 ALL FUNDS	Change \$ +/-
<b>Newburyport High School Total</b>							
Publications	0.00	\$ 1,153	0.00	\$ 1,176	0.00	\$ 1,000	\$ (176)
Textbooks	0.00	\$ 1,926	0.00	\$ 3,000	0.00	\$ 2,500	\$ (500)
Professional Salaries	8.10	\$ 665,715	8.10	\$ 694,245	8.10	\$ 741,252	\$ 47,007
<b>English</b>	<b>8.10</b>	<b>0</b>	<b>8.10</b>	<b>\$ 698,421</b>	<b>8.10</b>	<b>\$ 744,752</b>	<b>\$ 46,331</b>
Supplies/Materials	0.00	\$ 1,088	0.00	\$ 1,088	0.00	\$ 1,000	\$ (88)
Textbooks	0.00	\$ 12,202	0.00	\$ 12,313	0.00	\$ 11,000	\$ (1,313)
Professional Salaries	6.00	\$ 587,778	6.00	\$ 575,498	6.00	\$ 625,296	\$ 49,798
<b>World Language</b>	<b>6.00</b>	<b>0</b>	<b>6.00</b>	<b>\$ 588,899</b>	<b>6.00</b>	<b>\$ 637,296</b>	<b>\$ 48,397</b>
Textbooks	0.00	\$ -	0.00	\$ 15,000	0.00	\$ 10,000	\$ (5,000)
Textbooks	0.00	\$ -	0.00	\$ -	0.00	\$ 3,400	\$ 3,400
Supplies/Materials	0.00	\$ 2,834	0.00	\$ 6,862	0.00	\$ 5,000	\$ (1,862)
Professional Salaries	9.00	\$ 784,050	9.00	\$ 806,704	9.00	\$ 851,118	\$ 44,414
<b>Math</b>	<b>9.00</b>	<b>0</b>	<b>9.00</b>	<b>\$ 828,566</b>	<b>9.00</b>	<b>\$ 869,518</b>	<b>\$ 40,952</b>
Textbooks	0.00	\$ 9,446	0.00	\$ 10,000	0.00	\$ 11,234	\$ 1,234
Waste Disposal	0.00	\$ -	0.00	\$ 980	0.00	\$ 980	\$ (0)
Supplies/Materials	0.00	\$ 16,075	0.00	\$ 23,525	0.00	\$ 23,500	\$ (25)
Equipment Maintenance	0.00	\$ -	0.00	\$ 2,941	0.00	\$ 3,000	\$ 59
Professional Salaries	9.00	\$ 834,019	9.00	\$ 861,220	10.00	\$ 982,738	\$ 121,518
<b>Science</b>	<b>9.00</b>	<b>0</b>	<b>9.00</b>	<b>\$ 898,666</b>	<b>10.00</b>	<b>\$ 1,021,451</b>	<b>\$ 122,786</b>
Contract Services	0.00	\$ 4,950	0.00	\$ 8,150	0.00	\$ 5,000	\$ (3,150)
Supplies/Materials	0.00	\$ 924	0.00	\$ 3,960	0.00	\$ 3,500	\$ (460)
Textbooks	0.00	\$ 94	0.00	\$ -	0.00	\$ 712	\$ 712
Professional Salaries	8.00	\$ 695,788	8.00	\$ 723,952	8.00	\$ 734,604	\$ 10,652
<b>Social Studies</b>	<b>8.00</b>	<b>0</b>	<b>8.00</b>	<b>\$ 736,062</b>	<b>8.00</b>	<b>\$ 743,816</b>	<b>\$ 7,753</b>

ACCOUNT DESCRIPTION	FY24 FTE Count	FY24 Budget	FY25 FTE Count	FY25 Budget	FY26 FTE Count	FY26 ALL FUNDS	Change \$ +/-
Professional Salaries	1.00	\$ -	1.00	\$ 97,545	1.00	\$ 100,959	\$ 3,414
<b>Technology</b>	<b>1.00</b>	<b>0</b>	<b>1.00</b>	<b>\$ 97,545</b>	<b>1.00</b>	<b>\$ 100,959</b>	<b>\$ 3,414</b>
Software	0.00	\$ 499	0.00	\$ 637	0.00	\$ 1,319	\$ 682
Field Trips	0.00	\$ 1,261	0.00	\$ 1,700	0.00	\$ 2,500	\$ 800
Memberships	0.00	\$ 150	0.00	\$ 245	0.00	\$ 250	\$ 5
Supplies/Materials	0.00	\$ 1,152	0.00	\$ 980	0.00	\$ 1,000	\$ 20
Equipment Maintenance	0.00	\$ 555	0.00	\$ 882	0.00	\$ 1,000	\$ 118
Equipment Purchase/Rental	0.00	\$ 1,905	0.00	\$ 1,960	0.00	\$ 2,000	\$ 40
Professional Salaries	1.00	\$ 88,191	1.00	\$ 90,464	1.00	\$ 95,722	\$ 5,258
<b>Music</b>	<b>1.00</b>	<b>0</b>	<b>1.00</b>	<b>\$ 96,869</b>	<b>1.00</b>	<b>\$ 103,791</b>	<b>\$ 6,922</b>
Equipment Purchase/Rental	0.00	\$ 785	0.00	\$ 980	0.00	\$ 1,000	\$ 20
Software	0.00	\$ -	0.00	\$ 2,000	0.00	\$ 2,354	\$ 354
Supplies/Materials	0.00	\$ 10,577	0.00	\$ 11,371	0.00	\$ 11,000	\$ (371)
Professional Salaries	3.00	\$ 280,308	3.00	\$ 291,227	3.00	\$ 274,592	\$ (16,635)
<b>Art</b>	<b>3.00</b>	<b>0</b>	<b>3.00</b>	<b>\$ 305,578</b>	<b>3.00</b>	<b>\$ 288,946</b>	<b>\$ (16,632)</b>
Business Education: Supplies/Materials	0.00	\$ 96	0.00	\$ 1,490	0.00	\$ 1,000	\$ (490)
Textbooks	0.00	\$ -	0.00	\$ -	0.00	\$ 340	\$ 340
Business Education: Professional Salaries	0.60	\$ 43,980	0.60	\$ 46,367	0.60	\$ 50,217	\$ 3,849
<b>Business Education</b>	<b>0.60</b>	<b>0</b>	<b>0.60</b>	<b>\$ 47,858</b>	<b>0.60</b>	<b>\$ 51,557</b>	<b>\$ 3,699</b>
Supplies/Materials	0.00	\$ 2,438	0.00	\$ 4,901	0.00	\$ 10,000	\$ 5,099
Secretary	0.84	\$ 38,405	0.84	\$ 40,309	0.84	\$ 41,719	\$ 1,410
Aides	10.00	\$ 99,774	8.00	\$ 268,395	9.00	\$ 295,175	\$ 26,780
Professional Salaries	18.50	\$ 1,176,572	17.85	\$ 1,490,214	15.50	\$ 1,394,992	\$ (95,222)
<b>Special Education</b>	<b>29.34</b>	<b>0</b>	<b>26.69</b>	<b>\$ 1,803,819</b>	<b>25.34</b>	<b>\$ 1,741,887</b>	<b>\$ (61,932)</b>

ACCOUNT DESCRIPTION	FY24 FTE Count	FY24 Budget	FY25 FTE Count	FY25 Budget	FY26 FTE Count	FY26 ALL FUNDS	Change \$ +/-
Contracted Services	0.00	\$ -	0.00	\$ 50,000	0.00	\$ -	\$ (50,000)
Professional Salaries	0.00	0	0.00	\$ -	0.00	\$ -	\$ -
Supplies/Materials	0.00	\$ 32,920	0.00	\$ 38,000	0.00	\$ 38,000	\$ -
<b>Alternative Education</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>\$ 88,000</b>	<b>0.00</b>	<b>\$ 38,000</b>	<b>\$ (50,000)</b>
Health: Professional Salaries	0.00	0	0.00	\$ -	2.00	\$ 172,513	\$ 172,513
Health/Med Srv.: Supplies/Materials	0.00	0	0.00	\$ -	0.00	\$ -	\$ -
<b>Health/Med Service</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>\$ -</b>	<b>2.00</b>	<b>\$ 172,513</b>	<b>\$ 172,513</b>
Supplies/Materials	0.00	\$ 408	0.00	\$ -	0.00	\$ 479	\$ 479
General Supplies	0.00	\$ 28,796	0.00	\$ -	0.00	\$ 26,791	\$ 26,791
<b>Instructional Materials</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>\$ -</b>	<b>0.00</b>	<b>\$ 27,269</b>	<b>\$ 27,269</b>
Supplies/Materials	0.00	\$ 1,741	0.00	\$ 3,431	0.00	\$ 3,000	\$ (431)
Software	0.00	\$ 11,620	0.00	\$ 4,943	0.00	\$ 16,652	\$ 11,709
Tests	0.00	\$ 12,470	0.00	\$ 16,500	0.00	\$ 16,500	\$ -
Secretary	1.00	\$ 57,951	1.00	\$ 58,817	1.00	\$ 60,875	\$ 2,059
Professional Salaries	6.00	\$ 533,545	6.00	\$ 555,099	6.00	\$ 588,932	\$ 33,833
<b>Guidance</b>	<b>7.00</b>	<b>0</b>	<b>7.00</b>	<b>\$ 638,790</b>	<b>7.00</b>	<b>\$ 685,960</b>	<b>\$ 47,170</b>
Tech Education: Computer Purchase	0.00	\$ 756	0.00	\$ 4,000	0.00	\$ 7,831	\$ 3,831
Tech Education: Supplies/Materials	0.00	\$ 8,761	0.00	\$ 8,822	0.00	\$ 10,000	\$ 1,178
Tech Education: Professional Salaries	2.00	\$ 248,764	2.00	\$ 160,561	2.00	\$ 173,187	\$ 12,626
<b>Tech Education</b>	<b>2.00</b>	<b>0</b>	<b>2.00</b>	<b>\$ 173,383</b>	<b>2.00</b>	<b>\$ 191,018</b>	<b>\$ 17,635</b>

ACCOUNT DESCRIPTION	FY24 FTE Count	FY24 Budget	FY25 FTE Count	FY25 Budget	FY26 FTE Count	FY26 ALL FUNDS	Change \$ +/-
Textbooks	0.00	\$ 7,532	0.00	\$ 7,500	0.00	\$ 7,500	\$ -
Software	0.00	\$ 6,806	0.00	\$ -	0.00	\$ 3,183	\$ 3,183
Publications	0.00	\$ 2,873	0.00	\$ 2,941	0.00	\$ 2,750	\$ (191)
Equipment Purchase/Rental	0.00	\$ 1,616	0.00	\$ 2,451	0.00	\$ 1,500	\$ (951)
General Supplies	0.00	\$ 2,439	0.00	\$ 2,451	0.00	\$ 1,500	\$ (951)
Aides	1.00	\$ 28,017	1.00	\$ 29,967	1.00	\$ 35,115	\$ 5,148
Professional Salaries	1.00	\$ 100,774	1.00	\$ 105,497	1.00	\$ 109,189	\$ 3,692
<b>Library</b>	<b>2.00</b>	<b>0</b>	<b>2.00</b>	<b>\$ 150,806</b>	<b>2.00</b>	<b>\$ 160,737</b>	<b>\$ 9,931</b>
Professional Salaries	0.00	\$ 4,808	0.00	\$ 7,000	0.00	\$ 10,000	\$ 3,000
Awards	0.00	\$ 4,305	0.00	\$ 6,000	0.00	\$ 6,000	\$ -
Graduation/Celebrations	0.00	\$ 16,026	0.00	\$ 18,500	0.00	\$ 17,500	\$ (1,000)
<b>Student Activities</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>\$ 31,500</b>	<b>0.00</b>	<b>\$ 33,500</b>	<b>\$ 2,000</b>
Transportation	0.00	\$ 108,451	0.00	\$ 117,000	0.00	\$ 125,000	\$ 8,000
Training	0.00	\$ 3,028	0.00	\$ -	0.00	\$ 6,000	\$ 6,000
Officials	0.00	\$ 38,500	0.00	\$ 40,945	0.00	\$ 42,000	\$ 1,055
Uniforms	0.00	\$ 10,000	0.00	\$ 20,000	0.00	\$ 20,000	\$ -
Supplies/Materials	0.00	\$ 6,980	0.00	\$ 5,881	0.00	\$ 7,000	\$ 1,119
Game Expenses	0.00	\$ 40,996	0.00	\$ 45,000	0.00	\$ 65,000	\$ 20,000
Cleaning/Reconditioning	0.00	\$ 10,359	0.00	\$ 12,000	0.00	\$ 14,000	\$ 2,000
Sporting Venue - Rental Fees	0.00	\$ 53,899	0.00	\$ 76,459	0.00	\$ 90,000	\$ 13,541
Sports Equipment	0.00	\$ 28,788	0.00	\$ 25,000	0.00	\$ 25,000	\$ -
Meet Fees	0.00	\$ 20,483	0.00	\$ 17,000	0.00	\$ 17,000	\$ -
Secretary	1.00	\$ 35,183	1.00	\$ 55,441	1.00	\$ 57,381	\$ 1,940
Contracted Services	0.00	\$ -	0.00	\$ -	0.00	\$ -	\$ -
Custodian Athletics	0.00	\$ 28,134	0.00	\$ 192,021	0.00	\$ -	\$ (192,021)
Stipends - Coach	0.00	\$ -	0.00	\$ 112,384	0.00	\$ 293,819	\$ 181,435
Athletic Trainer	0.00	\$ -	0.00	\$ 59,123	0.00	\$ -	\$ (59,123)
Professional Salaries	2.00	\$ 121,170	2.00	\$ 121,415	2.00	\$ 158,500	\$ 37,085
<b>Athletics</b>	<b>3.00</b>	<b>0</b>	<b>3.00</b>	<b>\$ 899,669</b>	<b>3.00</b>	<b>\$ 920,700</b>	<b>\$ 21,031</b>

ACCOUNT DESCRIPTION	FY24 FTE Count	FY24 Budget	FY25 FTE Count	FY25 Budget	FY26 FTE Count	FY26 ALL FUNDS	Change \$ +/-
Memberships	0.00	\$ -	0.00	\$ 392	0.00	\$ 250	\$ (142)
Supplies/Materials	0.00	\$ 1,529	0.00	\$ 3,431	0.00	\$ 3,500	\$ 69
Contracted Services	0.00	\$ 453	0.00	\$ 1,500	0.00	\$ 4,000	\$ 2,500
Professional Salaries	2.00	\$ 182,835	2.00	\$ 189,629	2.00	\$ 168,599	\$ (21,030)
<b>Drama</b>	<b>2.00</b>	<b>0</b>	<b>2.00</b>	<b>\$ 194,952</b>	<b>2.00</b>	<b>\$ 176,349</b>	<b>\$ (18,603)</b>
Equipment Maintenance	0.00	\$ 1,595	0.00	\$ 2,941	0.00	\$ 2,000	\$ (941)
Supplies/Materials	0.00	\$ 17,213	0.00	\$ 17,154	0.00	\$ 12,000	\$ (5,154)
Professional Salaries	5.00	\$ 443,052	5.00	\$ 458,481	5.00	\$ 451,475	\$ (7,006)
<b>Wellness</b>	<b>5.00</b>	<b>0</b>	<b>5.00</b>	<b>\$ 478,576</b>	<b>5.00</b>	<b>\$ 465,475</b>	<b>\$ (13,100)</b>
Professional Salaries	2.00	\$ 187,433	2.00	\$ 169,494	1.00	\$ 118,575	\$ (50,919)
<b>Reading</b>	<b>2.00</b>	<b>0</b>	<b>2.00</b>	<b>\$ 169,494</b>	<b>1.00</b>	<b>\$ 118,575</b>	<b>\$ (50,919)</b>
Adjustment Counselors: Professional Salaries	4.00	\$ 374,190	4.00	\$ 358,713	4.00	\$ 350,926	\$ (7,787)
<b>Adjustment Counselors</b>	<b>4.00</b>	<b>0</b>	<b>4.00</b>	<b>\$ 358,713</b>	<b>4.00</b>	<b>\$ 350,926</b>	<b>\$ (7,787)</b>
Stipend - Afterschool Teachers	0.00	\$ 1,645	0.00	\$ -	0.00	\$ 559	\$ 559
<b>Afterschool</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>\$ -</b>	<b>0.00</b>	<b>\$ 559</b>	<b>\$ 559</b>
Overtime	0.00	\$ 23,859	0.00	\$ -	0.00	\$ 25,000	\$ 25,000
Gas	0.00	\$ 128,730	0.00	\$ 136,249	0.00	\$ 140,000	\$ 3,751
Telephone	0.00	\$ 16,755	0.00	\$ 16,000	0.00	\$ 17,000	\$ 1,000
Custodial Supplies	0.00	\$ 30,652	0.00	\$ 30,191	0.00	\$ 38,000	\$ 7,809
Uniforms	0.00	\$ 2,523	0.00	\$ 2,975	0.00	\$ 4,000	\$ 1,025
Equipment Purchase/Rental	0.00	\$ 6,768	0.00	\$ 9,450	0.00	\$ 16,000	\$ 6,550
Equipment Maintenance	0.00	\$ 2,191	0.00	\$ 4,750	0.00	\$ 7,500	\$ 2,750
Electric	0.00	\$ 178,523	0.00	\$ 256,411	0.00	\$ 190,000	\$ (66,411)
Custodian	7.00	\$ 385,519	7.00	\$ 379,028	7.00	\$ 382,577	\$ 3,549
<b>Operation of Plant</b>	<b>7.00</b>	<b>0</b>	<b>7.00</b>	<b>\$ 835,054</b>	<b>7.00</b>	<b>\$ 820,077</b>	<b>\$ (14,977)</b>
Building/Contracted Services	0.00	\$ 31,658	0.00	\$ 40,355	0.00	\$ 45,000	\$ 4,645
Conference /Workshop	0.00	\$ 29,639	0.00	\$ -	0.00	\$ 3,000	\$ 3,000
Contracted Services	0.00	\$ 1,638	0.00	\$ 71,696	0.00	\$ 75,000	\$ 3,304
<b>Maintenance of Plant</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>\$ 112,051</b>	<b>0.00</b>	<b>\$ 123,000</b>	<b>\$ 10,949</b>

ACCOUNT DESCRIPTION	FY24 FTE Count	FY24 Budget	FY25 FTE Count	FY25 Budget	FY26 FTE Count	FY26 ALL FUNDS	Change \$ +/-
Postage	0.00	\$ 2,288	0.00	\$ 5,400	0.00	\$ 5,400	\$ -
Printing	0.00	\$ 2,654	0.00	\$ 3,970	0.00	\$ 3,000	\$ (970)
Publications	0.00	\$ 2,789	0.00	\$ 4,019	0.00	\$ 2,000	\$ (2,019)
Conference/wWorkshop	0.00	\$ 5,000	0.00	\$ -	0.00	\$ 1,700	\$ 1,700
Equipment Purchase/Rental	0.00	\$ 928	0.00	\$ -	0.00	\$ -	\$ -
Longevity	0.00	\$ -	0.00	\$ 3,900	0.00	\$ 1,326	\$ (2,574)
Memberships	0.00	\$ 5,413	0.00	\$ 6,902	0.00	\$ 5,000	\$ (1,902)
Supplies/Materials	0.00	\$ 30,474	0.00	\$ 34,869	0.00	\$ 35,000	\$ 131
Accreditation	0.00	\$ 8,550	0.00	\$ 15,000	0.00	\$ 15,000	\$ -
Stipend - Non Specific	0.00	\$ -	0.00	\$ 12,525	0.00	\$ 29,307	\$ 16,782
Equipment Maintenance	0.00	\$ 900	0.00	\$ 49,992	0.00	\$ 48,000	\$ (1,992)
Secretary	2.00	\$ 143,971	2.00	\$ 113,346	2.00	\$ 117,313	\$ 3,967
Principals	2.00	\$ 260,959	2.00	\$ 279,187	2.00	\$ 288,250	\$ 9,063
<b>School Administration</b>	<b>4.00</b>	<b>0</b>	<b>4.00</b>	<b>\$ 529,110</b>	<b>4.00</b>	<b>\$ 551,297</b>	<b>\$ 22,187</b>
Long Term Substitutes	0.00	0	0.00	\$ -	0.00	\$ -	\$ -
Substitutes	0.00	\$ 119,707	0.00	\$ 170,562	0.00	\$ 124,404	\$ (46,158)
<b>Non-Salary Employee Benefits</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>\$ 170,562</b>	<b>0.00</b>	<b>\$ 124,404</b>	<b>\$ (46,158)</b>
Tuitions/Contracted Service	0.00	0	0.00	\$ -	0.00	\$ 8,250	\$ 8,250
Professional Salaries	0.00	\$ 8,250	0.00	\$ 12,500	0.00	\$ 5,000	\$ (7,500)
<b>Non-Salary Employee Benefits</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>\$ 12,500</b>	<b>0.00</b>	<b>\$ 13,250</b>	<b>\$ 750</b>
<b>Newburyport High School Total</b>	<b>113.04</b>	<b>0</b>	<b>110.39</b>	<b>\$ 10,945,442</b>	<b>111.04</b>	<b>\$ 11,277,582</b>	<b>\$ 332,140</b>

