

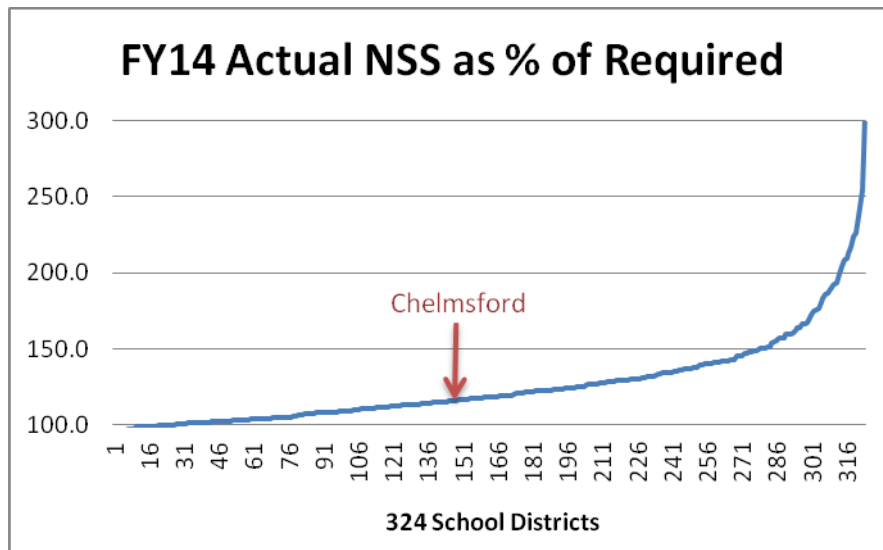
Chelmsford Public Schools Fiscal Year 2017 Preliminary Budget



March 25, 2016

Chelmsford Public Schools General Fund Operating Budget Overview

The Massachusetts Department of Elementary and Secondary Education (DESE) tracks budgeted and actual spending in districts from year to year. DESE's most recently published actual figures are for FY2014, which ended June 30, 2014. From the reported and audited actual figures for each district, DESE determines each district's compliance with its net school spending obligation in dollars and in percentage of required spending. DESE annually publishes required net school spending and actual net school spending for each district in Massachusetts. In FY2014, 23 districts spent less than their required net school spending as computed by DESE; 301 districts exceeded their required net school spending. Chelmsford exceeded its required net school spending by 16.3% in FY2014, which is below the state median value of 20.6%. Based on FY2014 figures, Chelmsford would have had to expend an additional \$2.14 million to match the state median value. Across the state, 148 communities spent less than Chelmsford, whereas 176 communities spent more than Chelmsford as a percentage of total spending in excess of required net school spending, as illustrated in the graph below.



What Is Net School Spending?

The Massachusetts school finance statute, Chapter 70 of the General Laws, establishes an annual net school spending requirement for each school district. Net school spending includes the school department's general fund expenditures (operating budget) as well as the town's direct spending for schools, but it excludes capital expenditures, transportation, grants, and

revolving funds. Required net school spending is the annual *minimum* that must be spent on schools, including carryover from previous years. As stated previously, Chelmsford exceeded its required net school spending requirement by 16.3% in FY14 and in FY15 is budgeted to exceed its required net school spending requirement by 19.6%.

To determine net school spending for the upcoming school year, the state uses school department enrollment data as of October 1 of the current school year (i.e., the October 1, 2015 student headcount is the basis for determining the 2016/17 foundation budget and net school spending requirement). This is called foundation enrollment and is used to calculate the district's foundation budget. The foundation budget is the state's estimate of the *minimum* funding level needed in each district to provide an adequate educational program.

Massachusetts uses a complex formula that considers many factors, including each district's grade level configuration, programs, and demographics. The formula also considers each community's relative wealth and determines each community's "required local contribution" toward the educational program.

Comparable Community Analysis: Financial Support

Within the last few years, DESE has tried to make district and school demographic and performance data more accessible to district staff and the general public. The District Analysis and Review Tools (DARTs) provided by DESE allow users to track and analyze data over time to make comparisons to state and comparable districts. The DARTs select the ten most comparable school districts in the state based on student enrollment characteristics, special populations, and grade-span groupings (i.e., K-12, elementary, secondary). Grade-span groupings are an important point of comparison, as districts are often compared with their neighbors based solely on geography. However, a district's comparison to similar districts across the state is often more valuable when balancing programs and services against level of spending and student achievement.

Table I highlights actual net school spending in FY2014 as a percentage of excess required net school spending for the ten most comparable districts to Chelmsford, as determined by DESE.

Table I DESE Comparable Districts: Actual Percentage in Excess of Required Net School Spending

FY2014	
	Actual Excess as % of Required
Wellesley	57.0
Needham	42.8
Andover	39.9
Marblehead	37.1
Wilmington	31.6
Natick	29.5
Winchester	25.8
Acton-Boxborough	24.8
State Median - All Districts	20.6
Easton	17.5
Chelmsford	16.3
Franklin	8.5

Table I shows that only one comparable district, Franklin, spent less than Chelmsford in FY2014 as a percentage in excess of the district's required net school spending. In addition to the ten comparable districts as determined by DESE, I have included the FY2014 state median spending in excess of required net school spending.

DARTs also analyze other aspects of comparable districts, including staff-to-student ratios. DESE reports the most recent staff-to-student data for FY2015, which ended June 30, 2015. Table II presents the overall student-teacher ratio in Chelmsford, its ten most comparable districts as determined by DESE, and the state average.

Table II DESE Comparable Districts: Student-Teacher Ratio

	2015
	Student-Teacher Ratio
Marblehead	12.6:1
Wilmington	12.7:1
Andover	13.3:1
State Average - All Districts	13.3:1
Wellesley	13.4:1
Winchester	13.5:1
Franklin	13.9:1
Chelmsford	14.1:1
Easton	14.3:1
Needham	14.5:1
Natick	14.6:1
Acton-Boxborough	15.6:1

The data in Table II illustrate that among its most comparable districts in the state, Chelmsford's student-teacher ratio is better than four of its peer communities (Easton, Needham, Natick, and Acton-Boxborough). However, six of its peer communities have a better student-teacher ratio than Chelmsford. The average student-teacher ratio among all school districts in the state is lower than Chelmsford's. Even though Chelmsford has had an enrollment decline of 546 students in its foundation enrollment between FY2006 and FY2015, its current student-teacher ratio is still higher than the state average and a majority of its peer communities.

The student-teacher ratio is helpful for gauging a district's overall standing with regard to its comparable communities, but it does not give a true picture of the district's student-teacher ratio. This calculation takes all students reported on the October 1 headcount and divides them by the number of teachers in the district. The ratio does not consider special programs with lower-than-average class size (i.e., self-contained special education programs). At the December 1, 2015 regular meeting of the Chelmsford School Committee, we reported a grade-by-grade breakdown of student enrollment at each elementary and middle school in the district. These figures are more useful for budgeting purposes because they depict actual homeroom class size. The report is included as Appendix A.

As the report details, overall class size at the elementary grade levels is good, particularly in first and second grades. Average class size for first grade is 19 to 22 students. Average class size for second grade is 21 to 23 students. At the third-grade level (with the exception of Byam, at 26

students per classroom), Center, Harrington, and South Row average 19 to 22 students per classroom. At the fourth-grade level, Center averages 26 students per classroom, which is slightly higher than Byam, Harrington, and South Row, all three of which average 20 to 25 students per classroom. Overall class size at the middle-school grade levels is exceptionally good, averaging 20 to 24 students in grades 6 through 8 at both McCarthy and Parker Middle Schools.

Another measure commonly referred to when reviewing spending among school districts is average teacher salaries. Table III lists the data for each comparable district and the state. These data show that Chelmsford’s average teacher salary is higher than four of its peer communities (Wilmington, Easton, Marblehead, and Natick) and lower than six peer communities. The average teacher salary for all school districts in the state is higher than Chelmsford's average.

Table III DESE Comparable Districts: Average Teacher Salary

	Average Teacher Salary
Needham	\$87,175
Wellesley	83,376
Andover	79,015
Acton-Boxborough	78,012
State Average	73,847
Winchester	73,740
Franklin	71,215
Chelmsford	70,730
Wilmington	70,409
Easton	70,386
Marblehead	68,182
Natick	66,825

Another measure often used to compare districts is the amount of money spent to educate each student in the district, often referred to as the per-pupil expenditure. This cumulative figure includes all district expenditures on administration; instructional leadership; teachers; teaching services; professional development; instructional materials and equipment (including technology); guidance, counseling, and testing services; pupil services; operations and

maintenance; and employee benefits. Table IV presents the FY2014 per-pupil expenditure for each of Chelmsford’s comparable districts.

Table IV DESE Comparable Districts: Per-Pupil Expenditures

	Expenditure per In- District Pupil	Expenditure per Out-of- District Pupil	Expenditure Per Pupil
Wellesley	\$16,037	\$95,436	\$17,108
Andover	14,325	72,095	15,185
Needham	14,164	73,992	15,020
Acton-Boxborough	13,603	51,364	14,937
Wilmington	13,232	76,799	14,664
State Average	13,997	21,839	14,518
Natick	12,554	43,767	13,550
Marblehead	13,021	16,344	13,218
Winchester	11,836	60,155	12,579
Chelmsford	11,467	32,222	12,436
Easton	11,262	50,002	11,962
Franklin	11,072	20,885	11,888

DESE provides the per-pupil expenditures for in-district and out-of-district students. As the third column of Table IV shows, only two comparable districts, Easton and Franklin, expended less overall per pupil than Chelmsford, while eight districts spent more. The average per-pupil expenditure for all districts in the state is \$2,082 higher than Chelmsford.

Comparable Community Analysis: Academic Performance

Given this analysis of financial conditions affecting the Chelmsford Public Schools and its comparable districts across the state, it is clear that Chelmsford is using its resources to provide an exceptional education to its nearly 5,000 students. Academically, students in the Chelmsford Public Schools outperform their counterparts across the state. To illustrate the academic impact of the funding available for students, I provide the following analysis.

Table V outlines the performance of fourth-, seventh-, and tenth-grade students enrolled in the Chelmsford Public Schools on the 2015 Mathematics MCAS exam as compared to the average students taking the exam statewide.

Table V 2015 Mathematics MCAS Performance: Chelmsford vs. MA State Average

Grade 4: Mathematics	A	P	NI	W
Chelmsford	27	34	33	6
State Avg.	19	29	40	13
Grade 7: Mathematics	A	P	NI	W
Chelmsford	41	33	17	8
State Avg.	20	30	26	23
Grade 10: Mathematics	A	P	NI	W
Chelmsford	75	19	3	4
State Avg.	53	25	13	8

At the fourth-grade level, 61% of all Chelmsford students attained a score in either the Advanced or Proficient category on the exam, whereas only 48% of all other Massachusetts fourth-grade students did as well. Further, 39% of all Chelmsford students scored in either the Needs Improvement or Warning category, while 53% of all other fourth-grade students in the state scored in this range.

At the seventh-grade level, 74% of all Chelmsford students attained a score in either the Advanced or Proficient category on the Mathematics MCAS exam, while only 50% of seventh-grade students statewide did the same. Further, 25% of all Chelmsford students scored in either the Needs Improvement or Warning category, while 49% of the state's seventh graders scored in this range.

As Table V shows, the percentage of seventh-grade students enrolled in the Chelmsford Public Schools earning a score in the Advanced or Proficient category increased between fourth and seventh grade. The percentage of Chelmsford Public Schools' tenth-grade students earning a score in the Advanced or Proficient category increased over the seventh-grade level. At the tenth-grade level, 94% of all Chelmsford students earned a score in either the Advanced or Proficient category on the Mathematics MCAS exam, as compared to only 78% of all other tenth-grade students statewide. Only 7% of Chelmsford tenth-graders scored in either the Needs Improvement or Warning category, while statewide 21% of all tenth-grade students scored in this range.

Chelmsford students also performed above their peers on the 2015 English Language Arts (ELA) MCAS exam, as shown in Table VI. At the fourth-grade level, more than 60% of all Chelmsford students attained a score in either the Advanced or Proficient category on the exam, as compared to only 54% of all other fourth-grade students statewide. Further, 38% of all Chelmsford fourth-graders scored in either the Needs Improvement or Warning category, while statewide 47% of all other fourth-grade students scored in this range.

Table VI 2015 English Language Arts MCAS Performance: Chelmsford vs. MA State Average

Grade 4: English Language Arts	A	P	NI	W
Chelmsford	13	49	31	7
State Avg.	11	43	33	14
Grade 7: English Language Arts	A	P	NI	W
Chelmsford	20	68	8	4
State Avg.	9	60	23	8
Grade 10: English Language Arts	A	P	NI	W
Chelmsford	74	22	1	2
State Avg.	49	42	6	3

By the time Chelmsford students reach seventh grade, the margins by which they outperform their peers across the state increase dramatically. At the seventh-grade level, 88% of all Chelmsford students attained a score in either the Advanced or Proficient category on the ELA MCAS exam as compared to only 69% of all other seventh-grade students statewide. Only 12% of all Chelmsford students scored in either the Needs Improvement or Warning category, while statewide 31% of all other seventh-grade students scored in this range.

Most impressive are the tenth-grade ELA MCAS scores for 2015: 96% of Chelmsford students earned a score in either the Advanced or Proficient category, compared to 91% of all other tenth-graders statewide. Just 3% of Chelmsford tenth-graders scored in either the Needs Improvement or Warning category, whereas the statewide figure is 9%. Most significant in reviewing the tenth-grade ELA MCAS scores is that 3 out of 4 Chelmsford High School students scored in the Advanced category of the exam, while statewide only 2 out of 4 students attained the Advanced rating.

Although it is important to compare Chelmsford to the state average with regard to spending and academic performance, it is also necessary to assess Chelmsford’s academic performance with its most comparable peer communities across the state. Table VII provides general demographic data for Chelmsford and its ten most comparable districts as determined by DESE.

Table VII DESE Comparable Districts: General Demographic Data

2015 Enrollment and Subgroup Percentages					
	Grades	Total Enrolled	Low-Income	SWD	ELL
Acton-Boxborough	Pre-K–12	5,658	2.2	17.3	3.6
Andover	Pre-K–12	6,076	6.3	17.4	2.4
Chelmsford	Pre-K–12	5,056	8.2	16.6	2.6
Easton	Pre-K–12	3,795	12.2	16.6	1.1
Franklin	Pre-K–12	5,633	10.6	15.9	1.2
Marblehead	Pre-K–12	3,245	11.2	17.7	3.4
Natick	Pre-K–12	5,368	9.5	15.1	1.6
Needham	Pre-K–12	5,519	6.5	15.4	1.6
Wellesley	Pre-K–12	5,067	5.2	16.2	2
Wilmington	Pre-K–12	3,448	9.6	16.8	0.9
Winchester	Pre-K–12	4,505	5.8	15.4	3.7

With regard to the number of low-income students enrolled, Chelmsford falls right in the middle of its comparable districts, with five districts having a higher percentage of students and five districts having a lower percentage of students designated low-income. Some 8.2% of all Chelmsford Public School students are low-income.

Similarly, Chelmsford falls right in the middle of comparable districts with respect to the number of students identified with disabilities (SWD). Of all Chelmsford Public School students, 16.6% have disabilities and require special education services, as outlined in their Individual Education Plan (IEP).

The percentage of students classified as English language learners (ELL) in the Chelmsford Public Schools is higher than in a majority of its comparable communities. Only three comparable communities (Marblehead, Acton-Boxborough, and Winchester) have a higher percentage of ELL students. DESE has provided 2014 MCAS data for Chelmsford and each of its most comparable districts. The data in the following tables, sorted from highest to lowest, show that Chelmsford students compare favorably to most of its peer districts in the state, with 86% of its students earning either an Advanced or Proficient rating on the 2014 ELA MCAS

exam. Only three districts (Wilmington, Winchester, and Marblehead) had a higher percentage of students score in the Advanced or Proficient range.

Table VIII DESE Comparable Districts: Advanced or Proficient Rating on 2014 ELA MCAS

2014 Percentage Advanced/Proficient	
English Language Arts	
Wilmington	95
Winchester	90
Marblehead	89
Chelmsford	86
Andover	85
Easton	84
Franklin	83
Wellesley	83
Needham	82
Natick	79
Acton-Boxborough	78

Table IX demonstrates that 80% of Chelmsford’s students earned either an Advanced or Proficient rating on the 2014 Mathematics MCAS exam. Only three districts had a higher percentage of students score in the Advanced or Proficient range.

Table IX DESE Comparable Districts: Advanced or Proficient Rating on 2014 Math MCAS

2014 Percentage Advanced/Proficient	
Mathematics	
Wilmington	86
Marblehead	82
Winchester	81
Chelmsford	80
Easton	79
Andover	77
Needham	76
Franklin	75
Wellesley	75
Natick	71
Acton-Boxborough	67

Table X shows that 75% of Chelmsford’s students earned either an Advanced or Proficient rating on the 2014 Science MCAS exam. Three districts had a higher percentage of students score in the Advanced or Proficient range, whereas seven of the most comparable districts had the same or a lower percentage of students scoring in the Advanced or Proficient category.

