

Annual Reports
of the
School District
of the
Town of Windham
New Hampshire



2019

District Officers and Enrollment

SCHOOL BOARD

Keleigh McAllister, Chair	2020
Shannon Ulery, Vice-Chair	2021
Cynthia Finn	2021
Rob Breton	2020
Dennis Senibaldi	2022

Superintendent

Richard P. Langlois

Moderator

Elizabeth Dunn

Clerk

Mary Ann Horaj

Treasurer

Anne Marie O'Neil

Facilities Manager

Roger Preston

Assistant Superintendent

Dr. Kori Alice Becht

Executive Director of Finance and Operations

William Hickey

Executive Director of Student Services

Ken Duesing

Executive Director of Technology

Harry Bennett

Human Resources Manager

Amina Fazlic

Building Administrators

Golden Brook School

Principal: Chris Hunt

Assistant Principal: Billie-Jo Martin

Assistant Principal: Chris Blair

Windham Center School

Principal: Rory O'Connor

Assistant Principal: Kim Freccero

Windham Middle School

Principal: Brenda Morrow

Assistant Principal: Jay Gratton

Windham High School

Principal: Stephen Sierpina

Assistant Principal: Matt Malila

Assistant Principal: Jill Hanlon

Windham School District EOY Enrollment by GRADE

<u>Grade</u>	<u>2018/2019</u>
K	137
1	199
2	192
3	203
4	200
5	246
6	259
7	258
8	268
9	254
10	227
11	237
12	220
OOD	17
Total	2917

· School District Annual Senate Bill 2 Sessions ·

WINDHAM SCHOOL DISTRICT DELIBERATIVE SESSION OF ANNUAL MEETING FRIDAY, FEBRUARY 8, 2019 – WINDHAM HIGH SCHOOL

School District Moderator Elizabeth Dunn called the meeting to order at 7:08 PM. All in attendance stood for the Pledge of Allegiance and Moment of Silence. Moderator Dunn introduced those on the stage: School Board members Shannon Ulery, Cynthia Finn, Rob Breton, Keleigh McAllister, Dennis Senibaldi – Chair, Superintendent Richard Langlois, Business Administrator Bill Hickey, Assistant Business Administrator Dalisa Greenleaf, School District Counsel Mike Elwell and School District Clerk Mary Ann Horaj.

Moderator Dunn went through the rules and procedures of the meeting. She stated she will read each of the warrant articles, turn it over to a school board member for an explanation and open the floor for public input and questions.

Article 1: To choose one School Board member for the ensuing three years.

Article 2: Operating Budget - Shall the Windham School District raise and appropriate as an operating budget, not including appropriations by special warrant articles and other appropriations voted separately, the amounts set forth on the budget posted with the warrant or as amended by vote of the first session, for the purposes set forth therein, totaling \$54,061,368? Should this article be defeated, the default budget shall be \$54,135,822, which is the same as last year, with certain adjustments required by previous action of the Windham School District or by law; or the governing body may hold one special meeting, in accordance with RSA 40:13, X and XVI, to take up the issue of a revised operating budget only. Recommended by the School Board 5-0. (Majority vote required)

Cynthia Finn spoke on this article. She explained the school board was mindful of the taxpayers. They have worked to be as fiscally prudent as possible without affecting the quality of education. She noted the proposed budget is over \$54 million and this budget is over \$500,000 less than last year's budget or 1.03% under level funded without all day kindergarten for Golden Brook. Thank you was extended for all that worked on the budget. She said the members of the school board would like to thank the residents for their continued support in the success of the school district.

Shannon Ulery spoke about the added positions included in the budget and said they have redefined existing positions. New positions include: Family and Consumer Science and Technology Educator teachers at Windham Middle; Mental Health Counselor at Center School; Assistant Principal at Golden Brook and Assistant Principal at Windham High. Also, at Windham High an English teacher will go to full-time.

Cynthia Finn spoke about the pie charts and the FY 20 budget by location, function and object category.

Public Discussion on Article 2:

Holly Breton – 7 Bedros Street said she wanted to commend the board on the fantastic work they have done. She has lived in town for 17 years and this is the best, most cohesive board she has ever observed. The work on the budget is second to none. To the full day kindergarten, she said bravo as she has a child that will be affected and she cares about the town. She is excited it is on the ballot. She said it is refreshing to see the board interact. Betty said they are discussing the budget.

Business on article 2 is complete and will be placed on the warrant as presented.

Michael Misiewicz made a motion to restrict reconsideration of Article 2. Motion seconded by several. All in favor.

Article 3: All Day Kindergarten - Shall the Windham School District raise and appropriate the sum of \$359,761 for the purpose of funding the additional costs for full day kindergarten. The additional costs are as follows:

Personnel- 3 full time employees' costs for estimated salary and benefits- \$285,000

Furniture- chairs, tables, cabinets, carpet and other items- \$3,076

Transportation- additional bus- \$67,500

Supplies & Materials- art, physical education, music, other educational materials- \$4,185

Total est. costs- \$359,761

Recommended by the School Board 5-0. (Majority vote required)

Speaking on this matter was Rob Breton. He explained there was an inaccuracy in an article in the Eagle Tribune and the breakdown of the money. The personnel cost is \$285,000. We are one of the few towns in New Hampshire that do not offer this. About 90% of the State has kindergarten. Rob said studies show that kids with all day K do a lot better and it will educate the whole student. Parents can still go to a charter or private school. Rob said we have the space and the expertise and if it passes, we will have the funds to do so. Keleigh McAllister said they are proud of this article. It represents the commitment of the board, staff and administrators. She hopes people will support this. Rob said this warrant article would still be below level funding for the budget as it currently is. Dennis said this warrant article will make sure kids that come in will be where they are supposed to be.

Public Discussion on Article 3:

J'aime Slocum asked the board why all-day K is a separate warrant article and not in the budget with the proposed budget under level funding. Dennis Senibaldi said this is a significant change and they wanted the residents to decide if it should happen or not and they did not want to bury it in the budget.

J'aime asked it if does not pass as a separate warrant article what can they do. Dennis said there is not much they can do this year, but this does not preclude them from putting it on the ballot in future years. This was confirmed by Attorney Elwell.

Bushra Zawaydeh feels this is coming at the wrong time with the increase in taxes and this does not think about the people. She said everyone wants the very best, but it is coming at the wrong time. She would support full day kindergarten, but not now. She feels the parents should pay for it and not the taxpayers. She asked about the 3 new personnel at Golden Brook and if they are new hires. Supt. Langlois said they currently have 6.5 FTE and in order to satisfy the enrollment they would need the 3 new positions. She asked why it was so much. It was explained it is salary and benefits. Bill Hickey explained between NHRS, FICA and Health Care it is about \$30,000 easily. She asked how much the salary would be. Bill said they looked at the middle of the salary schedule and they had to make an estimate, and looked at the highest cost of health care. It could come in less depending on an individual's experience. It is an approximate figure. She is disappointed they want to buy furniture and last year Golden Brook was throwing away furniture. Bill explained the furniture they disposed of was furniture that was beyond repair and not good quality. Under transportation she asked if they are buying a bus. Bill said they are anticipating they may need a bus with the reconfiguration of grade spans over the coming year and if they need it, they will have money for it. Bill said the district does not own the bus. She asked about the cost of \$67,000 being high. Bill said that would be the daily rate for school

transportation. She asked about supplies and only adding 2 ½ hours per day and said it does not make sense. Cynthia said they would be adding students as well. Keleigh said they do not have unified arts, or music and they are adding the cost for 150 students. Ms. Zawaydeh said, this evening, it does not say the kindergarten program is optional and if they do not want children to go full day, they can go half day. She feels it is important to add that. Cynthia said you can pull your kid out in the afternoon and you do not have to go all day, but they will not have unified arts. Rob Breton said this does not eliminate options for private or charter schools. She asked if they have considered asking parents to pay for it, offering it like the preschool where parent's pay for it. Cynthia spoke about some parents that would not be able to afford it, there would be an equity issue. Supt. Langlois said right now you have to go to an outside entity for full time kindergarten and it is pretty expensive and somewhat discriminatory and if parents cannot afford it, the children cannot go. Supt. Langlois believes in educating all the children and a free and appropriate education. They can make the program go from part-time to full-time with the additional funds. They will be able to provide all children with a full day education, whether poor or wealthy and have an equal opportunity. Ms. Zawaydeh said everyone wants the best for the kids and they need to be realistic. She feels it is not the right time for it. She feels people should pay for it if they want it.

Gina Moran – Martin Road had a question about personnel and if it includes a special educator and if this passes, will a special educator come from the special ed. budget? Supt. Langlois said it depends on the number of students with disabilities and is independent of each class and they would make the appropriate adjustment. The plan also includes unified arts which they do not have for kindergarten. She said they are concerned about finances, but either we are paying for kids for what they need now or later and it is better to pay now. She said kids who are not identified when they are young, cost a lot more money later on. She is thinking about social emotional skills, self-esteem, identifying children with mental health issues early, so they don't have to hire more counselors or send kids to therapeutic schools with 6 figure tuitions.

Mary Wegmann – Hancock Road asked if there is a waitlist to go to GBS if it is full day or can every child go. Supt. Langlois said it is full day for everyone.

Dennis wanted to point out that the large tax increase was due to an artificial decrease due to \$2.9M that the district received. Half of the increase was from a false decrease. They had to give it back all in one lump sum.

Daniel Popovici-Muller spoke in regard to the equity issue and said making K free for everyone is not the only way to address that. There have been many of times they dealt with similar equity issues when kids have to pay and fundraise and the board always expressed the concern that kids who cannot afford to pay should not be deprived of that opportunity. There is a large part of the town residents who can afford to pay for K. He asked about addressing the equity by having a fee and waiving the fee for any family unable to pay for it. It has been done in the past and it reduces the taxes on the taxpayer. He would like to know why they went about it this way and not another option.