ACCOUNT DESCRIPTION	FY24 FTE Count	FY24 Budget	FY25 FTE Count	FY25 Budget	FY26 FTE Count	FY26 ALL FUNDS	Change \$ +/-
District-Wide Total							
Secretary	0.00	\$ -	0.00	\$ -	0.00	\$ -	\$ -
Leases	0.00	0	0.00	\$ -	0.00	\$ 95,700	\$ 95,700
Phone	0.00	0	0.00	\$ -	0.00	\$ 43,216	\$ 43,216
Technician	0.00	\$ -	0.00	\$ -	0.00	\$ -	\$ -
Conference/Workshops	0.00	\$ -	0.00	\$ -	0.00	\$ 1,020	\$ 1,020
Equipment Maintenance	0.00	\$ 3,325	0.00	\$ 99,897	0.00	\$ 85,200	\$ (14,697)
Supplies/Materials	0.00	\$ 10,615	0.00	\$ 9,802	0.00	\$ 22,500	\$ 12,698
Contracted Services	0.00	\$ 95,016	0.00	\$ 30,000	0.00	\$ 37,500	\$ 7,500
Computer Purchase	0.00	\$ 172,204	0.00	\$ 137,108	0.00	\$ 217,000	\$ 79,892
Secretary	1.00	\$ 48,063	0.00	\$ -	1.00	\$ 49,666	\$ 49,666
Software	0.00	\$ 243,685	0.00	\$ 308,492	0.00	\$ 471,000	\$ 162,508
Technician	4.00	\$ 125,876	0.00	\$ -	2.00	\$ 143,412	\$ 143,412
Professional Salaries	0.00	\$ 149,231	5.00	\$ 346,872	2.00	\$ 174,740	\$ (172,133)
<b>Technology</b>	<b>5.00</b>	<b>0</b>	<b>5.00</b>	<b>\$ 932,171</b>	<b>5.00</b>	<b>\$ 1,340,954</b>	<b>\$ 408,783</b>

<b>ACCOUNT DESCRIPTION</b>	<b>FY24 FTE Count</b>	<b>FY24 Budget</b>	<b>FY25 FTE Count</b>	<b>FY25 Budget</b>	<b>FY26 FTE Count</b>	<b>FY26 ALL FUNDS</b>	<b>Change \$ +/-</b>
Transportation: Public Day, Out-of-District	0.00	\$ 62,692	0.00	\$ -	0.00	\$ -	\$ -
Contracted Services	0.00	\$ 456,320	0.00	\$ 556,895	0.00	\$ 493,161	\$ (63,734)
Home Hospital Tutoring	0.00	0	0.00	\$ -	0.00	\$ 10,000	\$ 10,000
Legal	0.00	\$ 147,657	0.00	\$ 80,000	0.00	\$ 100,000	\$ 20,000
Medicaid Billing Cost	0.00	0	0.00	\$ -	0.00	\$ 8,000	\$ 8,000
Memberships	0.00	\$ 564	0.00	\$ 784	0.00	\$ 1,500	\$ 716
Postage	0.00	\$ -	0.00	\$ 400	0.00	\$ 400	\$ -
Professional Salaries	2.00	\$ 217,081	2.00	\$ 150,000	3.00	\$ 391,400	\$ 241,400
Secretary	1.00	\$ 68,383	1.00	\$ 67,321	1.00	\$ 67,647	\$ 326
Stipend - Non Specific	0.00	\$ -	0.00	\$ -	0.00	\$ 7,000	\$ 7,000
Summer Program	0.00	\$ 111,512	0.00	\$ 114,000	0.00	\$ 120,000	\$ 6,000
Supplies/Materials	0.00	\$ 42,012	0.00	\$ -	0.00	\$ 50,000	\$ 50,000
Tests	0.00	\$ 6,756	0.00	\$ 10,000	0.00	\$ 12,500	\$ 2,500
Translation Services	0.00	0	0.00	\$ -	0.00	\$ 12,500	\$ 12,500
Transportation - Private Day: Out-of-District	0.00	\$ 595,172	0.00	\$ 1,052,400	0.00	\$ 650,000	\$ (402,400)
Transportation In-District	0.00	\$ 165,744	0.00	\$ -	0.00	\$ 175,000	\$ 175,000
Transportation: Charter Schools	0.00	\$ 3,250	0.00	\$ -	0.00	\$ -	\$ -
Transportation: Collabrative	0.00	\$ 182,640	0.00	\$ -	0.00	\$ 200,000	\$ 200,000
Transportation: McKinney-Vento In-to-District	0.00	\$ 35,700	0.00	\$ -	0.00	\$ 25,000	\$ 25,000
Transportation: McKinney-Vento Out-of-District	0.00	\$ -	0.00	\$ -	0.00	\$ 25,000	\$ 25,000
Travel	0.00	\$ 985	0.00	\$ 1,000	0.00	\$ 3,000	\$ 2,000
Tuition- Charter School	0.00	0	0.00	\$ -	0.00	\$ -	\$ -
Tuition - Public Day: IS	0.00	\$ 51,300	0.00	\$ -	0.00	\$ 152,442	\$ 152,442
Tuition Collabrative	0.00	\$ 362,431	0.00	\$ -	0.00	\$ 695,500	\$ 695,500
Tuition, Private Day - Resident	0.00	\$ 1,087,878	0.00	\$ 1,357,458	0.00	\$ 1,405,050	\$ 47,592
Tuition, Resident, Out Of State	0.00	\$ 62,790	0.00	\$ -	0.00	\$ -	\$ -
<b>SPECIAL EDUCATION</b>	<b>3.00</b>	<b>0</b>	<b>3.00</b>	<b>\$ 3,390,258</b>	<b>4.00</b>	<b>\$ 4,605,100</b>	<b>\$ 1,214,842</b>

ACCOUNT DESCRIPTION	FY24 FTE Count	FY24 Budget	FY25 FTE Count	FY25 Budget	FY26 FTE Count	FY26 ALL FUNDS	Change \$ +/-
Professional Salaries	3.00	\$ 361,251	3.00	\$ 369,484	2.50	\$ 323,715	\$ (45,769)
Stipend	0.00	\$ 176,753	0.00	\$ 138,000	0.00	\$ 261,000	\$ 123,000
Secretary	1.00	\$ 47,987	1.00	\$ 53,826	1.00	\$ 63,029	\$ 9,203
Contracted Serviced	0.00	\$ 29,887	0.00	\$ 366	0.00	\$ -	\$ (366)
General Supplies	0.00	\$ 6,030	0.00	\$ -	0.00	\$ -	\$ -
Summer Program	0.00	\$ -	0.00	\$ -	0.00	\$ 10,000	\$ 10,000
Supplies/Materials	0.00	\$ 27,727	0.00	\$ 6,650	0.00	\$ 20,000	\$ 13,350
Tests	0.00	\$ 500	0.00	\$ 20,000	0.00	\$ 55,000	\$ 35,000
Software	0.00	\$ 11,859	0.00	\$ 52,000	0.00	\$ 94,000	\$ 42,000
Travel	0.00	\$ 647	0.00	\$ 2,000	0.00	\$ 2,000	\$ -
<b>Curriculum</b>	<b>4.00</b>	<b>0</b>	<b>4.00</b>	<b>\$ 642,326</b>	<b>3.50</b>	<b>\$ 828,745</b>	<b>\$ 186,419</b>
Professional Salaries-10 Month	0.00	\$ -	0.50	\$ 27,997	0.00	\$ -	\$ (27,997)
<b>Student Activities</b>	<b>0.00</b>	<b>0</b>	<b>0.50</b>	<b>\$ 27,997</b>	<b>0.00</b>	<b>\$ -</b>	<b>\$ (27,997)</b>
School Lunch/Recess: Lunch Monitor	0.00	\$ 32,250	0.00	\$ 32,400	0.00	\$ 45,000	\$ 12,600
Contingency	0.00	\$ 1,979	0.00	\$ -	0.00	\$ 20,393	\$ 20,393
<b>School Lunch/Recess</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>\$ 32,400</b>	<b>0.00</b>	<b>\$ 65,393</b>	<b>\$ 32,993</b>
Uniforms	0.00	\$ 358	0.00	\$ 1,470	0.00	\$ 632	\$ (838)
Crossing Guard	0.00	\$ 21,850	0.00	\$ 27,000	0.00	\$ 28,050	\$ 1,050
<b>Safety</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>\$ 28,470</b>	<b>0.00</b>	<b>\$ 28,682</b>	<b>\$ 212</b>
Contract Services	0.00	\$ -	0.00	\$ 5,000	0.00	\$ 1,353	\$ (3,647)
Technology	0.00	\$ -	0.00	\$ 11,000	0.00	\$ 11,500	\$ 500
Supplies/Materials	0.00	\$ -	0.00	\$ 7,000	0.00	\$ 962	\$ (6,038)
Professional Salaries	7.00	\$ 676,644	7.00	\$ 626,839	1.00	\$ 127,596	\$ (499,243)
<b>Health</b>	<b>7.00</b>	<b>0</b>	<b>7.00</b>	<b>\$ 649,839</b>	<b>1.00</b>	<b>\$ 141,411</b>	<b>\$ (508,428)</b>

ACCOUNT DESCRIPTION	FY24 FTE Count	FY24 Budget	FY25 FTE Count	FY25 Budget	FY26 FTE Count	FY26 ALL FUNDS	Change \$ +/-
Transportation	0.00	\$ 723,583	0.00	\$ 920,000	0.00	\$ 1,019,811	\$ 99,811
<b>Transportation</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>\$ 920,000</b>	<b>0.00</b>	<b>\$ 1,019,811</b>	<b>\$ 99,811</b>
Supplies/Materials	0.00	\$ 733	0.00	\$ 6,000	0.00	\$ 6,000	\$ -
Conference Workshop	0.00	\$ 5,638	0.00	\$ -	0.00	\$ 3,957	\$ 3,957
Membership	0.00	\$ 1,250	0.00	\$ -	0.00	\$ 425	\$ 425
Contracted Services (Professional Development)	0.00	\$ -	0.00	\$ 10,000	0.00	\$ 10,000	\$ -
Mentoring	0.00	\$ -	0.00	\$ 40,000	0.00	\$ -	\$ (40,000)
Chronic Absentee Liaison	0.00	0	0.00	\$ -	0.00	\$ 10,000	\$ 10,000
Sixth Class	0.00	0	0.00	\$ -	0.00	\$ -	\$ -
In-Service Tuition	0.00	\$ -	0.00	\$ 25,000	0.00	\$ 25,000	\$ -
Fellows	0.00	\$ -	0.00	\$ 45,000	0.00	\$ 36,000	\$ (9,000)
<b>In-Service</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>\$ 126,000</b>	<b>0.00</b>	<b>\$ 91,382</b>	<b>\$ (34,618)</b>
ESL: Supplies/Materials	0.00	\$ 5,892	0.00	\$ 6,000	0.00	\$ 6,000	\$ -
ESL: Translations	0.00	\$ -	0.00	\$ 10,000	0.00	\$ 20,000	\$ 10,000
ESL: Contracted Services	0.00	\$ 215	0.00	\$ 35,000	0.00	\$ 25,000	\$ (10,000)
ESL: Contract Services	0.00	\$ 18,262	0.00	\$ 41,200	0.00	\$ 33,933	\$ (7,267)
ESL: Professional Salaries	6.50	\$ 532,276	7.50	\$ 585,336	6.00	\$ 469,169	\$ (116,167)
<b>English Second Language</b>	<b>6.50</b>	<b>0</b>	<b>7.50</b>	<b>\$ 677,536</b>	<b>6.00</b>	<b>\$ 554,102</b>	<b>\$ (123,434)</b>
Professional Salaries: Psychologists	3.00	\$ 291,129	3.00	\$ 298,480	3.00	\$ 313,607	\$ 15,127
<b>Special Education Psychologists</b>	<b>3.00</b>	<b>0</b>	<b>3.00</b>	<b>\$ 298,480</b>	<b>3.00</b>	<b>\$ 313,607</b>	<b>\$ 15,127</b>

ACCOUNT DESCRIPTION	FY24 FTE Count	FY24 Budget	FY25 FTE Count	FY25 Budget	FY26 FTE Count	FY26 ALL FUNDS	Change \$ +/-
Stipend - Non Specific	0.00	\$ -	0.00	\$ 137,020	0.00	\$ 109,430	\$ (27,590)
Longevity	0.00	\$ -	0.00	\$ 16,875	0.00	\$ 5,738	\$ (11,138)
Telephone	0.00	\$ 11,404	0.00	\$ -	0.00	\$ 12,000	\$ 12,000
<b>Operation of Plant</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>\$ 153,895</b>	<b>0.00</b>	<b>\$ 127,167</b>	<b>\$ (26,728)</b>
Custodial Workers	3.00	\$ 273,259	3.00	\$ 255,593	5.00	\$ 363,639	\$ 363,639
Uniforms	0.00	\$ 1,562	0.00	\$ 1,700	0.00	\$ 3,000	\$ 1,300
Custodial Supplies	0.00	\$ 35,742	0.00	\$ 55,564	0.00	\$ 64,500	\$ 8,936
Training/Expeditionary Learn.	0.00	\$ -	0.00	\$ 6,245	0.00	\$ 3,500	\$ (2,745)
Equipment Purchase/Rental	0.00	\$ 930	0.00	\$ 1,470	0.00	\$ 3,000	\$ 1,530
Contingency	0.00	\$ 35,556	0.00	\$ 20,000	0.00	\$ 25,000	\$ 5,000
Grounds/Other	0.00	\$ 350	0.00	\$ -	0.00	\$ 5,000	\$ 5,000
Building/Contracted Services	0.00	\$ 4,860	0.00	\$ 7,100	0.00	\$ 8,000	\$ 900
<b>Maintenance of Plant</b>	<b>3.00</b>	<b>0</b>	<b>3.00</b>	<b>\$ 347,672</b>	<b>5.00</b>	<b>\$ 475,639</b>	<b>\$ 127,967</b>
HVAC: Equipment Purchase/Rental	0.00	\$ 261	0.00	\$ 1,470	0.00	\$ 2,000	\$ 530
HVAC: Contract Services	0.00	\$ 55,066	0.00	\$ 35,200	0.00	\$ 50,000	\$ 14,800
HVAC: Custodial Supplies	0.00	\$ 25,572	0.00	\$ 30,191	0.00	\$ 37,000	\$ 6,809
HVAC: Training/Expeditionary Learn.	0.00	\$ 5,108	0.00	\$ 5,400	0.00	\$ 3,000	\$ (2,400)
HVAC: Custodian	1.00	\$ 69,103	1.00	\$ 63,329	0.00	\$ -	\$ (63,329)
<b>HVAC</b>	<b>1.00</b>	<b>0</b>	<b>1.00</b>	<b>\$ 135,591</b>	<b>0.00</b>	<b>\$ 92,000</b>	<b>\$ (43,591)</b>
Custodial Supplies	0.00	\$ 34,453	0.00	\$ 36,769	0.00	\$ 40,000	\$ 3,231
Custodian	1.00	\$ -	1.00	\$ 57,956	0.00	\$ -	\$ (57,956)
Equipment Purchase/Rental	0.00	\$ 6,022	0.00	\$ 7,000	0.00	\$ 8,500	\$ 1,500
Building/Contracted Services	0.00	\$ 10,650	0.00	\$ 21,491	0.00	\$ 24,000	\$ 2,509
Equipment Maintenance	0.00	\$ 3,483	0.00	\$ 4,800	0.00	\$ 6,250	\$ 1,450
<b>Maintenance of Grounds</b>	<b>1.00</b>	<b>0</b>	<b>1.00</b>	<b>\$ 128,016</b>	<b>0.00</b>	<b>\$ 78,750</b>	<b>\$ (49,266)</b>

ACCOUNT DESCRIPTION	FY24 FTE Count	FY24 Budget	FY25 FTE Count	FY25 Budget	FY26 FTE Count	FY26 ALL FUNDS	Change \$ +/-
Stipend - Non Specific	0.00	\$ -	0.00	\$ -	0.00	\$ 145,124	\$ 145,124
Longevity	0.00	\$ -	0.00	\$ 4,050	0.00	\$ 5,000	\$ 950
<b>School Administration</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>\$ 4,050</b>	<b>0.00</b>	<b>\$ 150,124</b>	<b>\$ 146,075</b>
Contracted Services	0.00	\$ 25,420	0.00	\$ -	0.00	\$ -	\$ -
TSA Match	0.00	\$ 77,844	0.00	\$ 65,000	0.00	\$ 72,500	\$ 7,500
Sick Leave	0.00	\$ 40,803	0.00	\$ 92,000	0.00	\$ 170,000	\$ 78,000
FICA	0.00	\$ 427,303	0.00	\$ 420,000	0.00	\$ 407,559	\$ (12,441)
MILA (Workers' comp)	0.00	\$ 347,880	0.00	\$ 346,980	0.00	\$ 347,956	\$ 976
EAP	0.00	\$ 8,000	0.00	\$ 8,000	0.00	\$ 15,157	\$ 7,157
Administration Disability	0.00	\$ 5,080	0.00	\$ 8,950	0.00	\$ 7,813	\$ (1,137)
Unemployment	0.00	\$ 10,486	0.00	\$ 30,000	0.00	\$ 23,965	\$ (6,035)
<b>Non-Salary Employee Benefits</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>\$ 970,930</b>	<b>0.00</b>	<b>\$ 1,044,950</b>	<b>\$ 74,020</b>
Legal	0.00	\$ 38,814	0.00	\$ 12,000	0.00	\$ 18,010	\$ 6,010
Memberships	0.00	\$ 6,631	0.00	\$ 5,979	0.00	\$ 6,361	\$ 382
Conference/Workshop	0.00	\$ 1,752	0.00	\$ 1,500	0.00	\$ 1,616	\$ 116
Contracted Services	0.00	\$ 14,093	0.00	\$ 8,000	0.00	\$ 10,110	\$ 2,110
School Committee:School Committee	0.00	\$ 20,908	0.00	\$ 18,500	0.00	\$ 19,723	\$ 1,223
<b>School Committee</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>\$ 45,979</b>	<b>0.00</b>	<b>\$ 55,819</b>	<b>\$ 9,840</b>

ACCOUNT DESCRIPTION	FY24 FTE Count	FY24 Budget	FY25 FTE Count	FY25 Budget	FY26 FTE Count	FY26 ALL FUNDS	Change \$ +/-
Contracted Services	0.00	0	0.00	\$ -	0.00	\$ -	\$ -
Conference/Workshop	0.00	\$ 8,875	0.00	\$ 5,700	0.00	\$ 6,893	\$ 1,193
Memberships	0.00	\$ 12,158	0.00	\$ 10,292	0.00	\$ 11,004	\$ 712
Equipment Purchase/Rental	0.00	\$ 1,980	0.00	\$ 1,960	0.00	\$ 2,020	\$ 60
Advertising	0.00	\$ 4,924	0.00	\$ 5,097	0.00	\$ 5,175	\$ 78
Supplies/Materials	0.00	\$ 20,538	0.00	\$ 13,625	0.00	\$ 15,716	\$ 2,091
Printing	0.00	\$ 804	0.00	\$ 343	0.00	\$ 501	\$ 158
Equipment Maintenance	0.00	\$ 86,337	0.00	\$ 27,446	0.00	\$ 43,459	\$ 16,013
Postage	0.00	\$ 2,276	0.00	\$ 5,000	0.00	\$ 4,055	\$ (945)
Meeting Expense	0.00	\$ 709	0.00	\$ 980	0.00	\$ 914	\$ (66)
Contract Services	0.00	\$ 32,922	0.00	\$ 26,000	0.00	\$ 25,652	\$ (348)
Travel	0.00	\$ 6,559	0.00	\$ 4,000	0.00	\$ 4,950	\$ 950
Consultants	0.00	\$ 8,768	0.00	\$ 5,000	0.00	\$ 6,382	\$ 1,382
Professional Salaries	1.00	\$ 111,539	1.00	\$ 118,450	1.00	\$ 122,005	\$ 3,555
Secretary	5.71	\$ 377,579	5.71	\$ 344,907	5.70	\$ 405,607	\$ 60,701
Central Office Administration	3.00	\$ 482,714	2.00	\$ 359,877	2.00	\$ 370,363	\$ 10,486
<b>Central Office</b>	<b>9.71</b>	<b>0</b>	<b>8.71</b>	<b>\$ 928,677</b>	<b>8.70</b>	<b>\$ 1,024,697</b>	<b>\$ 96,020</b>
Travel	0.00	\$ -	0.00	\$ -	0.00	\$ -	\$ -
Equipment Purchase/Rental	0.00	\$ -	0.00	\$ -	0.00	\$ -	\$ -
Curriculum	0.00	\$ -	0.00	\$ -	0.00	\$ -	\$ -
Supplies/Materials	0.00	\$ 334,328	0.00	\$ -	0.00	\$ -	\$ -
Professional Development	0.00	\$ -	0.00	\$ -	0.00	\$ -	\$ -
Teacher Leadership	0.00	\$ -	0.00	\$ -	0.00	\$ -	\$ -
<b>Curr/Staff Development Revolving</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>\$ -</b>	<b>0.00</b>	<b>\$ -</b>	<b>\$ -</b>