Table X DESE Comparable Districts: Advanced or Proficient Rating on 2014 Science MCAS

2014 Percentage Advanced/Proficient	
Science	
Wilmington	84
Marblehead	81
Franklin	80
Chelmsford	75
Needham	75
Andover	73
Wellesley	73
Easton	71
Winchester	69
Natick	65
Acton-Boxborough	60

Another measure used by DESE to compare districts is the student growth percentile (SGP). SGP is a measure of student progress that compares changes in a student’s MCAS scores to changes in MCAS scores of other students with similar scores in prior years. A typical Massachusetts school or district would have a median SGP of 50.

According to Table XI, Chelmsford’s median SGP on the 2014 ELA MCAS exam was 54. Among comparable districts, Chelmsford falls right in the middle, with five districts having a higher SGP and five districts having the same or a lower SGP. Franklin had the highest SGP among the comparable communities (57), while Natick had the lowest (50).

Table XI DESE Comparable Districts: Student Growth Percentile on the 2014 ELA MCAS

2014 Median Student Growth Percentile	
English Language Arts	
Franklin	57
Winchester	56
Wellesley	56
Wilmington	55
Marblehead	55
Chelmsford	54
Easton	54
Acton-Boxborough	53.5
Andover	53
Needham	51
Natick	50

Table XII shows that Chelmsford’s median SGP on the 2014 Mathematics MCAS exam was 57. Three of its most comparable districts had a higher SGP and seven districts had a lower SGP than Chelmsford.

Table XII DESE Comparable Districts: Student Growth Percentile on the 2014 Math MCAS

2014 Median Student Growth Percentile	
Mathematics	
Marblehead	62
Franklin	59
Wellesley	57
Chelmsford	57
Wilmington	56
Winchester	54
Easton	53
Andover	52
Acton-Boxborough	51
Needham	48
Natick	47

Conclusion

The Chelmsford Public School District provides an exceptional education to the students entrusted to our care. The district effectively uses the resources appropriated annually by Town Meeting to serve the needs of an ever-diversifying student population. The DESE District Analysis and Review Tools provide a lens that districts can use to track and analyze data over time to make comparisons to the entire state and to comparable districts. Although Chelmsford exceeds minimum net school spending on public education, it spends less than the state average of district spending above net school spending and significantly less than the net school spending levels of 9 out of 10 comparable districts. In Chelmsford, average teacher salaries are lower and student-teacher ratios are higher than the state average, but they are in the mid-range of comparable districts. Per-pupil spending is lower than both the state average and the per-pupil spending in a majority of comparable districts.

Additional funding would enhance the educational experience of Chelmsford students, but the programs and services currently provided yield exceptional results, as demonstrated by standardized testing measures. In English language arts and mathematics, Chelmsford students outperformed their peers statewide and scored above state average test scores in both concentrations. Chelmsford finished in the top half of its ten comparable districts in English language arts, mathematics, and science for students scoring Advanced or Proficient on the 2014 MCAS exam. In all three categories, Chelmsford students ranked fourth highest in the group of ten comparable school districts. Chelmsford students also demonstrated above-

average growth, as measured by student growth percentile in both English language arts and mathematics.

Overall, it is clear that the town of Chelmsford is receiving a positive return on its investment in public education as witnessed by its students' academic achievement. Chelmsford's students are also involved in athletics, community service, and fine and performing arts, thus filling the roles of productive and valued members of the community.

FY2017 Budget Overview

Several budget assumptions underlie the FY2017 budget. A level service budget in FY2017 would require a \$2.1 million increase from the FY2016 appropriation, to total \$54.5 million. This figure does not include additional funding for collective bargaining. Each 1% cost-of-living adjustment (COLA) equates to an additional \$400,000 in base salary expenses in the FY2017 budget. Following are the major budget drivers that are influencing the district's ability to provide a level service budget in FY2017. Level service assumes all the programs and services being delivered in FY2016 are to be provided in FY2017 with cost updates to reflect all known contractual and rate increases.

- All FY2017 salaries have been increased in accordance with the applicable collective bargaining agreements. “Step” increases account for \$600,000 in additional employee salary costs, and “lane” changes account for \$112,000 in additional employee salary costs. An increase of \$35,000 is required to provide for the contractually afforded retirement/sick leave buy-back incentive benefits.
- The FY2016 budget was particularly challenging for special education tuition and transportation services because both accounts were originally underfunded. An increase of \$225,000 is required in FY2017 to fund the anticipated special education out-of-district tuition expenses, and \$250,000 more is required in FY2017 to fund the anticipated special education student transportation expenses. Further, an additional \$25,000 is needed to provide assistive technology to students in accordance with their individual education plans (IEPs).
- The district is in the process of advertising for one or more new vendors to provide contracted custodial cleaning services in the schools. At the January 5, 2016 regular meeting of the Chelmsford School Committee, the committee voted to seek proposals to implement a “hybrid model” of custodial cleaning services in the district. The cost of returning the district’s custodial cleaning services to an in-house model, in which all building custodians are employees of the district, was estimated to cost \$530,000 more than the current contract amount for completely outsourcing the custodial cleaning services. For the preparation of the FY2017 budget, \$530,000 has been added for custodial cleaning services as a placeholder until we review and evaluate responses to the request for proposals and award a contract with known costs to a vendor(s) to implement the hybrid model. Any savings realized between the contract award value and the in-house model budget would reduce the necessary budget for contracted custodial cleaning services under the hybrid model.

- A few smaller line-item increases are included in the level service budget to replace consumable materials and implement the second-year integration of FOSS science kits (\$44,000) at the elementary grade level, to purchase NGSS science curriculum texts (\$20,000), and to implement Project Lead the Way (\$40,000) at Chelmsford High School.
- All the collective bargaining agreements with union personnel expire on June 30, 2016. For budget planning purposes, each 1% COLA equates to \$400,000 in base salary expenses in the FY2017 budget. A 2% across-the-board COLA is included in the preliminary budget, adding \$800,000 to the base salary expenses in FY2017.

On Thursday, February 4, 2016, Town Manager Cohen released his recommended FY2017 budget for the Town of Chelmsford. Included within his recommended budget is a \$2.1 million increase to support the Chelmsford Public Schools. This recommended funding level is approximately \$800,000 below the level service budget with a COLA set-aside. Over the next few weeks, as we begin to discuss and review priorities for the FY2017 budget, several preliminary figures will become clearer and may help reduce the difference between the preliminary level service budget and the \$54.5 million budget recommendation of Town Manager Cohen. The preliminary budget figures to be refined are as follows:

- Governor Baker's recommended FY2017 state budget includes a minimum \$20.00/student increase in Chapter 70 state aid. Under the Governor's proposed budget Chelmsford's FY2017 Chapter 70 state aid increase is \$94,900. The state legislature is being urged to consider a minimum \$50.00/student increase in Chapter 70 state aid. If appropriated, this would increase Chelmsford's Chapter 70 state aid by \$248,500, \$153,600 more than the Governor's proposal.
- Governor Baker's budget recommended FY2017 circuit breaker reimbursement assistance for extraordinary special education tuition costs is funded at FY2016 levels. As special education tuition costs continue to escalate statewide, a call to increase the level of circuit breaker reimbursement to districts is universally supported. We are awaiting direction from the House budget to ascertain if additional circuit breaker funds will be included in the final state budget. For preliminary budget planning purposes, we used the FY2016 circuit breaker allocation as it is not likely the FY2017 funding level will decrease from the FY2016 level.
- A savings is anticipated between the budgeted figure for contracted custodial cleaning services and the ultimate contract award. For preliminary budget planning purposes, we

used the total for providing the services “in-house,” which is anticipated to cost more than contracting for such services.

As indicated above, several budget factors that remain unknown at this time will affect the FY2017 Chelmsford Public Schools budget. Most notably, the district relies on state assistance through the Circuit Breaker fund for reimbursement of significant costs related to out-of-district tuition for special education students. The final level at which the state will reimburse Circuit Breaker is unknown at this time. We are monitoring the state budget deliberations on this matter. We will need to seek consensus on a funding strategy for the final FY2017 budget that will determine the level of risk we will assume with regard to a set-aside for unanticipated special education costs that may develop throughout the 2016/17 school year.

A few adjustments have been incorporated into the preliminary FY2017 budget document which do not negatively impact services. They are as follows:

- As new employees are typically hired at a lower “step” than the individuals retiring from service due to longevity in the school system, approximately \$ 200,000 has been reduced from various teacher salary lines to account for the difference in annual salary between retiring teachers and their replacements. For budget planning purposes new teachers are assumed to be hired at Master’s Step 3 or \$ 53,681 annually.
- A teaching position in the Business Department at Chelmsford High School is recommended to be unfilled during the 2016/17 school year while a teacher is on an approved leave. The CHS administration has reviewed course requests for next year and has determined this will not have an adverse effect on the schedule. This action will result in a direct savings of \$77,178 in FY2017.
- An elementary teaching position at Harrington Elementary School is recommended to transfer to Byam Elementary School for the 2016/17 school year. The Harrington currently has five (5) sections of 4th grade and only requires four (4) sections of 4th grade during the 2016/17 school year. As previously discussed, the Byam 3rd grade class sizes are high and will possibly increase due to the new housing development in their neighborhood. One additional section of 4th grade is recommended at Byam Elementary School for the 2016/17 school year. This action will have no impact on the FY2017 budget.

While not incorporated into the FY2017 level service budget, additional services at the elementary, middle and high school level have been identified as desired to address the

academic, social, and emotional needs of the students of the Chelmsford Public Schools. Below are examples of the desired needs and the associated costs:

- Reinstatement of a full-time K-12 Science Coordinator. The duties of this position were merged with the duties of the K-12 Mathematics Coordinator in 2015/16. The cost to reinstate the annual salary for the full-time K-12 Science Coordinator is \$93,033.
- Reinstatement of a full-time K-12 English Coordinator. The duties of the position were merged with the duties of the K-12 Social Studies Coordinator in 2015/16. The cost to reinstate the annual salary for the full-time K-12 English Coordinator is \$93,033.
- Additional positions at the elementary, middle and high school levels of the district to better address the social/emotional and clinical health services our students require. Beginning discussions have focused around the need for “social worker” type positions at each level of the organization, moving from half-time to full-time psychologists at the elementary school level as well as adding additional psychologists at the middle and high school level.

While the level service budget does not incorporate funding for these initiatives, I feel it is important to begin the conversation as we develop a short- and long-term strategy for advancing our collective work in the district toward our agreed upon goals. I look forward to working with the school committee and administration to review and refine this preliminary budget document to reflect the desired educational program offerings to address the academic, social, and emotional needs of the students of the Chelmsford Public Schools in the coming year.

Yours truly,

Jay Lang, Ed.D.
Superintendent of Schools

Chelmsford Public Schools
 FY2017 Preliminary Budget

Summary Level Totals

	2015-2016 BUDGET	2016-2017 FPE	2016-2017 REQUEST
1110 SCHOOL COMMITTEE	20,780	-	20,780
1210 SUPERINTENDENT	263,926	2.0	284,382
1220 ASST. SUPERINTENDENT	206,077	2.0	211,972
1230 DISTRICT WIDE	543,155	-	1,506,637
1410 BUSINESS AND FINANCE	397,895	6.0	396,017
1420 HUMAN RESOURCES	223,656	3.7	217,944
1430 LEGAL SERVICES	119,667	-	125,000
1450 DISTRICTWIDE MIS	935,230	9.0	993,968
2110 CURRICULUM DIRECTORS - REGULAR EDUCATION	919,434	9.0	968,921
2110 CURRICULUM DIRECTORS - SPECIAL EDUCATION	627,502	7.5	618,591
2210 SCHOOL LEADERSHIP	1,794,863	24.0	1,839,703
2305 CLASSROOM TEACHERS - REGULAR EDUCATION	20,868,516	289.6	20,966,165
2310 TEACHERS SPECIALISTS - REGULAR EDUCATION	1,339,568	19.0	1,357,478
2310 TEACHERS SPECIALISTS - SPECIAL EDUCATION	4,881,342	69.5	4,908,542
2320 MEDICAL/THERAPUTIC SERVICES	335,347	5.4	324,811
2325 SUBSTITUTES	601,000	-	601,000
2330 PARAPROFESSIONALS	3,279,806	206.5	3,513,114
2340 LIBRARY/MEDIA CENTER	587,203	13.0	575,575
2357 PROFESSIONAL DEVELOPMENT	138,825	-	138,675
2410-2415 TEXTBOOKS & INSTRUCTIONAL MATERIALS	385,849	-	460,468
2420 INSTRUCTIONAL EQUIPMENT	51,265	-	88,457
2430 GENERAL SUPPLIES	493,844	-	504,657
2440 OTHER INSTRUCTIONAL SERVICES - SPECIAL ED	1,364,220	-	1,364,220
2451 CLASSROOM INST TECHNOLOGY	475,438	-	461,701
2800 GUIDANCE & PSYCHOLOGICAL SERVICES	1,678,259	24.0	1,663,314
3200 MEDICAL & HEALTH SERVICES	726,358	9.9	743,220
3300 TRANSPORTATION	2,176,280	3.0	2,439,011
3400 FOOD SERVICES	100,000	1.0	100,000
3510 ATHLETIC DEPARTMENT	511,960	3.4	533,605
3520 OTHER STUDENT ACTIVITIES	164,060	-	164,060
3600 SCHOOL SECURITY	191,859	4.0	194,156
4110 CUSTODIAL	921,550	11.0	1,443,920
4120 UTILITIES	1,042,809	-	1,061,400
9300 TUITIONS	4,032,457	-	4,249,455

Grand Total	52,400,000	722.5	55,040,919
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2015-2016 2016-2017 2016-2017
 BUDGET FPE REQUEST

1110 SCHOOL COMMITTEE

SECRETARY	4,080	-	4,080
Total Personnel	4,080	-	4,080
OTHER EXPENSES	16,500	-	16,500
SUPPLIES	200	-	200
Total Non-Personnel	16,700	-	16,700
Total 1110 SCHOOL COMMITTEE	20,780	-	20,780

2015-2016 2016-2017 2016-2017
 BUDGET FPE REQUEST

1210 SUPERINTENDENT

SUPERINTENDENT OF SCHOOLS	162,000	1.0	175,000
SUPERINTENDENT - PERFORMANCE BONUS & BUYBACK	5,000	-	12,456
ADMINISTRATIVE ASSISTANT	61,926	1.0	61,926
Total Personnel	228,926	2.0	249,382

OTHER EXPENSES	25,000	-	25,000
SUPPLIES	10,000	-	10,000
Total Non-Personnel	35,000	-	35,000

Total 1210 SUPERINTENDENT	263,926	2.0	284,382
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2015-2016 2016-2017 2016-2017
 BUDGET FPE REQUEST

1220 ASST. SUPERINTENDENT

ASSISTANT SUPERINTENDENT OF SCHOOLS	129,000	1.0	132,000
ASST. SUPERINTENDENT - PERFORMANCE BONUS & BUYBACK	2,000	-	4,895
ADMINISTRATIVE ASSISTANT	61,077	1.0	61,077
Total Personnel	192,077	2.0	197,972

OTHER EXPENSES	10,000	-	10,000
SUPPLIES	4,000	-	4,000
Total Non-Personnel	14,000	-	14,000

Total 1220 ASST. SUPERINTENDENT	206,077	2.0	211,972
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2015-2016 2016-2017 2016-2017
 BUDGET FPE REQUEST

1230 DISTRICT WIDE

LONGEVITY	80,466	-	78,400
RETIREMENT INCENTIVE/SICK LEAVE BUY-BACK	174,412	-	209,410
SALARY RESERVE FOR LEVEL (LANE) CHANGES	-	-	115,397
SALARY RESERVE FOR COLA	-	-	800,000
Total Personnel	254,878	-	1,203,207

ADVERTISING	-	-	1,500
COPIERS	246,804	-	260,357
DUES & CONFERENCES (COORDINATORS)	12,000	-	12,000
POSTAGE	7,500	-	7,600
SOFTWARE	21,973	-	21,973
Total Non-Personnel	288,277	-	303,430

Total 1230 DISTRICT WIDE	543,155	-	1,506,637
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Notes:

The Salary reserve for level changes was broken out in the individual salary account lines in FY16, but consolidated in FY17.

The salary reserve for COLA represents a 2% increase for all staff.

The software costs include Aesop at \$5,675 and School Spring at \$16,298.

2015-2016 2016-2017 2016-2017
 BUDGET FPE REQUEST

1410 BUSINESS AND FINANCE

DIRECTOR OF FINANCE & BUSINESS	126,553	1.0	122,500
BUSINESS OFFICE STAFF	246,217	5.0	246,217
Total Personnel	372,770	6.0	368,717

CONTRACTED SERVICES	19,731	-	22,000
OTHER EXPENSES	2,200	-	2,200
SUPPLIES	3,194	-	3,100
Total Non-Personnel	25,125	-	27,300

Total 1410 BUSINESS AND FINANCE	397,895	6.0	396,017
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Notes:

Contracted Services includes the cost of the DESE End-of-Year Report financial audit.