Keleigh said she wanted to be clear extracurricular activities and field trips are not the same as core educational services and that is where equity comes into play. Kindergarten in a private school is expensive and a huge chunk out of the family budget. She said do not underestimate how difficult it is to get your kids through the program. Shannon agrees and would not want to presume what every resident makes and does not make. Full day K is to provide children with a free and appropriate education and they will be able to identify children that need supports earlier. She said they all deserve the opportunity to be there no matter how much they make. Dennis does not use the senior center, library, and he pays for them. He said we do not get to pick and choose and your taxes can only cover

this or that. This evens the playing field for everyone. He does not think people should have to come to the district and ask to pay for their child to attend school. They want to offer a free and appropriate education. Rob commended the resident who spoke on pay now or pay later. He said if we do not give them what they need right at the gate, the student could be really behind and that would be a tragedy and from a financial perspective it is much more expensive.

Cynthia Finn said \$359,761 is the maximum impact and if they don't need the bus, they can deduct that and if they don't need an additional teacher it could be significantly less. It depends on enrollment.

Resident Kathy Rekart said she went to kindergarten in Windham. She appreciates the proposal and feels it is well done and the next step for a strong foundation. She loves the phrase no one is turned away. She feels it is the right thing and right for the town and property values and she supports this.

Katelyn Kuttab, Duston Rd, asked about the pay now or pay later mentioned earlier. Do we know how much we spend catching kids up found to be behind in first grade, approximately 50% of kids? She wanted to know how much we expend on that over the course of the years. The district does not have those figures at this time. Keleigh said they do not separate special ed. costs by grade level. They have numbers of how many students are in the special ed. program but it does not include 504, RTI and they can look at those numbers. They do know the numbers are significant. Special ed. is in alignment with other districts. 17% of students in Windham are in special education. The KIP program has a significant number of children that qualify, throughout the year, but once the child catches up, they might not be in for the full year, and the same with RTI. Shannon said, putting dollars aside, if some kids are not identified early, they might not catch them soon enough.

Katelyn Kuttab said her son needed services and they did not know until he was enrolled in a full day educational program and she did not see that herself. As a rough estimate, she asked if the board thinks they spend more catching kids up then proposed for the kindergarten budget? Several board members said yes.

Keleigh spoke about kids not catching until the 3rd, 4th, or 5th, grade. She said they do not see themselves as learners anymore and they do not see themselves as a success and she questioned what have we done wrong as the community. She has a child who went to full day and one went to half day. She didn't realize there was such a big issue until her child attended public education.

Katelyn Kuttab said it sounds like they are trying to save the taxpayers money.

David Tanis – Northland Road said thank you for all the work. He asked the Supt. about money for the bus and the unfortunate case this doesn't pass, are we in trouble with buses and how we are organizing grades and do we need the \$67k. Rich said they requested a bus as there is a spike in the birth rate and to make sure they are covered. The bus company has software and will determine the maximum benefit of the bus. Mr. Tanis asked if there is some dependency on full day/half day and impact by the bus with different grades at Golden Brook and Center School. Bill Hickey said with the reconfiguration they will adjust the bus routes. The implications on whether they need another bus has not been determined. They are looking at that and will map that out.

Mr. Tanis asked about total number of K students in half day with AM/PM combined and what is expected next year. Supt. Langlois said it is based on an estimate of 195 kids for next year and they are currently operating with 150. Supt. Langlois said the budget would still be less than last year, but the board wanted to put it out to the taxpayers. Supt. Langlois said they are pretty comfortable with the numbers and projection of numbers.

Shannon said the board had conversation with the administration and asked for a maximum case scenario on what they think may come. They are being conservative and these numbers may come in less.

Mr. Tanis mentioned other efforts to get other pre-k and K educators in town outside of the school district to align with the district efforts and he encourages the school board to continue those efforts with students in other facilities.

Keleigh said two years ago they ran an alignment seminar for preschools in the area. One preschool showed up. She said it is a two-way street, they can offer those programs, but they also need people to show up.

Jacob Cross Stonehedge Rd had a logistical question. For those that would like afterschool will that change as they currently have Champions? Supt. Langlois said Champions is a contracted vendor and he believes it is expiring at the end of this year, so they will have to have negotiations with them. He said they are exploring their own in-house program, but they still have that option to maintain Champions. Mr. Cross asked if the program for 1st and 2nd graders will be available for kindergarten also. Supt. Langlois said that is the intent. Mr. Cross feels people will support it more if they know they have that option.

Dennis said on the town side they are putting keno on the ballot to be allowed in town. If keno passes in town, he said it would allow the district to receive minimum of \$1100 and max of \$1700 or \$1800, so they can save significant money from the State.

State Rep. Charlie McMahon said the formal budget is being presented this Thursday by the governor, so that number is not definitive until that discussion is finalized. The funding resolution will not be done until June at the State level.

Keleigh McAllister asked if keno needs to pass in Windham to qualify for keno kindergarten funding. Rep. McMahon said it does. Supt. Langlois said it is supplemental funding to all day kindergarten. If there is \$285k you cannot take that away and say money is coming from keno. This is above and beyond to be used like federal funds to support programs in the schools. Rob said the revenue stream would offset costs in future years going forward. Rob asked about the warrant number on the town ballot.

No further comment on article 3. Article 3 will appear on the ballot as printed in the warrant. Mike Misiewicz made a motion to restrict reconsideration on article 3 – seconded by many. Ayes have it.

Article 4: Special Education Capital Reserve Fund - To see if the school district will vote to raise and appropriate up to the sum of \$100,000 to be added to the Special Education Capital Reserve Fund established in 2017. The fund will be used for contingency purposes. This sum to come from June 30, 2019 fund balance available for transfer on July 1, 2019. No amount to be raised from additional taxation. Recommended by the School Board 5-0. (Majority vote required)

Shannon Ulery explained this would increase the sped ed. capital reserve fund from \$200k to \$300k and would be for unanticipated services and out of district. The special ed. contingency line no longer exists which creates a need to increase what we have in the spec ed. fund.

Public Discussion on Article 4:

Daniel Popovici-Muller thanked the board for continuing this and putting the money in the reserve fund. He said special education has a high amount of variability.

Bob Coole wanted clarification. He heard appropriate the sum of \$100,000 where it is written 'up to' the sum of \$100,000. Moderator Dunn said it should be up to \$100,000. Bob said if the balance on June 30th is \$200, that is all that would go there. Bill Hickey said that was correct. Bob said he would like to move the question.

Moderator Dunn said if there is no further action on article 4, it will appear on the ballot as presented including 'up to'. Moderator Dunn thanked everyone for being there.

With there being no further matters, Moderator Dunn asked for a motion to adjourn the meeting until March 12th when the items will be on the ballot.

Dennis Senibaldi thanked everyone involved. Shannon said the Keno article is 16 on town side. Motion to adjourn by Rob Breton and seconded by Cynthia Finn at 8:20 PM. Vote 5-0.

Respectfully submitted,



Mary Ann Horaj, School District Clerk

**STATE OF NEW HAMPSHIRE
ANNUAL SCHOOL DISTRICT ELECTION
MARCH 12, 2019
WINDHAM, NEW HAMPSHIRE**

The Windham School District Election was held on March 12, 2019 between the hours of 7 AM and 8 PM at Windham High School, 64 London Bridge Road, Windham, NH.

Officiating the election were Town Clerk Nicole Bottai, School District Clerk Mary Ann Horaj, Town Moderator Peter Griffin and School District Moderator Betty Dunn. Also in attendance throughout the day were Selectmen, Supervisors of the Checklist, Ballot Clerks and other appointed representatives.

Absentee ballots were publicly opened, checked and counted by the Election Officials. There were 3,143 ballots cast, with a total of 10,328 registered voters.

The following was duly elected (*):

For SCHOOL BOARD MEMBER for THREE years (Vote for not more than ONE): (*NOTE: * Denotes Winner*):

Daniel Popovici-Muller: 1132 votes

*Dennis Senibaldi: 1648 votes

Article 02: Operating Budget

“Shall the Windham School District raise and appropriate as an operating budget, not including appropriations by special warrant articles and other appropriations voted separately, the amounts set forth on the budget posted with the warrant or as amended by vote of the first session, for the purposes set forth therein, totaling \$54,061,368? Should this article be defeated, the default budget shall be \$54,135,822, which is the same as last year, with certain adjustments required by previous action of the Windham School District or by law; or the governing body may hold one special meeting, in accordance with RSA 40:13, X and XVI, to take up the issue of a revised operating budget only?”

NOTE: Warrant Article 2 (Operating Budget) does not include appropriations proposed in any other warrant articles. Recommended by the School Board 5-0. (Majority vote required)

*Yes: 2635 votes
No: 410 votes

Article 03: All Day Kindergarten

“Shall the Windham School District raise and appropriate the sum of \$359,761 for the purpose of funding the additional costs for full day kindergarten. The additional costs are as follows: Personnel- 3 full time employees' costs for estimated salary and benefits - \$285,000 Furniture- chairs, tables, cabinets, carpet and other items - \$3,076 Transportation- additional bus - \$67,500 Supplies & Materials- art, physical education, music, other educational materials - \$4,185 Total est. costs - \$359,761?” Recommended by the School Board 5-0. (Majority vote required)

*Yes: 2051 votes
No: 1073 votes

Article 04: Special Education Capital Reserve Fund

“To see if the school district will vote to raise and appropriate up to the sum of \$100,000 to be added to the Special Education Capital Reserve Fund established in 2017. The fund will be used for contingency purposes. This sum to come from the June 30, 2019 fund balance available for transfer on July 1, 2019. No amount to be raised from additional taxation.” Recommended by the School Board 5-0. (Majority vote required)

*Yes: 2387 votes
No: 698 votes

Respectfully submitted,



Mary Ann Horaj, School District Clerk

School Board

As the Windham School District heads into 2020 closing out the decade, we as a community and a school district have much to celebrate. The biggest accomplishment this year is the completion of the new Golden Brook School and the Windham Middle School renovation projects. This incredible journey started well over a decade ago with a vision to not only solve our overcrowding but to bring back a middle school curriculum and to dare to dream about full day kindergarten.