ACCOUNT DESCRIPTION	FY24 FTE Count	FY24 Budget	FY25 FTE Count	FY25 Budget	FY26 FTE Count	FY26 ALL FUNDS	Change \$ +/-
BUILDING USAGE RENTAL	0.00	\$ -	0.00	\$ 32,615	0.00	\$ 21,743	\$ (10,872)
FOOD SERVICE SALARIES	0.00	0	0.00	\$ -	0.00	\$ 384,100	\$ 384,100
STATE AID MEDICAID REIMB	0.00	0	0.00	\$ 200,000	0.00	\$ -	\$ 15,636
<b>STATE &amp; REVOLVING</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>\$ 232,615</b>	<b>0.00</b>	<b>\$ 405,843</b>	<b>\$ 388,864</b>
Legal	0.00	\$ -	0.00	\$ -	0.00	\$ -	\$ -
Revenue Refund	0.00	\$ 650	0.00	\$ 9,000	0.00	\$ -	\$ -
Transport-McV Into District	0.00	\$ -	0.00	\$ -	0.00	\$ -	\$ -
Transportation	0.00	\$ -	0.00	\$ -	0.00	\$ -	\$ -
<b>Transportation Revolving</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>\$ 9,000</b>	<b>0.00</b>	<b>\$ -</b>	<b>\$ -</b>
Consultant	0.00	\$ 1,499	0.00	\$ 1,500	0.00	\$ 1,530	\$ 30
<b>504</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>\$ 1,500</b>	<b>\$ -</b>	<b>\$ 1,530</b>	<b>\$ 30</b>
Professional Salaries	0.00	\$ -	0.00	\$ -	0.00	\$ -	\$ -
Transport In-District	0.00	\$ -	0.00	\$ 78,030	0.00	\$ -	\$ (78,030)
Transport Collaborative	0.00	\$ -	0.00	\$ 201,530	0.00	\$ -	\$ (201,530)
Tuition: Day, Out-of-State	0.00	\$ -	0.00	\$ 20,188	0.00	\$ -	\$ (20,188)
Transport Public Day, Out-of-District	0.00	\$ -	0.00	\$ 96,147	0.00	\$ -	\$ (96,147)
Tuition: Day, In-State	0.00	\$ 2,356	0.00	\$ 100,000	0.00	\$ -	\$ (100,000)
Contracted Services	0.00	\$ 51,486	0.00	\$ 332,911	0.00	\$ -	\$ (332,911)
Professional Salaries - 10 Month	0.00	\$ -	0.00	\$ 23,984	0.00	\$ -	\$ (23,984)
Tuition, Private - Resident	0.00	\$ 1,299,946	0.00	\$ 1,344,250	0.00	\$ -	\$ (1,344,250)
Tuition, Private - Day	0.00	\$ 407,601	0.00	\$ 405,750	0.00	\$ -	\$ (405,750)
Tuition, Resident, Out-of-State	0.00	\$ -	0.00	\$ 75,000	0.00	\$ -	\$ (75,000)
Tuition, Collaborative	0.00	\$ 260,825	0.00	\$ 347,210	0.00	\$ -	\$ (347,210)
<b>Circuit Breaker Revolving</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>\$ 3,025,000</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ (3,025,000)</b>
Contracted Serviced	0.00	\$ -	0.00	\$ -	0.00	\$ -	\$ -
<b>Strategic</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>\$ -</b>	<b>0.00</b>	<b>\$ -</b>	<b>\$ -</b>
<b>District-Wide Total</b>	<b>43.21</b>	<b>0</b>	<b>43.71</b>	<b>\$ 13,708,401</b>	<b>36.20</b>	<b>\$ 12,445,706</b>	<b>\$ (1,038,058)</b>

**School**  
**Committee**  
**Warrant**

**FY25-WARRANT 8146**

**A-Warrants**

**April 7, 2025**

<b>Warrant 8146</b>	<b>\$ 702,499.89</b>
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<b>A-Warrant</b>	<b>\$ 9,428.21</b>
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<b>Total of Warrant</b>	<b>\$ 711,928.10</b>
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**NEWBURYPORT SCHOOL COMMITTEE BUSINESS MEETING**  
**Senior/Community Center, 331 High Street, Newburyport, MA 01950**

**Monday, March 17, 2025**

Present: Juliet Walker, Sarah Hall, Andy Boger; Breanna Higgins, Kathleen Shaw and Brian Callahan (Mayor Sean Reardon absent)

**CALL TO ORDER / ROLL CALL**

Vice Chair Juliet Walker called the School Committee Business meeting of the Newburyport School Committee to order at 6:30 PM. Roll call found all members present except Mayor Reardon and Breanna Higgins (arrived at 6:31 PM). All those present stood for the Pledge of Allegiance.

**Public Comments**

Adriana Kostan, 17 Arlington Street (cell phones)

**Introduction of new Athletic Director**

Anna DeVitto was introduced as the new Athletic Director by Superintendent Sean Gallagher. She will join the district in July. Anna currently is the AD at Fontbonne Academy in Milton, MA.

**Warrant:**

**Motion:**

On a motion by Brian Callahan and seconded by Sarah Hall it was

**VOTED:** to approve the Warrant in the amount of \$700,037.71 as presented.

The Superintendent provided background on the 2016 wheelchair accessible van that the district wishes to purchase (Warrant 8145).

**Motion Passed**

Mayor Sean Reardon absent

**Minutes**

**Motion:**

On a motion by Sarah Hall and seconded by Andrew Boger it was

**VOTED:** to adopt the minutes from the March 3, 2025 School Committee meeting as presented.

**Motion Passed**

Mayor Sean Reardon absent

Brian Callahan and Breanna Higgins Abstained

**Student Representative Report**

Logan MacKnight presented the student report that included Responsibility Month at the Bresnahan, the school-wide Arbor Tree poster contest at the Molin, college trips at the Nock, and the high school's Slam Poetry team's participation in the Spoken Word Competition in Boston.

### **Onsite Daycare Plan Update and Proposed Job Description**

HR Director Pam Kealey provided an update for plans to open an onsite daycare at the Bresnahan, including anticipated staffing needs, possible insurance needs and revenue sources. She presented the proposed job description for a Daycare Director/Lead Pre-School Teacher position. Pam explained that upon the approval by the School Committee, the daycare plans can move forward and the position can be posted.

Breanna Higgins suggested amending the job description to include experience as a daycare director and/or lead pre-school teacher.

#### **Motion:**

On a motion by Brian Callahan and seconded by Sarah Hall it was

**VOTED:** to approve the creation of a professional staff position of Daycare Director/Lead Pre-School Teacher, using the amended job description, for the purpose of starting a daycare program in accordance with Policy GCA – Professional Staff Positions.

#### **Motion Passed**

Mayor Sean Reardon absent

### **Student Activity Account Request**

Principal Andy Wulf described the new Women in Sports Club at the high school. Juliet Walker explained that requests for new student activity accounts no longer need School Committee approval.

### **Two NHS Overnight Field Trips**

Principal Andy Wulf provided background on the field trip to Washington, DC for the Real World Design National Competition in May 2025. The NEF will sponsor the trip at a cost of \$750 per person.

Principal Wulf also described the Band/Orchestra/Chorus/Theatre overnight field trip to Disney in Orlando, Florida during the April 2026 spring vacation. Students would compete in an arts festival with other students from around the US.

#### **Motion:**

On a motion by Sarah Hall and seconded by Breanna Higgins it was

**VOTED:** to approve the Real World Design Challenge field trip to Washington, DC May 2 thru May 4 in accordance with Policy JJH – Student Overnight or Late Night Travel.

#### **Motion Passed**

Mayor Sean Reardon absent

#### **Motion:**

On a motion by Breanna Higgins and seconded by Brian Callahan it was

**VOTED:** to approve the NHS Performing Arts trip to Orlando in 2026 in accordance with Policy JJH – Student Overnight or Late Night Travel.

#### **Motion Passed**

Mayor Sean Reardon absent

### **Revised FY26 Level of Service Budget**

Superintendent Sean Gallagher presented a revised LOS FY26 Budget, explaining that since the last meeting on March 3<sup>rd</sup>, the team was able to reduce the city appropriation from 7.25% to 4.12%. The Superintendent thanked the district unions and negotiation teams for their hard work and collaborative efforts which has led to a clearer picture of future contractual obligations.

In addition, the total overall budget increase went from 3.11% to 1.47%. Superintendent Gallagher reviewed the list of funding changes since the March 3<sup>rd</sup> meeting, including Medicaid and Circuit Breaker reimbursements and school choice. He also introduced a new chart that compares City Allocation budget increases from 2016 through 2025.

### **High School Competency Determination Policy – 2<sup>nd</sup> read**

Breanna Higgins explained that the High School Competency Determination Policy was reviewed by the high school, the NHS School Council, Teaching & Learning Subcommittee and Policy Subcommittee, and there have been no changes. This would be an addendum to the current Policy IKF – Graduation Requirements.

#### **Motion:**

On a motion by Breanna Higgins and seconded by Brian Callahan it was

**VOTED:** to add the High School Competency Determination Policy as Policy IKF-R.

#### **Motion Passed**

Mayor Sean Reardon absent

### **SUBCOMMITTEE UPDATES**

#### **Finance Subcommittee**

Brian Callahan reported a meeting was held on March 13<sup>th</sup>. The agenda included fundraising, review of financial statements and the CIP report, as well as planning for the upcoming Joint Budget meeting with City Council on Thursday (March 20<sup>th</sup>) at 4PM in the Nock library.

**Policy Subcommittee:** have not met

#### **Communications Subcommittee**

Sarah Hall stated this month's meeting was cancelled due to the upcoming Joint Finance meeting.

#### **Teaching & Learning Subcommittee**

Breanna Higgins said a meeting was held on March 5<sup>th</sup>. They discussed the School Council calendar and possible impact on the School Improvement Plan, as well as a mid-year data presentation and a targeted math professional development program at the Nock with Mark Littlefield.

**Superintendent's Evaluation Subcommittee:** have not met

**Superintendent’s Report**

FY25 SOA Plan: Superintendent Gallagher reported that the progress report will be completed by the April 1<sup>st</sup> deadline.

2024-2025 Bus Transportation Update: The current bus fees, ridership numbers and revenue for 2023 through 2025 were reviewed by Superintendent Gallagher.

School Choice Potential Seat Offerings: Superintendent Gallagher provided potential seat projections for school choice in 2025-2026. A full break down will be presented at the April 7<sup>th</sup> meeting.

**New Business**

- Kathleen Shaw reported that SEPAC met on February 27<sup>th</sup>, and will meet in-person on April 17<sup>th</sup>. They are creating a new awards committee to honor teachers.
- Superintendent Gallagher reminded School Committee members that tonight’s packet contained a Capital Improvement Plan (CIP) in the old reporting format for the committee’s use. Juliet Walker would like to have a brief review of the CIP as part of the budget discussion at the April 7<sup>th</sup> meeting.
- Kathleen Shaw extended an invitation to everyone to attend the IFTAR event on March 27<sup>th</sup> that is being sponsored by the Human Rights Commission.

**Motion:**

On a motion by Brian Callahan and seconded by Andrew Boger it was

**VOTED:** to adjourn the Business meeting of the Newburyport School Committee at 8:02PM and move to Executive Session for the purpose of discussing possible contract negotiations and/or legal matters, and will not reconvene in open session.

**Motion Passed**

Mayor Sean Reardon absent

**Roll Call Vote**

School Committee Member	Vote
Mayor Sean Reardon	absent
Sarah Hall	Yes
Andrew Boger	Yes
Brian Callahan	Yes
Breanna Higgins	Yes
Kathleen Shaw	Yes
Juliet Walker	Yes

Student Report for School Committee

March 17, 2025

Submitted by: Logan MacKnight

Location: Senior Center

### **Bresnahan News:**

#### Kindergarten Collaboration

We are excited to share a collaborative project between Mr. Brad Garleau's media class, our kindergarten teachers, and students! Last week, we started creating a video designed to help new families gain a deeper understanding of how special Kindergarten is at the Bresnahan School. As most of our incoming kindergarteners have not attended preschool here, we hope this initiative will ease their transition into Newburyport Public Schools. This project will highlight "A Day in the Life of a Kindergartner," showcasing curriculum, age-appropriate tasks, and the ways we support social-emotional well-being for our youngest learners. Through this effort, families will get a glimpse into the engaging and nurturing environment we provide. It is sure to be an adorable and meaningful resource for our incoming families as they begin this exciting journey! We will share the final product when it's completed!

#### Readathon!

Today was the first day of our PTO sponsored "Clipper Readathon." We are excited for an eventful two weeks with library campouts, book character parades and lots and lots of reading! Thank you to the PTO for making this happen. We have a number of parent volunteers coming in during the readathon. A huge thank you as well to the entire Bresnahan staff for making this such a special time for our students, and especially our Librarian Renee Ames for her vision in creating an inclusive camp out experience in the library that all students love.

#### Responsibility at the Bresnahan, Community Service of Newburyport Toilet Paper Drive

Our students had a wonderful assembly last week to kick off Responsibility month! The whole school is working towards getting "likes" for their responsible acts. Let's see how many we can get by the end of the month! Last month we did 1000 Acts of Kindness, can we get to 1000 acts of responsibility? We think so!

Part of being responsible is being responsible for helping your community. Bresnahan students are partnering with Community Service of Newburyport on a toilet paper drive. We figured out

that if everyone in the school brought in one roll of toilet paper, we would have over 700 rolls of toilet paper! If anyone listening would like to contribute, toilet paper rolls can be dropped off at the main office.

### **Molin News:**

Congratulations to Sienna Burke for winning the school-wide Arbor Tree poster contest. Her poster will be entered into the state-wide competition.

-The PTO-sponsored Readathon has begun. Please register your child for this event.

-Thank you to the PTO for organizing Molin Music Bingo on Friday!

-The Molin School play 101 Dalmatians Kids opens on Thursday at 6pm! There are over 100 students participating and therefore, two casts! It runs all weekend. Friday at 6pm and Saturday at 2pm and 6pm.

### **Nock News:**

A special thank you to the parents, faculty, and students who have joined the rosters for our March Madness Basketball Fundraiser and Community Event on Wednesday, March 26, at 6 PM. We're looking forward to another great night of school spirit and community engagement. Rosters are set!

Additionally, our college trips are underway . Last week, our seventh graders visited Merrimack College, while sixth graders will head to Endicott College, and eighth graders will tour Suffolk University later this month. These visits are an exciting opportunity to expose our students to higher education as we continue to support the district's Portrait of a Graduate mission.

The Intergenerational Book Club is in its second year at the Nock. The book club got its start last year when Clipper Crew members came to Ms Groskin wanting to connect with seniors in our community. Eighth graders and members of the Senior Center meet to share their perspectives on an assigned book. Coordinated by 8th Grade Social Studies teacher Jennifer Groskin Spurling and Intergenerational Projects Senior Center Volunteer Liz Walsh, the group always has a lively discussion!

### **High School News:**

The Slam Poetry team competed this weekend in the Spoken Word Competition in Boston. As always, the team represented Newburyport in the highest fashion. Kudos to Lila Coffey, Lucius Nelson, Rachel Kinney, and Nadia Toth.

Addendum A

APPLICATION FOR A FIELD TRIP

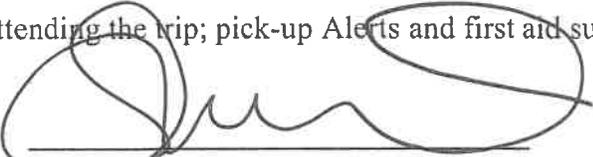
Field trip requests must be turned in at least 10 school days before the trip. The names of students attending the trip must be made known to the faculty at least five school days before the scheduled trip.

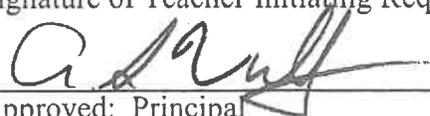
- 1. Date of Trip JUNE 8TH - JUNE 13TH
- 2. Class SAILBOT ROBOTICS
- 3. Teacher LEADBEATER
- 4. Number of Students 20
- 5. Destination SAILBOT COMPETITION IN WORCESTER, MA.  
SOME STUDENTS WILL STAY OVERNIGHT, OTHERS WILL  
JUST COME UP FOR THE DAY(S) BASED ON THEIR CLASS  
SCHEDULES.
- 6. Method of Transportation SCHOOL VANS
- 7. Estimated Student Cost \$120 per night <sup>over</sup> or \$30 per day
- 8. Time of Departure 10AM
- 9. Time of Return 10PM
- 10. Academic Objectives ROBOTICS COMPETITION
- 11. Number of Teachers 3-4 Names of Teachers SARAH LEADBEATER, MIKE MORSE AND 1-2 MORE OVERNIGHT.  
ADDITIONAL 2 TO DRIVE THE VAN EACH DAY.

NOTE: If substitutes are required, the front office must be informed after request if approved.

- 12. Date of Application 4/1/25
- 13. Inform Health Office of a list of students attending the trip; pick-up Alerts and first aid supplies.

\_\_\_\_\_  
Endorsed: Curriculum Advisor

  
\_\_\_\_\_  
Signature of Teacher Initiating Request

  
\_\_\_\_\_  
Approved: Principal

\_\_\_\_\_  
Not Approved: Principal

## STUDENT OVERNIGHT OR LATE NIGHT TRAVEL

All student trips which include late night or overnight travel must have prior approval of the School Committee. Initial approval by the School Committee is required before engaging students in fundraising activities. The School Committee will also consider the educational value of the trip in relation to the cost prior to granting initial approval. Overnight trips should offer significant educational benefits to students that clearly justify the time and expense of the trip. Such trips should be appropriate for the grade level.

Final approval will not be granted until all preparations for the trip have been completed including, but not limited to, all logistical details involving transportation, accommodation arrangements and fundraising efforts. The School Committee requires that final approval be sought no less than 30 days prior to the scheduled trip dates.

Teachers and other school staff are prohibited from soliciting for privately run trips through the school system and in the schools. The School Committee will only review for approval school-sanctioned trips. The School Committee will not review or approve trips that are privately organized and run without school sanctioning.

LEGAL REFS.: M.G.L. 69:1B; 71:37N

CROSS REFS.: IJOA, Field Trips

**Adopted: June 19, 2017**

**Revised: February 27, 2024**



# INSTITUTION FOR SAVINGS

BUILDING STRONGER COMMUNITIES TOGETHER SINCE 1820.

April 2, 2025

Honorable Mayor Sean Reardon, Chair,  
and members of the Newburyport School Committee  
70 Low Street  
Newburyport, MA 01950

Dear Mayor Reardon and Members of the School Committee,

We respectfully request permission to purchase the naming rights in the amount of \$10,000 to a second-grade classroom at the Francis T. Bresnahan Elementary School in honor of former longtime elementary school teacher Jean Kirkpatrick.

Mrs. Kirkpatrick retired in 1994 after 40 years as a second-grade teacher at the Belleville, now known as the Bresnahan, Elementary School. At the time of her retirement, she had given more years of service to the Newburyport Public Schools than any other teacher in the system. By all accounts from former students and colleagues, Jean was beloved and often referred to as their favorite teacher. As another longtime educator Marilyn Johnston wrote in a Daily News letter upon her retirement: "Jean Kirkpatrick truly loved her students. And they loved her back."

Mrs. Kirkpatrick's ties also go way back within the Institution for Savings family. Her father William Carter served as secretary of the Bank from 1950 until his retirement in 1974. Mrs. Kirkpatrick's daughter Susan was employed as a teller in the 1980s. Her son Scott has worked for more than a decade as one of the Bank's facilities managers.

Equally noteworthy are the dozens of Jean's former students who have come and gone at the Institution for Savings throughout the years. Her annual Thanksgiving plays, her poetry club, and her enthusiastic and contagious reading lessons in Room 4 -- the same classroom she taught in throughout her career -- are memories that have and never will be forgotten. It is only fitting that a room named in her honor will ensure that happens.

I have attached draft copy that can be included on a plaque should you accept our request. Thank you for your consideration.

Sincerely,

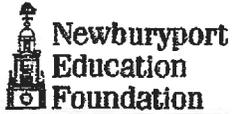
Michael J. Jones  
President and CEO

POTENTIAL PLAQUE COPY

This Classroom is dedicated to  
Jean C. Kirkpatrick, a  
beloved 2<sup>nd</sup> grade teacher who  
taught in the same classroom  
from 1954 until she retired  
in 1994.

Known for her poetry clubs,  
Thanksgiving pageants and  
passion for reading, Mrs. K.  
loved her students as if they  
were her children.

And they loved her right back.