2015-2016 2016-2017 2016-2017
BUDGET FPE REQUEST

1420 HUMAN RESOURCES

DIRECTOR OF HUMAN RESOURCES	104,328	1.0	104,328
HUMAN RESOURCES OFFICE STAFF	87,328	2.0	81,616
SUBSTITUTE COORDINATOR	28,000	0.7	28,000
Total Personnel	219,656	3.7	213,944

OTHER EXPENSES	1,500	-	1,500
SUPPLIES	2,500	-	2,500
Total Non-Personnel	4,000	-	4,000

Total 1420 HUMAN RESOURCES	223,656	3.7	217,944
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2015-2016 2016-2017 2016-2017
 BUDGET FPE REQUEST

1430 LEGAL SERVICES

LEGAL FEES - GENERAL & COLLECTIVE BARGAINING COUNSEL	70,000	-	70,000
LEGAL FEES - SPECIAL EDUCATION COUNSEL	35,000	-	35,000
LEGAL SETTLEMENTS - SPECIAL EDUCATION	14,667	-	20,000
Total Non-Personnel	119,667	-	125,000
Total 1430 LEGAL SERVICES	119,667	-	125,000

2015-2016 2016-2017 2016-2017
 BUDGET FPE REQUEST

1450 DISTRICTWIDE MIS

EXECUTIVE DIRECTOR OF TECHNOLOGY & INFORMATION SERVICES	120,120	1.0	120,120
NETWORK OFFICE STAFF	154,955	3.0	165,562
TECHNOLOGY OFFICE STAFF (Formerly 4440)	261,774	5.0	253,865
Total Personnel	536,849	9.0	539,547

CONTRACTED SERVICES	55,700	-	60,340
EQUIPMENT	30,395	-	30,395
NETWORK SERVICES (Formerly 4440)	305,486	-	329,486
SECURITY	2,800	-	25,200
SUPPLIES	4,000	-	4,000
TRAVEL	-	-	5,000
Total Non-Personnel	398,381	-	454,421

Total 1450 DISTRICTWIDE MIS	935,230	9.0	993,968
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Notes:

The accounts under function 4400 have been consolidated with function 1450.

2015-2016 2016-2017 2016-2017
 BUDGET FPE REQUEST

2110 CURRICULUM DIRECTORS

CURRICULUM COORDINATORS	773,334	8.0	789,093
CURRICULUM STIPENDS	24,000	-	24,000
SECRETARY FOR CURRICULUM COORDINATORS	31,350	1.0	38,128
Total Personnel	828,684	9.0	851,221

CONTRACTED SERVICES	15,000	-	15,000
EQUIPMENT	1,200	-	1,200
PROFESSIONAL DEVELOPMENT	10,000	-	10,000
SOFTWARE	50,000	-	75,000
SUPPLIES	1,500	-	1,500
TUITION REIMBURSEMENT	13,050	-	15,000
Total Non-Personnel	90,750	-	117,700

Total 2110 CURRICULUM DIRECTORS	919,434	9.0	968,921
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Notes:

The software account line includes an increase of \$25,000 for BKL Vision software.

2015-2016 2016-2017 2016-2017
 BUDGET FPE REQUEST

2110 CURRICULUM DIRECTORS - SPECIAL EDUCATION

DIRECTOR OF STUDENT SUPPORT SERVICES	110,160	1.0	110,000
SECRETARIES - SPECIAL EDUCATION	99,012	2.5	102,077
SPECIAL EDUCATION ADMINISTRATIVE CHAIRPERSON	295,664	3.0	286,204
COORDINATOR OF INTEGRATED PRE-SCHOOL (CHIPS)	96,566	1.0	94,211
Total Personnel	601,402	7.5	592,491

COMPUTER EQUIPMENT	2,700	-	2,700
DUES/OTHER	8,000	-	8,000
PAC EXPENSES	400	-	400
POSTAGE	10,000	-	10,000
SUPPLIES	2,500	-	2,500
TRAVEL	2,500	-	2,500
Total Non-Personnel	26,100	-	26,100

Total 2110 CURRICULUM DIRECTORS - SPECIAL EDUCATION	627,502	7.5	618,591
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2015-2016 2016-2017 2016-2017
 BUDGET FPE REQUEST

2210 SCHOOL LEADERSHIP

PRINCIPALS	759,093	7.0	754,567
ASSISTANT PRINCIPALS	198,435	2.0	199,611
DEANS	301,542	3.0	303,966
SECRETARIES	395,498	12.0	409,719
Total Personnel	1,654,568	24.0	1,667,863

ADMIN INST, CONFERENCES & DUES	32,840	-	34,840
COMPUTER SUPPLIES & MAINTENANCE	18,200	-	17,400
CHS GRADUATION	19,550	-	19,550
POSTAGE	14,380	-	15,800
PRINTING	23,775	-	21,300
SOFTWARE	14,900	-	45,500
SUPPLIES	16,650	-	17,450
Total Non-Personnel	140,295	-	171,840

Total 2210 SCHOOL LEADERSHIP	1,794,863	24.0	1,839,703
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Notes:

The software increase of \$40,000 is for Project Lead the Way. Net increase of \$30,600 reflected due to hardware expenses totaling \$9,400 being allocated to Instructional Hardware.

2015-2016 2016-2017 2016-2017
 BUDGET FPE REQUEST

2305 CLASSROOM TEACHERS - REGULAR EDUCATION

ELEMENTARY TEACHERS	4,901,423	67.0	4,899,878
KINDERGARTEN TEACHERS	539,496	8.0	549,099
MIDDLE SCHOOL TEACHERS - GRADES 5 & 6	2,696,766	36.0	2,715,929
TEACHERS - ART	957,418	13.4	966,111
TEACHERS - BUSINESS	278,970	3.0	204,403
TEACHERS - ENGLISH	1,862,661	26.0	1,889,040
TEACHERS - FAMILY CONSUMER SCIENCE	77,178	1.0	77,178
TEACHERS - HEALTH	379,645	6.0	456,823
TEACHERS - MATHEMATICS	1,950,532	28.0	2,019,509
TEACHERS - MUSIC	998,856	14.4	1,029,515
TEACHERS - PHYSICAL EDUCATION	1,060,140	14.2	977,342
TEACHERS - SCIENCE	1,849,096	25.0	1,807,343
TEACHERS - SOCIAL STUDIES	1,712,117	24.0	1,726,692
TEACHERS - TECHNOLOGY	482,135	7.8	490,369
TEACHERS - WORLD LANGUAGE	1,122,083	15.8	1,156,934
Total Personnel	20,868,516	289.6	20,966,165

Total 2305 CLASSROOM TEACHERS - REGULAR EDUCATION	20,868,516	289.6	20,966,165
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2015-2016 2016-2017 2016-2017
 BUDGET FPE REQUEST

2310 TEACHERS SPECIALISTS - REGULAR EDUCATION

TUTORING	15,000	-	15,000
TEACHERS - ENGLISH LANGUAGE LEARNERS	322,920	6.0	366,760
TEACHERS - READING	1,001,648	13.0	975,718
Total Personnel	1,339,568	19.0	1,357,478

Total 2310 TEACHERS SPECIALISTS - REGULAR EDUCATION	1,339,568	19.0	1,357,478
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2310 TEACHERS SPECIALISTS - SPECIAL EDUCATION

OUT-OF-DISTRICT COORDINATOR	77,178	1.0	85,678
BOARD CERTIFIED BEHAVIOR ANALYST (BCBA)	71,957	1.0	74,568
TEACHERS SALARY - INTEGRATED PRESCHOOL	503,399	7.0	466,554
TEACHERS - SPECIAL EDUCATION	3,276,904	48.5	3,316,894
TEACHERS - SPEECH LANGUAGE PATHOLOGIST	859,748	12.0	868,348
TEACHERS - SUMMER SCHOOL	92,156	-	96,500
Total Personnel	4,881,342	69.5	4,908,542

Total 2310 TEACHERS SPECIALISTS - SPECIAL EDUCATION	4,881,342	69.5	4,908,542
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2015-2016 2016-2017 2016-2017
BUDGET FPE REQUEST

2320 MEDICAL/THERAPEUTIC SERVICES

PHYSICAL THERAPISTS	84,306	1.4	79,222
OCCUPATIONAL THERAPISTS	203,610	3.0	198,158
CERTIFIED OCCUPATIONAL THERAPY ASSISTANT (COTA)	47,431	1.0	47,431
Total Personnel	335,347	5.4	324,811
Total 2320 MEDICAL/THERAPEUTIC SERVICES	335,347	5.4	324,811

2015-2016 2016-2017 2016-2017
 BUDGET FPE REQUEST

2325 SUBSTITUTES

SUBSTITUTES - PARAS AND SECRETARIES	116,000	-	116,000
SUBSTITUTE TEACHERS - DAY-TO-DAY	420,000	-	388,000
SUBSTITUTE TEACHERS - LONG TERM	65,000	-	97,000
Total Personnel	601,000	-	601,000
Total 2325 SUBSTITUTES	601,000	-	601,000

2015-2016 2016-2017 2016-2017
 BUDGET FPE REQUEST

2330 PARAPROFESSIONALS

SCHOOL CLERKS	231,036	11.0	214,516
COPY CENTER CLERKS	17,228	2.0	34,858
LUNCH & RECESS AIDES	337,971	42.0	337,842
PARAPROFESSIONALS - SPECIAL EDUCATION	2,693,571	151.5	2,922,898
TOILETING STIPEND (CHIPS)	-	-	3,000
Total Personnel	3,279,806	206.5	3,513,114

Total 2330 PARAPROFESSIONALS	3,279,806	206.5	3,513,114
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2015-2016 **2016-2017** **2016-2017**
BUDGET **FPE** **REQUEST**

2340 LIBRARY/MEDIA CENTER

LIBRARIANS	238,618	3.0	212,306
LIBRARY AIDES	154,756	4.0	161,533
LIBRARY CLERKS - CIRCULATION	38,245	2.0	38,220
TECHNOLOGY ASSISTANTS	155,584	4.0	163,516
Total Personnel	587,203	13.0	575,575

Total 2340 LIBRARIANS/MEDIA CENTER	587,203	13.0	575,575
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2015-2016 2016-2017 2016-2017
 BUDGET FPE REQUEST

2357 PROFESSIONAL DEVELOPMENT

MENTOR STIPENDS	20,000	-	20,000
Total Personnel	20,000	-	20,000
COURSE REIMBURSEMENT - SECRETARIES & PARAPROFESSIONALS	5,000	-	5,000
COURSE REIMBURSEMENT - TEACHERS	60,000	-	60,000
DUES & CONFERENCES	53,825	-	53,675
Total Non-Personnel	118,825	-	118,675
Total 2357 PROFESSIONAL DEVELOPMENT	138,825	-	138,675

2015-2016 2016-2017 2016-2017
 BUDGET FPE REQUEST

2410-2415 TEXTBOOKS & INSTRUCTIONAL MATERIALS

CONTRACTED SERVICES - REBINDING	4,000	-	4,000
CONTRACTED SERVICES - LIBRARY	11,000	-	11,000
CURRICULUM EXPENSE - SPECIAL EDUCATION	15,000	-	15,000
SUMMER CURRICULUM DEVELOPMENT	56,500	-	55,000
SUPPLIES - LIBRARY	34,000	-	34,000
TEXTBOOK ADOPTIONS - DISTRICT-WIDE	125,000	-	145,000
TEXTS - GENERAL	11,000	-	11,000
TEXTS - BUSINESS	12,000	-	12,000
TEXTS - ENGLISH LANGUAGE LEARNERS	-	-	2,500
TEXTS - ENGLISH LANGUAGE ARTS	33,000	-	33,000
TEXTS - FOREIGN LANGUAGE	6,600	-	7,200
TEXTS - HEALTH	4,800	-	3,000
TEXTS - MATHEMATICS	7,100	-	7,000
TEXTS - MUSIC	6,000	-	6,000
TEXTS - READING	6,000	-	6,000
TEXTS - SCIENCE	37,149	-	90,600
TEXTS - SOCIAL STUDIES	16,700	-	18,168
Total Non-Personnel	385,849	-	460,468
Total 2410-2415 TEXTBOOKS & INSTRUCTIONAL MATERIALS	385,849	-	460,468

Notes:

Textbook Adoptions - District-wide has increased to address the new Next Generation Science Standards.
 Texts - Science has increased to replenish the NGSS science kits.

2015-2016 **2016-2017** **2016-2017**
BUDGET **FPE** **REQUEST**

2420 INSTRUCTIONAL EQUIPMENT

EQUIPMENT & MAINTENANCE - GENERAL (SCHOOL)	13,330	-	50,150
EQUIPMENT & MAINTENANCE - ART	500	-	500
EQUIPMENT & MAINTENANCE - PHYSICAL EDUCATION	16,400	-	20,800
EQUIPMENT & MAINTENANCE - SCIENCE	19,035	-	15,007
EQUIPMENT & MAINTENANCE - TECHNOLOGY	2,000	-	2,000
Total Non-Personnel	51,265	-	88,457

Total 2420 INSTRUCTIONAL EQUIPMENT	51,265	-	88,457
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2015-2016 2016-2017 2016-2017
 BUDGET FPE REQUEST

Total 2430 GENERAL SUPPLIES

SUPPLIES - COPY PAPER	70,127	-	77,000
SUPPLIES - ENGLISH LANGUAGE LEARNERS	1,500	-	3,000
SUPPLIES - EVALUATIONS - SPECIAL EDUCATION	42,500	-	42,500
SUPPLIES - GENERAL (SCHOOL/CLASSROOM)	101,500	-	105,130
SUPPLIES - ART	51,550	-	51,550
SUPPLIES - BUSINESS	1,000	-	1,000
SUPPLIES - ENGLISH LANGUAGE ARTS	16,200	-	15,920
SUPPLIES - FOREIGN LANGUAGE	6,800	-	6,800
SUPPLIES - HEALTH	3,700	-	3,300
SUPPLIES - TECHNOLOGY	26,181	-	26,181
SUPPLIES - MATHEMATICS	18,350	-	18,350
SUPPLIES - MUSIC	43,050	-	43,050
SUPPLIES - PHYSICAL EDUCATION	400	-	200
SUPPLIES - READING	6,600	-	6,600
SUPPLIES - SCIENCE	87,636	-	87,636
SUPPLIES - SOCIAL STUDIES	16,750	-	16,440
Total Non-Personnel	493,844	-	504,657
Total 2430 GENERAL SUPPLIES	493,844	-	504,657

2015-2016 2016-2017 2016-2017
 BUDGET FPE REQUEST

2440 OTHER INSTRUCTIONAL SERVICES - SPECIAL EDUCATION

CONTRACTED SERVICES - SPECIAL EDUCATION	1,315,220	-	1,315,220
CRISIS INTERVENTION/CONTINGENCY - SPECIAL EDUCATION	25,000	-	25,000
TUTORING - SPECIAL EDUCATION	24,000	-	24,000
Total Non-Personnel	1,364,220	-	1,364,220
Total 2440 OTHER INSTRUCTIONAL SERVICES - SPECIAL ED	1,364,220	-	1,364,220

2015-2016 2016-2017 2016-2017
BUDGET FPE REQUEST

2451 CLASSROOM INST TECHNOLOGY

COMPUTER EQUIPMENT & SUPPLIES	212,765	-	212,698
COMPUTER SUPPLIES - FOREIGN LANGUAGE	9,220	-	10,000
COMPUTER SUPPLIES - COMPUTER SCIENCE	4,150	-	-
COMPUTER MAINTENANCE	2,300	-	800
INSTRUCTIONAL SOFTWARE	247,003	-	238,203
Total Non-Personnel	475,438	-	461,701

Total 2451 CLASSROOM INST TECHNOLOGY	475,438	-	461,701
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2015-2016 2016-2017 2016-2017
 BUDGET FPE REQUEST

2800 GUIDANCE & PSYCHOLOGICAL SERVICES

GUIDANCE COUNSELORS	1,115,354.0	16.0	1,089,511
GUIDANCE SECRETARIES	68,931	2.0	71,445
PSYCHOLOGISTS	472,562	6.0	480,946
Total Personnel	1,656,847	24.0	1,641,902

GUIDANCE SUPPLIES	21,412	-	21,412
Total Non-Personnel	21,412	-	21,412

Total 2800 GUIDANCE & PSYCHOLOGICAL SERVICES	1,678,259	24.0	1,663,314
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2015-2016 2016-2017 2016-2017
 BUDGET FPE REQUEST

3200 MEDICAL & HEALTH SERVICES

SCHOOL NURSES	653,183	9.9	669,970
SCHOOL NURSES - SUBSTITUTE COVERAGE	38,000	-	38,000
TOWN HEALTH EDUCATOR	20,000	-	20,000
Total Personnel	711,183	9.9	727,970

COURSE REIMBURSEMENT (NURSE)	2,000	-	2,000
EQUIPMENT & MAINTENANCE (NURSE)	1,000	-	1,200
INSURANCE (NURSE)	1,375	-	1,375
SUPPLIES (NURSE)	8,300	-	8,400
TRAVEL (NURSE)	500	-	200
SCHOOL DOCTOR	2,000	-	2,075
Total Non-Personnel	15,175	-	15,250

Total 3200 MEDICAL & HEALTH SERVICES	726,358	9.9	743,220
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2015-2016 2016-2017 2016-2017
 BUDGET FPE REQUEST

3300 TRANSPORTATION

CROSSING GUARDS	4,000	3.0	10,800
Total Personnel	4,000	3.0	10,800
REGULAR TRANSPORTATION (INCL. LATE BUS & HOMELESS)	1,437,280	-	1,462,216
SPECIAL EDUCATION TRANSPORTATION	1,635,000	-	1,860,000
Less: Special Education Grant	(900,000)		(900,000)
SOFTWARE	-	-	5,995
Total Non-Personnel	2,172,280	-	2,428,211
Total 3300 TRANSPORTATION	2,176,280	3.0	2,439,011

Notes:

The software account contains the annual cost of current/new transportation routing software.