Today we have space, facilities and curriculum for both our youngest learners and our middle schoolers. We have created a new standard for construction and problem solving in our state and we have set the stage for incorporating project based learning, engineering, and family and consumer science curriculums for our students. Some people will tell you that the building does not matter, but when form and function unite you can spark creativity in unimaginable ways. This is the mission we strive for: to spark the love of learning in each student to pass through our halls. To create unique learning opportunities for each one and to set them up with the tools they will need for the challenges of the future.

At the town meeting in February and March 2019, the community came out in force to overwhelmingly support the expansion of our kindergarten program to include the full day option available to all incoming 5 year olds. This is an incredible step forward for our students, staff, parents and community. The benefits of full day K for social, emotional and academic growth of early learners are well documented and it is my hope that the benefits will far exceed the initial cost. We are now able to provide kindergarten curriculum to all students and provide more time and flexibility to our youngest learners that may need more time and intervention in those early years. We are incredibly proud of our kindergarten teachers and student in their inaugural 2019/2020 school year.

The board has also continued to set SMART goals centered around student success (social, emotional and academic) that can be viewed on the school district website under the School Board tab. This year's goals include attention to staff retention, collaboration and communication, attention to reading progress at the first grade level, specific actions for student social and emotional well-being, and initiatives to support students with disabilities and their families. It is our hope that the tradition of setting, measuring and communicating school board goals will be adopted as standard practice for future boards.

We have a lot to celebrate this past year, but there have also been significant learnings. This past year, we initiated a teacher and staff culture and climate survey. The results were frankly, dismal. The board identified three major themes from the survey results focusing on visibility, communication and collaboration. These themes were used as guidance for administrator goals for this school year and we support them in the challenges ahead. However, this is not a single solution and it cannot all be done on the side of administration alone. Truly creating a space of success and mutual trust will take faith and action from all facets. We are confident that the district is up to the task. As we move on a path of continuous improvement we will no doubt have setbacks, but creating transparency and reviewing both successes and challenges will make the district, teachers, staff, administration and ultimately our students stronger and more prepared for the world ahead.

To our community, parents, teachers, staff, administration and students, thank you for your support this past year and we look forward to the success to come.

Respectfully submitted for the Board,

Keleigh McAllister

Keleigh McAllister, Chair

Superintendent of Schools

Note: This report was revised for the website, after the printed version deadline, in order to reflect changes made by the School Board at the February 7, 2020 Deliberative Session.

The 2019-2020 school year began with the grand opening of two renovation/new construction projects at the Windham Middle School and Golden Brook Elementary School. Both represent a 21st century learning environment for the children of Windham, inclusive of the latest in technology, learning commons, engineering lab, family and consumer science as well as all-day kindergarten. Completion of these projects redefine the grade spans for our schools. The Golden Brook School has been transformed into a PK-grade 4 school with 1100 plus students enrolled, while the Windham Middle School serves 543 students in grade 7-8 as a result of the realignment. The beautiful project structures are a product of BANWELL Architectural Design with DEW Construction managing the site work. Other substantial changes occurred at the Windham Center School's facility, specific to safety and operational systems.

The work of the Windham School Board and school administration demonstrated a three-year commitment to the construction projects in addition to fulfilling their governance and management responsibilities for the school system. Increased enrollment, facilities improvements, meeting the needs of our students, and attentiveness to community fiscal costs remains at the forefront. To that end, district leadership worked together in response to these challenges and fiscal responsibilities. The FY20 school budget addressed the debt service, fixed cost increases, and inflationary costs associated with establishing an operating budget that was responsible and prudent. The FY20 approved school board budget of \$54,061,368 provided a fiscal budget that was \$562,220 below the FY19 approved school budget. All this while maintaining the integrity of the school system. Additionally, all-day kindergarten passed under warrant article at a cost of \$359,761 to support the transition. Both the approved budget and all-day kindergarten benefited the taxpayer tax rate by -4.24%, while generating over \$200,000 (based on \$1100 per child enrolled in kindergarten on day 1 of school) from Keno through the adequacy aid.

The FY21 approved School Board Budget projects an increase of \$578,871 (1.06%) over the FY20 approved operating budget of \$55,000,000 (inclusive of warrant article #3 ADK \$359,751). After assessment of the projected increased costs and debt, the FY21 budget was scrubbed, reducing a projected \$2,200,000 increase from the FY20 operating budget. This was a result of an increase in healthcare costs, snow removal, landscaping, tuition, and transportation. For the first time, the fiscal budget for the schools felt reductions in educational materials, equipment and supplies, and personnel. Administration provided a response with much trepidation and anxiety, knowing that anything short of this effort would increase the tax rate at the expense of maintaining the integrity of our school system.

The NH Partnership in Education recognized the Windham Middle School, Windham Center School, and Golden Brook School as Blue Ribbon Schools in 2019, acknowledging the school volunteers for the achievements realized. Over the past four years, Windham High School has been recognized, nationally for elevating the number of Advanced Placement tests taken along with increasing the number of students taking exams, while maintaining a high number of tests scores in categories 3-5. Ninety-three percent of high school graduates will attend post-secondary education at two or four year colleges and universities or enter the military. The Windham school system ranks as one of the top 10 rated performing school districts in New Hampshire according to state and national testing bureaus. In 2019, Windham was nationally recognized for district leadership in New Hampshire based on academic performance as well as a highly nominated community to live.

Windham residents place a high priority on public education and continue to support their schools with facilities improvements, quality of education it provides, enhanced opportunities for learning, and commitment toward meeting their educational responsibilities to remain academically competitive.

Respectfully submitted,

Richard Langlois
Superintendent of Schools

School District Treasurer

General Fund			
Balance on hand 6/30/18			\$2,876,612.70
Income			
	Appropriation		\$45,968,613.00
	Federal & State Income		\$8,132,724.34
	Impact Fees		\$380,831.00
	Other Local Income		\$1,482,857.20
Total Income			\$55,965,025.54
Expense			
	Bond Payment		-\$5,682,616.40
	Payroll		-\$36,732,035.93
	Vendor		-\$11,340,243.39
Total Expense			-\$53,754,895.72
Plus: Total Prior Months Adjustments			\$9,460.99
Net Income			\$5,096,203.51
Balance On Hand 6/30/19			\$5,131,458.97

Building Fund/CD Accounts			
Balance on hand 6/30/18			\$27,031,297.43
Income			
	Other Local Income		\$28,020.01
	Interest CDs		\$259,215.71
	Interest BF		\$26,745.89
	Trustees of Trust Fund Transfer		\$33,500.00
Total Income			\$347,481.61
Expense			
	Vendor		-\$18,091,476.74
Total Expense			-\$18,091,476.74
Net Income			\$9,287,302.30
Balance On Hand 6/30/19			\$9,252,596.32

The above is a correct statement of the transactions of the Treasurer during FY18 ending June 30, 2019.

**includes Federal grants (Title I-III, IDEA) where actual payer of funds was state or local payer*

Respectfully submitted,

Anne-Marie O'Neil

Anne-Marie O'Neil, Treasurer

Department of Revenue Administration

Department of Revenue Administration

Municipal Services Division

Concord, NH 03302-1122

2019 Tax Rate Calculation

Gross Appropriation MS-22	\$	54,421,129	
Estimated Revenue MS-24	\$	4,821,879	
Net Local School budget	\$	49,599,250	
Less Adequate Education Grant			\$ 6,318,759
Less State Education Tax			\$ 5,454,666
Approved School Tax Effort	\$	37,825,825	
Local Assessed Valuation	\$	2,394,395,020	
School Tax Rate (Effort/ Valuation x \$1,000)	\$		15.80
State Tax Rate	\$		2.31

Student Services

As of the end of 2019, the Windham School District is providing special education and educationally related services to 498 students in grades preschool – 12. This represents approximately 16.2% of the student population. In addition to those students attending public schools within the Windham School District, this number includes 29 students attending private schools for students with disabilities or public Charter schools. In compliance with the Federal and State regulations, Windham provides a comprehensive referral and evaluation process to identify students requiring special education services. These services are determined by a team of education specialists and the students’ parents and/or guardians and are designed to ensure that the child’s educational needs are met within the least restrictive environment possible.

The Federal IDEA grant continues to supplement the hiring of staff required for the provision of special education services, including teachers, related services providers, and paraprofessionals. Additionally, grant funds provide for professional development for general and special education staff, supplemental curriculum, and student specific equipment needs.

During the spring of 2019, overcrowding continued to be an issue, however as of Fall 2019, the building project afforded additional classroom space at Golden Brook School and Windham Middle School for students with disabilities. The District continues to provide comprehensive services for students with disabilities and is continuing to work with the Department of Education to improve those services to students with disabilities. The entire District has seen a 100% compliance rate on indicators from the New Hampshire Department of Education’s State Performance Plan relating to timeliness of initial evaluations and secondary transitions.

In addition to providing services for students with disabilities, the District continues to provide accommodations for students who require them via Section 504 of the 1973 Rehabilitation Act. The District also continues to provide services to English Language Learners in each of our schools.

Special Services Notation: On August 30, 1999, New Hampshire RSA 32:11 (a) became effective. This law requires that each school district provide in its annual report an accounting of actual expenditures by the District for special education programs and services for the previous two fiscal years, including offsetting revenues from all sources. The following constitutes the required information for FY '18 and FY '19.

2017-2018

Special Education Expenses

- Transportation, Supplies, Instruction, and Tuition 9,903,601.77
- Federal Special Education Funds 554,541.90
- \$10,458,143.67**

Special Education Revenues

- Catastrophic Aid 228,969.74
- Federal Special Education Funds 554,541.90
- Medicaid Reimbursement 202,264.36
- \$ 998,766.00**

Actual District Costs

- Expenditures Less Revenues **\$9,469,367.67**

2018-2019

Special Education Expenses

- Transportation, Supplies, Instruction, and Tuition 11,338,454.64
- Federal Special Education Funds 623,419.48
- \$11,961,874.12**

Special Education Revenues

- Catastrophic Aid 341,131.22
- Federal Special Education Funds 623,419.48
- Medicaid Reimbursement 90,187.18
- \$ 1,055,737.88**

Actual District Costs

- Expenditures Less Revenues **\$10,906,136.24**

Respectfully submitted,

Kenneth P. Duesing

Kenneth P. Duesing, Executive Director

School Counselors

The School Counseling Department is dedicated to serving all students with a comprehensive school-counseling program that is preventative in design, developmental in nature and is an integral part of the total educational program for students. The foundation for school counseling in the Windham School District is based on the American School Counselors Association (ASCA) national model. This model provides a framework for implementation of a comprehensive and accountable school-counseling program. As school counselors, we provide academic, personal/social, and career counseling services. We updated the comprehensive school counseling program last October and it will remain as a program guide for the next two years.