## Naming Opportunities Francis T. Bresnahan Elementary School

Name a room or area in honor or in memory of a teacher, family member, alumni class, loved one, or to create a lasting tribute or memorial. A plaque outside the classroom, office, or other area will recognize the tribute. Contact us at [info@newburyportef.org](mailto:info@newburyportef.org) for more information about recognizing your gift. (Updated 7/31/24)

Floor	Room	Cost	Honoree/Recognition
<b>Exterior</b>			
	Patio Area	\$10,000	
	Basketball Court	\$10,000	
	Playground (ages 2-5)	\$15,000	
	Playground (ages 5-12)		<b>Mary Alice Arakelian Foundation</b>
<b>First Floor</b>			
	Entry Lobby – A101		<b>Chase &amp; Lunt Insurance</b>
	Lower Entry Lobby – A121	\$15,000	
	Conference Room – A118	\$15,000	
	SGR/Conference – A128	\$10,000	
	Library Media Center– A117		<b>Newburyport Five Cent Savings Bank</b>
	Nurse's Office – A127		<b>In Honor of Joseph J. Skiba (the Skiba family)</b>
	Gymnasium – A109		<b>Institution For Savings</b>
	Stage/Music – A108		<b>Institution For Savings</b>
	Cafeteria – A104	\$100,000	
	Pre-K Classrooms (4)	\$5,000 (each)	
	SPED Classroom Pre-K	\$5,000	
	SPED Classroom Kinder	\$5,000	
	Kindergarten Classrooms (8)	\$5,000 (each)	
	Elevator	\$5,000	
<b>Administration</b>			
	Administrative lobby-A102	\$15,000	
	Principal's office – A102B	\$10,000	
	Asst. Principal's office – A102A	\$5,000	
	Faculty Dining – A103	\$5,000	
<b>2<sup>nd</sup> Floor</b>			
	Classroom 238		<b>The Bradshaw Family (Jack and Denise Bradshaw)</b>
	Art – B232		<b>In Honor of Carol Kalashian Mullen</b>
	Literature Closet – B242	\$2,500	
	Lit Specialist Room – B244		<b>The Rotary Club of Newburyport</b>
	Occupational Therapy – B233	\$5,000	
	Faculty Workroom – B262	\$5,000	
	SGR/Conference – B259	\$5,000	
	Classroom 237		<b>In Memory of Ralph T. Castagna (Castagna Construction)</b>
	Classrooms (12)	\$5,000 (each)	
<b>3<sup>rd</sup> Floor</b>			
	Music Classroom – B335		<b>In Honor of Katherine T. (Arslanian) Bresnahan</b>
	Lit. Specialist Room – A324	\$5,000	
	Literature Closet – B342	\$2,500	
	Speech Room – B344	\$5,000	
	Faculty Workroom – B362	\$5,000	
	SGR/Conference – B359	\$5,000	
	Nurse's Room – B339	\$5,000	

# Old school memories of a grand opening gone by

BY JEAN KIRKPATRICK  
SPECIAL TO THE DAILY NEWS

**Editor's note:** Jean Kirkpatrick retired from teaching in 1994 after 40 years in Newburyport schools, including the year that the Bresnahan School opened in 1957. Below, she looks back at the grand opening of the city's new school 57 years ago.

Remembering when is a fun sort of entertainment, especially when you reach a certain age. Whenever you have a group of natives get together, you can be sure old times will be discussed. I am feeling a bit nostalgic now. The old Belleville (now Bresnahan) School has now disappeared. For me, I still cling to the memories I have of my teaching career in that school.

In the late '50s the schools in the North End of town were over-crowded, to say the least. The Moultonville School (two

rooms with a pot-bellied stove) located on Cushing Avenue, The Curtis located on Ashland Street and the Currier, now the Professional Building on Forrester Street, were bursting at the seams. The schools were so full that the seventh- and eighth-graders from the Currier had to attend school at Newburyport High (The Annex). It was decided that the city needed a new elementary school in the North End.

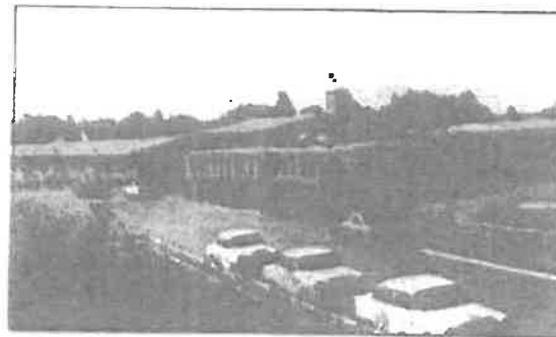
During the school year of 1957 the school was ready for occupancy. The superintendent and the School Committee felt it would be a great idea to get the children used to the new school before the new academic year began. During the spring vacation all the books and necessary equipment from the old schools were moved to the new school.

The children arrived

back from vacation, little bags in hand to take their personal items, pencil boxes, crayons, etc. It was April 28, 1957, a bright, sunny day. The perfect day for a parade! I have a very vivid picture in my mind of that day. I remember it clearly. The children's emotions ran the gamut — butterflies in the tummy, excited anticipation, tears of joy, and some put on brave faces. Others just couldn't stay still for a moment.

I had attended the Curtis School when I was a child, and I loved it. This school was an old friend to me. My classroom was on the second floor, overlooking the Merrimack River. In the winter we could watch the ice floes and in the fall we could see the leaves change color on the Salisbury shoreline. The children loved it as much as I did.

On that April morning



DAILY NEWS PHOTO

Photo of what may be the opening day of the Belleville School, which opened in 1957 and was later named after Newburyport Schools Superintendent Francis Bresnahan in the mid-1990s. The school was demolished over the summer.

"the parade" began — everyone with their little bag and best behavior, two-by-two walked up Ashland Street past Kelley's gas station to the entrance of the new school. A mother by the name of Dorothy Priestman took movies of the kids as they made their trek to the big, big school. I closed the door of the Curtis School for the last time with a tear in my eye and it was upward and onward!

We arrived at the new school and there was a school bus already there. The children were from the Moultonville School. They were the first to enter the new building. I believe the first child was a first-grader named Kathy Mulligan.

My class was assigned to Room 4, and there I stayed for the next 37 years! This classroom was very modern. It was

brightly colored "hot pink." It had a sink and a bubbler right in the classroom, and a coat closet with closet doors and hooks for the coats. It had desks and chairs that were free-standing and not bolted to the floor. The chairs were brightly colored and tables were all shapes and sizes.

The first day of this new, exciting experience was to take a trip around the building.

The cafeteria was amazing, the gym exciting and there was a resource room for library books and projects.

It certainly was a new experience.

Most importantly, the children discovered the bathrooms.

At the old Curtis and Currier Schools the bathrooms consisted of a water closet and a pull-chain and were located in the

basements. Now instead of asking permission to go to the basement, they asked permission to go to the bathroom! This might have seemed unimportant, but for a 6- or 7-year old this was major.

After everyone had settled in (Classes 1-6) there came a voice "out of the wall" which welcomed everyone to the new school.

This, to me, was so funny. I laugh even now when I think of the expressions on the kids' faces. Where was the voice coming from? After a few minutes all was explained. It was the latest in technical equipment. It was the intercom. It blows my mind now when I think of all the new electronics the kids will be using in the new school.

On Sept. 4 the new Bresnahan School will open. Children from all the areas of town will be together. Some of the first-graders will spend the next 12 years together. What a wonderful experience they will have. Lasting friendships will form.

Now about this parade ... remember? If you went to the Moultonville, Curtis or Currier schools back in 1957 and you're in your 60s, you probably were in the parade. Do you remember when?

Best wishes to all the kids in the Newburyport School System. Have a happy, healthy year full of learning and above all have fun and make friends.

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I can't stand it any longer! What is mankind's problem? I think we are the most disgusting, abusive, do-as-you-please-even-if-you-harm-someone, living thing on earth! We shoot each other for no reason, turn against each other, rape each other, beat each other, use drugs, and don't even care in the end.

We make each other starve, suffer and lie groveling in dust and we won't just lend each other a hand to help ourselves up in the process. To be "cool," a kid's gotta do crack, shoot people and swear the

## In tribute to Jean Kirkpatrick, beloved teacher

To the editor.

Quietly and without fanfare, a beloved teacher retired this past summer. Her name is Jean Kirkpatrick. She had taught second grade in Newburyport for 40 years and had given the schools more years of service than any other teacher in the system. She had occupied the same room at the Bresnahan School since the day it opened. She had taught fathers and their sons, mothers and their daughters. This woman had taught for 40 years; but she never seemed tired and she never got stale.

She arrived at school each day at 6 a.m. and was truly dedicated to each and every student. Jean taught the standard second-grade curriculum. The children advanced in their reading levels. They used problem-solving to increase their math skills and performed wonderful science experiments. But Jean also had her own idea of what a second-grade curriculum should be. There was the "Poetry Club," where each child was encouraged to memorize a poem each week. I remember how my son struggled to memorize his weekly poems in the beginning. Night after night, he'd recite and I'd listen, encourage and correct him. Miraculously, by spring time he knew the poems even before he brought them home on Monday night! They were posted on the wall and he just seemed to learn them without even trying. Mrs. K. had told the class

reports on how so-and-so got stabbed so-and-so, or this Japanese guy got shot just because of his race! It is so infuriating.

Recently, I took a trip to England. I watched the news every single day. Guess what? There were no murders, no stabbings, no drugs, none of that! Why? That's what I want to ask you.

Sign me ... a really angry seventh grader

TENLEY OLDAK  
South Hampton

that memory is like a muscle and the more you exercise it the better it works. She really was right!

And who could ever forget the Thanksgiving play? A full one-hour drama was played out every year right in Mrs. K's classroom. Pilgrims and Indians performed for teary-eyed parents who were then treated to a Thanksgiving feast. Jean's achievement in getting 20-25, 7- or 8-year-olds costumed and made up, complete with props and memorized lines, was absolutely amazing. Those children were bursting with pride that day. And even the few who did not always know academic and athletic achievement, knew that day that they were as important as important could be.

The children that Jean taught learned that achievement was the result of hard work. They were taught to respect one another and to be polite at all times. When they made her proud she let them know it. They were often rewarded with treats and gifts and with funny games. About 1,000 Newburyport children have had Mrs. Kirkpatrick over the years. They have all been enriched by the experience. They have all known the feeling of being respected, cherished and thoroughly enjoyed just for being the persons that they are. Jean Kirkpatrick truly loved her students, each and every one. And they loved her back. We will all miss her.

MARILYN JOHNSTON  
Newburyport

Joe Callahan  
is interested in!



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length.

E-MAIL: Reader  
houn J. Killen |  
dillon@eol.com.

## **FF - Naming New Facilities**

**Adoption Date:** 11/06/2017

**Revision History:** 06/03/2024

# Naming New Facilities

Naming a school facility is an important matter that deserves thoughtful attention. Personal prejudice or favoritism, political pressure, or temporary popularity should not be an influence in choosing a name for a school, a portion of a school, or a portion of school grounds. Whenever possible, the wishes of the community, including parents/guardians and students, should be considered in naming school facilities.

The School Committee has the authority to approve the naming and renaming of buildings, structures, and facilities located on School District property. The School Committee also has the authority to name subsections of existing structures or facilities, such as classrooms, auditoriums, and gymnasiums.

Names and/or wording associated with school facilities shall be consistent with school district policies and promote messages aligned with the mission, vision and goals of the school district. To the extent possible, names and/or wording should be designed not to restrict the use of a space or inhibit changing the function of the space should that become necessary in the future.

When the opportunity to name or dedicate a new school or school related property, structure or facility is forthcoming, an orderly procedure will be communicated at the next available School Committee meeting. The Committee's agendas should clearly reflect the intent to consider, review, and vote on naming opportunities.

The School Committee may elect to authorize the designation of naming rights for specific portions of District facilities through advanced approval of a list of naming opportunities to be reviewed annually; provided such designation benefits the District and the Committee retains final approval over any name associated with School District structures or facilities.

An offer of a financial contribution to the School District may accompany a naming request, but the School Committee is not obligated to accept or reject a name based upon financial considerations alone.



# CREST

Collaborative for Regional  
Educational Services and Training

20 Shattuck Road  
Andover, MA 01810  
P: 978.685.3000  
F: 978.296.3690  
crestcollaborative.org

Robert Jokela, MBA/MPA  
Executive Director

J. Eric Boes  
Director of Finance & Operations

Dr. Elizabeth Conway  
Director of Human Resources

Bill Bryant, M.Ed  
Director of Programming  
& Supports

March 27, 2025

Dear Newburyport Public School Committee,

On March 26, 2025, the CREST Collaborative ("CREST") Board of Directors approved the second reading of the Amendment to CREST Collaborative's Articles of Agreement, which are similar to an organization's By-Laws. CREST's Articles of Agreement were last amended in 2015. CREST is one of twenty-four collaboratives in Massachusetts providing special education services to students and districts. Newburyport Public School District is one of sixteen CREST member districts whose board seat is held by your superintendent.

Massachusetts Department of Elementary and Secondary Education requires collaborative boards of directors to hold two readings of any proposed amendments to the Articles of Agreement. Before presenting the proposed changes to CREST's Board, DESE communicated its preliminary consent to the proposed amendments. CREST's Board of Directors met on March 12 and March 26 and respectively approved the proposed amendments for the first and second (final) readings by CREST's Board. The final step to finalizing the Amendments to CREST's Articles of Agreement is for each of CREST's member district's school committees to vote on acceptance of the Amendments which CREST's Board has already approved. DESE requires a majority of member school committees to approve the proposed amendments.

The primary purpose of amending the Articles of Agreement is to provide greater flexibility to CREST's Board in approving the annual budget. The most significant change to the articles involves the removal of a cap that nonmember districts' tuition premium cannot be more than twenty percent (20%) above member districts' tuition. Additional language changes bring CREST's Articles of Agreement in alignment with DESE requirements and recommendations. I am attaching the 2015 version of CREST's Articles of Agreement along with a document showing specific language to be removed and its replacement.

To have a majority of CREST member district school committees approve the Amendment to the Articles of Agreement by April 30, 2025, on behalf of the CREST Board, I ask you to place the following language on an April school committee agenda for a vote to:

**Newburyport Public School Committee hereby approves the Amendments to CREST's Articles of Agreement as approved by CREST's Board of Directors on March 12 and 26, 2025.**

Thank you for your assistance in facilitating the approval of the proposed amendment.

Regards,

Robert M. Jokela  
Executive Director

Elevating every learner, together.

Revised (3/5/2025)

**ADDENDUM  
PROPOSED AMENDMENTS TO  
ARTICLES OF AGREEMENT**

**Proposed EDITS**

**PREAMBLE / AUTHORIZATION**

This document constitutes the Collaborative Agreement (hereinafter “the Agreement”) of the Collaborative for Regional Educational Services and Training (hereinafter “the Collaborative” or “CREST”), formerly the Greater Lawrence Educational Collaborative (GLEC), established pursuant to the provisions of Chapter 40, Section 4E of the General Laws of the Commonwealth of Massachusetts and acts or amendments thereto as they may from time to time be enacted by the legislature, and 603 CMR 50.00. This Agreement shall not be effective until approved by the Massachusetts Board of Elementary and Secondary Education ~~upon the recommendation of the Commissione.r.~~

This Agreement replaces the original dated January 1, 1998, as most recently amended ~~as most recently amended on June 26, 2015, on January 1, 2008,~~ entered into by and between the school committees and/or charter school boards listed in Section I (hereinafter the “member districts”) and will be effective upon the approval of the member districts and the Board of Elementary and Secondary Education, as indicated on the signatory page.

**Proposed IF ACCEPTED**

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Revised (3/5/2025)

## Section IV. GOVERNANCE

### Proposed If Accepted

#### SECTION IV: GOVERNANCE

Each school committee and charter school board executing this Agreement shall annually appoint the superintendent of schools or one school committee member/charter school board member to serve as its representative on the CREST Board. An appointee of the Commissioner of Elementary and Secondary Education shall be a liaison to the Board. The Board shall manage the Collaborative and is vested with all authority given it by Chapter 40, section 4E of the General Laws, and all acts amendatory or supplementary thereof, and may take any necessary action to oversee the operation of the Collaborative consistent with G.L.c.40, 4E and this Agreement.

### Proposed EDITS

#### SECTION IV: GOVERNANCE

Each school committee and charter school board executing this Agreement shall annually appoint the superintendent of schools or one school committee member/charter school board member to serve as its representative on the CREST Board. An appointee of the Commissioner of Elementary and Secondary Education shall be a ~~voting member of~~ liaison to the Board. The Board shall manage the Collaborative and is vested with all authority given it by Chapter 40, section 4E of the General Laws, and all acts amendatory or supplementary thereof, and may take any necessary action to oversee the operation of the Collaborative consistent with G.L.c.40, 4E and this Agreement.

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**SECTION IV. G**

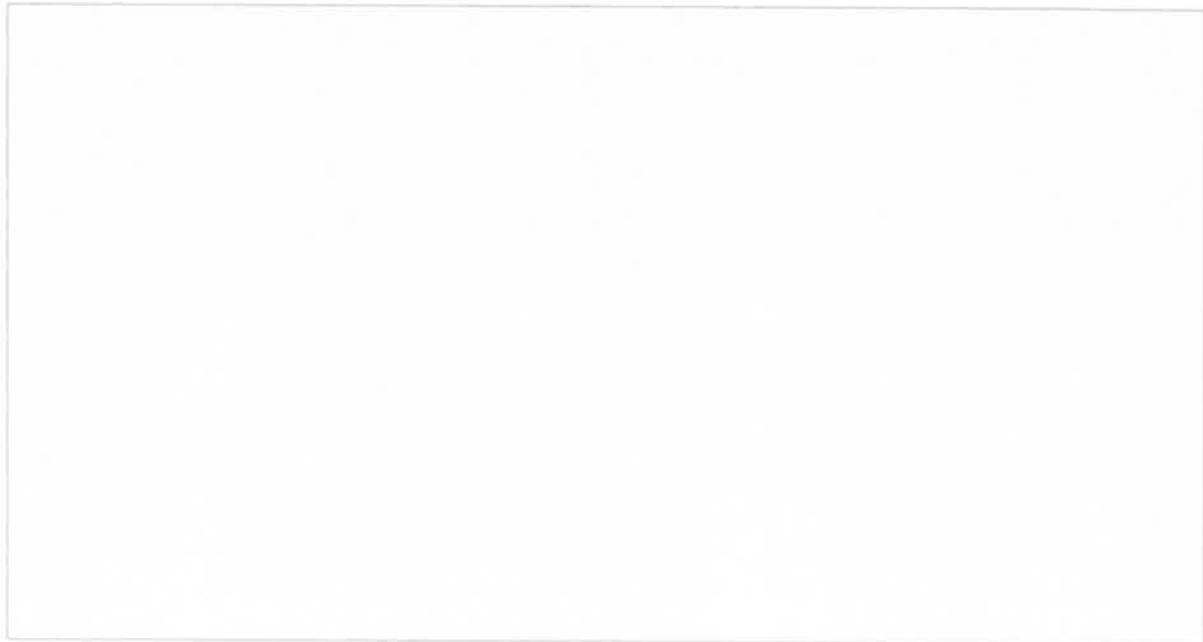
**Proposed EDITS**

- G. The Board shall select an Executive Director who shall manage the Collaborative on a day-to-day basis with responsibilities which include, but are not limited to: supervision of employees (with the exception, as indicated below, of the Collaborative Treasurer, who reports directly to the Board) ~~overseeing collaborative programs and services, and, overseeing collaborative programs and services, and,~~ implementation of the Board's policies and such other powers and responsibilities as determined by the Board, as permitted by applicable laws. The Board shall annually evaluate the Executive Director's performance and effectiveness in implementing the programs, policies, and goals of the collaborative. The executive director shall serve under the general direction of the collaborative board and shall be responsible for managing and supervising the educational collaborative. ~~in implementing the programs, policies, and goals of the collaborative. The executive director shall serve under the general direction of the collaborative board and shall be responsible for managing and supervising the educational collaborative.~~ The Executive Director, or designee, will act as executive secretary to the Board. The Executive Director shall attend all board meetings, but shall not be entitled to a vote.
- H. The Executive Director or designee shall ensure that notice of all Board Meetings shall be posted on the CREST website in accordance with procedures established by the Attorney General in consultation with the Information Technology Division of the Executive Office for Administration and Finance for the purpose of providing the public with effective notice. The Board shall ensure that the collaborative shall establish and maintain an internet website in accordance with M.G.L. c. 40, 4E that shall include at a minimum: a list of the appointed representatives on the collaborative board of directors, copies of the minutes of open meetings held by the collaborative board of directors, a copy of the collaborative agreement and any amendments, a copy of the annual report and independent audit required in 603 CMR 50.08, and contact information for key educational collaborative staff members. ~~The Board shall ensure that~~

**SECTION IV. G**

**Proposed If Accepted:**

- G. The Board shall select an Executive Director who shall manage the Collaborative on a day-to-day basis with responsibilities which include but are not limited to supervision of employees (with the exception, as indicated below, of the Collaborative Treasurer, who reports directly to the Board) overseeing collaborative programs and services, and, implementation of the Board's policies and such other powers and responsibilities as determined by the Board, as permitted by applicable laws. The Board shall annually evaluate the Executive Director's performance and effectiveness in implementing the programs, policies, and goals of the collaborative. The executive director shall serve under the general direction of the collaborative board and shall be responsible for managing and supervising the educational collaborative. The Executive Director, or designee, will act as executive secretary to the Board. The Executive Director shall attend all board meetings, but shall not be entitled to a vote.
- H. The Executive Director or designee shall ensure that notice of all Board Meetings shall be posted on the CREST website in accordance with procedures established by the Attorney General in consultation with the Information Technology Division of the Executive Office for Administration and Finance for the purpose of providing the public with effective notice. The Board shall ensure that the collaborative shall establish and maintain an internet website in accordance with M.G.L. c. 40, 4E that shall include at a minimum: a list of the appointed representatives on the collaborative board of directors, copies of the minutes of open meetings held by the collaborative board of directors, a copy of the collaborative agreement and any amendments, a copy of the annual report and independent audit required in 603 CMR 50.08, and contact information for key educational collaborative staff members. A copy of each notice shall also be sent by first class or electronic mail to the Secretary of State's Regulations Division. The chair of the Board or her designee shall notify the Attorney General in writing of its Internet notice posting location and any change thereto. The Collaborative shall consistently use the most



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Revised (3/5/2025)

## SECTION IV G PROPOSED EDITS

M. The Board shall appoint at least one (1) or more registered nurse(s), and provide each such nurse with the facilities necessary to perform his/her duties and responsibilities as designated in the Board-approved job description.