2015-2016 2016-2017 2016-2017
 BUDGET FPE REQUEST

3400 FOOD SERVICES

DIRECTOR OF SCHOOL NUTRITION	75,000	1.0	75,000
Total Personnel	75,000	1.0	75,000
CONTRACTED SERVICES	25,000		25,000
OTHER EXPENSES	-		-
Total Non-Personnel	25,000	-	25,000
Total 3400 FOOD SERVICES	100,000	1.0	100,000

2015-2016 2016-2017 2016-2017
 BUDGET FPE REQUEST

3510 ATHLETIC DEPARTMENT

ATHLETIC DIRECTOR	99,618	1.0	100,138
ATHLETIC TRAINER	45,372	1.0	45,372
SECRETARY SALARY	24,931	1.0	27,255
ATHLETIC STUDENT ASSISTANT	7,240	0.4	7,240

Total Personnel	177,161	3.4	180,005
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ATHLETICS DEPARTMENT STADIUM LIGHTS	2,000	-	2,000
INSURANCE	15,199	-	22,000
EQUIPMENT RECONDITIONING	17,500	-	18,500
MEDICAL SUPPLIES	5,500	-	5,500
GAME OFFICIALS/POLICE DETAILS	83,000	-	83,000
OTHER EXPENSES	29,600	-	30,600
POOL & ICE RENTALS	60,000	-	60,000
SUPPLIES	25,000	-	30,000
TRANSPORTATION	97,000	-	102,000
Total Non-Personnel	334,799	-	353,600

Total 3510 ATHLETIC DEPARTMENT	511,960	3.4	533,605
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2015-2016 2016-2017 2016-2017
 BUDGET FPE REQUEST

3520 OTHER STUDENT ACTIVITIES

NIGHT SCHOOL INSTRUCTORS	18,500	-	18,500
STUDENT ACTIVITY ADVISORS	135,560	-	135,560
Total Personnel	154,060	-	154,060

OTHER EXPENSES - CHS NEWSPAPER	700	-	700
OTHER EXPENSES - DESTINATION IMAGINATION	2,300	-	2,300
OTHER EXPENSES - MATHEMATICS TEAM	2,750	-	2,750
OTHER EXPENSES - NATIONAL HONOR SOCIETY	2,300	-	2,300
OTHER EXPENSES - SCIENCE CLUB	1,950	-	1,950
Total Non-Personnel	10,000	-	10,000

Total 3520 OTHER STUDENT ACTIVITIES	164,060	-	164,060
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2015-2016 2016-2017 2016-2017
 BUDGET FPE REQUEST

3600 SCHOOL SECURITY

SUPERVISOR OF STUDENTS	191,859	4.0	194,156
Total Personnel	191,859	4.0	194,156
Total 3600 SCHOOL SECURITY	191,859	4.0	194,156

2015-2016 2016-2017 2016-2017
 BUDGET FPE REQUEST

4110 CUSTODIAL

DIRECTOR OF FACILITY SERVICES	-	1.0	95,000
DAYTIME LEAD BUILDING CUSTODIANS	-	10.0	361,920
Total Personnel	-	11.0	456,920

CONTRACTUAL SERVICES	876,550	-	780,000
SUPPLIES - AUDITORIUM & PAC	2,500	-	12,000
SUPPLIES - CUSTODIAL	31,500	-	175,000
GENERAL MAINTENANCE	1,000	-	5,000
EQUIPMENT	10,000	-	15,000
Total Non-Personnel	921,550	-	987,000

Total 4110 CUSTODIAL	921,550	11.0	1,443,920
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Notes:

The contractual services line is for after hours cleaning of all school buildings. This figure is expected to decrease after review of bid responses.

2015-2016 2016-2017 2016-2017
 BUDGET FPE REQUEST

4120 UTILITIES

UTILITIES - FUEL	384,002	-	384,000
UTILITIES - ELECTRICITY	456,000	-	469,000
UTILITIES - TELEPHONE	188,347	-	197,000
UTILITIES - WATER	14,460	-	11,400
Total Non-Personnel	1,042,809	-	1,061,400

Total 4120 UTILITIES	1,042,809	-	1,061,400
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2015-2016 2016-2017 2016-2017
 BUDGET FPE REQUEST

9300 TUITIONS

TUITIONS - OUT OF DISTRICT	6,928,384		6,549,455
Less: Circuit Breaker Funds	(2,895,927)		(2,300,000)
Total Non-Personnel	4,032,457		4,249,455
Total 9300 TUITIONS	4,032,457	-	4,249,455

Category Level Detail

	2015-2016 BUDGET	2016-2017 FPE	2016-2017 REQUEST
Grand Total	52,400,000	722.5	55,040,919

<u>Last Name</u>	<u>First Name</u>	<u>Position</u>	<u>Location</u>	<u>FTE</u>	<u>FY2017 Salary</u>
1110 SCHOOL COMMITTEE					
VACANT	VACANT	Secretary to the School Committee	Central Administration	-	4,080
				-	4,080
1210 SUPERINTENDENT					
LANG	JAY	Superintendent of Schools	Central Administration	1.0	175,000
LANG	JAY	Performance Bonus & Vacation Buyback	Central Administration	-	12,456
PHILLIPS	DEBORAH	Administrative Assistant to the Superintendent	Central Administration	1.0	61,926
				2.0	249,382
1220 ASST. SUPERINTENDENT					
HIRSCH	LINDA	Assistant Superintendent of Curriculum & Instruction	Central Administration	1.0	132,000
HIRSCH	LINDA	Performance Bonus & Vacation Buyback	Central Administration	-	4,895
MERCIER	KATHERINE	Administrative Assistant to the Assistant Superintendent	Central Administration	1.0	61,077
				2.0	197,972
1410 BUSINESS AND FINANCE					
CRESTA	MICHELLE	Director of Business and Finance	Central Administration	1.0	122,500
CELI	LAUREN	Accountant	Central Administration	1.0	61,200
DALY	CHRISTINE	Accounts Payable/Receivable Specialist	Central Administration	1.0	40,316
HUSSEIN	LILIANA	Accounts Payable/Receivable Specialist	Central Administration	1.0	40,000
GENNARO	JANE	Central Student Enrollment Registrar	Central Administration	1.0	53,294
CHILDERS	KIMBERLY	Payroll Coordinator	Central Administration	1.0	51,408
				5.0	246,217
				6.0	368,717
1420 HUMAN RESOURCES					
STORLAZZI	KENNETH	Director of Human Resources	Central Administration	1.0	104,328
MURPHY	REBECCA	Administrative Assistant to the Director of Human Resources	Central Administration	1.0	41,616
BERGLUND	KAREN	Administrative Assistant	Central Administration	1.0	40,000
				2.0	81,616
PANNETON	SHERRI	Substitute Coordinator	Central Administration	0.7	28,000
				3.7	213,944
1450 DISTRICTWIDE MIS					
FIGORE	ANNE MARIE	Executive Director of Technology and Information Services	Central Administration	1.0	120,120
RIGOLI	PAMELA	Districtwide Data Management Officer	Central Administration	1.0	68,666
WATSON	SUSAN	Educational Data Coordinator	Central Administration	1.0	49,800
HEFFERNAN	LISA	Database Assistant	Central Administration	1.0	47,096
				3.0	165,562
HALL	MATHEW	Computer Network Manager	Central Administration	1.0	83,232
ARGENZIANO	JEFFREY	Media Technician	Districtwide	1.0	46,106
DUCHARME	CYNTHIA	Computer Technician	McCarthy / Elementary Schools	1.0	45,000
VACANT	VACANT	Computer Technician	Chelmsford High / Parker	1.0	45,000
NORMANDIN	STEVEN	Computer Technician	Districtwide	1.0	34,527
				5.0	253,865
				9	539,547

2110 CURRICULUM DIRECTORS - REGULAR EDUCATION

QUINN	STEPHANIE	Curriculum Coordinator - English	Chelmsford High School	1.0	98,922
WRIGHT	THOMAS	Curriculum Coordinator - Guidance	Chelmsford High School	1.0	97,744
BEYRANEVAND	MATTHEW	Curriculum Coordinator - Mathematics & Science	Chelmsford High School	1.0	100,138
WHITTLESEY	CHRISTINA	Curriculum Coordinator - Music	Chelmsford High School	1.0	98,922
SIMES	KATHRYN	Curriculum Coordinator - Physical Education & Health	Chelmsford High School	1.0	97,744
MCDERMOTT	LORI	Curriculum Coordinator - Reading	Chelmsford High School	1.0	96,566
SWEENEY	MARILYN	Curriculum Coordinator - Technology	Chelmsford High School	1.0	100,138
CHARBONNIER	SHARON	Curriculum Coordinator - World Language	Chelmsford High School	1.0	98,922
				8.0	789,093

BEYRANEVAND	MATTHEW	Curriculum Coordinator Stipend - Science	Chelmsford High School	-	10,000
QUINN	STEPHANIE	Curriculum Coordinator Stipend - Social Studies	Chelmsford High School	-	10,000
VARGA	ERIK	Facilitators Stipend - English	Chelmsford High School	-	2,000
BRUELL	CAROL	Facilitators Stipend - Science	Chelmsford High School	-	2,000
				-	24,000

HARTERY	MARTHA	Secretary for Curriculum Coordinators	Chelmsford High School	1.0	38,128
				9	851,221

2110 CURRICULUM DIRECTORS - SPECIAL EDUCATION

FREDETTE	CAROL	Director of Student Support Services	Central Administration	1.0	110,000
SULLIVAN	PEGGY	Secretary to the Director of Student Services	Central Administration	1.0	44,000
RANDOLPH	THERESA	Secretary - Special Education	Chelmsford High School	1.0	38,128
WHOLEY	KATIE	Secretary - Special Education	Chelmsford High School	0.5	19,949
				2.5	102,077

VACANT	VACANT	Special Education Administrative Chairperson	Chelmsford High School	1.0	93,033
VACANT	VACANT	Special Education Administrative Chairperson	Chelmsford High School	1.0	93,033
DOHERTY	PATRICIA	Special Education Administrative Chairperson	Chelmsford High School	1.0	100,138
				3.0	286,204

MATSON	AMY	Coordinator of Integrated Pre-School (CHIPS)	CHIPS Program	1.0	94,211
				7.5	592,492

2210 SCHOOL LEADERSHIP

FREDETTE	JASON	Principal	Byam Elementary School	1.0	96,000
ROGERS	KELLY	Principal	Center Elementary School	1.0	97,000
MURRAY	STEPHEN	Principal	Chelmsford High School	1.0	128,590
LACAVA	MICHAEL	Principal	Harrington Elementary School	1.0	109,230
MCPHEE	KURT	Principal	McCarthy Middle School	1.0	111,240
PARKS	JEFFERY	Principal	Parker Middle School	1.0	114,747
MCMAHON	MOLLY	Principal	South Row Elementary School	1.0	97,760
				7.0	754,567

MARTIN	DONNA	Assistant Principal	McCarthy Middle School	1.0	100,691
SOUZA	MARK	Assistant Principal	Parker Middle School	1.0	98,921
				2.0	199,611

LYONS	ROBERT	Dean - Emerson House	Chelmsford High School	1.0	98,922
BLAGG	JOSHUA	Dean - Hawthorne House	Chelmsford High School	1.0	102,522
GALANTE	HEATHER	Dean - Whittier House	Chelmsford High School	1.0	102,522
				3.0	303,966

DOSSIN	ANNE	School Secretary - Principal	Byam Elementary School	1.0	35,426
CAFFELLE	MARY	School Secretary - Principal	Center Elementary School	1.0	35,426
BARALDI	JENNIFER	Secretary - Whittier House	Chelmsford High School	1.0	30,050
DISTASI	REBECCA	Secretary - Emerson House	Chelmsford High School	1.0	25,425
DOUKSZEWICZ	ROBERTA	Secretary - Hawthorne House	Chelmsford High School	1.0	30,703
RICK	ELIZABETH	School Secretary - Principal	Chelmsford High School	1.0	38,894
GARERI	MICHELLE	School Secretary - Principal	Harrington Elementary School	1.0	34,673
MANNION	IDA	School Secretary - Assistant Principal	McCarthy Middle School	1.0	33,065
PINDARA	CHARLENE	School Secretary - Principal	McCarthy Middle School	1.0	39,647
GARDNER	ANN	School Secretary - Assistant Principal	Parker Middle School	1.0	35,426
LOISELLE	SUSAN	School Secretary - Principal	Parker Middle School	1.0	39,647
O'NEILL	DEBORAH	School Secretary - Principal	South Row Elementary School	1.0	31,337
				12.0	409,719

24 **1,667,863**

2305 CLASSROOM TEACHERS - REGULAR EDUCATION

CARSON	SARAH	Elementary School Teacher (1st Grade)	Byam Elementary School	1.0	77,178
HICKS	MEGHANNE	Elementary School Teacher (1st Grade)	Byam Elementary School	1.0	77,178
HOGAN	MEGHAN	Elementary School Teacher (1st Grade)	Byam Elementary School	1.0	77,178
MARCHANT	KRISTINA	Elementary School Teacher (1st Grade)	Byam Elementary School	1.0	69,749
KOOKEN	KARLA	Elementary School Teacher (2nd Grade)	Byam Elementary School	1.0	64,124
MAGUIRE	ELEN	Elementary School Teacher (2nd Grade)	Byam Elementary School	1.0	71,957
SULLIVAN	LAUREN	Elementary School Teacher (2nd Grade)	Byam Elementary School	1.0	77,178
THOMAS-BOYLE	LISA	Elementary School Teacher (2nd Grade)	Byam Elementary School	1.0	77,178
WALSH	ASHLEY	Elementary School Teacher (2nd Grade)	Byam Elementary School	1.0	56,292
GRIDLEY	MELISSA	Elementary School Teacher (3rd Grade)	Byam Elementary School	1.0	77,178
MERRILL	SHANNON	Elementary School Teacher (3rd Grade)	Byam Elementary School	1.0	77,178
MORASSE	NICHOLE	Elementary School Teacher (3rd Grade)	Byam Elementary School	1.0	77,178
STREETER	KRISTY	Elementary School Teacher (3rd Grade)	Byam Elementary School	1.0	77,178
ABBOTT	TAMMY	Elementary School Teacher (4th Grade)	Byam Elementary School	1.0	58,903
BABSON	KRISTIN	Elementary School Teacher (4th Grade)	Byam Elementary School	1.0	77,178
GOLDSTEIN	JENNIFER	Elementary School Teacher (4th Grade)	Byam Elementary School	1.0	74,568
SEXAUER	ELIZABETH	Elementary School Teacher (4th Grade)	Byam Elementary School	1.0	61,514
CARTER	KATHLEEN	Elementary School Teacher (1st Grade)	Center Elementary School	1.0	77,178
COTTER	DIANNE	Elementary School Teacher (1st Grade)	Center Elementary School	1.0	77,178
DOOLEY	SUSAN	Elementary School Teacher (1st Grade)	Center Elementary School	1.0	77,178
MACKINNON	SUSAN	Elementary School Teacher (1st Grade)	Center Elementary School	1.0	77,178
FAHY	KATHY	Elementary School Teacher (2nd Grade)	Center Elementary School	1.0	77,178
PIERCE-CLARKE	KARI	Elementary School Teacher (2nd Grade)	Center Elementary School	1.0	77,178
REINEMANN	MICHELLE	Elementary School Teacher (2nd Grade)	Center Elementary School	1.0	77,178
WHITE	DENISE	Elementary School Teacher (2nd Grade)	Center Elementary School	1.0	81,447
GORDON	JENNIFER	Elementary School Teacher (3rd Grade)	Center Elementary School	1.0	58,903
KNIGHT	BARBARA	Elementary School Teacher (3rd Grade)	Center Elementary School	1.0	77,178
L'ABBE	JEFFREY	Elementary School Teacher (3rd Grade)	Center Elementary School	1.0	77,178
REMICK	JESSICA	Elementary School Teacher (3rd Grade)	Center Elementary School	1.0	77,178
BUCKLEY	SARAH	Elementary School Teacher (4th Grade)	Center Elementary School	1.0	64,124
CUNNINGHAM	ALICIA	Elementary School Teacher (4th Grade)	Center Elementary School	1.0	77,178
OLSSON	MARYELLEN	Elementary School Teacher (4th Grade)	Center Elementary School	1.0	69,749
SANTABARBARA	SUSAN	Elementary School Teacher (4th Grade)	Center Elementary School	1.0	77,178
ASHDOWN	LISA	Elementary School Teacher (1st Grade)	Harrington Elementary School	1.0	77,178
GILBERT	STACY	Elementary School Teacher (1st Grade)	Harrington Elementary School	1.0	77,178
LARIVEE	CAROLE	Elementary School Teacher (1st Grade)	Harrington Elementary School	1.0	81,447
TORPEY	ELIZABETH	Elementary School Teacher (1st Grade)	Harrington Elementary School	1.0	53,681
VISNIEWSKI	GALE	Elementary School Teacher (1st Grade)	Harrington Elementary School	1.0	70,933
CODDAIRE	ELIZABETH	Elementary School Teacher (2nd Grade)	Harrington Elementary School	1.0	77,178
HOFFMAN	JANET	Elementary School Teacher (2nd Grade)	Harrington Elementary School	1.0	77,178
OMOBONO	DONNA	Elementary School Teacher (2nd Grade)	Harrington Elementary School	1.0	77,178
WURTZLER	STEVE	Elementary School Teacher (2nd Grade)	Harrington Elementary School	1.0	77,178
GRAHAM	KRISTEN	Elementary School Teacher (3rd Grade)	Harrington Elementary School	1.0	77,178