We provide students with a multitude of services and resources to assist them in developing plans for their future. Academic performance has an integral relationship to the social, physical and emotional changes of student development. The school counseling program is committed to focusing on the needs, interests, and issues related to student growth as well as individual development in academic, career, and personal/social areas.

We address the needs of the whole child by providing direct services to students through individual meetings as well as small group counseling and grade-level presentations. As a district, we monitor student progress, assist with achieving academic goals, increase access to courses of rigor, identify social emotional factors prohibiting learning and measure program effectiveness. It is our continued goal to provide common guidance services and experiences district wide by working diligently with each school to ensure all students' needs are being met.

The School Counseling services include but are not limited to:

- **School Guidance Curriculum:** classroom instruction, interdisciplinary curriculum, group activities, parent workshops and instruction
- **Individual Student Planning:** assisting students in establishing personal goals and developing future plans
- **Responsive Services:** Consultation with parents, teachers, administration, community agencies, individual or small group counseling, crisis counseling and response, peer facilitation and referrals
- **Systems Support:** professional development, collaboration and teaming
- **Post-Secondary Planning-College/Career Readiness**

Our counselors participate and are an intricate part of the MTSS team (Multi-Tiered Support Team which works hard to provide interventions at all age appropriate levels.

Social skills/Executive Functioning and Social Thinking programs are available in each school. The program is developmental and sequential in nature. We are in our second year of having an Executive Functioning Coach at the high school and hope to provide Executive Functioning skills to all grades this year through our School Counselors. We helped students improve their grades, advocate for themselves, manage their time and learn how to study and create study guides just to name a few skills learned.

Throughout the year, we continually meet with parents and teachers to discuss their concerns as well as provide ongoing consultations with all stakeholders utilizing outside resources that are available.

We participate in meetings, conduct student observations, administer testing (AP/NECAP/NWEA/PSAT/SAT/SBAC), and make recommendations to parents and staff, as well as being an active part of the Special Education Teams at our respective schools. The School Counselors are active members on their SST (Student Support Teams) at their respective schools. We continue to spear head the Go Binders and Ready Set Go.

School Counselors

Our counselors sit on the board of directors of the Windham Helping Hands which is now in its 17th year and continues with its mission of helping families in need. In addition to the school counselors, representatives of the town and Fire Department are instrumental to this non-profit organization. Windham Helping Hands' annual food drive is a district wide event. Students from all schools collected food that was given to local families and food pantries.

Based on the number of students and families we service, the quality of time we devote to both challenges and preventions would point to a successful school year. It has been our experience that the positive, preventative aspects of guidance and counseling can have long-term effects on student attitudes, knowledge, and decision making, leading students to achieve effective study skills, good citizenship, and greater productivity.

This year the School Counseling team really set out to support and make mental health awareness a priority. We had a mental health awareness evening for our community where we invited Judge Broderick and mental health counselors to present. We also had five of our counselors trained in Mental Health First Aid. We have already trained over 100 staff members and have made a goal to have all of our staff in our district trained over the next few years. The training provided signs to look for when a student or person is struggling and needs emotional support. Staff are trained to look for signs of emotional distraught and who to go to for help. This answers the call for suicide prevention training to all districts from the NH Department of Education. We are proud that our district supports this initiative and we will continue to make mental health a top priority.

Our efforts are enhanced when the parent/guardians work together with the school as a team. As school counselors, we are able to work with students fostering mutual respect, cooperation, responsibility and self-reliance.

We remain committed to promoting high achievement, and fostering lifelong learning for all students. We will continue to work together and empower students to reach higher goals.

Respectfully submitted,

Windham School Counselors:

Julie Lichtmann, M.A., CAGS -Director K-12

Elizabeth Baddeley, M. Ed.

Jessica Carleton, LICSW

Christi Dunn, M.Ed., CAGS

Elizabeth Jodoin, M.Ed.

Rebecca Johnson, LMHC

Michael Keshigian, M.Ed.

Kayla Lanagan, Med.

Kristin Phillips, M.Ed.

Jillian Sapachetti, M.Ed.

Tammy Serra, M.Ed

Kellie Steward, M.Ed., CAGS

Melissa Welch, M.Ed.

"Recognize the Power of a Team, No One Succeeds Alone."

School Resource Officers

The Windham Police Department School Resource Officer (SRO) program is based on the long held concept of school based policing. Such concept, divided into three (3) areas of responsibility (Teacher, Counselor, and Law Enforcement Officer) allows the SRO to educate, counsel and protect our school communities. This collaborative effort between law enforcement, educators, students, and parents provides for

- Safe learning environments
- Valuable resources for school staff
- A positive relationship with youth and families
- The ability to identify problems and develop strategies to address them

Officer Iworsky has been in law enforcement since 2005. Prior to law enforcement he was a Sergeant in the Marines. In September 2004 he deployed to Iraq as an infantry squad leader and was tasked with guarding the Jordan and Syrian border. When he returned in April of 2005 he made the decision to transition off of active duty and become a law enforcement officer. In August 2005 he started his career as a police officer in Newton, NH graduating from the 138th Police Academy at Police Standards and Training Council in Concord, NH. In January 2009 SRO Iworsky came to Windham as a patrolman. He carried on his role as firearms instructor and defensive tactics instructor for the department. Officer Iworsky has been a member of the Southern New Hampshire Special Operations Unit (SWAT Team) since 2010 where he is currently assigned as a team leader and team medic. Officer Iworsky rejoined the Marine Corps Reserves in 2012 with the Anti-Terrorism Battalion in Chicopee, MA, then transferred to 1/25 Marines Bravo Company in Londonderry, NH as a Weapons Platoon Sergeant. In May of 2015 he deployed to Morocco with the Marines to cross train with multiple nations.

Officer Iworsky became the School Resource Officer for the four schools in the Town of Windham in January 2013. In August 2018, newly promoted Sergeant Mirisola came out of the schools and Officer O'Loughlin took over as the second SRO . Officer Iworsky is assigned to the High School and the Center School, while Officer Mirisola is assigned to the Middle School and Golden Brook School. Having two SRO's has proven to be beneficial. The SRO's are able to spend more time at the two schools they are assigned which allows the students to get to know the Officers. The SRO's also coordinate with each other to ensure that there is always one of them on in order to deal with any issues at any of the schools.

Officer O'Loughlin began his career in law enforcement as a police officer in Windham in 2009. He is a graduate of the 151st Police Academy at the Police Standards and Training Academy. Prior to working in law enforcement, Officer O'Loughlin worked in retail where he was a store manager for The Home Depot in the Somerville, Dorchester and Saugus Massachusetts locations. Officer O'Loughlin is a United States Army veteran where he served as a paratrooper in the 82nd Airborne Division. After leaving the Army, Officer O'Loughlin attended Northeastern University and earned his B.S. in Criminal Justice.

Officer O'Loughlin became a School Resource Officer in August 2018 after Officer Mirisola was promoted to sergeant. Officer O'Loughlin is assigned to the Middle School and Golden Brook School.

Officer Iworsky and Officer O'Loughlin continue to teach the emergency responses to the entire school district to include staff and students. Starting in 2018 they, along with the teachers began teaching the students of grades K-5 on how to respond to an active shooter. Though it may never happen in Windham, their goal is to ensure that every student that passes through the school district understands their options on how to handle such an event no matter where they are.

School Resource Officers

The SRO is also an active member of the School Safety Committee, which regularly meets to discuss, review and implement district-wide safety protocols for all facilities. They are involved in the emergency response drills at all facilities and trains faculty and staff on additional security measures throughout the year. The two SRO also teach classes from 5th Internet Safety, Trauma Care, Criminal Law, Drug and Alcohol and Courage to Care. The two SRO's also speak with students on a daily basis building a rapport and providing guidance for the future, whether its for college, the work force or the military.

Safe School Reports for all four (4) schools are provided to the SRO's for review and disposition. Depending on the severity of the incident, the SRO may simply counsel the student involved, meet with parents, send the juvenile to a diversion program or, for the most serious offenses, complete a juvenile delinquent petition which requires the juvenile to go to Salem Court. The SRO's are also responsible for completing follow-up investigations on juvenile cases that happen within the Town of Windham.

In closing, the SRO plays an integral role in keeping students safe and on the "right track of life." He also provides students, staff, and parents with a valuable resource as they navigate through the twists and turns of everyday life.

Respectfully submitted,

Greg Iworsky

Greg Iworsky, School Resource Officer

Phil O'Loughlin

Phil O'Loughlin, School Resource Officer

Golden Brook School

Golden Brook School continues to uphold the high standards of the Windham School District. Our teachers, paraprofessionals, related service providers, office staff and administration exhibit their full commitment to our students on a daily basis. The 2018-2019 school year was a year filled with implementing new initiatives, piloting programs and the completion of phase II of the renovation project, and the upcoming re-districting of the third and fourth grade students and staff down to Golden Brook School. As a school community we continued to foster a climate of trust and collaboration that is focused on the needs of our 595 students.

In preschool, more than 60 three, four, and five-year-old students attend our program. The Windham Preschool provides the opportunity for all children to learn and play together in an educational setting. The classrooms provide a differentiated pre-school curriculum targeted toward typically developing learners and children with special learning needs. They are provided with a developmentally appropriate approach and are taught by an amazing team of teachers with the support of paraprofessionals, speech language pathologists, and occupational therapists.

Golden Brook School continues to have a building data team with a representative from each grade level and department. The team continues to use common assessments when looking at building, grade level and classroom data. Research continues to confirm that when teachers are working together analyzing student data, reflecting on their own practices, and sharing strategies, student achievement increases. The team will continue to work collaboratively with the District Data Coordinator to improve upon student achievement through both Professional Learning Communities and Data Team Meetings.