M.N. ~~The Board shall ensure that no employee of the collaborative may serve on the board of directors of the educational collaborative or shall be eligible to serve concurrently on the positions of treasurer, or business manager or person with responsibilities similar to those of a town accountant.~~

~~N. The Board shall ensure that no employee of the collaborative may serve on the board of directors of the educational collaborative or shall be eligible to serve concurrently on in the positions of treasurer, or business manager or person with responsibilities similar to those of a town accountant.~~

## PROPOSED IF ACCEPTED

L. The Board shall ensure that there is segregation of duties between the Executive Director, Treasurer, and Finance Director and that these employees shall not serve as a member of the Board or as an officer or employee of any related for-profit or non-profit organization as defined in M.G.L. Ch. 40 § 4E.

M. The Board shall appoint at least one (1) or more registered nurse(s), and provide each such nurse with the facilities necessary to perform his/her duties and responsibilities as designated in the Board-approved job description.

N. The Board shall ensure that no employee of the collaborative may serve on the board of directors of the educational collaborative or shall be eligible to serve concurrently on the positions of treasurer, or business manager or person with responsibilities similar to those of a town accountant.

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## SECTION V: CONDITIONS OF MEMBERSHIP PROPOSED EDITS

G. No board member shall delegate his/her powers or send a representative in his/her place as a voting board member, and no member district shall delegate the rights, responsibilities, or duties of its board member to any other individual unless the member district is replacing the board member with that individual.

G.H. ~~No collaborative board member shall be eligible to serve in the positions of executive director, treasurer, or business manager or person with responsibilities similar to those of a town accountant.~~

~~H. No collaborative board member shall be eligible to serve in the positions of executive director, treasurer, or business manager or person with responsibilities similar to those of a town accountant.~~

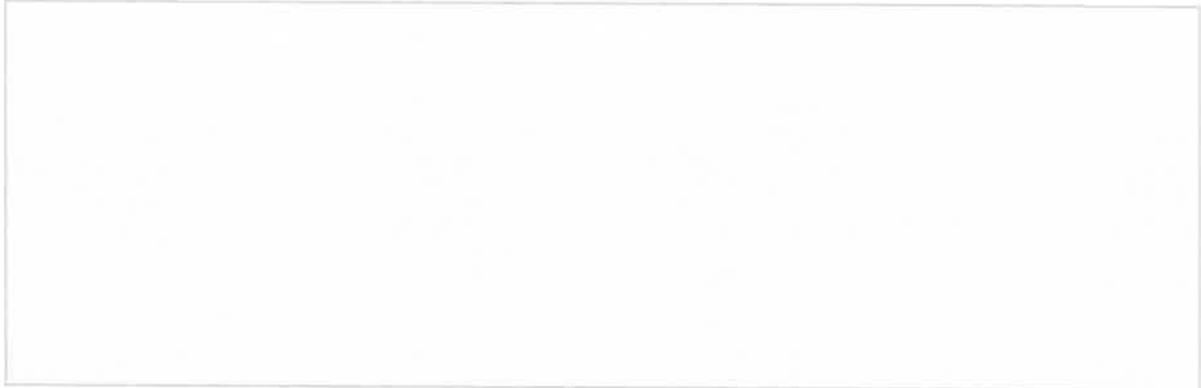
## SECTION V: CONDITIONS OF MEMBERSHIP

### PROPOSED IF ACCEPTED

- H. No collaborative board member shall be eligible to serve in the positions of executive director, treasurer, or business manager or person with responsibilities similar to those of a town accountant.

### SECTION VI: POWERS AND DUTIES OF THE BOARD PROPOSED EDITS

- G. The Board shall ensure that the Collaborative completes and files an annual report and an annual independent audit, as well as such other student, program, financial and staffing information, reports or documents as the Department of Elementary and Secondary Education (herein, "DESE") deems necessary. The Board shall ensure that annual reports and annual independent audits are filed with appropriate governmental agencies and posted on the Collaborative's website, consistent with the requirements of M.G.L. c. 40, § 4E and 603 CMR 50.00. The annual report shall include progress made toward achieving the objective and purposes set forth in the Collaborative agreement consistent with 603 CMR 50.08 (1)(c)  
~~The annual report shall include progress made toward achieving the objectives and purposes set forth in the Collaborative agreement consistent with 603-CMR-50.08 (1)(c).~~
- G.
- H. Each collaborative board member shall complete the required training provided or approved by the Department of Elementary and Secondary Education within 60 days of the board member's initial appointment;
- I. Each appointed Collaborative board member shall be responsible for providing information to the representative's appointing member district(s) as outlined in M.G.L. c. 40, 4E and the implementing regulations.
- J. The Collaborative Board shall ensure that the Collaborative's auditors shall annually prepare financial statements, including, a statement of net assets (government wide); a statement of activities (government wide); a governmental funds balance sheet; a governmental funds statement of revenues, expenditures, and changes in fund balance; a general fund statement of revenues, expenditures, and changes in fund balance; a general fund statement of revenues, expenditures and changes in fund balance, budget and actual; a statement of fiduciary net assets; a statement of changes in fiduciary fund net assets; and a capital plan identifying current capital obligations or future planned capital project.
- H.K. Each collaborative board member shall complete the required training provided or approved by the Department of Elementary and Secondary Education within 60 days of the board member's initial appointment;



**PROPOSED IF ACCEPTED**

- G. The Board shall ensure that the Collaborative completes and files an annual report and an annual independent audit, as well as such other student, program, financial and staffing information, reports or documents as the Department of Elementary and Secondary Education (herein, “DESE”) deems necessary. The Board shall ensure that annual reports and annual independent audits are filed with appropriate governmental agencies and posted on the Collaborative’s website, consistent with the requirements of M.G.L. c. 40, § 4E and 603 CMR 50.00. The annual report shall include progress made toward achieving the objective and purposes set forth in the Collaborative agreement consistent with 603 CMR 50.08 (1)(c)
- H. Each collaborative board member shall complete the required training provided or approved by the Department of Elementary and Secondary Education within 60 days of the board member’s initial appointment;
- I. Each appointed Collaborative board member shall be responsible for providing information to the representative’s appointing member district(s) as outlined in M.G.L. c. 40, 4E and the implementing regulations.
- J. The Collaborative Board shall ensure that the Collaborative shall annually prepare financial statements, including, a statement of net assets (government wide); a statement of activities (government wide); a governmental funds balance sheet; a governmental funds statement of revenues, expenditures, and changes in fund balance; a general fund statement of revenues, expenditures, and changes in fund balance; a general fund statement of revenues, expenditures and changes in fund balance, budget and actual; a statement of fiduciary net assets; a statement of changes in fiduciary fund net assets; and a capital plan identifying current capital obligations or future planned capital project.
- K.

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**SECTION VII: FINANCE:  
PROPOSED EDITS**

3. The Board may, by majority vote, apply for and accept gifts, ~~corporate or foundation grants,~~ grants, or contributions from governmental and private sources, whether in cash or in kind.
4. ~~The Board shall ensure that the collaborative adopts and maintains a financial accounting system in accordance with generally accepted accounting principles as prescribed by the governmental accounting standards board and any supplemental requirements prescribed jointly by the commissioner of elementary and secondary education and the commissioner of revenue, in consultation with the state auditor. At a minimum, the financial accounting system shall delineate, (a) administration and overhead; (b) rental of real property; (c) program costs; (d) capital expenditures, including fixed assets, real property, or the improvement of real property; (e) debt payments; (f) deposits into a capital reserve, and (g) all additional disclosures required in 50.08 (2). Board shall ensure that the collaborative adopts and maintains a financial accounting system in accordance with generally accepted accounting principles as prescribed by the governmental accounting standards board and any supplemental requirements prescribed jointly by the commissioner of elementary and secondary education and the commissioner of revenue, in consultation with the state auditor. At a minimum, the financial accounting system shall delineate: (a) administration and overhead; (b) rental of real property; (c) program costs; (d) capital expenditures, including fixed assets, real property, or the improvement of real property; (e) debt payments; (f) deposits into a capital reserve, and (g) all additional disclosures required in 50.08 (2).~~

**PROPOSED IF ACCEPTED**

3. The Board may, by majority vote, apply for and accept gifts, corporate or foundation grants, grants, or contributions from governmental and private sources, whether in cash or in kind.
- B. The Board shall ensure that the collaborative adopts and maintains a financial accounting system in accordance with generally accepted accounting principles as prescribed by the governmental principles as prescribed by the governmental accounting standards board and any supplemental requirements prescribed jointly by the commissioner of elementary and secondary auditor. At a

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**PROPOSED EDITS**

**E. SURPLUS FUNDS:**

4. The Board shall vote annually to retain the cumulative surplus funds for the Collaborative's use or if cumulative surplus exceeds 25% of the previous years general funds expenditures, to refund all or some portion to the member districts, or make a contribution to the Collaborative's Capital fund or make a contributions to the

~~Collaborative's Capital fund or make a contribution to the post retirement benefits of the Collaborative. if cumulative surplus exceeds 25% of the previous years general funds expenditures, to refund all or some portion to the member districts, or make a contribution to the Collaborative's Capital fund or make a contribution to the post retirement benefits of the Collaboratives.~~

**PROPOSED IF ACCEPTED**

4. The Board shall vote annually to retain the cumulative surplus funds for the Collaborative's use or if cumulative surplus exceeds 25% of the previous year's general funds expenditures, to refund all or some portion to the member districts, and/or make a contribution to the Collaborative's Capital fund or make a contributions to the Collaborative's Capital fund and/or make a contribution to the post retirement benefits of the Collaborative.
  5. In the event an amount is to be refunded to the member districts, each member district share will be apportioned in accordance to its student membership in the Collaborative for the previous fiscal year. In the event that a member district has withdrawn from the Collaborative before the decision is made to return funds, the amount to be refunded to that district will be limited to their share of prepaid tuition but no other assets.
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**SECTION VII: FINANCE**  
**PROPOSED EDITS:**

~~The proposed budget shall include the methodology used to determine tuition prices, surcharges, or fees, surcharges, or fees for students from member and non-member districts as well as the methodology to determine fees for services and membership dues. Non-member district tuitions will be set at no more than 20% above the member tuitions, as determined by the Board annually during the budget process. All tuitions, surcharges, surcharges, and fees will be based on the total cost of providing the Collaborative's programs, including administration, divided by the number of students projected to enroll in each program.~~

~~iv. Non-member districts may be charged higher tuition than members, surcharges or fees for services rendered by the collaborative to reflect increased costs. The Board shall establish the member and non-member tuition rate, surcharge or fee annually based on the additional admin and overhead costs that arise from the provision of these services and in order to assure the development and sustainability of the collaborative.~~

~~The proposed budget shall include the methodology used to determine tuition rates, surcharges, and fees-for-service and membership dues for students from member and non-member districts.~~

~~All tuitions shall be based on the total cost of providing the Collaborative's programs, including administration divided by the number of students projected to enroll in each program.~~

~~Fees-for-service are determined based on the cost of service, projected utilization and applicable overhead. Non-member districts may be charged higher tuition and fees and surcharges.~~

**PROPOSED IF ACCEPTED**

iv. Non-member districts may be charged higher tuition than members, surcharges or fees for services rendered by the collaborative. The Board shall establish the member and non-member tuition rate, surcharge or fee annually based on the additional admin and overhead costs that arise from the provision of these services and in order to assure the development and sustainability of the collaborative.

The proposed budget shall include the methodology used to determine tuition rates, surcharges, and fees-for-service and membership dues for students from member and non-member districts.

All tuitions shall be based on the total cost of providing the Collaborative's programs, including administration divided by the number of students projected to enroll in each program.

Fees-for-service are determined based on the cost of service, projected utilization and applicable overhead. Non-member districts may be charged higher tuition and fees and surcharges.

- iv. As applicable, capital costs shall be included in the budget and built into the total cost of the programs. Capital costs will be built into the tuition(s) and/or fee(s) of the program(s) and/or service(s) that will benefit from the capital expenditure.
- 2. The budget shall be discussed at a public meeting of the Board and notice shall be provided to each member district ten (10) working days before the date of the board meeting.  
The Board shall adopt the final budget by affirmative majority vote at a subsequent meeting no earlier than ten (10) working days after the board meeting at which the Collaborative budget was first proposed.

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**SECTION IX: PROCEDURE AND TIMELINE FOR ADMITTING NEW MEMBER DISTRICTS**

**PROPOSED EDITS**

**F.** The authorizing votes of the Board of Elementary and Secondary Education and the member districts may provide for the deferral of admission or withdrawal until July 1 of the subsequent fiscal year.

~~F.G. Upon withdrawal, the withdrawing district will be reimbursed any funds prepaid to Collaborative by the member district for tuition or service under M. G. L. c. 40, 4E if said services shall not be rendered. A withdrawing district will not be entitled to any other asset upon withdrawal or at any time thereafter.~~

~~G. Upon withdrawal, the withdrawing district will be reimbursed any funds prepaid to Collaborative by the member district for tuition or service under M.G.L. c.40, 4E if said services shall not be~~

~~rendered. A withdrawing district will not be entitled to any other asset upon withdrawal or at any time thereafter.~~

~~H. Upon the withdrawal of any member district(s), the Collaborative Agreement shall be amended to reflect the withdrawal. The withdrawal of any member district (s) at any time shall not affect the status of any other portion of the Agreement and the same shall remain in full force and effect until specifically changed or amended by the Board and approved by the member districts and the Board of elementary and Secondary Education.~~

~~I. Upon the withdrawal of any member districts), the Collaborative Agreement shall be amended to reflect the withdrawal. The withdrawal of any member district (s) at any time shall not affect the status of any other portion of the Agreement and the same shall remain in full force and effect until specifically changed or amended by the Board and approved by the member districts and the Board of elementary and Secondary Education.~~

~~H.~~

~~If after the withdrawal of a member district(s), less two members remain, the Board will initiate termination proceedings as provided in Section XI. If, after the withdrawal of a member district(s), less than two members remain, the Board will initiate termination proceedings as provided in Section XI.~~

Revised (3/5/2025)

**PROPOSED IF ACCEPTED:**

- F. The proposed amendment shall be read a second time at the next regular board meeting subsequent to DESE review, at which time, in order to be approved, there must be a majority vote of the Board in favor of the amendment. Following approval by the Board, the amended agreement shall be submitted by the Chair of the Board to the member districts for a vote to approve the amended agreement.
- G. Board members shall not delegate the authority to approve the Agreement or amendments to the Agreement to any other person or entity.
- H. Once a majority of all member districts have approved and signed the amended agreement, the Collaborative shall submit the signed amended agreement in accordance with 603 CMR 50.00 to the Commissioner of DESE for approval by the Board of Elementary and Secondary Education.
- I. No amendment to this Agreement shall be effective until approved and authorized by a majority of the members and by the Board of Elementary and Secondary Education.

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**SECTION X: PROCEDURE AND TIMELINE FOR WITHDRAWAL OF CURRENT MEMBER DISTRICT(S)**

**PROPOSED EDITS**

~~F.~~ A school committee or charter school board that has withdrawn from the Collaborative will continue to be liable to the Collaborative for its pro-rata share of any debts, claims, demands, or judgments against the Collaborative, incurred during said school committee's or charter school board's membership, based on the number of students enrolled in the collaborative during the last full year of membership. ~~based on the number of students enrolled in the collaborative during the last full year of membership.~~

**PROPOSED IF ACCEPTED**

- F. A school committee or charter school board that has withdrawn from the Collaborative will continue to be liable to the Collaborative for its pro-rata share of any debts, claims, demands, or judgments against the Collaborative, incurred during said school committee's or charter school board's membership, based on the number of students enrolled in the collaborative during the last full year of membership. Upon withdrawal, the withdrawing district will be reimbursed any funds prepaid to the Collaborative by the member district for tuition or services under M.G.L. c. 40, § 4E if said services shall not be rendered. A withdrawing district will not be entitled to any other asset upon withdrawal or at any time thereafter.

Revised (3/5/2025)

**SECTION XI: PROCEDURE FOR TERMINATION OF THE COLLABORATIVE AGREEMENT**

**PROPOSED EDITS**

G.6.

6. distribute surplus funds or capital reserve funds to the members on a pro rata basis based on students enrolled in the Collaborative during the most recently completed fiscal year, ~~during the most recently completed fiscal year,~~ and

**PROPOSED IF ACCEPTED**

6. distribute surplus funds or capital reserve funds to the members on a pro rata basis based on students enrolled in the Collaborative during the most recently completed fiscal year, and
-



**CREST**

Collaborative for Regional  
Educational Services and Training

**Collaborative for Regional Educational Services and  
Training**

**Amended and Restated Articles of Agreement**

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## **PREAMBLE / AUTHORIZATION**

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## **SECTION I: MEMBERSHIP**

The membership of the Collaborative, as of the effective date of this Agreement, includes the school committees and/or charter school boards from the following districts, as indicated by the signatures of the chairs of the school committees or charter school boards:

- School Committee for Amesbury Public Schools
- School Committee for Andover Public Schools
- School Committee for Boxford School District
- School Committee for Dracut Public Schools
- School Committee for Georgetown Public Schools
- School Committee for Greater Lawrence Technical School
- School Committee for Haverhill Public Schools
- School Committee for Ipswich Public Schools
- School Committee for Lawrence Public Schools
- School Committee for Lowell Public Schools
- School Committee for Masconomet Regional School District
- School Committee for Methuen Public Schools
- School Committee for Middleton School District
- School Committee for Newburyport Public Schools
- School Committee for North Andover Public Schools
- School Committee for Pentucket Regional School District
- School Committee for Topsfield School District
- School Committee for Triton Regional School District

## **SECTION II: MISSION**

The mission of the Collaborative is to jointly conduct educational programs and/or services for member districts in a cost-effective manner, increase educational opportunities for children ages 3-22, improve educational outcomes for students, and provide occupational services and programs for adults in conjunction with Department of Developmental Services (DDS).

The purpose of the Collaborative is to provide high quality intensive educational, therapeutic, and transitional programs and related services to individuals with disabilities referred by member districts, non-member districts, and social service agencies, including both children and adults; to provide professional development to educators; to offer enrichment programs to member districts and non-member districts; and to engage in activities or projects, as determined appropriate by the Board of Directors ("the Board"), to pool the resources of its member districts and provide cost-effective services as a result.

The focus of the Collaborative is the provision of special education, transitional, occupational, and therapeutic programs and services for children and adults, in the least restrictive environment; comprehensive professional development within the local communities of the member districts; and enrichment programs that bring diverse communities together and enhance the general education of students. Cooperative purchasing services are also offered in order to provide economies of scale for member and non-member districts in the procurement of goods and services.

The overall objectives of the Collaborative include:

- A. improving the academic achievement and/or occupational skills of children and adults with disabilities in the least restrictive environment through high quality programs and services;
- B. providing enrichment programs to bring diverse communities together and enhance the general education of students;
- C. offering a variety of high quality professional development opportunities to educators, assistants and related service providers; and
- D. offering all programs and services in a cost-effective manner, consistent with M.G.L. c. 40, § 4B.

## **SECTION III: PROGRAMS AND SERVICES TO BE OFFERED**

The Collaborative will offer the following programs and services, which shall complement the educational programs and services of the member districts in a cost-effective manner:

- day school placements and other programs and services, including educational, transitional, occupational and therapeutic for students and individuals with and without disabilities;
- cooperative purchasing services to member and non-member districts;
- transportation for vocational settings and medically fragile students;
- adult programming in conjunction with the Department of Developmental Services;
- enrichment programs to enhance general education programming;
- professional development programs for educators, assistants and related service providers; and
- other appropriate services and programs as may be established and approved by the Board, as permitted by M.G.L. c. 40, § 4B.

#### SECTION IV: GOVERNANCE

Each school committee and charter school board executing this Agreement shall annually appoint the superintendent of schools or one school committee member/charter school board member to serve as its representative on the CREST Board. An appointee of the Commissioner of Elementary and Secondary Education shall be a voting member of the Board. The Board shall manage the Collaborative, and is vested with all authority given it by Chapter 40, section 4E of the General Laws, and all acts amendatory or supplementary thereof, and may take any necessary action to oversee the operation of the Collaborative consistent with G.L.c.40, 4E and this Agreement.