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KOWALIK	JESSICA	Elementary School Teacher (3rd Grade)	Harrington Elementary School	1.0	74,568
MATHEWS	BETH-ANN	Elementary School Teacher (3rd Grade)	Harrington Elementary School	1.0	77,178
TRAINOR	TARA	Elementary School Teacher (3rd Grade)	Harrington Elementary School	1.0	81,447
COTE	KRISTINA	Elementary School Teacher (4th Grade)	Harrington Elementary School	1.0	56,292
DANIELI	ELIZABETH	Elementary School Teacher (4th Grade)	Harrington Elementary School	1.0	58,903
MACALLISTER	MARYBETH	Elementary School Teacher (4th Grade)	Harrington Elementary School	1.0	64,124
SULLIVAN	KELLIE	Elementary School Teacher (4th Grade)	Harrington Elementary School	1.0	77,178
VACANT	VACANT	Elementary School Teacher (4th Grade)	Harrington Elementary School	1.0	53,681
BAPTISTE	HEATHER	Elementary School Teacher (1st Grade)	South Row Elementary School	1.0	71,957
BERG	BARBARA	Elementary School Teacher (1st Grade)	South Row Elementary School	1.0	77,178
FRASCA	STACY	Elementary School Teacher (1st Grade)	South Row Elementary School	1.0	77,178
MAHONEY	CAROL	Elementary School Teacher (1st Grade)	South Row Elementary School	1.0	70,933
CONNOLLY	ELAINE	Elementary School Teacher (2nd Grade)	South Row Elementary School	1.0	77,178
HODGKINS	JUDY	Elementary School Teacher (2nd Grade)	South Row Elementary School	1.0	77,178
KELLEY	DEIRDRE	Elementary School Teacher (2nd Grade)	South Row Elementary School	1.0	64,124
WINTERSON	DENISE	Elementary School Teacher (2nd Grade)	South Row Elementary School	1.0	81,447
KRAUCH	MARTHA	Elementary School Teacher (3rd Grade)	South Row Elementary School	1.0	77,178
SANBORN	JENNIFER	Elementary School Teacher (3rd Grade)	South Row Elementary School	1.0	71,957
STAGNONE	ANNE	Elementary School Teacher (3rd Grade)	South Row Elementary School	1.0	77,178
VASQUEZ	AUDRA	Elementary School Teacher (3rd Grade)	South Row Elementary School	1.0	77,178
DEMARY	JACLYN	Elementary School Teacher (4th Grade)	South Row Elementary School	1.0	53,681
DRISCOLL	TERRY	Elementary School Teacher (4th Grade)	South Row Elementary School	1.0	67,984
EASTMAN	JENNIFER	Elementary School Teacher (4th Grade)	South Row Elementary School	1.0	77,178
TICE	LISA	Elementary School Teacher (4th Grade)	South Row Elementary School	1.0	81,447
				67.0	4,899,878
AHEARN	STEPHANIE	Kindergarten Teacher	Center Elementary School	1.0	48,620
CORMACK-O'DONN	MARIE	Kindergarten Teacher	Byam Elementary School	1.0	77,178
HANAFIN	SHERRI	Kindergarten Teacher	Byam Elementary School	1.0	69,749
KENNEY	ROBYN	Kindergarten Teacher	South Row Elementary School	1.0	77,178
MCCONNELL	BRENDA	Kindergarten Teacher	Center Elementary School	1.0	51,070
PRUSSACK	AMY	Kindergarten Teacher	Harrington Elementary School	1.0	81,447
SAWYER	ELIZABETH	Kindergarten Teacher	Harrington Elementary School	1.0	77,178
TODD	MARY	Kindergarten Teacher	South Row Elementary School	1.0	66,679
				8.0	549,099
BAILLARGEON	DANIELLE	Middle School Teacher (5th Grade)	McCarthy Middle School	1.0	77,178
CORMIER	KELLY	Middle School Teacher (5th Grade)	McCarthy Middle School	1.0	77,178
DAIGLE	DENISE	Middle School Teacher (5th Grade)	McCarthy Middle School	1.0	70,933
DEVITO	KATHRYN	Middle School Teacher (5th Grade)	McCarthy Middle School	1.0	82,195
MACPHEE	JENNIFER	Middle School Teacher (5th Grade)	McCarthy Middle School	1.0	77,178
MURRAY	PAMELA	Middle School Teacher (5th Grade)	McCarthy Middle School	1.0	81,447
OTTOMAN	RACHEL	Middle School Teacher (5th Grade)	McCarthy Middle School	1.0	77,178
PANAGIOTAKOS	CHRISTINE	Middle School Teacher (5th Grade)	McCarthy Middle School	1.0	81,447
SKELTON	MARY	Middle School Teacher (5th Grade)	McCarthy Middle School	1.0	77,178
SZABLA	LINDA	Middle School Teacher (5th Grade)	McCarthy Middle School	1.0	77,178
BAKER	AMY	Middle School Teacher (6th Grade)	McCarthy Middle School	1.0	69,749
BROCKMYRE-MART	MARY	Middle School Teacher (6th Grade)	McCarthy Middle School	1.0	77,178
FELZANI	ADAM	Middle School Teacher (6th Grade)	McCarthy Middle School	1.0	82,195
FLANAGAN	JENNIFER	Middle School Teacher (6th Grade)	McCarthy Middle School	1.0	77,178
GUERRA	MARY	Middle School Teacher (6th Grade)	McCarthy Middle School	1.0	53,681
LOCOCO	KAREN	Middle School Teacher (6th Grade)	McCarthy Middle School	1.0	77,178
MAHER	GLENN	Middle School Teacher (6th Grade)	McCarthy Middle School	1.0	77,178
MARTINES	LAURIE	Middle School Teacher (6th Grade)	McCarthy Middle School	1.0	77,178
MORIARTY	MARY	Middle School Teacher (6th Grade)	McCarthy Middle School	1.0	81,447
SKAFF	LISA ANN	Middle School Teacher (6th Grade)	McCarthy Middle School	1.0	77,178
ASQUITH	BRENDAN	Middle School Teacher (5th Grade)	Parker Middle School	1.0	74,568
BAIN	JACLYN	Middle School Teacher (5th Grade)	Parker Middle School	1.0	77,178
BRIAND	KIMBERLY	Middle School Teacher (5th Grade)	Parker Middle School	1.0	77,178
DAY	SANDRA	Middle School Teacher (5th Grade)	Parker Middle School	1.0	77,178
ENGEL	SHANNON	Middle School Teacher (5th Grade)	Parker Middle School	1.0	77,178

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HAHN	KARA	Middle School Teacher (5th Grade)	Parker Middle School	1.0	77,178
LEONARD	NICOLE	Middle School Teacher (5th Grade)	Parker Middle School	1.0	77,178
MESITE	DAWN	Middle School Teacher (5th Grade)	Parker Middle School	1.0	77,178
AYLWARD	JENNIFER	Middle School Teacher (6th Grade)	Parker Middle School	1.0	77,178
CARLSON	CHRISTINE	Middle School Teacher (6th Grade)	Parker Middle School	1.0	53,681
CODY	TRACEY	Middle School Teacher (6th Grade)	Parker Middle School	1.0	61,514
DINGWELL	LORINDA	Middle School Teacher (6th Grade)	Parker Middle School	1.0	77,178
HARRIS	KATHERINE	Middle School Teacher (6th Grade)	Parker Middle School	1.0	77,178
MANGAN	JULIE	Middle School Teacher (6th Grade)	Parker Middle School	1.0	61,514
SALMON	JENNIFER	Middle School Teacher (6th Grade)	Parker Middle School	1.0	82,195
SULESKI	MICHAEL	Middle School Teacher (6th Grade)	Parker Middle School	1.0	81,447
				36.0	2,715,929
CURRY	MOLLY	Art Teacher	Byam Elementary School	1.0	48,620
JOOS	DARLEEN	Art Teacher	Center Elementary School	1.0	82,195
ALVES	MADALENA	Art Teacher	Chelmsford High School	1.0	82,195
COGLIANO	DIANE	Art Teacher	Chelmsford High School	1.0	77,178
CORMACK	ASHLEY	Art Teacher	Chelmsford High School	1.0	61,514
CRAMER	VIRGINIA	Art Teacher	Chelmsford High School	1.0	81,447
GOVER	ALLISON	Art Teacher	Chelmsford High School	1.0	58,903
KARANGIOZE	TERESA	Art Teacher	Chelmsford High School	1.0	82,195
AKER	AMY	Art Teacher	Harrington Elementary School	1.0	70,933
DARLAND	TIMOTHY	Art Teacher	McCarthy Middle School	0.8	56,746
KILEY	SARAH	Art Teacher	McCarthy Middle School	1.0	70,933
ADLER	ANITA	Art Teacher	Parker Middle School	1.0	81,447
BUCK	RHONDA	Art Teacher	Parker Middle School	0.4	20,440
DARLAND	TIMOTHY	Art Teacher	Parker Middle School	0.2	14,187
CRISTANTIELLO	JANE	Art Teacher	South Row Elementary School	1.0	77,178
				13.4	966,111
RUSSO	ROBERT	Business Teacher	Chelmsford High School	1.0	77,178
		Teacher on LOA for 2016/17 SY	Chelmsford High School	(1.0)	(77,178)
SHUPE	ANDREW	Business Teacher	Chelmsford High School	1.0	70,933
SOUSA	THOMAS	Business Teacher	Chelmsford High School	1.0	77,178
TROUVE	DANIELLE	Business Teacher	Chelmsford High School	1.0	56,292
				3.0	204,403
ABOELSAAD	DAWN	English Teacher	Chelmsford High School	1.0	77,178
ARENA	NANCY	English Teacher	Chelmsford High School	1.0	81,447
BARTOS	MATTHEW	English Teacher	Chelmsford High School	1.0	82,195
BLAKLEY	MARGARET	English Teacher	Chelmsford High School	1.0	77,178
CARPENITO	SAMUEL	English Teacher	Chelmsford High School	1.0	58,903
COURTEMANCHE	STEVEN	English Teacher	Chelmsford High School	1.0	82,195
HOULE	KATHERINE	English Teacher	Chelmsford High School	1.0	61,514
KAVERUD	KRISTINA	English Teacher	Chelmsford High School	1.0	78,755
PARATO	LISA	English Teacher	Chelmsford High School	1.0	77,178
PARSONS	RYAN	English Teacher	Chelmsford High School	1.0	64,124
SANDERS	CLAYTON	English Teacher	Chelmsford High School	1.0	61,514
SANDHOLM	CYNTHIA	English Teacher	Chelmsford High School	1.0	81,447
SHEA	MICHAEL	English Teacher	Chelmsford High School	1.0	77,178
SHEEHAN	JUDITH	English Teacher	Chelmsford High School	1.0	81,447
VAN BLARCOM	IAN	English Teacher	Chelmsford High School	1.0	77,178
VARGA	ERIK	English Teacher	Chelmsford High School	1.0	71,957
ZIMMERMAN	KATHLEEN	English Teacher	Chelmsford High School	1.0	81,447
COURTEMANCHE	MELANIE	English Teacher	McCarthy Middle School	1.0	53,681
COURTNEY	DANA	English Teacher	McCarthy Middle School	1.0	64,124
KALABOKIS	JOANNE	English Teacher	McCarthy Middle School	1.0	66,864
MCMAHON	MELISSA	English Teacher	McCarthy Middle School	1.0	71,957
REGAN	SUSAN	English Teacher	McCarthy Middle School	1.0	71,957
COURTEMANCHE	KARA	English Teacher	Parker Middle School	1.0	56,292
DENSON	MICHELE	English Teacher	Parker Middle School	1.0	82,195

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KISH	SHEILA	English Teacher	Parker Middle School	1.0	71,957
MCCLURE	STEPHEN	English Teacher	Parker Middle School	1.0	77,178
				<u>26.0</u>	<u>1,889,040</u>
MURPHY	JOAN	Family Consumer Science Teacher	Chelmsford High School	1.0	77,178
DEVANEY	MAURA	Health Teacher	Chelmsford High School	1.0	70,933
DIBBLE	MATTHEW	Health Teacher	Chelmsford High School	1.0	77,178
KOBRENSKI	REBECCA	Health Teacher	Chelmsford High School	1.0	77,178
GERMAIN	TRACEY	Health Teacher	McCarthy Middle School	1.0	77,178
LYONS	KRISTEN	Health Teacher	McCarthy Middle School	0.8	61,742
LYONS	KRISTEN	Health Teacher	Parker Middle School	0.2	15,436
PARKS	ANGELA	Health Teacher	Parker Middle School	1.0	77,178
				<u>6.0</u>	<u>456,823</u>
ARRINGTON	ERICA	Mathematics Teacher	Chelmsford High School	1.0	81,447
BEATO	EDUARDO	Mathematics Teacher	Chelmsford High School	1.0	48,620
BLAGG	KAREN	Mathematics Teacher	Chelmsford High School	1.0	77,178
BURNS	JACLYN	Mathematics Teacher	Chelmsford High School	1.0	61,514
DESHLER	BRYAN	Mathematics Teacher	Chelmsford High School	1.0	58,903
DOULAMIS	KATHERINE	Mathematics Teacher	Chelmsford High School	1.0	77,178
DUSSAULT	JENNIFER	Mathematics Teacher	Chelmsford High School	1.0	56,418
GAFFNEY	LEAH	Mathematics Teacher	Chelmsford High School	1.0	77,178
HUNT	ILYSSA	Mathematics Teacher	Chelmsford High School	1.0	77,178
KIERNAN-BELL	NANCY	Mathematics Teacher	Chelmsford High School	1.0	83,178
MARSHALL	ERIN	Mathematics Teacher	Chelmsford High School	1.0	81,447
MCINTYRE	ZACHARY	Mathematics Teacher	Chelmsford High School	1.0	74,568
MCMANUS	JENNIFER	Mathematics Teacher	Chelmsford High School	1.0	77,178
ROBERTS	PATRICIA	Mathematics Teacher	Chelmsford High School	1.0	81,447
ROBILLARD	SCOTT	Mathematics Teacher	Chelmsford High School	1.0	77,178
SILK	LINDSEY	Mathematics Teacher	Chelmsford High School	1.0	58,903
SWANSON	ALEXANDRA	Mathematics Teacher	Chelmsford High School	1.0	61,514
WILLIAMS	DANIEL	Mathematics Teacher	Chelmsford High School	1.0	61,514
WITTE	MATTHEW	Mathematics Teacher	Chelmsford High School	1.0	77,178
GALLAGHER	THOMAS	Mathematics Teacher	McCarthy Middle School	1.0	70,933
HESLIN	JACKELYN	Mathematics Teacher	McCarthy Middle School	1.0	71,957
LUCENTE	KATHRYN	Mathematics Teacher	McCarthy Middle School	1.0	78,755
MEANEY	DANIELLE	Mathematics Teacher	McCarthy Middle School	1.0	69,749
SCHEINBART	CAROL	Mathematics Teacher	McCarthy Middle School	1.0	82,195
BOCZENOWSKI	DEBRA	Mathematics Teacher	Parker Middle School	1.0	81,447
DALTON	AMANDA	Mathematics Teacher	Parker Middle School	1.0	61,514
KEOHANE	THERESE	Mathematics Teacher	Parker Middle School	1.0	77,178
WING	PAUL	Mathematics Teacher	Parker Middle School	1.0	76,062
				<u>28.0</u>	<u>2,019,509</u>
GRABER	MATTHEW	Music Teacher	Byam Elementary School	1.0	56,292
ERRGONG-WEIDER	MEGAN	Music Teacher	Center Elementary School	1.0	77,178
COCHRAN	LAUREN	Music Teacher	Chelmsford High School	1.0	81,447
COMEAU	KATE	Music Teacher	Chelmsford High School	1.0	77,178
ROEDER	AMANDA	Music Teacher	Chelmsford High School	1.0	71,957
SEXAUER	MATTHEW	Music Teacher	Chelmsford High School	0.8	60,532
DIPINTO	JENA	Music Teacher	CHIPS Program	0.3	20,925
RUBIN	LYNN	Music Teacher	Harrington Elementary School	1.0	74,568
DIPINTO	JENA	Music Teacher	McCarthy Middle School	0.2	13,950
LACASSE	ALLISON	Music Teacher	McCarthy Middle School	1.0	74,568
RICHARDSON	JODI	Music Teacher	McCarthy Middle School	0.6	46,307
SLOCUM	SUSAN	Music Teacher	McCarthy Middle School	1.0	81,447
WRIGHT	SEAN	Music Teacher	McCarthy Middle School	1.0	64,124
LINSNER	ERIC	Music Teacher	Parker Middle School	1.0	70,933
RICHARDSON	JODI	Music Teacher	Parker Middle School	0.4	30,871
SEXAUER	MATTHEW	Music Teacher	Parker Middle School	0.2	15,133