Through Professional Learning Communities teachers worked together at each grade level to align the Common Core Standards K-4 in preparation of updating the Standards Based Report Card. Standards Based Report Cards provide more consistency among teachers than traditional report cards as all students are evaluated on the same grade level skills. In addition, parents are able to see which skills and knowledge their child have secured and are still working on. To ensure consistency, grade level teams worked to create common assessments and assignments for each subject area.

In an effort to increase student science inquiry skills, K-2 continues to use Project Lead the Way. The philosophy of this framework is to give students access to real world learning experiences to empower them for their future. The program relies heavily on students using problem solving skills, creative thinking and a large amount of collaboration and communication. Each activity is problem based and hands on providing all students a chance to learn in a format that supports their learning style.

Kindergarten through Second grade continue to look at differentiated approach to phonics, spelling, word recognition and vocabulary through the use of Words Their Way. Words Their Way is a research-based program that assesses students' development at the beginning of the year to ensure appropriate placement for each student. This allows them to move along their own word study continuum. Students' sort pictures and words in order to discover similarities and differences with the goal of learning to recognize, decode and write spelling patterns. Students engage in a variety of activities with words at their level. On-going spell checks allow teachers to ensure students are being instructed at their appropriate developmental level.

The Fountas & Pinnell Benchmarking system was a tool to assess students in grades K-2. This measures literacy looking at phonics, reading fluency and comprehension. This benchmark is given three times per year to show a child's growth. It is a tool used to assist teachers in knowing where their students are developmentally, and to instruct them at their level. F & P Benchmarking is also used in conjunction with our Aimsweb Plus Assessment. This is administered three times per year to see where students fall based on National Norms for their grade level. In order to better support our students who were scoring

below the standard in reading and receiving intervention support, the Leveled Literacy Intervention System was adopted. This program allows our interventionists at each grade level to use a child's baseline level to move them along their own literacy continuum using books at their appropriate instructional level.

During the '18-19 school year we watched as the construction company completed Phase II of the New Golden Brook School. At the end of the school year, all the teachers from Golden Brook School and the third and fourth grade teachers from Windham Center School packed up and successfully moved everything from their current location and into the new building. The excitement of the new building has been felt from all the students, staff and administration and we all are looking forward to continuing our educational journey in our new Golden Brook School home.

We are very excited that the community supported and passed All Day Kindergarten. All the teachers are excited to be able to have a full day with the kindergarten students and provide them with a curriculum that is age appropriate and will allow the students to participate in the unified arts (art, music, physical education and library). This is a really exciting time for our students to have this opportunity to attend all-day kindergarten.

Our success at Golden Brook School can be attributed to our dedicated staff, students and parents. Our staff upholds the rigor of our curriculum and is always striving to improve upon practices so all of our students are prepared for their future.

Respectfully submitted,

Christopher C. Hunt

Christopher C. Hunt, Principal

Windham Center School

The 2018-2019 school year brought forth the ensuing plans for significant changes to the overall PreK-8 structure of schools in the District. This year, Windham Center School set out on our final journey as a school to house students in grades 3-5. As major construction efforts developed at both Golden Brook School and Windham Middle School, we planned and prepared for major changes that were set to unfold in the 2019-20 school year. We embraced the unique situation that would require us to send a portion of our students and staff to Golden Brook School while welcoming new staff from Windham Middle School. We lived in the present while designing a plan to transform our community into an upper elementary school poised to house students in grades 5-6. This plan for this physical transition was set to begin in June 2019 after meticulous organizing and planning for a major move.

Due to space constraints over the course of several school years, our third-grade team was physically separated across multiple school buildings. This year, we were thrilled to have the opportunity to reunite our team for the betterment of our staff, parents, and most importantly, our students. Through the careful arrangement of our facility and physical space, we were able to unify our third-grade team of teachers and house the entire grade level under one roof at Center School. Reaching the goal of unifying this third-grade cohort of students was an accomplishment achieved through the work of our entire team's effort and vision in the District. This move helped to strengthen the collaboration as a team knowing that the pending need to relocate to Golden Brook School would ensue in only one short year.

Without question, decisions continued to be based upon a student-first mentality, placing their needs at the forefront of all operations. Teaching and learning continued to be the driving force behind major improvements of our programming for all students. Windham Center School participated in the development of the K-8 MTSS (Multi-Tiered System of Supports) program to provide RtI (Response to Intervention) academic interventions. Many adjustments were made to our academic schedule including the creation of a "What I Need" (WIN) block for all grade levels. This moment of time during the day was designated to provide research-based interventions, accommodations and modifications; our instructional approach remained deeply rooted in best practices. Leveraging student performance data was the catalyst used to help inform our instruction and intervention across all grade levels. The major content areas of English language arts and mathematics continued to be our focus for improvement, in particular for students who qualified for the reinforcement of foundational skills. In addition, we welcomed two brand new courses for students that included weekly offerings of Spanish and Digital Literacy instruction.

Our historical student performance has been admirable since we began participating in the New Hampshire Statewide Assessment System (NHSAS) in 2018. Specifically, our third, fourth, and fifth grade students scored 64%, 76% and 73% proficient and above in the content area of English language arts and 77%, 76% and 74% proficient and above in the content area of mathematics, respectively. Fifth graders also performed well above the state average in science with 61% of students scoring proficient and above. Coming off the heels of this performance, our staff began the initial stages of developing sophisticated curriculum maps to ensure that our instruction is delivered methodically and purposefully throughout the course of the school year.

In closing, Windham Center School is poised to reinvent our school's mission and vision in the 2019-2020 school year. We wished our departing staff well as they embarked on a new journey at Golden Brook School and thanked them for their continued dedication to the craft of teaching. As we look toward a transformative future, we are excited to embrace our new and returning teammates with open arms as we forge a new culture rooted in tradition and synergy.

Respectfully submitted,

Dr. Rory O'Connor

Dr. Rory O'Connor, Principal

Windham Middle School

The enrollment of Windham Middle School continued to push the limits, topping at over 790 students for the 2018-2019 school year, yet that did not stop our staff in their efforts to deliver high quality instruction and support to all of our students. It was a great year for both students and staff at Windham Middle School. We were creative with our space as we looked forward to the renovation project that began in June of 2019. Many hours of planning with the construction teams took place throughout the 2018-2019 school year.

The middle school years offer opportunities for students to explore their interests and grow as individual learners. Our staff is committed to continuous improvement and is always looking for ways to improve our instructional practices to meet the needs of our learners. Included in this report outlines our school year that we happily share with the Windham community.

Our staff participated in various professional development opportunities including working with various consultants to review and enhance our instructional practices. Our staff focused on improving Co-Teaching methods, Special Education supports and effective teacher evaluations. Our staff took part in Teach Like A Pirate Days to highlight the creative lessons that engage students. All content areas have developed strong instructional techniques to grab the interests of all types of learners. Our school curricula is continually reviewed and revised in order to improve student achievement. We proudly report that the students at Windham Middle School continue to score above the state averages in multiple assessments. Our students participated in their first Multicultural Night to highlight our World Language Department and to showcase their understanding of different cultures.

A positive school climate continues to flourish at Windham Middle School. Judge Broderick shared his son's story of depression and the impact of mental health challenges with our students. His story provided our students with valuable resources and warning signs of depression to inspire them to create positive interactions and relationships with one another. The Amazing Hero painter presented to our student body challenging our students to dream and persevere over challenges in order to make their dreams come true. Our school developed a Positive Behavior Intervention System to support our students in making good choices and having pride in their school.

The music program continues to thrive under the direction of Mrs. Pierce and Mrs. Avalos. We continue to have a record number of students participate in Band and Chorus. Our Band and Chorus winter and spring concerts are highlights for the community. Both music departments received several awards at the Great East Festival for their outstanding performances. The Windham Middle School Drama Club performed the musical rendition of Shrek, Jr. under the direction of Mrs. Pierce and Mrs. Strange. The collective talent of our student body is quite amazing and a sheer delight to share in.

We are thrilled that so many of our students are involved in a great number of sports and clubs offered at the middle school. Each year our participation increases in a variety of extracurricular activities offered to our students. We are pleased to share our Lego Robotics Club has blossomed into two very strong teams, who experienced tremendous success with both teams participating in the state competition. All of our athletic teams continue to be highly competitive during both regular and postseason play-off and championship competitions. Both girls and boys soccer teams, boys D5 basketball, wrestling and the baseball team won their respective State Championships and several other teams finished their seasons with a Runner's Up Championship titles.

We are truly fortunate to have once again been awarded the “Blue Ribbon Achievement Award.” This award recognizes the extraordinary efforts of the school volunteer coordinators and their volunteer teams. Jennifer Carracado, Nancy Laffery, and Tara Picano, the middle school’s PTA volunteers work hard to organize learning and extracurricular opportunities for students and staff. Our PTA volunteers have provided over countless hours of support for our school. The Windham Middle School staff recognizes and appreciates the PTA volunteers’ time, dedication, and commitment to providing the best education for our children.

Respectfully submitted,

Brenda Morrow

Brenda Morrow, Principal

Windham High School

It may be hard for many of you to believe, but this spring, Windham High School will complete its 10th year of educating the youth of Windham. During those years, the town has truly come together as a community, and has transformed WHS into one of the best educational institutions in New Hampshire and beyond. Our students continually amaze us in the classroom, on the stage, on the playing field, and after leaving the school district. From Golden Brook, to Center School, through the Middle School and then here, the town has created a system of schools that allows our students to take the next step in their lives – whatever that may be – and find success.