- A. At least six (6) regular meetings of the Board shall be held annually. Additional meetings will be scheduled at the discretion of the Board.
- B. A quorum for conducting business shall consist of a simple majority of the voting members of the Board. A quorum is not needed to close the meeting.
- C. In order to pass any motion, a majority vote of the board members present shall be required, except that a vote to terminate the Collaborative shall be approved at a Collaborative board meeting in accordance with Section XI of this Agreement.
- D. The term of each person so appointed shall terminate on June 30<sup>th</sup> of each year, provided that any person so appointed shall be qualified to serve for such further time until said person's successor is appointed. If a vacancy occurs, the member district for which said vacancy has occurred shall appoint a successor to serve for the remainder of the term of said vacancy.
- E. Board members and employees shall be public employees subject to M.G.L. c. 268A.
- F. The Board shall annually organize itself by electing a Chair of the Board, and Vice-Chair of the Board, by a majority vote of the members present at the first Board meeting of the year. The Chair of the Board, by vote of the Board, may appoint such subcommittees or advisory or operating committees of the Board as will facilitate the work of the Board.
- G. The Board shall select an Executive Director who shall manage the Collaborative on a day to day basis with responsibilities which include, but are not limited to: supervision of employees (with the exception, as indicated below, of the Collaborative Treasurer, who reports directly to the Board), implementation of the Board's policies and such other powers and responsibilities as determined by the Board, as permitted by applicable laws. The Board shall annually evaluate the Executive Director's performance and effectiveness. The Executive Director, or designee, will act as executive secretary to the Board. The Executive Director shall attend all board meetings, but shall not be entitled to a vote.
- H. The Executive Director or designee shall ensure that notice of all Board Meetings shall be posted on the CREST website in accordance with procedures established by the Attorney General in consultation with the Information Technology Division of the Executive Office for Administration and Finance for the purpose of providing the public with effective notice. A copy of each notice shall also be sent by first class or electronic mail to the Secretary of State's Regulations Division. The chair of the Board or her designee shall notify the Attorney General in writing of its Internet notice posting location and any change thereto. The Collaborative shall consistently use the most current notice posting method on file with the Attorney General. Written notice of board meetings shall also be filed and posted in each member city or town in the manner prescribed for local public bodies, at least 48 hours in advance of such meetings.
- I. All board meetings shall be conducted in accordance with MGL c. 30A, §§ 18-25 of the Open Meeting Laws. Minutes of all board meetings shall be maintained and approved by the Board at the next regularly scheduled board meeting. Subsequent to approval, the minutes will be posted on the Collaborative's website.
- J. The Board shall appoint a Finance Director, who shall have such powers and responsibilities as determined by the Board in its approved job description, and subject to M.G.L. Chapter 41, Sec.

52. The Board shall ensure that an annual evaluation of the Finance Director's performance and effectiveness is completed. The Finance Director may not be the Treasurer of the Collaborative.
- K. The Board shall appoint a Treasurer who shall have such powers and responsibilities as determined by the Board and as stipulated in the Board approved job description, consistent with 603CMR 50.00. The Treasurer shall annually give bond consistent with the requirements of M.G.L. c. 40, § 4E. The Board shall annually evaluate the Treasurer's performance and effectiveness. No board member or other employee of the Collaborative shall be eligible to serve concurrently as Treasurer of the Collaborative.
- L. The Board shall ensure that there is segregation of duties between the Executive Director, Treasurer, and Finance Director, and that these employees shall not serve as a member of the Board or as an officer or employee of any related for-profit or non-profit organization as defined in M.G.L. Ch. 40 § 4E.
- M. The Board shall appoint at least one (1) or more registered nurse(s), and provide each such nurse with the facilities necessary to perform his/her duties and responsibilities as designated in the Board approved job description.

#### SECTION V: CONDITIONS OF MEMBERSHIP

Each member district shall have the following rights and responsibilities as a member of the Collaborative:

- A. Each member of the Board shall be entitled to a vote.
- B. Membership dues in the Collaborative shall be established annually, as described in Section VII of this Agreement.
- C. Each board member shall be responsible for providing timely information and updates to its appointing member district(s) on Collaborative activities, as outlined in M.G.L. c. 40, § 4E and 603 CMR 50.04(2) and for providing other information as required or requested.
- D. Each board member is expected to attend every board meeting. When a board member has missed one-half (1/2) of the meetings within a fiscal year, the Chair of the Board shall inform either the board member's school committee/charter school board chairperson or the Superintendent (if the member is the chair) of the board member's absences. A board member who misses more than two-thirds (2/3) of the board meetings within a fiscal year will no longer be considered a board member. The Chair of the Board will notify the respective school committee/charter school board that the seat will remain vacant until such time as the member district, by appropriate vote, appoints a new board member. When a seat becomes vacant, the board member shall automatically become an inactive member of the Board, shall not count towards a quorum, and shall not have voting rights on the Board, but the member district shall continue to have all other rights and obligations of membership.
- E. No board member shall serve as a member of a board of directors or as an officer or employee of any related for-profit or non-profit organization as defined in M.G.L. c. 40, § 4E, as most recently amended.
- F. No board member shall receive an additional salary or stipend for his/her service as a board member.
- G. No board member shall delegate his/her powers or send a representative in his/her place as a voting board member, and no member district shall delegate the rights, responsibilities, or duties of its board member to any other individual, unless the member district is replacing the board member with that individual.

## SECTION VI: POWERS AND DUTIES OF THE BOARD

The Board shall manage the Collaborative overall, shall develop policies and by-laws as deemed appropriate by the Board, and shall be responsible for providing fiduciary and organizational oversight and accountability over the operation of the Collaborative. The Board shall be vested with all authority and responsibilities provided to it by M.G.L. c. 40, § 4E and 603 CMR 50.00 and all acts and regulations amendatory thereof, including but not limited to the following:

- A. It is the function and responsibility of the Board to formulate policy for the Collaborative, to hire all staff, and to ensure compliance with applicable state and federal laws and regulations, including M.G.L. c. 40, § 4E and 603 CMR 50.00.
- B. The Board shall be vested with the authority to enter into agreements with member districts, non-member districts or other collaboratives to establish mutually beneficial programs and services or pricing arrangements.
- C. The Board shall be responsible for:
  1. ensuring adherence to this Agreement and progress toward achieving the purposes and objectives set forth in the Agreement;
  2. determining the cost-effectiveness of programs and services offered by the Collaborative;
  3. determining the appropriateness and cost-effectiveness of any borrowing, loans, or mortgages; and
  4. approving all expenditures, including contracts, borrowing, and the purchase and sale of real estate consistent with the requirements of Section VII. D.
- D. The Board shall, by majority vote, hire all employees of the Collaborative, upon recommendation of the Executive Director, and ensure that all employees possess the necessary and required credentials and approvals, including those required by M.G.L. c. 71, § 38G and 603 CMR 7.00, M.G.L. c. 74 and 603 CMR 4.00, and all acts and regulations amendatory thereof.
- E. The Board shall ensure that no employee of the Collaborative is employed at any related for-profit or non-profit organization.
- F. The Board shall develop such policies as it deems necessary to support the operation of the Collaborative, including, but not limited to, policies relative to personnel, students, finance and internal controls, health and nursing, and any other policies required by state or federal law and regulation. The Board shall review the effectiveness of such policies to ensure currency and appropriateness. The Board may establish a subcommittee to make recommendations to the board concerning the effectiveness, currency and appropriateness of policies.
- G. The Board shall ensure that the Collaborative completes and files an annual report and an annual independent audit, as well as such other student, program, financial and staffing information, reports or documents as the Department of Elementary and Secondary Education (herein, "DESE") deems necessary. The Board shall ensure that annual reports and annual independent audits are filed with appropriate governmental agencies and posted on the Collaborative's website, consistent with the requirements of M.G.L. c. 40, § 4E and 603 CMR 50.00.

## SECTION VII: FINANCE

### A. Financial Terms:

1. Membership dues, if assessed, shall be assessed to each member district on July 1<sup>st</sup> of each year. The amount will be assessed on a pro rata population basis based on the number of students in each member district as of the most recent October 1<sup>st</sup> SIMS (student information management system) report, and as determined annually by a majority vote of the Board. The membership dues will offset the total administrative cost of the Collaborative.
2. Administrative costs will be built into the overall tuition and fees during the budget process, and will be approved by the Board annually.
3. The Board may, by majority vote, apply for and accept gifts, grants, or contributions from governmental and private sources, whether in cash or in kind.

B. The Collaborative is subject to M.G.L. c. 30B for the procurement of goods and services.

### C. Collaborative Fund

1. The Board shall establish and manage a fund to be known as the Collaborative for Regional Educational Services and Training Fund (herein, "the CREST fund").
2. The CREST fund shall be the depository of all monies paid by the member districts and non-member districts and all grants, gifts, or contracts from the federal government, state government, charitable foundations, private corporations, or any other source; all such monies shall be paid directly to the Board and deposited in the fund.
3. The Treasurer, subject to the direction of the Board, shall receive and disburse all money belonging to the Collaborative without further appropriation.
4. All payments must be approved by the Board.
5. The Treasurer may make appropriate investments of funds of the Collaborative not immediately necessary for operations, consistent with M.G.L. c. 44, § 55B.

### D. Borrowing, Loans, and Mortgages:

1. The Board may authorize the borrowing of funds or enter into short- or long-term agreements or mortgages, and acquire or improve real property to support the Collaborative operations, subject to the following procedures:
  - i. all borrowing, loans, and mortgages shall be discussed at a public meeting of the Board;
  - ii. the Board shall investigate options related to borrowing, loans, and mortgages in order to determine that the terms related to any borrowing, loans and mortgages are the most favorable available at the time of the application;
  - iii. the Board shall determine, at a public meeting, through a majority vote, that the terms related to borrowing, loans, and mortgages are cost-effective and are the most favorable available at the time of the application; and
  - iv. the Board shall determine, at a public meeting, through a majority vote, that the borrowing, loans and mortgages are necessary to carry out the purposes for which the Collaborative is established.
2. In the event that such borrowing loan or mortgage is for the acquisition or improvement of real property:
  - i. the Board shall provide notice to each member district within 30 calendar days of applying for real estate mortgages; and
  - ii. the Board shall discuss its intent to apply for a real estate mortgage at a public board meeting prior to the meeting of the board meeting at which the final vote is taken.
  - iii. The Board shall approve such action by a majority vote.

E. Surplus Funds: At the close of the fiscal year, unexpended general funds as defined in 603 CMR 50.00, may be carried forward and used in subsequent budget cycles, and are determined to be the

current surplus. Cumulative surplus is derived by adding prior year surplus funds to the current year surplus funds.

1. The determination of cumulative surplus shall not include funds deposited in a capital reserve as provided for in 603 CMR 50.07(9), funds deposited in trust in accordance with M.G.L. c. 32B, § 20 and any amounts prepaid for services or tuitions in accordance with M.G.L. c. 40, § 4E.
2. The Board will retain no more than 25 percent of the previous fiscal year's general fund expenditures in cumulative surplus.
3. On an annual basis, after the Board has discussed the audit results of the previous fiscal year, the Board shall approve, by majority vote, the final dollar amount designated as cumulative surplus.
4. The Board shall vote annually to retain the cumulative surplus funds for the Collaborative's use or to refund all or some portion to the member districts.
5. In the event an amount is to be refunded to the member districts, each member district share will be apportioned in accordance to its student membership in the Collaborative for the most recently completed fiscal year. In the event that a member district has withdrawn from the Collaborative before the decision is made to return funds, the amount to be refunded to that district will be limited to their share of prepaid tuition but no other assets.

F. Annual Budget Preparation and Assessment of Costs

1. Development of the Collaborative Budget: The Board shall annually determine the Collaborative budget consistent with the timelines, terms, and requirements in M.G.L. c. 40, s 4E, and 603 CMR 50.00.
  - i. By March 30<sup>th</sup> of each year, the Board shall propose a budget for the upcoming fiscal year. The Board shall identify the programs or services to be offered by the Collaborative in the upcoming fiscal year and the corresponding costs.
  - ii. The proposed budget shall contain all planned financial activity for the upcoming fiscal year.
  - iii. The proposed budget shall be classified into such line items as the Board shall determine, but shall at a minimum delineate amounts for operating expenditures, including, administration, instructional and rental expenses, and capital expenditures, including debt service payments and deposits to capital reserve.
  - iv. The proposed budget shall include the methodology used to determine tuition prices for students from member and non-member districts as well as the methodology to determine fees for services and membership dues. Non-member district tuitions will be set at no more than 20% above the member tuitions, as determined by the Board annually during the budget process. All tuitions and fees will be based on the total cost of providing the Collaborative's programs, including administration, divided by the number of students projected to enroll in each program.
  - v. As applicable, capital costs shall be included in the budget and built into the total cost of the programs. Capital costs will be built into the tuition(s) and/or fee(s) of the program(s) and/or service(s) that will benefit from the capital expenditure.
2. The budget shall be discussed at a public meeting of the Board and notice shall be provided to each member district ten (10) working days before the date of the board meeting.
3. The Board shall adopt the final budget by affirmative majority vote at a subsequent meeting no earlier than ten (10) working days after the board meeting at which the Collaborative budget was first proposed but no later than April 30<sup>th</sup> of the preceding fiscal year.

**G. Transmitting the Budget and Payment Terms:**

1. The Treasurer shall certify and transmit the budget and the tuition rates, membership dues and fees for services for the upcoming fiscal year to each member district not later than May 15<sup>th</sup> of the preceding fiscal year.
2. The Collaborative shall submit invoices to all districts for services and tuition on a monthly basis. Invoices will be mailed.
3. Membership dues will be invoiced quarterly in September, December, March, and June.
4. Fees for services, dues and tuition shall be paid within thirty (30) days of service delivery.

**H. Procedure for Amending the Budget:**

1. All budget amendments shall be proposed at a public board meeting.
2. Any amendment that does not result in an increase in tuition rates, membership dues or fees for services shall be approved by the Board by a majority vote.
3. Any amendment to the budget that results in an increase in the tuition rates, membership dues or fees for services shall adhere to the following procedures:
  - i. All board members shall, within ten (10) working days of the public meeting at which the amendment was first proposed, report to their member districts the content of the proposed amendment.
  - ii. All amendments shall be voted on by the Board at a second public board meeting no earlier than thirty (30) working days after the board meeting at which the amendment was first proposed; adoption shall require a majority vote.
  - iii. The Treasurer shall certify and transmit the amended tuition rates, membership dues and fees for services to each member district not later than ten (10) working days following the affirmative vote of the Board.
4. The Board has the authority to reduce tuition rates, membership dues and fees for services to member and non-member districts, when doing so is determined to be in the best interest of the Collaborative.

**SECTION VIII: PROCEDURE FOR AMENDING THE COLLABORATIVE AGREEMENT**

This Agreement may be amended from time to time in accordance with the following procedures:

- A. Any current board member or the Executive Director may propose an amendment to this Agreement.
- B. The proposed amendment shall be presented in writing to the Executive Director of the Collaborative and the Chair of the Board no less than twenty (20) working days prior to a meeting of the Board at which it shall first be discussed. No less than ten (10) working days prior to the board meeting at which the amendment is first discussed, the Executive Director shall cause copies thereof to be sent to the Board and the chairs of the member school committees and/or charter school boards, together with notice as to the time and place of the first reading of the amendment.
- C. Following the first reading of any proposed amendment and any changes as requested by the Board, the Executive Director shall submit the proposed amendment to DESE for initial review.
- D. Following DESE review, the Executive Director shall make such changes as DESE requires.
- E. No less than ten (10) working days prior to the Board meeting at which the revised amendment will be discussed, the Executive Director shall cause copies thereof to be sent to all board members and the chairs of the member districts/charter school boards together with notice as to the time and place of the second reading of the amendment.

- F. The proposed amendment shall be read a second time at the next regular board meeting subsequent to DESE review, at which time, in order to be approved, there must be a majority vote of the Board in favor of the amendment. Following approval by the Board, the amended agreement shall be submitted by the Chair of the Board to the member districts for a vote to approve the amended agreement.
- G. Board members shall not delegate the authority to approve the Agreement or amendments to the Agreement to any other person or entity.
- H. Once a majority of all member districts have approved and signed the amended agreement, the Collaborative shall submit the signed amended agreement in accordance with 603 CMR 50.00 to the Commissioner of DESE for approval by the Board of Elementary and Secondary Education.
- I. No amendment to this Agreement shall be effective until approved and authorized by a majority of the members and by the Board of Elementary and Secondary Education.

#### **SECTION IX: PROCEDURE AND TIMELINE FOR ADMITTING NEW MEMBER DISTRICTS**

A school district, through its school committee, or charter school board, herein referred to as a "new member district," may become a member of the Collaborative consistent with the following terms:

- A. At least 180 days prior to the beginning of a new fiscal year, the new member district shall submit to the Chair of the Board and the Executive Director of the Collaborative notification of its request to join the Collaborative and a copy of the school committee/charter school board minutes that indicates an affirmative vote of the committee/charter school board to seek membership in the Collaborative.
- B. Upon receipt of the new member district's notification of intent to join the Collaborative and the minutes, the Board will consider the request.
- C. Upon a majority affirmative vote of the Board, the Agreement shall be amended to add the new member district. The Agreement shall be amended consistent with Section VIII of this Agreement.
- D. The admission of a new member district to the Collaborative shall become effective only after the execution and delivery by the current member districts and the applicant school committee or charter school board of an amendment to this agreement agreeing to be bound by all the terms and conditions thereof, and approval by the Board of Elementary and Secondary Education.
- E. A school committee or charter school board may be admitted to the Collaborative as of July 1<sup>st</sup> of any fiscal year provided that all required approvals, including that of the Board of Elementary and Secondary Education, are obtained by the preceding April 30<sup>th</sup> of the fiscal year prior to the fiscal year in which the new member district is to be admitted to the Collaborative.
- F. The authorizing votes of the Board of Elementary and Secondary Education and the member districts may provide for the deferral of admission or withdrawal until July 1 of the subsequent fiscal year.
- G. Districts who are awaiting final approvals may be voted in as Associate Members and will not have voting rights. During the waiting period they qualify to participate on Advisory Committees and receive the Board approved reduction in tuition and services.

#### **SECTION X: PROCEDURE AND TIMELINE FOR WITHDRAWAL OF CURRENT MEMBER DISTRICT(S)**

- A. A member district may withdraw from the Collaborative as of July 1<sup>st</sup> in any year, provided that such member district provides written notice to every other member district that is party to this Agreement as well as to the Executive Director of the Collaborative and the Board, of such intent at least 180 days before the end of such fiscal year, and provided that the Board of Elementary

- and Secondary Education has approved the withdrawal by April 30<sup>th</sup> of the fiscal year in which the withdrawal is to occur.
- B. Written notification of a member district's intent to withdraw from the Collaborative at the end of a fiscal year shall include the following:
    1. Notification addressed to the Chair of the Board and the Executive Director that the member district has voted to withdraw from the Collaborative with the effective date of withdrawal; and
    2. A copy of the minutes from the school committee or charter school board meeting in which the member district voted to withdraw from the Collaborative.
  - C. Within thirty (30) days of notification of a member district's intent to withdraw from the Collaborative, the Executive Director shall provide written notification of such intent to the Commissioner of DESE.
  - D. An amendment, approved by the member districts, must be submitted and approved by the Board of Elementary and Secondary Education when a member district withdraws from the Collaborative.
  - E. The withdrawing school committee or charter school board must fulfill all of its financial obligations and commitments to the Collaborative.
  - F. A school committee or charter school board that has withdrawn from the Collaborative will continue to be liable to the Collaborative for its pro-rata share of any debts, claims, demands, or judgments against the Collaborative, incurred during said school committee's or charter school board's membership, based on the number of students enrolled in the collaborative during the last full year of membership.
  - G. Upon withdrawal, the withdrawing district will be reimbursed any funds prepaid to the Collaborative by the member district for tuition or services under M.G.L. c. 40, § 4B if said services shall not be rendered. A withdrawing district will not be entitled to any other asset upon withdrawal or at any time thereafter.
  - H. Upon the withdrawal of any member district(s), the Collaborative Agreement shall be amended to reflect the withdrawal. The withdrawal of any member district(s) at any time shall not affect the status of any other portion of the Agreement and the same shall remain in full force and effect until specifically changed or amended by the Board and approved by the member districts and the Board of Elementary and Secondary Education.
  - I. If, after the withdrawal of a member district(s), less than two members remain, the Board will initiate termination proceedings as provided in Section XI.

#### **SECTION XI: PROCEDURE FOR TERMINATION OF THE COLLABORATIVE AGREEMENT**

- A. A member district may request that the Board initiate proceedings to terminate this Agreement by giving notice to all other board members and the Executive Director at least twelve (12) months before the end of the current fiscal year.
- B. Within thirty (30) days of a request that the Board initiate termination proceedings, the Board shall discuss the request to terminate the Collaborative and determine next steps. A two-thirds (2/3) vote of the Board is required in order to initiate termination proceedings. Should the Board vote to initiate termination proceedings, notice must be provided to all member districts within ten (10) working days of such vote.
- C. This Agreement shall only be terminated at the end of a fiscal year.
- D. This Agreement shall be terminated at the end of any fiscal year following votes in favor of termination by two-thirds (2/3) of the member districts.