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TIANO	LISA	Music Teacher	Parker Middle School	0.9	58,527
COOPER	AMANDA	Music Teacher	South Row Elementary School	1.0	53,578
				14.4	1,029,515
MCELROY-YEIDER	COURTNEY	Physical Education Teacher	Byam Elementary School	1.0	56,418
VACANT	VACANT	Physical Education Teacher	Byam Elementary School	0.2	12,303
GARTNER	DONALD	Physical Education Teacher	Center Elementary School	1.0	56,292
CARDILLO	SHARON	Physical Education Teacher	Chelmsford High School	1.0	62,157
GRAHAM	REBECCA	Physical Education Teacher	Chelmsford High School	1.0	65,030
MARSHALL	MICHAEL	Physical Education Teacher	Chelmsford High School	1.0	77,178
SLOAN	MICHELE	Physical Education Teacher	Chelmsford High School	1.0	81,447
SULLIVAN	MICHAEL	Physical Education Teacher	CHIPS Program	0.4	21,431
KIVI	TANYA	Physical Education Teacher	Harrington Elementary School	1.0	82,195
GRAHAM	PATRICK	Physical Education Teacher	McCarthy Middle School	1.0	77,178
KLICK-MCHUGH	CAITLIN	Physical Education Teacher	McCarthy Middle School	1.0	77,178
SHERLOCK	JOHN	Physical Education Teacher	McCarthy Middle School	1.0	77,178
JOWETT	LINDA	Physical Education Teacher	Parker Middle School	1.0	70,933
MCCARTHY	GARRETT	Physical Education Teacher	Parker Middle School	1.0	77,178
SULLIVAN	MICHAEL	Physical Education Teacher	Parker Middle School	0.6	32,147
GAMBLE	REBECCA	Physical Education Teacher	South Row Elementary School	1.0	51,099
				14.2	977,342
VACANT	VACANT	Science Teacher	Chelmsford High School	1.0	53,681
ACHESON	BRIAN	Science Teacher	Chelmsford High School	1.0	76,808
BRUELL	CAROL	Science Teacher	Chelmsford High School	1.0	81,447
COLLINS	DEBRA	Science Teacher	Chelmsford High School	1.0	81,447
DUSSAULT	JASON	Science Teacher	Chelmsford High School	1.0	77,178
FALL	ANDREW	Science Teacher	Chelmsford High School	1.0	74,568
KAISER	ROBERT	Science Teacher	Chelmsford High School	1.0	59,289
KELLY	COLLEEN	Science Teacher	Chelmsford High School	1.0	62,157
KENDER	MICHELLE	Science Teacher	Chelmsford High School	1.0	74,568
PECORA	JOHN	Science Teacher	Chelmsford High School	1.0	77,178
SCOTT	GORDON	Science Teacher	Chelmsford High School	1.0	77,178
STEEVES	DAVID	Science Teacher	Chelmsford High School	1.0	81,447
TANINI	LINDA	Science Teacher	Chelmsford High School	1.0	83,419
TYLENDIA	JESSICA	Science Teacher	Chelmsford High School	1.0	81,447
WARD	JASON	Science Teacher	Chelmsford High School	1.0	67,984
WICKHAM	LUCAS	Science Teacher	Chelmsford High School	1.0	66,679
BIBBER-DELTRECCO	CAROLINE	Science Teacher	McCarthy Middle School	1.0	81,447
BONNAR	ROSLYN	Science Teacher	McCarthy Middle School	1.0	77,178
GUERRA	WILLIAM	Science Teacher	McCarthy Middle School	1.0	61,514
HILL	KATHERINE	Science Teacher	McCarthy Middle School	1.0	53,681
MCCARTHY	JACQUELINE	Science Teacher	McCarthy Middle School	1.0	77,178
VACANT	VACANT	Science Teacher	Parker Middle School	1.0	53,681
BRUYN	PETER	Science Teacher	Parker Middle School	1.0	77,178
MAYOTTE	BARBARA	Science Teacher	Parker Middle School	1.0	70,933
MORTON	LISA	Science Teacher	Parker Middle School	1.0	77,178
VACANT	VACANT	Science Safety Supervisor Stipend	Chelmsford High School	-	900
				25.0	1,807,343
ANTETOMASO	MARY	Social Studies Teacher	Chelmsford High School	1.0	74,568
BURLAND	JASON	Social Studies Teacher	Chelmsford High School	1.0	66,864
COLE	BENJAMIN	Social Studies Teacher	Chelmsford High School	1.0	77,178
DOAK	JENNIFER	Social Studies Teacher	Chelmsford High School	1.0	77,178
DURKIN	JULIE	Social Studies Teacher	Chelmsford High School	1.0	64,124
GILBERT	STEPHANIE	Social Studies Teacher	Chelmsford High School	1.0	71,957
GREENE	JEREMY	Social Studies Teacher	Chelmsford High School	1.0	81,447
LAFLAMME	KATHRYN	Social Studies Teacher	Chelmsford High School	1.0	77,178
O'KEEFE	MICHAEL	Social Studies Teacher	Chelmsford High School	1.0	77,178
RICHTER	DANIEL	Social Studies Teacher	Chelmsford High School	1.0	64,124
SHOLDS	KIMBERLY	Social Studies Teacher	Chelmsford High School	1.0	53,681

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STAVELEY	JONATHAN	Social Studies Teacher	Chelmsford High School	1.0	77,178
SULLIVAN	KATHRYN	Social Studies Teacher	Chelmsford High School	1.0	81,447
VITALE	CRAIG	Social Studies Teacher	Chelmsford High School	1.0	69,749
ZOPES	PETER	Social Studies Teacher	Chelmsford High School	1.0	81,447
CARUSO	PAUL	Social Studies Teacher	McCarthy Middle School	1.0	77,178
LANOQUETTE	CATHERINE	Social Studies Teacher	McCarthy Middle School	1.0	77,178
LIVINGSTON	SHAUN	Social Studies Teacher	McCarthy Middle School	1.0	69,749
O'CONNOR	BRITNI	Social Studies Teacher	McCarthy Middle School	1.0	56,292
SULLIVAN	ERIC	Social Studies Teacher	McCarthy Middle School	1.0	64,124
CASEY	LAURA	Social Studies Teacher	Parker Middle School	1.0	77,178
JEAN	ASHLEY	Social Studies Teacher	Parker Middle School	1.0	51,070
KENNEDY	JEAN	Social Studies Teacher	Parker Middle School	1.0	81,447
MCAULIFFE	DANIEL	Social Studies Teacher	Parker Middle School	1.0	77,178
				24.0	1,726,692
GREENFIELD	DOUGLAS	Technology Engineering Teacher	Chelmsford High School	1.0	77,178
KING	JOHN	Technology Engineering Teacher	Chelmsford High School	1.0	77,178
YOUENS	SUSAN	Technology Engineering Teacher	McCarthy Middle School	1.0	51,070
MCFARLAND	KEVIN	Technology Engineering Teacher	Parker Middle School	1.0	62,157
DENNY-BROWN	ANN	Technology Integration Specialist	CHIPS Program	0.2	11,258
VENUGOPAL	DEVI	Technology Integration Specialist	McCarthy Middle School	1.0	64,124
DENNY-BROWN	ANN	Technology Integration Specialist	Parker Middle School	0.8	45,034
YOUNG	EILEEN	Technology Teacher	Byam Elementary School	0.2	12,825
YOUNG	EILEEN	Technology Teacher	Center Elementary School	0.2	12,825
SALOMAA	JOANNE FAGAN	Technology Teacher	Chelmsford High School	1.0	51,070
YOUNG	EILEEN	Technology Teacher	Harrington Elementary School	0.2	12,825
YOUNG	EILEEN	Technology Teacher	South Row Elementary School	0.2	12,825
				7.8	490,369
BRUNT	MAIRIN	World Language Teacher (French)	Chelmsford High School	1.0	64,124
FUGATE	SHAWNTEL	World Language Teacher (Latin)	Chelmsford High School	1.0	61,514
DESOSA	ANTHONY	World Language Teacher (Spanish)	Chelmsford High School	1.0	77,178
GAUTHIER	SUSAN	World Language Teacher (Spanish)	Chelmsford High School	1.0	81,447
LOISELLE	ELIZABETH	World Language Teacher (Spanish)	Chelmsford High School	1.0	81,447
MULROONEY	MATTHEW	World Language Teacher (Spanish)	Chelmsford High School	1.0	71,957
PRATT HERMAN	JENNIFER	World Language Teacher (Spanish)	Chelmsford High School	1.0	70,933
QUEENAN	MICHLYN	World Language Teacher (Spanish)	Chelmsford High School	1.0	77,178
SANCHEZ	PATRICIA	World Language Teacher (Spanish)	Chelmsford High School	1.0	61,514
TAHA	BARBARA	World Language Teacher (Spanish)	Chelmsford High School	1.0	77,178
GADBOIS	VERONICA	World Language Teacher (French)	McCarthy Middle School	1.0	77,178
ANTUL	EMILY	World Language Teacher (Spanish)	McCarthy Middle School	0.2	14,391
EPSTEIN	SHELLEY LYNN	World Language Teacher (Spanish)	McCarthy Middle School	1.0	81,447
KELLY-SULESKI	CAROL	World Language Teacher (Spanish)	McCarthy Middle School	1.0	70,933
PACZKOWSKI	ANNEMARIE	World Language Teacher (French)	Parker Middle School	0.8	61,742
DRAGOUMANOS	ELIZABETH	World Language Teacher (Spanish)	Parker Middle School	0.8	61,742
ZAMBRANO	FANNY	World Language Teacher (Spanish)	Parker Middle School	1.0	65,030
				15.8	1,156,934
				289.6	20,966,165
2310 TEACHERS SPECIALISTS - REGULAR EDUCATION					
Various		Tutoring		-	15,000
LOEW	CATHERINE	English Language Learner Teacher	Byam Elementary School	1.0	61,514
HUGUET	ALESSANDRA	English Language Learner Teacher	Center Elementary School	1.0	66,864
SULLIVAN	AMANDA	English Language Learner Teacher	Chelmsford High School	1.0	48,620
MARMO	ANDREA	English Language Learner Teacher	Harrington Elementary School	1.0	77,178
GOYETTE	KAREN	English Language Learner Teacher	McCarthy Middle School	0.5	29,452
GOYETTE	KAREN	English Language Learner Teacher	Parker Middle School	0.5	29,452
DOIRON	CATHERINE	English Language Learner Teacher	South Row Elementary School	1.0	53,681
				6.0	366,760

BLUMBERG	JANE	Reading Teacher	Byam Elementary School	1.0	77,178
DAY	CATHY	Reading Teacher	Byam Elementary School	1.0	77,178
MARA	KIMBERLY	Reading Teacher	Center Elementary School	1.0	77,178
OLSON	KRISTEN	Reading Teacher	Center Elementary School	1.0	77,178
SMITH	MARIAN	Reading Teacher	Chelmsford High School	1.0	74,568
DOBSKI	AMY	Reading Teacher	Harrington Elementary School	1.0	77,178
O'BRIEN	BRENDA	Reading Teacher	Harrington Elementary School	1.0	77,178
BELANGER	NANCY	Reading Teacher	McCarthy Middle School	1.0	81,447
SORRENTINO	LINDA	Reading Teacher	McCarthy Middle School	1.0	71,420
VACANT	VACANT	Reading Teacher	Parker Middle School	1.0	53,681
MAGNUSON	REBECCA	Reading Teacher	Parker Middle School	1.0	77,178
CRAIG	ANNE	Reading Teacher	South Row Elementary School	1.0	77,178
HOGAN	SARAH	Reading Teacher	South Row Elementary School	1.0	77,178
				13.0	975,718

19 1,357,478

2310 TEACHERS SPECIALISTS - SPECIAL EDUCATION

MORGAN	RENEE	Out-of-District Coordinator	Chelmsford High School	1.0	77,178
MORGAN	RENEE	Out-of-District Coordinator - Extended Year (20 days)	Chelmsford High School	-	8,500
				1.0	85,678

MATSON-DURKIN	HOLLY	Board Certified Behavior Specialist (BCBA)	Byam Elementary School	1.0	74,568
BERRY	ABBY	Integrated Pre-School Teacher	CHIPS Program	1.0	77,178
COPP	LYNN	Integrated Pre-School Teacher	CHIPS Program	1.0	69,749
CROWELL	CHERYL	Integrated Pre-School Teacher	CHIPS Program	1.0	70,933
FORTY	MARY ELLEN	Integrated Pre-School Teacher	CHIPS Program	1.0	77,178
HENNING	AMELIA	Integrated Pre-School Teacher	CHIPS Program	1.0	51,099
NICOLOSI	LAUREN	Integrated Pre-School Teacher	CHIPS Program	1.0	61,514
SCOTT	LAUREN	Integrated Pre-School Teacher	CHIPS Program	1.0	58,903
				7.0	466,554

ARORA	ANUPAMA	Special Education Teacher	Byam Elementary School	1.0	73,369
ATKINSON	KIMBERLY	Special Education Teacher	Byam Elementary School	1.0	77,178
BURGESS	CATHERINE	Special Education Teacher	Byam Elementary School	1.0	77,178
GIANOPOULOS	FAYE	Special Education Teacher	Byam Elementary School	1.0	51,070
KLIX	ROBERTA	Special Education Teacher	Byam Elementary School	1.0	74,568
LEACH	ERIN	Special Education Teacher	Byam Elementary School	1.0	78,755
TICHES	RENEE	Special Education Teacher	Byam Elementary School	1.0	77,178
BARRETT	ERICA	Special Education Teacher	Center Elementary School	1.0	61,514
KRAFSIG	JENNIFER	Special Education Teacher	Center Elementary School	1.0	77,178
MARENGHI	ROBERTA	Special Education Teacher	Center Elementary School	1.0	77,178
MELLUS	CLAIRE	Special Education Teacher	Center Elementary School	1.0	56,292
TRAGER	STACIE	Special Education Teacher	Center Elementary School	1.0	58,903
VACANT	VACANT	Special Education Teacher	Chelmsford High School	1.0	53,681
AYLWARD	JAMES	Special Education Teacher	Chelmsford High School	1.0	77,178
FARRELL	COURTNEY	Special Education Teacher	Chelmsford High School	1.0	71,957
GRAY-WILLIAMS	MANDY	Special Education Teacher	Chelmsford High School	1.0	71,957
HOLLERAN	JEFFREY	Special Education Teacher	Chelmsford High School	1.0	77,178
LAGRANGE	DONNA	Special Education Teacher	Chelmsford High School	1.0	77,178
MALLIO	MATTHEW	Special Education Teacher	Chelmsford High School	1.0	69,749
MOUSSEAU	DEREK	Special Education Teacher	Chelmsford High School	1.0	77,178
PERRUCCIO	GLYNNIS	Special Education Teacher	Chelmsford High School	1.0	70,933
SCHULMAN	LAUREN	Special Education Teacher	Chelmsford High School	1.0	69,749
TARPINIAN	PETER	Special Education Teacher	Chelmsford High School	1.0	66,864
BROWN	E DIANE	Special Education Teacher	Harrington Elementary School	1.0	77,178
CAREY	JANET	Special Education Teacher	Harrington Elementary School	1.0	77,178
GAMBON	SUSAN	Special Education Teacher	Harrington Elementary School	1.0	77,178