The 2018-2019 saw Windham High School achieve some great academic success on both the SAT tests and the Advanced Placement Tests. There were 592 AP tests taken at WHS and 281 individual students took at least 1 AP test. The overall score for WHS students was a 3.34 with 77% of all scores a 3.0 or higher. As we continue to grow our AP program, WHS implemented 2 new AP tests – Environmental Science and Comparative Government and Politics. This not only speaks to the rigorous curriculum that is offered to all our students, but to the students' desire to be successful and to our top-notch staff we have here at WHS. Lastly, WHS has created a partnership with Future Leadership Academy, a K-12 school in Hainan Province, China. We currently are hosting 5 of their 9th grade students for the 2019-2020 school year. To go along with this, Guidance Director, Julie Lichtmann, has created and implemented a Global Certificate Program. WHS is committed to providing all students with a first-rate education and courses / opportunities that will prove to be life-changing.

Among our recent graduates, WHS currently has students enrolled at some of the nation's finest universities. Members of the Class of 2019 enrolled this fall at Carnegie Mellon, Georgia Tech., RPI, McGill University, George Washington University, Boston University, High Point, Northeastern and state universities of Massachusetts, Vermont, and of course, New Hampshire. The list of college acceptances is impressive, yet much too long to list here. More importantly, as they have returned to visit this fall, we have heard time after time that they are truly ready for the very difficult high-school-to-college jump. This speaks to our students' dedication to their studies, the support they receive from their families and loved ones, and the tremendous staff we have here at WHS.

Particularly pleasing this past year were the college and post-high school plans of three of our seniors. Benjamin Watson (Navy), Matthew Frasier (Marines), and Rourke Curtin (Air Force ROTC, Norwich University). Enrolling in a U.S. service academy and enlisting in a branch of the Armed Services is a great sacrifice, and tremendous honor. We are exceptionally proud of these four young men as they are choosing an unbelievably noble career path. We know they will serve our great country with honor and pride.

Our Fine Arts Department also had a great year with multiple students earning some prestigious awards. We had five students earn All-State Honors for Jazz Choir: Grace St. Laurent (Alto), Anna DeLaRosa (Soprano), Zoe Harper (Tenor), and Sam Hoyt (Bass). We also had four students earn All-State Treble Choir: Emerson Carracedo (Soprano), Anna DeLaRosa (Soprano), Grace St. Laurent (Alto), and Kathryn Williams (Alto). In the fall, our students also performed *The Yellow Boat* and did a phenomenal job. We are all looking forward to the spring musical which will be *Brigadoon*. Our students continue to display unbelievable talent and a dedication to their craft. Fine Arts Director, Susan Veilleux, has also been working tirelessly to continue to grow the department and provide our students multiple opportunities to showcase their talents.

This past year has seen incredible success for Windham High School teams and student-athletes as we joined Division I in most sports. Our golf, field hockey, bass fishing, and boys' swimming and diving teams were all state finalists! We also had multiple student-athletes and coaches garner some prestigious individual awards. Our girls' swimming and diving 200 free relay team (Alexis Martino, Hannah Pickett, Carolyn Hoadley, and Emily Craven) were the D2 state champions! Our boys' swimming and diving free relay team (Jeremy Bartle, Miles Swank, Jack Armstrong, and Christian Holley) were also the D2 state champions! Alexis Martino was the girls' swimming and diving D2 200 IM state champion! Lastly, in outdoor track and field, we had three D2 state champions: Taylor Sawyer in the high jump, Matt Garafano in the 100m, and Quinn Cerami in the 200m! We are incredibly proud of all our student-athletes and coaches for not just winning, but for competing with class and for representing WHS and the community with dignity.

Finally, Windham High School continues to incorporate service learning into the curriculum and everyday teaching / learning. Our students and staff continue to become involved with some tremendous service learning and fundraising opportunities – Jill Bartlett's Leadership Class that runs Warrior Week and is a tremendous week-long event that benefits all our veterans, Matt Bryant's SMILES club that is constantly fundraising, Mike Welch and Janice Les leading the Toys for Tots drive, and our wonderful Athletic Boosters hosting the Blackout Cancer event. Along with these great events, our students also do community service as part of their formalized curriculum and are also involved in many different Extended Learning Opportunities that is organized and run by Katie Naperkoski. Overall, WHS and our community is dedicated to helping others and providing our students with the opportunities to give back – life lessons they will never forget.

As the principal of Windham High School, I am proud of our students, staff, district leadership, parents, and community for continuing to provide a first-rate education to ALL of our students. From the rigorous curriculum, to all the clubs and activities that are offered, to the fantastic facility and technology that is provided, and to the extended learning opportunities, our students have all the necessary tools to be successful in and out of the classroom and I am amazed at what our students accomplish on a daily basis! This is truly a wonderful learning environment of which all Windham citizens should be proud.

Respectfully submitted,

Stephen M. Sierpina

Stephen M. Sierpina, Principal

. School District Employee Wages & Benefits .