- E. Following the affirmative votes of the member districts to terminate this Agreement, the Executive Director shall inform the member and non-member districts who are served by the Collaborative and DESE in writing 180 days prior to the effective date of any termination.
- F. Following the affirmative votes of the member districts to terminate the Agreement, a final independent audit will take place and will be provided to the Board and all member districts as well as to DESE, including an accounting of assets and liabilities (debts and obligations) of the Collaborative and the proposed disposition of same.
- G. Prior to termination, the Board shall:
  - 1. determine the fair market value of all assets for the Collaborative, including, but not limited to, real estate, capital property, equipment and supplies owned by the Collaborative;
  - 2. determine the process for the appropriate disposition of federal/state funds;
  - 3. identify the member district responsible for maintaining all fiscal, employee and program records;
  - 4. identify the member or non-member district(s) responsible for ensuring that all student records are returned to the student's home district;
  - 5. determine the means of meeting all liabilities (debts and obligations) of the Collaborative, including obligations for post-employment benefits. All liabilities must be met before any monies are distributed to members;
  - 6. distribute surplus funds or capital reserve funds to the members on a pro rata basis based on students enrolled in the Collaborative during the most recently completed fiscal year; and
  - 7. ensure the appropriate disposition of all assets of the Collaborative, including any unencumbered funds held by the Collaborative, and any capital property and real estate owned by the Collaborative. Unless the Board determines otherwise, all assets shall be sold and the monies shall be distributed to the members on a pro rata basis based on the students enrolled in the Collaborative during the most recently completed fiscal year.
- H. Following the affirmative vote of the member districts to terminate the Agreement, the Board shall notify DESE of the official termination date of the Collaborative, and shall submit the documentation required by 603 CMR 50.11 to DESE.
- I. Should DESE revoke and/or suspend the approval of the Agreement, the Board will follow all instructions from DESE, and Sections XI. E through XI. H inclusive shall be implemented to the extent these procedures are consistent with the order of DESE terminating this Agreement.

APPROVAL DATES FOR SIGNATURES

This Agreement shall take effect on the date of approval by the Board of Elementary and Secondary Education and shall continue indefinitely. This agreement has been approved by duly authorized votes at public meetings held by the individual school committees and charter school boards whose Chair of the Board has signed below.

Date of first reading: April 15, 2015

Date of second reading: May 8, 2015

Date approved by Collaborative Board of Directors: May 8, 2015

Approved by the Board of the Collaborative of Regional Educational Services and Training:

Judith Sannell  
CHAIR OF THE BOARD

5-14-15  
Date

Approved by the Board of Elementary and Secondary Education:

Walter D. Clute  
Commissioner of the Department of Elementary and Secondary Education

6-26-15  
Date

**SECTION XII: MEMBER SCHOOL COMMITTEE/CHARTER SCHOOL BOARD**

**APPROVAL DATES AND SIGNATURES**

**MEMORANDUM OF AGREEMENT  
BETWEEN THE  
NEWBURYPORT SCHOOL COMMITTEE  
AND THE  
NEWBURYPORT INSTRUCTIONAL ASSISTANTS ASSOCIATION**

This **MEMORANDUM OF UNDERSTANDING** is entered into by and between the Newburyport School Committee (hereinafter referred to as “the Committee”) and the Newburyport Instructional Assistants Association (hereinafter referred to as “the Association”).

**WHEREAS**, the Committee and the Association entered into a collective bargaining agreement for the period September 1, 2022 through and including August 31, 2025; and

**WHEREAS**, the duly-authorized representatives of the Committee and the duly authorized representatives of the Association have met, pursuant to Massachusetts General Laws, Chapter 150E, to negotiate a successor agreement; and

**WHEREAS**, said representatives of the Committee and the Association have, subject to ratification by the membership of the Committee and the Association, agreed that the following additions and modifications shall be incorporated into and made a part of the Collective Bargaining Agreement which expires on August 31, 2028. All proposals presented by the parties not specifically addressed herein, have been withdrawn by the parties;

**NOW, THEREFORE**, in consideration of the mutual promises and covenants contained herein, the parties hereto agree as follows:

**1. Prior Agreement**

The Collective Bargaining Agreement in effect for the period September 1, 2022 through and including August 31, 2025, shall be in full force and effect for the period of September 1, 2025 through and including August 31, 2028, except as modified by this MEMORANDUM OF UNDERSTANDING.

**2. Duration – Article 20**

Three years: September 1, 2025 – August 31, 2028.

Amend Article XX as follows:<sup>1</sup>

- 20.1 This Agreement shall be in force from September 1, ~~2022~~ ***2025*** through August 31, ~~2025~~ ***2028***. Either party may initiate negotiations for a successor agreement to become effective on or after September 1, ~~2025~~ ***2028*** by providing written notice to the other party on or after November 1, ~~2024~~ ***2027***. All terms and conditions of this Agreement shall continue in full force and effect until a successor Agreement is signed.

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<sup>1</sup> Changes to existing contract language is shown as follows: insertions in ***bold italics***, and deletions with a ~~strike~~through font.

3. **Wages/Classifications**

A. **Appendix A**

Delete the existing salary scale/classifications and replace with the scales attached hereto as Appendix A, which incorporate the following adjustments. The language which currently appears under the salary scale will be retained, amended as follows:

Per Diem or hourly rates are calculated as follows:

Daily rate = 1/181.5 of annual salary or stipend

Hourly rate = daily rate/6.5 hours

The Superintendent reserves the right to determine step placement for new hires, not to exceed Step 4. Consideration will be given to prior employment experience based upon years of service in a public school or a private special education school as an education support professional.

***After initial placement, provided the employee has worked at least six (6) months in a given year, the employee shall advance a step each September 1 of this Agreement, until the employee reaches Step 6.***

1. **September 1, 2025:**

- a. Market adjustment to Steps 1 – 6.
- b. Add Steps 6.10, 6.15, 6.20 and 6.25 which are considered longevity steps. In order to move into these steps the employee must satisfy the necessary years of service in the Newburyport Public Schools Instructional Assistants unit regardless of initial step placement at time of hire. Step advancement will be effective September 1 based upon years of service as of June 30<sup>th</sup> of the previous year.

Steps 6.10, 6.15, 6.20 and 6.25 shall be calculated as follows:

Step 6.10	Upon the completion of 10 full school years	Step 6 plus 3%
Step 6.15	Upon the completion of 15 full school years	Step 6 plus 4.25%
Step 6.20	Upon the completion of 20 full school years	Step 6 plus 5.5%
Step 6.25	Upon the completion of 25 full school years	Step 6 plus 7%

- c. Instructional Assistants who are on Steps 2a, 3a, 4a, or 5a during the 2024-2025 contract year and move to Steps 2b, 3b, 4b, or 5b for the

2025-2026 contract year shall receive a one time lump sum payment of \$500.00. This amount shall be paid as follows: \$250.00 by the second payroll in December 2025 and \$250.00 by the final payroll in June 2026. In order to be eligible for such payment(s) the Instructional Assistant must be employed by the District for the periods of September – December 2024 and January – June 2025, respectively.

2. September 1, 2026:

- a. Increase Steps 1 – 6 by 2.5%
- b. Steps 6.10, 6.15, 6.20 and 6.25 shall be calculated as follows:

Step 6.10	Upon the completion of 10 full school years	Step 6 plus 3%
Step 6.15	Upon the completion of 15 full school years	Step 6 plus 4.25%
Step 6.20	Upon the completion of 20 full school years	Step 6 plus 5.5%
Step 6.25	Upon the completion of 25 full school years	Step 6 plus 7%

3. September 1, 2027:

- a. Increase Steps 1 – 6 by 3%
- b. Steps 6.10, 6.15, 6.20 and 6.25 shall be calculated as follows:

Step 6.10	Upon the completion of 10 full school years	Step 6 plus 3%
Step 6.15	Upon the completion of 15 full school years	Step 6 plus 4.25%
Step 6.20	Upon the completion of 20 full school years	Step 6 plus 5.5%
Step 6.25	Upon the completion of 25 full school years	Step 6 plus 7%

**B. Longevity – Article 15**

Effective September 1, 2025, longevity as a benefit separate from the salary schedule will end. Amend Article 15 to delete the sections set forth below:

~~15.2 Longevity: Members who have completed ten (10) years of service as an Instructional Assistant in the Newburyport Public Schools shall receive an annual longevity payment of \$850.00.~~

~~15.3 Members who have completed fifteen (15) years of service as an Instructional Assistant in the Newburyport Public Schools shall receive an annual longevity payment of \$1,350.00.~~

~~15.4 Members who have completed twenty (20) years of service as an Instructional Assistant in the Newburyport Public Schools shall receive an annual longevity payment of \$1,650.00.~~

~~15.5 Members who have completed twenty five (25) years of service as an Instructional Assistant in the Newburyport Public Schools shall receive an annual longevity payment of \$2,250.00.~~

4. **Article 8.4 – ReAssignment of Generalist to Certain Specialist Positions**

Amend to read as follows:

Generalist Instructional Assistants *permanently* assigned to a Specialist Instructional Assistant position will be compensated at the Specialist rate of pay, (at the same step as their current Generalist rate of pay) set forth at Appendix A *as of the first day of the assignment*. Generalist Instructional Assistants who are *temporarily* reassigned to a Specialist Instructional Assistant assignment after the start of the school year will be paid at the Specialist rate commencing on the fifth consecutive day of the assignment, retroactive to the first day, and thereafter for the duration of the assignment. The payment of the Specialist Instructional Assistant rate will be discontinued in the event the Instructional Assistant is reassigned to a Generalist assignment. *Generalist Instructional Assistants reassigned, whether on a permanent or temporary basis to IDC, TLC, 1 to 1, or 2 to 1 positions shall be provided with training appropriate to the position (ie., Safety Care Training) as soon as possible.*

5. **Article 8.5 – Instructional Assistants as Substitute Teachers**

Amend to read as follows:

Instructional Assistants required by the building administrator or designee to provide substitute coverage for a Teacher for more than two (2) hours in a single school day will be compensated an additional ~~\$45.00~~ *amount equal to half (.5) of the outside substitute rate, but no less than Sixty-Two Dollars and Fifty Cents (\$62.50)* for the day. Substitute coverage under this section shall mean that the Instructional Assistant is implementing lessons in the same manner as a substitute teacher. Coverage will be recorded on an agreed upon payroll form signed by the Principal and the IA. Payment will be included within two payroll periods of the coverage date.

6. **Article 11.4 – Work Year and Hours – Professional Development**

Amend to read as follows:

**A. *Full-Time Instructional Assistants:***

*Full-time Instructional Assistants are expected to attend all contractual professional development days, which consists of will participate in and be compensated at their regular rate of pay for the three (3) full day Professional Development (“PD”) days scheduled for the opening of the school year and during the school year (typically in November and March) and . Instructional Assistants are required to attend the full Professional Development day as scheduled by the Administration. Instructional Assistants are required to attend Professional Development on the four (4) early release days, to be phased in as follows: for the 2022-2023 school year two (2) half days; for the 2023-2024 school year four (4) half days. Full-time Instructional Assistants will be compensated at their regular rate of pay for attendance at professional development as described above.*

**B. *Part-Time Instructional Assistants:***

- 1. *Full Day Professional Development: Part-time Instructional Assistants are expected to attend the three (3) full day Professional Development days described above until the end of the scheduled PD day for their building. Based upon attendance, part-time Instructional Assistants will be compensated at their regular hourly rate for PD hours beyond their regularly scheduled work day.***
- 2. *Professional Development on Early Release Days: Part-time Instructional Assistants are expected to attend professional development on Early Release Days until the end of their regularly scheduled work day. However, part-time Instructional Assistants may opt to stay and participate in such professional development beyond their regularly scheduled work day and if they so choose, will be compensated for such additional hours at their regular hourly rate based on attendance.***

**C. Instructional Assistants will be surveyed on an annual basis as to professional development interests, commencing in the Fall of 2022 and thereafter in the Spring.**

**D. *By June 30<sup>th</sup>, the required dates and hours for the next school year’s Instructional Assistant Professional Development activities will be provided to members.***

7. **Article 11.7 – Flexible Work Schedule (New)**

Insert a new Section 11.7 to read:

- A. The Parties recognize that from time to time it may be beneficial to the District, its students, and members to offer a flexible work schedule with daily start and end times that vary from those established pursuant to Section 11.2.
- B. Flex schedule opportunities may be initiated by the administration, with the approval of the Superintendent, or by request of a member or members, with notice to the Association President. In either case, the Superintendent or their designee and the Association President will confer and review the scheduling needs of the program/building. The final determination of whether to offer a flex schedule shall rest with the Superintendent.
- C. Members who are interested in working a flex schedule must provide a letter of interest to the Human Resources Director by June 1<sup>st</sup> of each year to be eligible for consideration in the following school year.
- D. Flex schedule opportunities may be offered for a whole or partial school year.
- E. Members working a flex schedule maintain their total daily work hours.
- F. The implementation of a flex schedule shall not diminish off duty assignment opportunities under Article 8.3 or result in the layoff of any bargaining unit member. No unit member will be subject to adverse action for refusing an offered flex schedule.

8. **Article 12 – Family Sick Leave**

Amend the sections set forth below as follows:

- 12.1.1 Each full-time employee shall earn 1.5 sick days per month for each month worked during the academic year (September — June). Employees are entitled to use their accumulated sick days for themselves and up to ***fifteen (15)*** sick days (from their accumulated sick days) to care for members of their immediate family (spouse, children, parents, siblings, ***grandparent, grandchild, immediate in-law, and step relatives in the aforementioned categories*** ~~mother-in-law, father-in-law, )~~ and or a member of their immediate household. Sick days may accumulate from year to year up to a total accumulation of 100 days.
- 12.3.1 Employees who are eligible for sick leave will be permitted to use up to ~~five (5)~~ ***fifteen (15)*** paid sick days per fiscal year in the event of the serious illness of a relative ***their immediate family*** (~~parent, sibling, spouse, child, parent, sibling, grandparent, grandchild, immediate in-law, and step relatives in the aforementioned categories~~) ~~near relative residing in or a member of the~~

employee's *immediate* household, ~~or immediate in-law~~ who requires ~~his/her~~ *their* care. Such time will be charged against the employee's earned sick time.

9. **Housekeeping**

The Parties agree to the following housekeeping changes when drafting the integrated CBA:

1. Make all terms and pronouns gender neutral.
2. Change all "half day" references to "early release day".

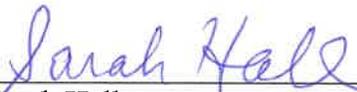
This Memorandum of Understanding is subject to ratification by the Committee and the Association. The Parties agree to use their best efforts to obtain ratification by their respective bodies.

This Memorandum may be signed in counterparts, which together shall constitute an original. The Parties agree that electronic signatures or signatures by fax and/or scanned and sent via email are acceptable as originals.

Signed by the duly authorized bargaining representatives on the dates set forth below:

**NEWBURYPORT SCHOOL COMMITTEE**

**NEWBURYPORT INSTRUCTIONAL ASSISTANTS**

  
Sarah Hall

  
Sharon Bresnahan, President

Date: 3/12/25

Date: 3/12/25

**APPENDIX A  
INSTRUCTIONAL ASSISTANTS SALARY SCALE**

<b>SEPTEMBER 1, 2025 Market Adjustment</b>				
<b>Step</b>	<b>Specialist 1:1/Intensive Medical ABA/IDC/PG</b>		<b>Generalist Special Education IA's Classroom/Library</b>	
	<b>Annual</b>	<b>Hourly</b>	<b>Annual</b>	<b>Hourly</b>
1	\$26,000	\$21.74	\$24,000	\$20.07
2a	\$28,032	\$23.44	\$24,786	\$20.72
2b	\$28,032	\$23.44	\$24,786	\$20.72
3a	\$30,922	\$25.85	\$27,676	\$23.14
3b	\$30,922	\$25.85	\$27,676	\$23.14
4a	\$33,812	\$28.27	\$30,566	\$25.56
4b	\$33,812	\$28.27	\$30,566	\$25.56
5a	\$36,682	\$30.67	\$33,436	\$27.96
5b	\$36,682	\$30.67	\$33,436	\$27.96
6.00	\$40,500	\$33.86	\$37,500	\$31.35
6.10	\$41,715	\$34.88	\$38,625	\$32.30
6.15	\$42,221	\$35.30	\$39,094	\$32.69
6.20	\$42,728	\$35.73	\$39,563	\$33.08
6.25	\$43,335	\$36.23	\$40,125	\$33.55

Per Diem or hourly rates are calculated as follows:

Daily rate = 1/181.5 of annual salary or stipend  
 Hourly rate= daily rate/6.5 hours

The Superintendent reserves the right to determine step placement for new hires, not to exceed Step 4. Consideration will be given to prior employment experience based upon years of service in a public school or a private special education school as an education support professional.

After initial placement, provided the employee has worked at least six (6) months in a given year, the employee shall advance a step each September 1 of this Agreement, until the employee reaches Step 6.

Steps 6.10, 6.15, 6.20 and 6.25 are considered longevity steps. In order to move into these steps the employee must satisfy the necessary years of service in the Newburyport Public Schools Instructional Assistants unit regardless of initial step placement at time of hire. Step advancement will be effective September 1 based upon years of service as of June 30<sup>th</sup> of the previous year.

Steps 6.10, 6.15, 6.20 and 6.25 shall be calculated as follows:

Step 6.10	Upon the completion of 10 full school years	Step 6 plus 3%
Step 6.15	Upon the completion of 15 full school years	Step 6 plus 4.25%
Step 6.20	Upon the completion of 20 full school years	Step 6 plus 5.5%
Step 6.25	Upon the completion of 25 full school years	Step 6 plus 7%

**APPENDIX A  
INSTRUCTIONAL ASSISTANTS SALARY SCALE**

<b>SEPTEMBER 1, 2026 2.5% Increase</b>				
<b>Step</b>	<b>Specialist 1:1/Intensive Medical ABA/IDC/PG</b>		<b>Generalist Special Education IA's Classroom/Library</b>	
	<b>Annual</b>	<b>Hourly</b>	<b>Annual</b>	<b>Hourly</b>
1	\$26,650	\$22.28	\$24,600	\$20.57
2a	\$28,732	\$24.02	\$25,406	\$21.24
2b	\$28,732	\$24.02	\$25,406	\$21.24
3a	\$31,695	\$26.50	\$28,368	\$23.72
3b	\$31,695	\$26.50	\$28,368	\$23.72
4a	\$34,657	\$28.98	\$31,330	\$26.20
4b	\$34,657	\$28.98	\$31,330	\$26.20
5a	\$37,599	\$31.44	\$34,271	\$28.66
5b	\$37,599	\$31.44	\$34,271	\$28.66
6.00	\$41,513	\$34.71	\$38,438	\$32.14
6.10	\$42,758	\$35.75	\$39,591	\$33.10
6.15	\$43,277	\$36.18	\$40,071	\$33.50
6.20	\$43,796	\$36.62	\$40,552	\$33.91
6.25	\$44,418	\$37.14	\$41,128	\$34.39

Per Diem or hourly rates are calculated as follows:

Daily rate = 1/181.5 of annual salary or stipend  
Hourly rate = daily rate/6.5 hours

The Superintendent reserves the right to determine step placement for new hires, not to exceed Step 4. Consideration will be given to prior employment experience based upon years of service in a public school or a private special education school as an education support professional.

After initial placement, provided the employee has worked at least six (6) months in a given year, the employee shall advance a step each September 1 of this Agreement, until the employee reaches Step 6.

Steps 6.10, 6.15, 6.20 and 6.25 are considered longevity steps. In order to move into these steps the employee must satisfy the necessary years of service in the Newburyport Public Schools Instructional Assistants unit regardless of initial step placement at time of hire. Step advancement will be effective September 1 based upon years of service as of June 30<sup>th</sup> of the previous year.

Steps 6.10, 6.15, 6.20 and 6.25 shall be calculated as follows:

Step 6.10	Upon the completion of 10 full school years	Step 6 plus 3%
Step 6.15	Upon the completion of 15 full school years	Step 6 plus 4.25%
Step 6.20	Upon the completion of 20 full school years	Step 6 plus 5.5%
Step 6.25	Upon the completion of 25 full school years	Step 6 plus 7%

**APPENDIX A  
INSTRUCTIONAL ASSISTANTS SALARY SCALE**

<b>SEPTEMBER 1, 2027 3% Increase</b>				
<b>Step</b>	<b>Specialist 1:1/Intensive Medical ABA/IDC/PG</b>		<b>Generalist Special Education IA's Classroom/Library</b>	
	<b>Annual</b>	<b>Hourly</b>	<b>Annual</b>	<b>Hourly</b>
1	\$27,450	\$22.95	\$25,338	\$21.19
2a	\$29,594	\$24.74	\$26,168	\$21.88
2b	\$29,594	\$24.74	\$26,168	\$21.88
3a	\$32,646	\$27.30	\$29,219	\$24.43
3b	\$32,646	\$27.30	\$29,219	\$24.43
4a	\$35,697	\$29.85	\$32,270	\$26.98
4b	\$35,697	\$29.85	\$32,270	\$26.98
5a	\$38,727	\$32.38	\$35,300	\$29.51
5b	\$38,727	\$32.38	\$35,300	\$29.51
6.00	\$42,758	\$35.75	\$39,591	\$33.10
6.10	\$44,041	\$36.82	\$40,778	\$34.10
6.15	\$44,575	\$37.74	\$41,273	\$34.95
6.20	\$45,110	\$38.66	\$41,768	\$35.80
6.25	\$45,751	\$39.58	\$42,362	\$36.65

Per Diem or hourly rates are calculated as follows:

Daily rate = 1/181.5 of annual salary or stipend

Hourly rate= daily rate/6.5 hours

The Superintendent reserves the right to determine step placement for new hires, not to exceed Step 4. Consideration will be given to prior employment experience based upon years of service in a public school or a private special education school as an education support professional.