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IMBRIACO	ANDREA	Special Education Teacher	Harrington Elementary School	1.0	74,568
AJIKUTIRA	SANGEETHA	Special Education Teacher	McCarthy Middle School	1.0	58,903
ATHANAS	DOROTHEA	Special Education Teacher	McCarthy Middle School	1.0	77,178
BERUBE	BENJAMIN	Special Education Teacher	McCarthy Middle School	1.0	71,957
HUBERT	MATTHEW	Special Education Teacher	McCarthy Middle School	1.0	58,903
ISAACS	KELLY	Special Education Teacher	McCarthy Middle School	1.0	53,681
KOMPERDA	JENNIFER	Special Education Teacher	McCarthy Middle School	1.0	77,178
MASCIA	LYNNE	Special Education Teacher	McCarthy Middle School	1.0	66,864
PORTEN	EMILY	Special Education Teacher	McCarthy Middle School	0.5	35,339
PORTEN	EMILY	Special Education Teacher	McCarthy Middle School	0.5	35,339
SCHWAMB	EUGENE	Special Education Teacher	McCarthy Middle School	1.0	54,521
SILVA	CATHARINE	Special Education Teacher	McCarthy Middle School	1.0	58,903
CORBO	STACY	Special Education Teacher	Parker Middle School	0.5	38,589
DEVEREAUX	BRIANA	Special Education Teacher	Parker Middle School	1.0	51,070
GIORDANO	LAUREN	Special Education Teacher	Parker Middle School	1.0	58,903
NOYES	JESSICA	Special Education Teacher	Parker Middle School	1.0	51,070
POLICELLI	MARICLARE	Special Education Teacher	Parker Middle School	1.0	51,099
REINERTSON	DIANE	Special Education Teacher	Parker Middle School	1.0	74,568
SEXTON	ELIZABETH	Special Education Teacher	Parker Middle School	1.0	81,447
SIMON	STEVEN	Special Education Teacher	Parker Middle School	1.0	59,289
HEVEY	ALLISON	Special Education Teacher	South Row Elementary School	1.0	69,749
KENNEDY	MEGHAN	Special Education Teacher	South Row Elementary School	1.0	71,420
ROBINSON	KATE	Special Education Teacher	South Row Elementary School	1.0	53,681
RUHMANN	MICHELLE	Special Education Teacher	South Row Elementary School	1.0	77,178
				48.5	3,316,894
LALLY	ERIN	Speech Language Pathologist	Byam Elementary School	0.6	48,868
LAROSE-YORK	RENEE	Speech Language Pathologist	Byam Elementary School	1.0	77,178
HENRY-COLE	SALLY	Speech Language Pathologist	Center Elementary School	1.0	81,447
LEBLANC	JULIE	Speech Language Pathologist	Center Elementary School	0.5	32,646
VACANT	VACANT	Speech Language Pathologist	Chelmsford High School	0.8	42,945
BARRETT	ELIZABETH	Speech Language Pathologist	CHIPS Program	1.0	66,864
NUTT	TAMMIE	Speech Language Pathologist	CHIPS Program	1.0	77,178
RATTE	LISA	Speech Language Pathologist	CHIPS Program	0.6	40,118
VACANT	VACANT	Speech Language Pathologist	CHIPS Program	0.2	10,736
LEBLANC	JULIE	Speech Language Pathologist	Harrington Elementary School	0.5	32,646
MCMENIMAN	PAMELA	Speech Language Pathologist	Harrington Elementary School	1.0	77,178
RATTE	LISA	Speech Language Pathologist	McCarthy Middle School	0.4	26,746
TESTA	CYNTHIA	Speech Language Pathologist	McCarthy Middle School	1.0	66,864
LALLY	ERIN	Speech Language Pathologist	Parker Middle School	0.4	32,579
WEICK	DENA	Speech Language Pathologist	Parker Middle School	1.0	77,178
THOMPSON	SUSAN	Speech Language Pathologist	South Row Elementary School	1.0	77,178
				12.0	868,348
VARIOUS		Summer School Teachers		-	96,500
				69.5	4,908,542
2320 MEDICAL/THERAPUTIC SERVICES					
VACANT	VACANT	Physical Therapist	CHIPS Program	1.0	53,681
MAZARES	MELANIE	Physical Therapist	Center Elementary School	0.4	25,541
				1.4	79,222
MCCALL	CARRIE	Occupational Therapist	Byam Elementary School	1.0	70,933
LABOSSIERE	CAROLYN	Occupational Therapist	Center Elementary School	0.5	35,467
LABOSSIERE	CAROLYN	Occupational Therapist	Center Elementary School	0.5	35,467
MARTIN	LISA	Occupational Therapist	CHIPS Program	0.8	45,034
MARTIN	LISA	Occupational Therapist	Parker Middle School	0.2	11,258
				3.0	198,158
WEAVER-MORRIS	LISA	Certified Occupational Therapy Assistant (COTA)	McCarthy Middle School	0.2	9,486

WEAVER-MORRIS	LISA	Certified Occupational Therapy Assistant (COTA)	CHIPS Program	0.8	37,945
				1.0	47,431
				5.4	324,811
2330 PARAPROFESSIONALS					
MURPHY	STELLA	School Clerk	Byam Elementary School	1.0	15,532
MACKESSY	KRISTINE	School Clerk	Center Elementary School	1.0	15,220
VACANT	VACANT	School Clerk	Chelmsford High School	1.0	29,248
WOODMAN	KAREN	School Clerk	CHIPS Program	1.0	21,062
BEVINGTON	DIANNE	School Clerk	Harrington Elementary School	1.0	15,844
HUNT	JAMIE	School Clerk	McCarthy Middle School	1.0	20,597
ROBINSON	DEBORAH	School Clerk	Parker Middle School	1.0	31,121
BOSHAR	KELLY	School Clerk	South Row Elementary School	1.0	15,532
MOREAU	KELLEY	School Clerk - Guidance Department	Chelmsford High School	1.0	12,176
SODERSTROM	CAROLYN	School Clerk - Science Lab	Chelmsford High School	1.0	21,308
ZUKOWSKI	DAVID	School Clerk - Substitute Teacher Coordinator	Chelmsford High School	1.0	16,876
				11.0	214,516
HIGGINS	JOYCE	Clerk - Copy Center	McCarthy Middle School	1.0	17,429
VACANT	VACANT	Clerk - Copy Center	Parker Middle School	1.0	17,429
				2.0	34,858
BREAULT	MELISSA	Lunch & Recess Aide	Byam Elementary School	1.0	7,552
PAROYIAN	EMMA	Lunch & Recess Aide	Byam Elementary School	1.0	7,707
WILLIAMS	PHANI	Lunch & Recess Aide	Byam Elementary School	1.0	7,552
DUFRESNE	TARA	Lunch & Recess Aide	Byam Elementary School	1.0	7,552
HAYWARD	CHRISTOPHER	Lunch & Recess Aide	Byam Elementary School	1.0	7,552
MATHEWS	LEANNE	Lunch & Recess Aide	Byam Elementary School	1.0	7,552
ADAMS	PATRICIA	Lunch & Recess Aide	Center Elementary School	1.0	7,552
FYTEN	ANN MARIE	Lunch & Recess Aide	Center Elementary School	1.0	7,552
GRAFF	PATRICIA	Lunch & Recess Aide	Center Elementary School	1.0	7,862
FANNON	LISA	Lunch & Recess Aide	Center Elementary School	1.0	7,552
MCELHINNEY	DONNA	Lunch & Recess Aide	Center Elementary School	1.0	7,862
LOCONTE	JULIE	Lunch & Recess Aide	Center Elementary School	1.0	7,552
BRENNAN	JILL	Lunch & Recess Aide	Chelmsford High School	1.0	6,423
HARDY	MARY	Lunch & Recess Aide	Chelmsford High School	1.0	6,294
LEBLANC	DEBRA	Lunch & Recess Aide	Harrington Elementary School	1.0	7,552
MISHERFI	KATHLEEN	Lunch & Recess Aide	Harrington Elementary School	1.0	7,707
MARSON	ELLEN	Lunch & Recess Aide	Harrington Elementary School	1.0	7,552
DREW	KELLI	Lunch & Recess Aide	Harrington Elementary School	1.0	7,707
CROSBY	JACLYN	Lunch & Recess Aide	Harrington Elementary School	1.0	7,552
RUSSO	JANINE	Lunch & Recess Aide	Harrington Elementary School	1.0	7,552
CONNELL	GAILANN	Lunch & Recess Aide	McCarthy Middle School	1.0	8,992
BONGIORNO	ELAINE	Lunch & Recess Aide	McCarthy Middle School	1.0	9,173
DECHIARA	KAREN	Lunch & Recess Aide	McCarthy Middle School	1.0	8,811
BOLTON	CAROLYN	Lunch & Recess Aide	McCarthy Middle School	1.0	8,811
JOHNSON	SHEILA	Lunch & Recess Aide	McCarthy Middle School	1.0	8,992
KORDASH	DIANE	Lunch & Recess Aide	McCarthy Middle School	1.0	8,811
DOHERTY	ROBIN	Lunch & Recess Aide	McCarthy Middle School	1.0	8,811
HOULE	KAREN	Lunch & Recess Aide	McCarthy Middle School	1.0	8,992
MARTIN	SANDRA	Lunch & Recess Aide	McCarthy Middle School	1.0	8,811
ROBEY	HELEN	Lunch & Recess Aide	Parker Middle School	1.0	8,992
WALSH	JANICE	Lunch & Recess Aide	Parker Middle School	1.0	8,811
PERSICHETTI	MARGARET	Lunch & Recess Aide	Parker Middle School	1.0	8,992
PREES	HOLLY	Lunch & Recess Aide	Parker Middle School	1.0	8,811
CORMIER	MARGARET	Lunch & Recess Aide	Parker Middle School	1.0	8,992
TERRIO	JOVITA	Lunch & Recess Aide	Parker Middle School	1.0	8,992
REYNOLDS	MELISSA	Lunch & Recess Aide	Parker Middle School	1.0	8,992
HEATER	JENNIFER	Lunch & Recess Aide	South Row Elementary School	1.0	7,552
GIRAGOSIAN	ASHLEY	Lunch & Recess Aide	South Row Elementary School	1.0	7,552

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Staff Salary Book

AMENKOWICZ	MARYANNE	Lunch & Recess Aide	South Row Elementary School	1.0	7,552
MCCUSKER	LORI	Lunch & Recess Aide	South Row Elementary School	1.0	7,552
WHITE	MICHELE	Lunch & Recess Aide	South Row Elementary School	1.0	7,552
GUERIN	RENA	Lunch & Recess Aide	South Row Elementary School	1.0	7,552
				42.0	337,842
BENINATI	KEVIN	Paraprofessional (Special Education)	Byam Elementary School	1.0	18,053
BROCK-SANCHEZ	KELLY	Paraprofessional (Special Education)	Byam Elementary School	1.0	19,223
BURKE	PAULA	Paraprofessional (Special Education)	Byam Elementary School	1.0	18,053
CASTONGUAY	MARY	Paraprofessional (Special Education)	Byam Elementary School	1.0	20,657
CELLA	ALLISON	Paraprofessional (Special Education)	Byam Elementary School	1.0	20,250
DALEY	ALEXANDRA	Paraprofessional (Special Education)	Byam Elementary School	1.0	19,056
GAUDINO	DIANE	Paraprofessional (Special Education)	Byam Elementary School	1.0	20,250
GOFF	MICHAEL	Paraprofessional (Special Education)	Byam Elementary School	1.0	20,250
HOEY	BETH	Paraprofessional (Special Education)	Byam Elementary School	1.0	18,053
JOYCE	ALANA	Paraprofessional (Special Education)	Byam Elementary School	1.0	18,673
KEHOE	TERRY	Paraprofessional (Special Education)	Byam Elementary School	1.0	19,056
LAMBERT	DONNA	Paraprofessional (Special Education)	Byam Elementary School	1.0	18,474
MACDONALD	CAROL	Paraprofessional (Special Education)	Byam Elementary School	1.0	19,056
MADDEN	BARBARA	Paraprofessional (Special Education)	Byam Elementary School	1.0	20,657
MARKHAM	JILL	Paraprofessional (Special Education)	Byam Elementary School	1.0	18,673
MASTAS	JENNIFER	Paraprofessional (Special Education)	Byam Elementary School	1.0	19,644
MEADOWS	JENNIFER	Paraprofessional (Special Education)	Byam Elementary School	1.0	19,843
MITRI	NATHALIE	Paraprofessional (Special Education)	Byam Elementary School	1.0	18,053
NORTH-HAYES	MARY	Paraprofessional (Special Education)	Byam Elementary School	1.0	18,673
PAYNE	SARAH	Paraprofessional (Special Education)	Byam Elementary School	0.5	9,027
PHAN	PAULINE	Paraprofessional (Special Education)	Byam Elementary School	1.0	18,053
RILEY	MONICA	Paraprofessional (Special Education)	Byam Elementary School	1.0	19,056
SAPIENZA	KIMBERLY	Paraprofessional (Special Education)	Byam Elementary School	1.0	19,439
STUART	DIANNE	Paraprofessional (Special Education)	Byam Elementary School	1.0	19,439
TULLY	ALYCE	Paraprofessional (Special Education)	Byam Elementary School	0.5	9,027
WYNN	DEBBIE	Paraprofessional (Special Education)	Byam Elementary School	1.0	18,673
APOSTOLOU	MARINA	Paraprofessional (Special Education)	Center Elementary School	1.0	18,053
COLMAN	MARGARET	Paraprofessional (Special Education)	Center Elementary School	1.0	18,053
DARWIN	LISA	Paraprofessional (Special Education)	Center Elementary School	1.0	18,673
FULTZ	KIMBERLEY	Paraprofessional (Special Education)	Center Elementary School	1.0	18,053
HILL	KIMBERLY	Paraprofessional (Special Education)	Center Elementary School	1.0	18,673
KINNEY	ALICIA	Paraprofessional (Special Education)	Center Elementary School	1.0	18,053
LEFEBVRE	KIM	Paraprofessional (Special Education)	Center Elementary School	1.0	18,673
LOMICKA	BARBARA	Paraprofessional (Special Education)	Center Elementary School	1.0	19,439
MALONE	REBECCA	Paraprofessional (Special Education)	Center Elementary School	0.5	9,337
MARCOTTE	SHARON	Paraprofessional (Special Education)	Center Elementary School	1.0	19,439
MCCARTIN	SALLY	Paraprofessional (Special Education)	Center Elementary School	1.0	18,673
POPKIN	JANIS	Paraprofessional (Special Education)	Center Elementary School	1.0	18,673
ROSS-MYERS	DEBORAH	Paraprofessional (Special Education)	Center Elementary School	1.0	18,673
SHERWOOD	KRISTIN	Paraprofessional (Special Education)	Center Elementary School	1.0	18,264
SULLIVAN	LYNN	Paraprofessional (Special Education)	Center Elementary School	1.0	18,673
TRAINOR	DEBORAH	Paraprofessional (Special Education)	Center Elementary School	1.0	18,673
TRUDEL	CYNTHIA	Paraprofessional (Special Education)	Center Elementary School	1.0	19,439
COE	PAMELA	Paraprofessional (Special Education)	Chelmsford High School	1.0	19,451
CONLON	KRISTEN	Paraprofessional (Special Education)	Chelmsford High School	1.0	18,805
CONNELLY	DARLENE	Paraprofessional (Special Education)	Chelmsford High School	1.0	19,850
CRUPI	CONCETTA	Paraprofessional (Special Education)	Chelmsford High School	1.0	19,850
DASCOLI	BRIDGET	Paraprofessional (Special Education)	Chelmsford High School	1.0	19,850
DIRIENZO	EILEEN	Paraprofessional (Special Education)	Chelmsford High School	1.0	20,249
DOHERTY	JONATHAN	Paraprofessional (Special Education)	Chelmsford High School	1.0	18,805
EASTMAN	MARGARET	Paraprofessional (Special Education)	Chelmsford High School	1.0	19,850
ELLIS	JEAN-MARIE	Paraprofessional (Special Education)	Chelmsford High School	1.0	18,805
LEDUC	ELIZABETH	Paraprofessional (Special Education)	Chelmsford High School	1.0	19,244
LESLIE	KATHLEEN	Paraprofessional (Special Education)	Chelmsford High School	1.0	19,850
LINDSTROM	CAROLYN	Paraprofessional (Special Education)	Chelmsford High School	1.0	20,249