Employee	Assignment	Salary	Lon-geivity	Extra Duty	Medical	Retirement	FICA	TSA	Gross	Benefits	Salary & Benefits
Accardo, Sara L	Teacher	\$75,634	\$2,750	\$2,677	\$22,622	\$14,073	\$6,060	\$0	\$81,061	\$42,755	\$123,816
Allen, Nancy A	Teacher	\$50,127	\$0	\$270	\$0	\$8,748	\$3,855	\$0	\$50,397	\$12,603	\$63,000
Alley-Violette, Gregory T	Teacher	\$67,904	\$0	\$100	\$22,622	\$11,805	\$5,045	\$0	\$68,004	\$39,472	\$107,476
Anderson, Mary V	Teacher	\$83,877	\$0	\$5,124	\$8,329	\$15,450	\$6,830	\$0	\$89,001	\$30,609	\$119,610
Andrews, Lynne M	Speech Pathologist	\$74,088	\$0	\$751	\$22,622	\$12,991	\$5,568	\$0	\$74,839	\$41,181	\$116,020
Anthony, Judith W	Paraprofessional	\$22,004	\$0	\$605	\$0	\$0	\$1,730	\$0	\$22,608	\$1,730	\$24,338
Atiya, Atef N	Groundskeeper	\$48,048	\$0	\$901	\$23,106	\$5,572	\$3,433	\$0	\$48,949	\$32,111	\$81,060
Avallone, Cynthia A	Teacher	\$77,695	\$2,250	\$3,140	\$22,622	\$14,422	\$6,203	\$0	\$83,085	\$43,247	\$126,331
Avalos, Kathleen M	Teacher	\$54,395	\$0	\$1,404	\$22,622	\$9,688	\$4,108	\$0	\$55,799	\$36,418	\$92,217
Baddeley, Elizabeth	Guidance Counselor	\$74,088	\$0	\$1,973	\$22,622	\$13,204	\$5,663	\$0	\$76,061	\$41,489	\$117,550
Bagdovitz, Meghan M	Speech Pathologist	\$56,398	\$0	\$4,254	\$21,938	\$10,530	\$4,489	\$0	\$60,652	\$36,957	\$97,609
Bail, Kimberlee J	Paraprofessional	\$19,590	\$0	\$215	\$0	\$0	\$1,515	\$0	\$19,806	\$1,515	\$21,321
Bailey, Erin E	Teacher	\$47,073	\$0	\$5,041	\$21,086	\$9,046	\$3,828	\$0	\$52,114	\$33,960	\$86,073
Baldasaro, Karen A	Director of Special Ed	\$83,538	\$0	\$5,500	\$21,257	\$10,075	\$6,837	\$0	\$89,038	\$38,169	\$127,207
Bamberg, Kathryn E	Teacher	\$74,088	\$2,250	\$0	\$22,622	\$13,252	\$5,682	\$0	\$76,338	\$41,556	\$117,894
Barbaro, Debra	Secretary	\$16,050	\$0	\$66	\$0	\$0	\$1,233	\$0	\$16,116	\$1,233	\$17,349
Baroni, Kathleen J	Nurse	\$64,299	\$1,750	\$597	\$16,472	\$11,570	\$4,997	\$0	\$66,646	\$33,039	\$99,685
Bartlett, Jill	Teacher	\$83,877	\$0	\$6,940	\$1,536	\$15,767	\$6,952	\$0	\$90,817	\$24,255	\$115,071
Bartlett, Ryan A	Teacher	\$79,313	\$0	\$0	\$520	\$13,769	\$5,530	\$0	\$79,313	\$19,819	\$99,132
Bartlett, Susan H	Secretary	\$30,837	\$0	\$43	\$16,828	\$3,515	\$2,135	\$0	\$30,880	\$22,478	\$53,358
Becht, Kori A	Asst Superintendent	\$116,863	\$2,500	\$4,995	\$23,066	\$14,096	\$9,541	\$3,500	\$124,358	\$50,203	\$174,561
Bedard, Shawna	Teacher	\$70,057	\$0	\$2,100	\$22,622	\$12,526	\$5,523	\$0	\$72,157	\$40,671	\$112,828
Belanger, Donna	Paraprofessional	\$18,999	\$0	\$305	\$0	\$0	\$1,477	\$0	\$19,304	\$1,477	\$20,781
Belanger, Mark A	Master Electrician	\$56,930	\$0	\$2,480	\$16,828	\$6,758	\$4,270	\$0	\$59,410	\$27,856	\$87,266
Belanger, Noah R	Custodian	\$2,193	\$0	\$0	\$597	\$250	\$160	\$0	\$2,193	\$1,007	\$3,200
Belanger, Paul G	Maint Technician	\$49,712	\$0	\$10,959	\$22,865	\$6,902	\$4,641	\$0	\$60,671	\$34,408	\$95,079
Bencal, Paul A	Tech Facilitator	\$70,057	\$0	\$601	\$16,473	\$12,266	\$5,301	\$0	\$70,658	\$34,040	\$104,698
Bennett, Harry	Exec Director Of Tech	\$92,500	\$0	\$500	\$21,306	\$10,526	\$6,945	\$3,500	\$93,000	\$42,277	\$135,277
Bergman, Gwen N	Lunch Recess Monitor	\$7,643	\$0	\$334	\$0	\$0	\$610	\$0	\$7,976	\$610	\$8,587
Bert, Marie A	Secretary	\$27,916	\$0	\$225	\$16,828	\$3,190	\$1,926	\$0	\$28,141	\$21,944	\$50,085
Berube, Amy B	Teacher	\$49,018	\$0	\$5,929	\$19,261	\$9,540	\$4,183	\$0	\$54,947	\$32,984	\$87,931
Bishop, Amber L	Teacher	\$56,398	\$0	\$5,717	\$8,329	\$10,784	\$4,752	\$0	\$62,115	\$23,865	\$85,980
Biskaduros, Angela N	School Nutrition Svc Asst	\$5,730	\$0	\$0	\$0	\$0	\$438	\$0	\$5,730	\$438	\$6,169
Blair, Elicia L	Teacher	\$42,590	\$0	\$44	\$7,911	\$7,385	\$3,205	\$0	\$42,546	\$18,501	\$61,047
Boormeester, Kristina M	Nutrition Svc Supervisor	\$17,742	\$0	\$0	\$0	\$2,019	\$1,510	\$0	\$17,742	\$3,529	\$21,271
Bond, Kasey N	Teacher	\$43,790	\$0	\$39	\$8,329	\$7,609	\$3,319	\$0	\$43,829	\$19,257	\$63,086
Bonifacio, Yancarlos	Tech Technician	\$53,061	\$0	\$306	\$23,106	\$6,038	\$3,771	\$0	\$53,367	\$32,915	\$86,282
Bortz, Cynthia M	Occupational Therapist	\$64,299	\$2,750	\$4,425	\$8,329	\$12,410	\$5,450	\$0	\$71,474	\$26,189	\$97,663
Boudreau, Katelyn A	Teacher	\$39,402	\$0	\$116	\$8,329	\$6,860	\$2,932	\$0	\$39,518	\$18,121	\$57,638
Bouley, Patricia S	Teacher	\$76,498	\$0	\$1,500	\$22,622	\$13,540	\$5,818	\$0	\$77,998	\$41,980	\$119,978
Bourdeau, Nancy M	Teacher	\$74,088	\$0	\$3,055	\$22,622	\$13,393	\$5,749	\$0	\$77,143	\$41,764	\$118,907
Bourque, Amy K	Teacher	\$74,088	\$0	\$2,121	\$0	\$13,230	\$5,833	\$0	\$76,209	\$19,063	\$95,272
Bourque, Jeffrey M	Teacher	\$67,570	\$0	\$0	\$1,536	\$11,730	\$5,097	\$0	\$67,570	\$18,363	\$85,933
Boyd, Laura A	Paraprofessional	\$20,383	\$0	\$336	\$0	\$0	\$1,585	\$0	\$20,719	\$1,585	\$22,304
Brier, Corey-Joseph W	Paraprofessional	\$10,981	\$0	\$129	\$0	\$0	\$850	\$0	\$11,110	\$850	\$11,960
Broady, Cynthia A	Secretary	\$25,650	\$0	\$63	\$23,104	\$2,926	\$1,655	\$0	\$25,713	\$27,685	\$53,398
Bron, Robert R	Head Custodian	\$41,309	\$0	\$6,906	\$23,106	\$5,490	\$3,377	\$0	\$48,215	\$31,973	\$80,188
Bryant, Matthew	Teacher	\$74,088	\$0	\$4,874	\$16,472	\$13,708	\$6,044	\$0	\$78,962	\$36,224	\$115,186
Buckley, William	Teacher	\$74,088	\$1,750	\$2,000	\$21,836	\$13,514	\$5,551	\$0	\$77,838	\$40,901	\$118,739
Bullis, Jennifer L	Teacher	\$74,861	\$1,750	\$348	\$8,329	\$13,360	\$5,932	\$0	\$76,959	\$27,621	\$104,580
Buono, Christopher Shawn	Custodian	\$23,681	\$0	\$3,607	\$6,160	\$3,022	\$2,004	\$0	\$27,288	\$11,186	\$38,474
Buonpane, Amy E	Teacher	\$38,003	\$0	\$1,439	\$520	\$6,752	\$3,629	\$0	\$39,442	\$10,901	\$50,343
Burdette, Joel	Media Generalist	\$83,877	\$1,750	\$4,059	\$22,622	\$15,570	\$6,808	\$0	\$89,686	\$45,000	\$134,686
Burton, Steve K	Teacher	\$50,601	\$0	\$5,043	\$22,622	\$9,661	\$4,257	\$0	\$55,644	\$36,540	\$92,183
Burzlauff, Judiann	Teacher	\$50,601	\$0	\$1,762	\$22,622	\$9,091	\$3,845	\$0	\$52,363	\$35,558	\$87,921
Byrne, John M	Teacher	\$57,573	\$0	\$14,100	\$21,836	\$12,443	\$5,484	\$0	\$71,673	\$39,763	\$111,436
Caddy, Clayton S	Tech Technician	\$55,432	\$0	\$1,000	\$21,305	\$6,422	\$4,030	\$0	\$56,432	\$31,757	\$88,189
Calandra, Ruth-Anne	Paraprofessional	\$3,242	\$0	\$0	\$0	\$0	\$248	\$0	\$3,242	\$248	\$3,490
Callawaert, Maeve	Paraprofessional	\$1,621	\$0	\$0	\$0	\$0	\$124	\$0	\$1,621	\$124	\$1,745
Cannon, Sandra E	Teacher	\$70,057	\$0	\$212	\$15,888	\$12,199	\$5,096	\$0	\$70,269	\$33,183	\$103,452
Carew, Julia E	Paraprofessional	\$14,390	\$0	\$203	\$0	\$0	\$1,085	\$0	\$14,187	\$1,085	\$15,272
Carleton, Jessica L	Teacher	\$83,877	\$0	\$578	\$22,622	\$14,661	\$6,304	\$0	\$84,455	\$43,587	\$128,042
Carley, Melissa I	Teacher	\$62,858	\$0	\$1,810	\$16,472	\$11,224	\$4,910	\$0	\$64,668	\$32,606	\$97,274
Carlton, Lisa M	Paraprofessional	\$4,864	\$0	\$1,045	\$0	\$0	\$452	\$0	\$5,909	\$452	\$6,361
Camazzo, Emma J	Teacher	\$50,601	\$0	\$864	\$22,622	\$8,935	\$3,776	\$0	\$51,465	\$35,333	\$86,798
Caron, Debra A	Nutrition Svc Supervisor	\$12,945	\$0	\$0	\$0	\$0	\$990	\$0	\$12,945	\$990	\$13,935
Carrier, Jamie A	Teacher	\$56,398	\$0	\$3,162	\$8,329	\$10,340	\$4,505	\$0	\$59,560	\$23,174	\$82,734
Carroll, Lisa	Tutor	\$27,420	\$0	\$202	\$0	\$0	\$2,113	\$0	\$27,622	\$2,113	\$29,735
Carter, Kelly A	Nurse	\$56,650	\$0	\$289	\$22,622	\$9,885	\$4,196	\$0	\$56,939	\$36,703	\$93,641