After initial placement, provided the employee has worked at least six (6) months in a given year, the employee shall advance a step each September 1 of this Agreement, until the employee reaches Step 6.

Steps 6.10, 6.15, 6.20 and 6.25 are considered longevity steps. In order to move into these steps the employee must satisfy the necessary years of service in the Newburyport Public Schools Instructional Assistants unit regardless of initial step placement at time of hire. Step advancement will be effective September 1 based upon years of service as of June 30<sup>th</sup> of the previous year.

Steps 6.10, 6.15, 6.20 and 6.25 shall be calculated as follows:

Step 6.10	Upon the completion of 10 full school years	Step 6 plus 3%
Step 6.15	Upon the completion of 15 full school years	Step 6 plus 4.25%
Step 6.20	Upon the completion of 20 full school years	Step 6 plus 5.5%
Step 6.25	Upon the completion of 25 full school years	Step 6 plus 7%

## VOTING METHOD

Section B: School Committee Governance and Operations	File: BEDF
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### Open Meeting

Votes of the School Committee will be taken by voice vote or a hand count and shall be recorded in the minutes. If the vote is unanimous only that fact need be recorded. No vote taken at an open session shall be by secret ballot.

All actions will require a majority vote of all members present and voting except as state law, Robert's Rules of Order, Newly Revised, or policies of this Committee require a larger majority. "Majority vote", when used in connection with a meeting of a multiple member body shall mean a majority of those present and voting, unless another provision is made by ordinance or by its own rules.

A majority of the members of the School Committee will constitute a quorum.

A two-thirds vote will be required to suspend parliamentary rules of order.

### Executive Session

A majority of the members of the School Committee must vote to enter into executive session, with the vote taken by roll call and recorded in the official minutes.

All votes taken in executive session will be recorded roll call votes, and will become part of the minutes of executive sessions. General Law provisions related to any vote to meet in "executive session" shall always require a majority of members of the body.

Any votes taken to ratify employment contracts or collective bargaining agreements shall be taken in open session.

### Remote Participation and Voting:

The CITY COUNCIL of the City of Newburyport hereby authorizes remote participation in meetings held by all City of Newburyport public bodies subject to the Open Meeting Law and pursuant to 940 CMR 29.10. For the purposes of this order, remote participation shall be permitted under the following terms and conditions:

#### Media:

Telephone, internet, satellite enabled audio/video conferencing, or other similar technology may be used for remote participation provided that the participant and all in attendance can hear each other. If videoconferencing is used, the member participating remotely must be visible to all in attendance.

#### Quorum:

A quorum of the public body, including the chair or, in the chair's absence, the person authorized to chair the meeting, must be physically present at the meeting location before an absent member may participate remotely.

#### Votes:

If any member of the public body is participating remotely, all votes of the body, including those taken in open session, are required to be by roll call and the results of the roll must be recorded in the minutes.

**Status:**

A member participating remotely may vote, and is not deemed to be absent from the meeting, including for purposes of MGL Chapter 39 Section 23D.

**Reasons:**

Acceptable reasons for participating remotely include one or more of the following: personal illness, personal disability, emergency, and military service or geographic distance. A member cannot participate remotely for convenience.

**Notification:**

A member who will not be present at a meeting must notify the chair as far in advance as possible. The chair must announce at the beginning of the meeting the name of the person participating remotely and the reason. The categories listed above under Reasons may be used for this announcement such that a member's privacy rights are protected, especially with respect to illness or disability.

**Technical Issues:**

If technical issues arise with the media connection, the chair must decide how to address them. Deliberations shall be suspended while the difficulties are addressed. If the remote member is disconnected during the meeting, the minutes must reflect this fact.

**Use of Plans and Other Visuals:**

The chair or, in the chair's absence, the person authorized to chair the meeting, shall distribute to remote participants, in advance of the meeting, copies of all relevant documents, exhibits, and presentation materials used during the meeting. If a member of the public body is remotely participating in a public hearing relative to the issuance of any permit involving a site plan or architectural drawings, that member must utilize video conferencing such that all maps, plans or other presentation materials used or referenced during the meeting are visible. This requirement for video conferencing is not necessary where the member has already received a copy of all relevant maps, plans, or other presentation materials and no new materials are introduced during the meeting.

**Executive Session:**

There shall be no remote participation in any executive session including, but not limited to, any vote to go into or out of said executive session.

**Actions Requiring Special Voting Treatment:**

**Contracts and Collective Bargaining:** Any votes taken to ratify employment contracts or collective bargaining agreements shall be taken in open session.

**Policy Formulation and Adoption:** Adoption of new policies, or modification of existing policies, shall be the sole responsibility of the full School Committee. Policies will be adopted by affirmative vote of a majority of the School Committee when such action has been scheduled on the agenda of a regular or special meeting. Except under emergency conditions, proposed policies will be presented in two meetings, the first one of which is for information, discussion and redrafting purposes. The second meeting for discussion, adoption or rejection.

**Retirement of Facilities:** While considering the criteria, The School Committee realizes that no school may be closed and surrendered to the city without the affirmative vote of a majority of the school committee, and only after a public hearing has been held, and the parents of the students involved have been notified by mail by the Office of the Superintendent of Schools at least two weeks prior to the date of the public hearing of the proposed closing.

**Sources:**

Newburyport City Charter

MASC

LEGAL REFS.: M.G.L. 3 30A:18-25; 71:42; 71:50

Robert's Rules of Order, Newly Revised

**Version Control**

Action	Date
First Reading	7/22/2016
Second Reading	9/6/2016
Adopted	9/6/2016

## HB: NEGOTIATIONS LEGAL STATUS

All negotiations between the School Committee and recognized employee groups are conducted subject to Massachusetts General Laws. The legal status of negotiations is defined in part by Sections 1 and 2 of that chapter, as follows:

“In the case of school employees, the municipal employer shall be represented by the school committee or its designated representative or representatives.” (Section 1)

" shall have the right of self-organization and the right to form, join, or assist any employee organization for the purpose of bargaining collectively through representatives of their own choosing on questions of wages, hours, and other terms and conditions of employment, and to engage in lawful, concerted activities for the purpose of collective bargaining or other mutual aid or protection, free from interference, restraint, or coercion. An employee shall have the right to refrain from any or all of such activities, except to the extent of making such payment of service fees to an exclusive representative as provided in section twelve." (Section 2)

Basic to all employer/employee negotiations is the concept of "bargaining in good faith." It is the legal responsibility of both the School Committee and employee organizations to bargain in good faith as they conduct negotiations. However, such obligation does not compel either party to agree to a proposal or make a concession.

LEGAL REF.: M.G.L. 150E:1 et seq.

**Adopted: November 6, 2017**

**Revised: October 2, 2023**

**NEW POLICY**

**CBD: SUPERINTENDENT'S CONTRACT**

The Committee, upon the appointment of a candidate to be Superintendent, will enter into a written contract with the Superintendent which will meet the requirements of law and protect the rights of both the Committee and the Superintendent. In accordance with said contract or, in the absence of specific contract language, by vote of the members, the Committee may choose to negotiate a successor contract with an incumbent Superintendent.

LEGAL REFS.: M.G.L. 71:41; 71:42

**Adopted: May 15, 2023**

# Ethan R. Manning

## Relevant Certifications / Licenses

Bachelor of Science in Finance

Certified Government Accountant (CGA)

Certified MA Public Procurement Officer (MCPPO)

Governmental Finance Officers Association (GFOA)

MA Government Finance Officers Association

NE States Government Finance Officers Association

MA Municipal Auditors' & Accountants' Association (MMAAA)

## Experience

Ethan has an extensive background that includes over 13 years working for the City of Newburyport, including over ten years as Finance Director/City Auditor, as well as Assistant City Auditor and Business Manager in the Department of Public Services.

Previously to joining Newburyport, Ethan worked over five years at Bain Capital (Boston & London, UK). As an analyst, he monitored \$8.4 billion in assets. He also worked as a London Operations & Trading Associate and as a Senior Portfolio Operations Associate. Ethan began his career as a summer analyst for Liberty Mutual Insurance Group of New Hampshire.

Ethan completed his Bachelor of Science in Finance, Magna Cum Laude, with minors in Government and Management at Bentley University in Waltham. He is a certified government accountant and a certified Massachusetts Public Procurement Officer.

## GCF: PROFESSIONAL STAFF HIRING

Through its employment policies, the District will strive to attract, secure, and hold the highest qualified personnel for all professional positions. It is the responsibility of the Superintendent, and of persons to whom they delegate this responsibility, to determine the personnel needs of the school district and to locate suitable candidates. No position may be created without the approval of the School Committee. The District's goal is to employ and retain personnel who are motivated, will strive always to do their best, and are committed to providing the best educational environment for the children

It will be the duty of the Superintendent to see that persons considered for employment in the schools meet all licensure requirements and the requirements of the Committee for the type of position in which they will serve.

The following guidelines will be used in the selection of personnel:

1. There will be no discrimination in the hiring process due to race\*, color, sex, sexual orientation, gender identity, religion, disability, age, genetic information, active military/veteran status, marital status, familial status, pregnancy, or pregnancy-related condition, homelessness, ancestry, ethnic background, national origin, or any other category protected by state or federal law..
2. The quality of instruction is enhanced by a staff with a wide variation in background, educational preparation, and previous experience.
3. The administrator responsible for the hiring of a staff member (in the case of District-wide positions, for the position of Principals, it is the Superintendent; for building-based personnel, it is the Principal) is directed to establish a representative screening committee. The administrator has the final say in determining who will be hired but it is expected that the screening committee's input will be a factor in the decision. For those positions where the hiring authority rests with the School Committee, a representative screening committee may be established by the School Committee, or the School Committee may direct the Superintendent to establish a screening committee to assist the Superintendent in making their recommendation to the School Committee.

\*race to include traits historically associated with race, including, but not limited to, hair texture, hair type, hair length and protective hairstyles.

LEGAL REFS.: M.G.L. 69:6; 71:38; 71:38G; 71:39; 71:45  
603 CMR 7:00, 26.00, and 44:00  
Acts of 2022, Chapter 117

**Adopted: June 18, 2018**  
**Revised: October 2, 2023**

## School Choice - 2025-2026 *Proposed Openings*

<b>SCHOOL</b>	<b>GRADE</b>	<b>CHOICE 2025 - 2026 PROPOSED OPENINGS</b>
Bresnahan	pk	--
	K	--
	grade 1	5
	grade 2	5
	grade 3	5
Molin	grade 4	5
	grade 5	3
Nock	grade 6	10
	grade 7	10
	grade 8	10
High	grade 9	20
	grade 10	5
	grade 11	--
	grade 12	--
<b>TOTAL:</b>		<b>78 slots</b>

# SCHOOL CHOICE SUMMARY

## 2023 - 2024

<b>GRADE</b>	<b>MAX # SLOTS APPROVED</b>	<b># APPLICATIONS RECEIVED</b>	<b>ENROLLED</b>	<b># Applicants Withdrawn or did not enroll</b>	<b>Left on Waiting List</b>
1	10	9	6	3	
2	10	2	1	1	
3	5	3	1	2	
6	10	8	4	4	
7	7	7	4	3	
8	5	4	3	1	
9	20	18	11	7	
10	5	5	4	1	
11	5	6	4	2	
<b>TOTALS:</b>	<b>77</b>	<b>62</b>	<b>38</b>	<b>24</b>	<b>0</b>

## SCHOOL CHOICE SUMMARY 2024 - 2025

GRADE	MAX # SLOTS APPROVED	# APPLICATIONS RECEIVED	ENROLLED	# Applicants Withdrawn or did not enroll	Left on Waiting List
1	3	5	3	1	1
2	10	7	3	4	
4	3	10	3	4	3
5	3	8	3	2	3
6	20	21	16	5	
7	10	10	6	4	
8	10	4	2	2	
9	20	22	11	11	
10	10	12	4	8	
<b>TOTALS:</b>	<b>89</b>	<b>99</b>	<b>51</b>	<b>41</b>	<b>7</b>

(Note: lotteries in grades 4 & 5)

## SCHOOL CHOICE

Non-resident students may attend the Newburyport Public Schools under the provisions of General Laws, Chapter 76, Section 12b, as amended and modified, and subject to regulations drawn up by the superintendent and approved by the school committee. If the School Committee will not be participating in the school choice program, then by law and no later than June 1, of each school year the Committee must hold a Public Hearing to review participation in the school choice program, and hold a vote to withdraw from the school choice program for the year beginning the following September.

### **A. Cost of Tuition**

1. The cost of tuition for non-resident students will be borne by the Commonwealth of Massachusetts in accordance with the law.
2. Funds received from the Commonwealth in payment of tuition for non-resident students will be deposited with the city treasurer in a separate account for the use of the school committee without further appropriation.

### **B. Admissions**

1. The school committee will determine the number of non-resident students to be accepted on the basis of information provided by the superintendent. The committee will make this determination after considering enrollment, staffing needs, and class size data.
2. Information concerning the number of non-residents to be admitted will be published as the committee deems appropriate.
3. The superintendent will determine the acceptance of Choice students conditional upon availability of seats. A wait list will be established and admissions from the wait list will be on a first come, first serve basis.
4. Non-resident students currently enrolled shall continue to be enrolled.
5. By law, siblings of non-resident students (existing choice) enrolled in the schools take precedence in admittance over other applicants.
6. If a student moves and no longer lives in Newburyport but wishes to remain a student in the Newburyport Public Schools, a School Choice application must be completed and submitted to the superintendent. The superintendent will determine the acceptance of Choice students conditional upon availability of seats.
7. If there are more applicants than seat availability at a particular grade level, a lottery will be held to determine who will be accepted and the others will remain on a waitlist until

future seats become available. Any sibling of a student already enrolled in the receiving district shall receive priority for admission to said district.

8. Non-resident students admitted under this policy may maintain their enrollment until they graduate.
9. The School Committee affirms its position that it shall not discriminate in the admission of any child on the basis of race\*, color, sex, sexual orientation, gender identity, religion, disability, age, genetic information, active military/veteran status, marital status, familial status, pregnancy, or pregnancy-related condition, homelessness, ancestry, ethnic background, national origin, or any other category protected by state or federal law, athletic performance, academic performance, or proficiency in the English language.

\*race to include traits historically associated with race, including, but not limited to, hair texture, hair type, hair length and protective hairstyles.

### **C. Transportation**

The school committee will not provide transportation for non-resident students enrolled under this policy.

LEGAL REFS.: M.G.L. 71:6; 71:6A; 76:6; 76:12; 76:12B  
DESE 603 CMR 26.00

CROSS REF.: JLCA, Physical Examination of Students  
JLCB, Inoculations of Students  
JFABD, Homeless Students: Enrollment Rights and Services

**Adopted: June 19, 2017**

**Revised: February 27, 2024**

## School Committee Business Meeting Schedule 2025 - 2026

**1<sup>ST</sup> DRAFT**

**NOTES:**  
 School Committee Business Meetings are generally held on the **1st** and **3rd Mondays** of each month at 6:30 PM, unless date conflicts with City Council, a holiday or school vacation week. (By city Charter, SC meetings shall not meet on the same day as a regular City Council meeting, except in case of an emergency.) Meetings are held at the Senior/Community Center, unless otherwise noted in the calendar.  
 \*Exceptions to the rule: \*Tuesday, September 2 due to Labor Day; Monday, September 22 due to conflict with CC, \*Tuesday, January 20 due to MLK holiday, \*Tuesday, February 24 and Tuesday, April 28 due to school vacation weeks.

DATE	TIME	INFO	DATE	TIME	INFO
August 4, 2025 <b>conflicts w/City Council</b>	4:00 - 8:00PM	Summer Retreat <i>NHS Library</i>	Monday, January 5, 2026	6:30PM	Inauguration ?? at City Hall - Council Chambers <b>OR</b> a Business Meeting?
August 18, 2025	6:30 PM	Business Meeting	Tuesday, January 20, 2026	6:30 PM	Business Meeting
Tuesday, Sept. 2, 2025	6:30 PM	Business Meeting	February 2, 2026	6:30 PM	Business Meeting
September 22, 2025	6:30 PM	Business Meeting	Tuesday, February 24, 2026	6:30 PM	Business Meeting
October 6, 2025 <b>conflicts w/City Council</b>	6:30 PM	Business Meeting	March 2, 2026 <i>Public FY27 Preliminary Budget Presentations</i>	6:30 PM	Business Meeting
October 20, 2025	6:30 PM	Business Meeting	March 16, 2026	6:30 PM	Business Meeting
November 3, 2025	6:30 PM	Business Meeting	April 6, 2026	6:30 PM	<i>Public Hearing on Budget Business Meeting</i>
*tba November date 6:30 PM	Joint Meeting City Council & School Committee FY26 Budget <i>(location = Senior/Community Center)</i>		Tuesday, April 28, 2026	6:30 PM	Business Meeting
November 17, 2025 <b>Conflicts w/City Council</b>	6:30 PM	Business Meeting	May 4, 2026	6:30 PM	Business Meeting
December 1, 2025	6:30 PM	Business Meeting	May 18, 2026	6:30 PM	Business Meeting
December 15, 2025	6:30 PM	Business Meeting	June 1, 2026	6:30 PM	Business Meeting
			June 15, 2026	6:30 PM	Business Meeting

\* Meeting dates, times and/or locations may be changed, added or deleted throughout the year.

*1<sup>st</sup> Draft*

**UPDATED POLICY**

**BE: SCHOOL COMMITTEE MEETINGS**

The School Committee will transact all business at official meetings of the Committee. These may be either regular or special meetings, defined as follows:

1. **Regular meeting:** the usual official legal action meeting, held regularly
2. **Special meeting:** an official legal action meeting called between scheduled regular meetings to consider specific topics

Every meeting of the School Committee, regular or special, will be open to the public unless an executive session is held in accordance with state law.

**Meetings**

- a) The School Committee will meet on the first Monday of each month from August through June. The Committee will meet on the third Monday of the month, except in the month of July. The Committee shall set a standard start time and location for these meetings during the first meeting of each new year. The Committee may, by a majority vote, and for good reason, change the date, place or time of the regular meeting.
- b) Special meetings will be scheduled when called by the Chairperson and/or their designee, requested by two or more members, or collectively agreed upon by a majority of the committee as the result of a discussion during a regular meeting or an executive session. The need for timeliness for such a meeting will be recognized when it's scheduled. The notice of the special meeting shall state the reason for the meeting and shall be transmitted to each member and to the City Clerk at least two (2) business days, excluding weekends and holidays, prior to the time of the meeting.
- c) The Committee may, by a majority vote of those present, there being a quorum, adjourn any meeting to another date and time, and such meeting shall be deemed a continuation of the present meeting. The meeting shall be posted in the office of the City Clerk at least two (2) business days, excluding weekends and holidays, prior to the time of the meeting.
- d) The Committee may, by a majority vote, conduct a public hearing to ascertain public opinion on a subject that is before the Committee and shall, in any case, conduct a public hearing on the school budget in accordance with the law. The Committee shall set the date, time, and place of such public hearing and shall establish rules for the conduct of such hearing.
- e) The Committee may meet from time to time for the purpose of receiving information and discussing matters pertaining to the educational program of the schools. Any such session

shall be posted in the office of the City Clerk at least two (2) business days, excluding weekends and holidays, prior to the time of the meeting.

- f) Any duly-called meeting of the Committee may, for good and sufficient reason, be canceled or postponed by the Chairperson or the Vice-Chairperson. When the Chairperson or the Vice-Chairperson cancels or postpones a meeting, they shall inform the Superintendent, whose responsibility it shall be to notify the members.

LEGAL REFS.: M.G.L. 30A:18-25

CROSS REFS.: BEC, Executive Sessions;  
BEDA, Notification of School Committee Meetings

**Adopted: June 6, 2016**

**Revised: May 15, 2023**

School Committee  
April 7, 2025

# Superintendent's Report



## ***NPS Teachers Present at the New England Association of Schools & Colleges***

NEASC Conference Presenters: A team of NHS teachers (Brendan Sturma, Dr. Erin Hobbs, Tim Mahan, and Dr. Abrams) were invited to present on Newburyport Public Schools “*Portrait of a Graduate*” work at the New England Association of Schools & Colleges conference. They presented best practices, protocols and strategies that the Newburyport Public Schools have used to bring our POG to life.

Playful Learning Institute Workshop: A team of Newburyport Pk-3 teachers (2 from each grade level plus admin, EL, special education, and tech integration) attended a 2-day workshop in Lowell as a part of the Playful Learning Institute grant. Along with teachers from other districts, the group learned about playful pedagogy and started practicing some of the learning strategies.