LOTTO	MARGERY	Paraprofessional (Special Education)	Chelmsford High School	1.0	20,249
MENEZES	JUDITH	Paraprofessional (Special Education)	Chelmsford High School	1.0	20,243
MIAN	AAMINA	Paraprofessional (Special Education)	Chelmsford High School	1.0	20,249
PELLAND	DENISE	Paraprofessional (Special Education)	Chelmsford High School	1.0	19,850
PICKERING	JONATHAN	Paraprofessional (Special Education)	Chelmsford High School	1.0	19,244
RIVARD	DONNA	Paraprofessional (Special Education)	Chelmsford High School	1.0	19,850
SCARFO	KERRY ANN	Paraprofessional (Special Education)	Chelmsford High School	1.0	19,850
SULLIVAN	KATELYN	Paraprofessional (Special Education)	Chelmsford High School	1.0	19,451
TRUE	KRISTEN	Paraprofessional (Special Education)	Chelmsford High School	1.0	19,850
WILCOX-HARRIS	SUSAN	Paraprofessional (Special Education)	Chelmsford High School	1.0	20,249
WILSON	MARY	Paraprofessional (Special Education)	Chelmsford High School	1.0	19,850
ZAREMBA	MICHELE	Paraprofessional (Special Education)	Chelmsford High School	1.0	19,850
BURKE	GWENDOLYN	Paraprofessional (Special Education)	CHIPS Program	1.0	19,850
BURNS	FAYE	Paraprofessional (Special Education)	CHIPS Program	1.0	21,518
DICROCE	JODY	Paraprofessional (Special Education)	CHIPS Program	1.0	19,850
DUNBAR	DENISE	Paraprofessional (Special Education)	CHIPS Program	1.0	20,249
ELBOUHALI	AICHA	Paraprofessional (Special Education)	CHIPS Program	1.0	20,670
GALLAGHER	REBECCA	Paraprofessional (Special Education)	CHIPS Program	1.0	20,463
GERARDI	STASIA	Paraprofessional (Special Education)	CHIPS Program	1.0	18,805
HECK	DEIRDRE	Paraprofessional (Special Education)	CHIPS Program	1.0	19,850
HOAR	SUSAN	Paraprofessional (Special Education)	CHIPS Program	1.0	19,850
JOYCE	FRANCES	Paraprofessional (Special Education)	CHIPS Program	1.0	20,249
MOREHOUSE	NICOLE	Paraprofessional (Special Education)	CHIPS Program	1.0	20,670
O'DONNELL	LESLIE	Paraprofessional (Special Education)	CHIPS Program	1.0	19,850
PONTES	TANYA	Paraprofessional (Special Education)	CHIPS Program	1.0	18,805
ROLLO	STEPHANIE	Paraprofessional (Special Education)	CHIPS Program	1.0	20,243
RUSZKOWSKI	WENDY	Paraprofessional (Special Education)	CHIPS Program	1.0	21,518
SLAVICH	DONNA	Paraprofessional (Special Education)	CHIPS Program	1.0	21,094
ABBOTT	KATHLEEN	Paraprofessional (Special Education)	Harrington Elementary School	1.0	19,439
BLAKE	SARAH	Paraprofessional (Special Education)	Harrington Elementary School	1.0	18,673
CASSELS	KATHLEEN	Paraprofessional (Special Education)	Harrington Elementary School	1.0	19,056
CLAPP	SUSAN	Paraprofessional (Special Education)	Harrington Elementary School	1.0	19,439
COLE	IAN	Paraprofessional (Special Education)	Harrington Elementary School	1.0	18,673
HOBBY	AUDREY	Paraprofessional (Special Education)	Harrington Elementary School	1.0	18,423
KINGSTON	TAMMY LEE	Paraprofessional (Special Education)	Harrington Elementary School	1.0	19,056
KINGSTON	ALYSSA	Paraprofessional (Special Education)	Harrington Elementary School	1.0	18,053
LAFLAMME	KATHLEEN	Paraprofessional (Special Education)	Harrington Elementary School	1.0	19,056
LISCOTTO	KATHLEEN	Paraprofessional (Special Education)	Harrington Elementary School	1.0	18,673
MAHER	H LISA	Paraprofessional (Special Education)	Harrington Elementary School	1.0	19,439
MCCORMACK	SUSAN	Paraprofessional (Special Education)	Harrington Elementary School	1.0	19,056
MEDINA	JUNE	Paraprofessional (Special Education)	Harrington Elementary School	1.0	19,056
OTTO	SUSAN	Paraprofessional (Special Education)	Harrington Elementary School	1.0	19,439
TREDEAU	MARY	Paraprofessional (Special Education)	Harrington Elementary School	1.0	19,056
AVILA	LINDA	Paraprofessional (Special Education)	McCarthy Middle School	1.0	19,439
CHEMALY	JEFFREY	Paraprofessional (Special Education)	McCarthy Middle School	1.0	19,056
CROCKER	CATHERINE	Paraprofessional (Special Education)	McCarthy Middle School	1.0	19,439
DALY	VIRGINIA	Paraprofessional (Special Education)	McCarthy Middle School	1.0	18,474
DENTY	IRENE	Paraprofessional (Special Education)	McCarthy Middle School	1.0	18,053
DRISCOLL	KELLEY	Paraprofessional (Special Education)	McCarthy Middle School	1.0	19,056
FINN	KATHLEEN	Paraprofessional (Special Education)	McCarthy Middle School	1.0	18,053
FIPPEN	ELIZABETH	Paraprofessional (Special Education)	McCarthy Middle School	1.0	18,264
GANCHI	JESSICA	Paraprofessional (Special Education)	McCarthy Middle School	1.0	18,264
HERLIHY	JODIE	Paraprofessional (Special Education)	McCarthy Middle School	1.0	19,056
HOLLAND	KELLEY	Paraprofessional (Special Education)	McCarthy Middle School	1.0	19,056
MCCORMICK	VIRGINIA	Paraprofessional (Special Education)	McCarthy Middle School	1.0	18,053
PIVONKA	SHARON	Paraprofessional (Special Education)	McCarthy Middle School	1.0	19,056
SCHILLE	JAYNE	Paraprofessional (Special Education)	McCarthy Middle School	1.0	18,474
SEMENTELLI	KATHY	Paraprofessional (Special Education)	McCarthy Middle School	1.0	19,056
STAFFORD	MARIA	Paraprofessional (Special Education)	McCarthy Middle School	1.0	19,439
STUART	PATRICIA	Paraprofessional (Special Education)	McCarthy Middle School	1.0	19,439
SYKES	RUSSELL	Paraprofessional (Special Education)	McCarthy Middle School	1.0	19,439

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Staff Salary Book

TAYLOR	LISA	Paraprofessional (Special Education)	McCarthy Middle School	1.0	19,439
WU-MARSHALL	JANNIS	Paraprofessional (Special Education)	McCarthy Middle School	1.0	18,474
ZOUZAS	HARIKLIA	Paraprofessional (Special Education)	McCarthy Middle School	1.0	19,439
ZWART	RENEE	Paraprofessional (Special Education)	McCarthy Middle School	1.0	19,056
ARONIAN	MICHAEL	Paraprofessional (Special Education)	Parker Middle School	1.0	18,053
BARTLEMAN	JENNIFER	Paraprofessional (Special Education)	Parker Middle School	1.0	18,474
BOUDREAU	KATHLEEN	Paraprofessional (Special Education)	Parker Middle School	1.0	18,474
COHAN	MARCIA	Paraprofessional (Special Education)	Parker Middle School	1.0	18,673
DEDINSKY	ELAINE	Paraprofessional (Special Education)	Parker Middle School	1.0	19,056
FLORES	NICHOLE	Paraprofessional (Special Education)	Parker Middle School	1.0	23,150
FRENETTE	MARY	Paraprofessional (Special Education)	Parker Middle School	1.0	19,439
GAUGHAN	NICOLE	Paraprofessional (Special Education)	Parker Middle School	1.0	23,150
GILLIES	KIMBERLY	Paraprofessional (Special Education)	Parker Middle School	1.0	19,439
GLOVER	AMY	Paraprofessional (Special Education)	Parker Middle School	1.0	18,053
GOSELIN	RYAN	Paraprofessional (Special Education)	Parker Middle School	1.0	19,223
HAVENER	LYNN	Paraprofessional (Special Education)	Parker Middle School	1.0	19,056
HORAN	KRISTIN	Paraprofessional (Special Education)	Parker Middle School	1.0	19,558
MASON	MARCY	Paraprofessional (Special Education)	Parker Middle School	1.0	18,053
PAUL	LYNN	Paraprofessional (Special Education)	Parker Middle School	1.0	19,056
QUINN	KAREN	Paraprofessional (Special Education)	Parker Middle School	1.0	23,150
SAHOO	MAMATA	Paraprofessional (Special Education)	Parker Middle School	1.0	22,427
SUNDERMANN	ERIK	Paraprofessional (Special Education)	Parker Middle School	1.0	19,786
TAYLOR	DONNA	Paraprofessional (Special Education)	Parker Middle School	1.0	19,439
THORP-DUSSOURD	KAREN	Paraprofessional (Special Education)	Parker Middle School	1.0	19,056
ARMAGOST	WENDY	Paraprofessional (Special Education)	South Row Elementary School	1.0	18,474
ARONIAN	NANCY	Paraprofessional (Special Education)	South Row Elementary School	1.0	19,439
BACON	PHYLLIS	Paraprofessional (Special Education)	South Row Elementary School	1.0	19,439
BRENNAN	VICKI	Paraprofessional (Special Education)	South Row Elementary School	1.0	19,439
BURLAMACHI	ELIZABETH	Paraprofessional (Special Education)	South Row Elementary School	1.0	19,056
CLAUSON	VERA	Paraprofessional (Special Education)	South Row Elementary School	1.0	19,056
HAMILTON	LORETTA	Paraprofessional (Special Education)	South Row Elementary School	1.0	19,439
MAIN	SUSAN	Paraprofessional (Special Education)	South Row Elementary School	1.0	18,264
POST	SAMANTHA	Paraprofessional (Special Education)	South Row Elementary School	1.0	18,053
REIDY	DIANE	Paraprofessional (Special Education)	South Row Elementary School	1.0	19,056
SCRIVANI	OLIVIA	Paraprofessional (Special Education)	South Row Elementary School	1.0	18,264
SHANAHAN	SANDRA	Paraprofessional (Special Education)	South Row Elementary School	1.0	18,474
TRUDEL	PAULETTE	Paraprofessional (Special Education)	South Row Elementary School	1.0	19,439
				151.5	2,922,898
VARIOUS		Toileting Stipend	CHIPS Program	-	3,000
				206.5	3,513,114
2340 LIBRARY/MEDIA CENTER					
O'SULLIVAN	JOHN	Librarian	Chelmsford High School	1.0	81,447
VACANT	VACANT	Librarian	McCarthy Middle School	1.0	53,681
BARRICELLI	ROBERTA	Librarian	Parker Middle School	1.0	77,178
				3.0	212,306
BARRETT	BEVERLY	Library Aide	Byam Elementary School	1.0	40,879
LARRABEE	TERRIE	Library Aide	Center Elementary School	1.0	40,879
DEFREITAS	BARBARA	Library Aide	Harrington Elementary School	1.0	40,879
RANKIN	BONNIE	Library Aide	South Row Elementary School	1.0	38,896
				4.0	161,533
DESILVIO	CHRISTINE	Library Clerk - Circulation	Chelmsford High School	1.0	19,415
TRAVERS	GWEYN	Library Clerk - Circulation	Chelmsford High School	1.0	18,805
				2.0	38,220
DILLMAN	SUSAN	Technology Assistant	Byam Elementary School	1.0	40,879

LAMSON	KARIN	Technology Assistant	Center Elementary School	1.0	40,879
BUCKLEY	DENISE	Technology Assistant	Harrington Elementary School	1.0	40,879
WARREN	SALLY	Technology Assistant	South Row Elementary School	1.0	40,879
				4.0	163,516
				13.0	575,575

2800 GUIDANCE & PSYCHOLOGICAL SERVICES

COSSETTE	JENNA	Guidance Counselor	Chelmsford High School	1.0	56,292
KELLEY	KARA	Guidance Counselor	Chelmsford High School	1.0	51,070
VACANT	VACANT	Guidance Counselor	Chelmsford High School	1.0	53,681
LEARY	TAMMY	Guidance Counselor	Chelmsford High School	1.0	82,195
LIMA	CHRISTINE	Guidance Counselor	Chelmsford High School	1.0	77,178
O'NEAL	MARICLARE	Guidance Counselor	Chelmsford High School	1.0	61,514
ORSINI	JENNIFER	Guidance Counselor	Chelmsford High School	1.0	58,903
SEERO	ELYSE	Guidance Counselor	McCarthy Middle School	1.0	58,903
VINING	JESSICA	Guidance Counselor	McCarthy Middle School	1.0	82,195
VISINSKI	JESSICA	Guidance Counselor	McCarthy Middle School	1.0	53,681
DOLAN	AUTUMN	Guidance Counselor	Parker Middle School	1.0	79,501
MACISAAC	MELISSA	Guidance Counselor	Parker Middle School	1.0	61,514
GESUALDI	DAWN	Guidance Counselor	Byam Elementary School	1.0	77,178
LALLAS	CATHERINE	Guidance Counselor	Center Elementary School	1.0	77,178
OZANIAN	ANN	Guidance Counselor	Harrington Elementary School	1.0	61,514
RICH	LINDA	Guidance Counselor	South Row Elementary School	1.0	86,214
VARIOUS		Guidance Counselor (Extended Year CHS counselors, 4 days each)		-	10,800
				16.0	1,089,511

ACHESON	CYNTHIA	Secretary - Student Support Services	Chelmsford High School	1.0	31,798
EMANOUIL	CATHERINE	Secretary - Main Office	Chelmsford High School	1.0	39,647
				2.0	71,445

LAFORTUNE	JOSHUA	School Psychologist	Byam Elementary School	0.5	36,119
BROGAN	DEIRDRE	School Psychologist	Center Elementary School	0.5	41,710
LEARY	VANESSA	School Psychologist	Chelmsford High School	1.0	66,647
ROSA	DANIEL	School Psychologist	Chelmsford High School	1.0	86,214
LAFORTUNE	JOSHUA	School Psychologist	Harrington Elementary School	0.5	36,119
LILJEGREN	STEVEN	School Psychologist	McCarthy Middle School	1.0	86,214
O'BRIEN INZ	SUSAN	School Psychologist	Parker Middle School	1.0	86,214
BROGAN	DEIRDRE	School Psychologist	South Row Elementary School	0.5	41,710
				6.0	480,946
				24.0	1,641,902

3200 MEDICAL & HEALTH SERVICES

REGAN	AMY	School Nurse (RN)	Byam Elementary School	1.0	66,864
ROSSMAN	KATHY	School Nurse (RN)	Center Elementary School	1.0	73,154
KAMENIDES	LISA	School Nurse (RN)	Chelmsford High School	1.0	77,178
REILLY	CAROL	School Nurse (RN)	Chelmsford High School	1.0	62,157
KULIS	LORI	School Nurse (RN)	CHIPS Program	0.5	38,589
QUINN-HARRAHY	NANCY	School Nurse (RN)	Harrington Elementary School	1.0	70,933
BELLINGHERI	AMY	School Nurse (LPN)	McCarthy Middle School	0.7	33,202
ROBBAT	LINDA	School Nurse (RN)	McCarthy Middle School	1.0	77,178
FOLEY	DONNA	School Nurse (LPN)	Parker Middle School	0.7	27,227
CONLEY	BARBARA	School Nurse (RN)	Parker Middle School	1.0	74,568
MCGOWAN-GUMP	MARGARET	School Nurse (RN)	South Row Elementary School	1.0	65,030
ROSSMAN	KATHY	Head Nurse Extended Year Allowance (10 days)		-	3,890
				9.9	669,970

VARIOUS		Substitute Nurse Coverage		-	38,000
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Staff Salary Book

VACANT	VACANT	Town Health Educator		-	20,000
				9.9	727,970
3300 TRANSPORTATION					
VARIOUS		School Crossing Guards		3.0	10,800
				3.0	10,800
3400 FOOD SERVICES					
COLLINS	DANIELLE	Director of School Nutrition	Central Administration	1.0	75,000
				1.0	75,000
3510 ATHLETIC DEPARTMENT					
MOREAU	SCOTT	Athletic Director	Chelmsford High School	1.0	100,138
CHAGNON	KATHARINE	Athletic Trainer	Chelmsford High School	1.0	45,372
COLLITON	KAREN	Secretary - Athletic Director	Chelmsford High School	1.0	27,255
POISSON	RYAN	Student Assistant	Chelmsford High School	0.4	7,240
				3.4	180,005
3520 OTHER STUDENT ACTIVITIES					
VARIOUS		Night School Instructors	Chelmsford High School	-	18,500
VARIOUS		Student Activity Advisors	Chelmsford High School	-	87,776
VARIOUS		Student Activity Advisors	McCarthy Middle School	-	30,464
VARIOUS		Student Activity Advisors	Parker Middle School	-	17,320
				-	135,560
				-	154,060
3600 SCHOOL SECURITY					
GIOUMBAKIS	ELIAS	Supervisor of Students	Chelmsford High School	1.0	47,431
HART	DANIEL	Supervisor of Students	Chelmsford High School	1.0	47,431
SORAGHAN	BRIAN	Supervisor of Students	McCarthy Middle School	1.0	51,863
GRAY	RONALD	Supervisor of Students	Parker Middle School	1.0	47,431
				4.0	194,156
4110 CUSTODIAL					
CURLEY	BRIAN	Director of Facility Services	Central Administration	1.0	95,000
VACANT	VACANT	Daytime Lead Building Custodians	All Schools	10.0	361,920
				11.0	456,920
				722.5	39,613,576