School District Employee Wages & Benefits

Employee	Assignment	Salary	Lon-gevity	Extra Duty	Medical	Retirement	FICA	TSA	Gross	Benefits	Salary & Benefits
Carter, Patricia	Secretary	\$27,795	\$0	\$0	\$15,495	\$3,163	\$2,126	\$0	\$27,795	\$20,784	\$48,579
Cassedy, Jared L	Director of Fine Arts K-12	\$13,969	\$0	\$0	\$0	\$2,425	\$1,107	\$0	\$13,969	\$3,532	\$17,501
Catabia, Danielle J	Reading Spc	\$65,171	\$0	\$2,774	\$22,622	\$11,794	\$5,039	\$0	\$67,945	\$39,455	\$107,399
Chan, Yim W	Custodian	\$11,324	\$0	\$1,165	\$7,374	\$1,422	\$856	\$0	\$12,489	\$9,652	\$22,141
Chaput, Martin L Jr	Teacher	\$58,642	\$1,750	\$4,750	\$8,329	\$11,307	\$5,012	\$0	\$65,142	\$24,648	\$89,790
Chartrand, Donna M	Nurse	\$58,642	\$0	\$-734	\$21,836	\$10,053	\$4,026	\$0	\$57,908	\$35,915	\$93,823
Chase, Lauren C	Teacher	\$51,657	\$0	\$3,022	\$7,086	\$9,492	\$4,183	\$0	\$54,679	\$20,761	\$75,440
Cherbonneau, Mark A	Teacher	\$64,299	\$2,750	\$6,780	\$22,516	\$12,817	\$5,496	\$0	\$73,829	\$40,829	\$114,658
Chesley, Danielle T	Occupational Therapist	\$65,171	\$0	\$154	\$21,938	\$11,340	\$4,847	\$0	\$65,325	\$38,125	\$103,450
Childers, Kimberly	Paraprofessional	\$19,590	\$0	\$215	\$0	\$0	\$1,515	\$0	\$19,806	\$1,515	\$21,321
Chorley, Lea J	School Nutrition Svc Asst	\$5,255	\$0	\$0	\$0	\$0	\$402	\$0	\$5,255	\$402	\$5,657
Chown, Alana C	Speech Pathologist	\$47,073	\$0	\$231	\$8,329	\$8,212	\$3,567	\$0	\$47,304	\$20,108	\$67,412
Christie, Mary E	IT Support Coordinator	\$45,968	\$0	\$1,332	\$21,306	\$5,382	\$3,291	\$0	\$47,300	\$29,979	\$77,279
Ciampa, Lisa	Paraprofessional	\$9,480	\$0	\$-226	\$0	\$0	\$708	\$0	\$9,254	\$708	\$9,962
Cirelli, Michael J	Teacher	\$74,088	\$0	\$1,793	\$16,472	\$13,173	\$5,693	\$0	\$75,881	\$35,338	\$111,219
Clarke, Allyson A	Paraprofessional	\$7,844	\$0	\$749	\$0	\$0	\$657	\$0	\$8,593	\$657	\$9,250
Clark-Hartshorne, Kara E	Speech Pathologist	\$74,088	\$2,250	\$809	\$21,086	\$13,393	\$5,805	\$0	\$77,147	\$40,284	\$117,431
Claus, Alexandra A	Teacher	\$43,915	\$0	\$1,886	\$7,086	\$7,952	\$3,522	\$0	\$45,801	\$18,560	\$64,360
Clement, Elizabeth	Payroll Coordinator	\$52,000	\$0	\$3,903	\$16,828	\$6,362	\$4,000	\$0	\$55,903	\$27,190	\$83,093
Clemons, Ashley B	Teacher	\$43,915	\$0	\$3,802	\$13,983	\$8,285	\$3,601	\$0	\$47,717	\$25,869	\$73,585
Clemons, Cynthia E	Teacher	\$59,733	\$0	\$2,600	\$22,622	\$10,821	\$4,635	\$0	\$62,333	\$38,078	\$100,411
Clifton, Matthew C	Tech Technician	\$6,528	\$0	\$0	\$0	\$743	\$531	\$0	\$6,528	\$1,274	\$7,802
Cobb, Susan M	Teacher	\$74,088	\$0	\$2,712	\$8,039	\$13,332	\$5,989	\$0	\$76,800	\$27,360	\$104,160
Cobery, Colleen M	Communication Liaison	\$8,925	\$0	\$1,530	\$3,277	\$1,016	\$743	\$0	\$10,455	\$5,036	\$15,492
Coish, Jonathan S	Custodian	\$33,072	\$0	\$7,087	\$23,106	\$4,572	\$2,760	\$0	\$40,159	\$30,438	\$70,598
Coish, Margaret R	Tutor	\$28,763	\$0	\$3,032	\$0	\$0	\$2,432	\$0	\$31,794	\$2,432	\$34,227
Collins, Patricia	Lunch Recess Monitor	\$3,270	\$0	\$0	\$0	\$0	\$250	\$0	\$3,270	\$250	\$3,520
Commerford, Linda S	Accounts Payable Clerk	\$39,728	\$0	\$0	\$11,553	\$4,520	\$3,075	\$0	\$39,728	\$19,148	\$58,876
Comtois, Kathleen A	School Nutrition Svc Asst	\$6,676	\$0	\$0	\$0	\$0	\$511	\$0	\$6,676	\$511	\$7,187
Conley, Holly J	Paraprofessional	\$19,034	\$0	\$253	\$0	\$0	\$1,475	\$0	\$19,287	\$1,475	\$20,763
Connors, Anne L	Teacher	\$58,473	\$0	\$77	\$22,622	\$10,164	\$4,482	\$0	\$58,550	\$37,268	\$95,818
Conron, Jessica J	Paraprofessional	\$15,200	\$0	\$0	\$0	\$0	\$1,163	\$0	\$15,200	\$1,163	\$16,363
Corbin, Francine	Paraprofessional	\$20,975	\$0	\$1,347	\$0	\$0	\$1,708	\$0	\$22,322	\$1,708	\$24,030
Corbin, Lisa H	Teacher	\$74,088	\$2,250	\$512	\$8,329	\$13,341	\$5,835	\$0	\$76,850	\$27,505	\$104,355
Costa-Dallaire, Nancie	Paraprofessional	\$20,975	\$0	\$2,667	\$0	\$0	\$1,809	\$0	\$23,642	\$1,809	\$25,451
Cote, Michael D	Custodian	\$30,846	\$0	\$243	\$7,764	\$3,537	\$2,378	\$0	\$31,089	\$13,679	\$44,768
Couillard, Beverly A	School Nutrition Svc Asst	\$10,482	\$0	\$0	\$0	\$0	\$802	\$0	\$10,482	\$802	\$11,284
Courter, Jody S	Teacher	\$65,171	\$0	\$5,698	\$22,622	\$12,301	\$5,269	\$0	\$70,869	\$40,192	\$111,061
Couser, Adelia S	Teacher	\$43,790	\$0	\$212	\$0	\$7,602	\$3,652	\$0	\$44,002	\$11,254	\$55,256
Couture, Betsy K	Paraprofessional	\$22,004	\$0	\$2,605	\$0	\$0	\$1,882	\$0	\$24,608	\$1,882	\$26,491
Cove, Jennifer L	Teacher	\$74,861	\$2,250	\$2,139	\$22,622	\$13,757	\$5,905	\$0	\$79,250	\$42,284	\$121,534
Covey, Amy	Teacher	\$48,946	\$0	\$639	\$0	\$8,608	\$4,444	\$0	\$49,585	\$13,052	\$62,636
Creamer, Cecilia I	Teacher	\$73,783	\$0	\$1,327	\$22,622	\$13,039	\$5,751	\$0	\$75,110	\$41,412	\$116,522
Crimmin, Kendall E.	Teacher	\$42,944	\$0	\$989	\$15,834	\$7,627	\$3,249	\$0	\$43,933	\$26,710	\$70,643
Cronin, Suzanne	Tech Facilitator	\$67,904	\$0	\$900	\$0	\$11,944	\$5,915	\$0	\$68,804	\$17,859	\$86,663
Croteau, Catherine	Director of Mathematics	\$84,675	\$0	\$500	\$8,430	\$14,700	\$6,465	\$3,500	\$85,175	\$33,095	\$118,270
Crowley, John R	Nutrition Driver	\$5,947	\$0	\$0	\$0	\$0	\$455	\$0	\$5,947	\$455	\$6,401
Cuneo, Sheila D	Teacher	\$65,843	\$2,250	\$6,685	\$22,622	\$12,981	\$5,570	\$0	\$74,778	\$41,173	\$115,951
Cuomo, Jessica J	Teacher	\$38,003	\$0	\$812	\$0	\$6,737	\$3,284	\$0	\$38,815	\$10,021	\$48,836
Curry, Steven J	Teacher	\$42,356	\$0	\$9,866	\$8,329	\$9,066	\$3,995	\$0	\$52,222	\$21,390	\$73,612
Dahar, Hannah J Cole	Teacher	\$74,088	\$0	\$1,439	\$22,622	\$13,112	\$5,622	\$0	\$75,527	\$41,356	\$116,883
Dalias, Marianne	Administrative Asst	\$36,257	\$0	\$501	\$16,828	\$4,183	\$2,585	\$0	\$36,757	\$23,596	\$60,353
Dancy, Janet E	Teacher	\$74,088	\$0	\$2,089	\$0	\$13,225	\$6,340	\$0	\$76,177	\$19,565	\$95,742
Davis, Christie M	Teacher	\$48,805	\$0	\$312	\$22,622	\$8,526	\$3,596	\$0	\$49,117	\$34,744	\$83,861
Davis, Mary E	Paraprofessional	\$19,034	\$0	\$1,478	\$0	\$0	\$1,569	\$0	\$20,513	\$1,569	\$22,082
deLara, Alyssa J	Teacher	\$59,396	\$0	\$12,818	\$21,938	\$12,535	\$5,374	\$0	\$72,214	\$39,847	\$112,060
Delgreco, Linda C	Paraprofessional	\$22,595	\$0	\$2,698	\$0	\$0	\$1,935	\$0	\$25,294	\$1,935	\$27,229
Dennehy, Mary Jane	Paraprofessional	\$22,595	\$0	\$621	\$0	\$0	\$1,776	\$0	\$23,216	\$1,776	\$24,992
DeRousse, Graham M	Teacher	\$54,395	\$0	\$4,197	\$16,472	\$10,515	\$4,540	\$0	\$58,592	\$31,527	\$90,119
Desmarais, Debra C	Paraprofessional	\$2,861	\$0	\$0	\$0	\$0	\$219	\$0	\$2,861	\$219	\$3,080
Desrosiers, Carson A	Paraprofessional	\$14,795	\$0	\$-51	\$0	\$0	\$1,128	\$0	\$14,744	\$1,128	\$15,872
Dileo, Christine	Paraprofessional	\$22,595	\$0	\$2,963	\$0	\$0	\$1,955	\$0	\$25,558	\$1,955	\$27,513
Diorio, Eileen T	Administrative Asst	\$45,760	\$0	\$6,781	\$22,940	\$5,980	\$3,962	\$0	\$52,541	\$32,882	\$85,422
DiOrio, Kayla N	OOD Coodinator	\$52,763	\$0	\$292	\$14,696	\$9,160	\$4,103	\$0	\$53,055	\$27,959	\$81,014
Dixey, Melissa	Teacher	\$63,311	\$0	\$4,312	\$21,026	\$11,738	\$5,030	\$0	\$67,623	\$37,794	\$105,417
Dizazzo, Donna	Administrative Asst	\$48,750	\$0	\$6,538	\$8,430	\$6,291	\$4,116	\$0	\$55,288	\$18,837	\$74,124
Dodge, Stacey L	School Nutrition Svc Asst	\$6,136	\$0	\$0	\$0	\$0	\$469	\$0	\$6,136	\$469	\$6,606
Doherty, Laurie	Teacher	\$75,634	\$2,750	\$50,158	\$22,622	\$22,314	\$9,693	\$0	\$128,542	\$54,629	\$183,171
Dolce, Linda M	Paraprofessional	\$17,696	\$0	\$1,421	\$0	\$0	\$1,462	\$0	\$19,117	\$1,462	\$20,579
Dooley, Thomas	Teacher	\$65,171	\$0	\$0	\$0	\$11,313	\$5,571	\$0	\$65,171	\$16,884	\$82,055

School District Employee Wages & Benefits

Employee	Assignment	Salary	Lon-gevity	Extra Duty	Medical	Retirement	FICA	TSA	Gross	Benefits	Salary & Benefits
Dorman, Nancy M	Tutor	\$28,913	\$0	\$6,583	\$0	\$0	\$2,715	\$0	\$35,495	\$2,715	\$38,210
Doughty, Leah M	Teacher	\$74,088	\$1,750	\$1,850	\$1,536	\$13,488	\$6,538	\$0	\$77,688	\$21,562	\$99,250
Dube, Danielle C	Custodian	\$25,624	\$0	\$99	\$6,271	\$2,928	\$1,883	\$0	\$25,723	\$11,082	\$36,805
	Exec Director Of Student Svcs	\$97,920	\$0	\$500	\$15,494	\$11,144	\$7,383	\$3,500	\$98,420	\$37,521	\$135,941
Dufault, Autumn R	Paraprofessional	\$12,566	\$0	\$269	\$0	\$0	\$982	\$0	\$12,834	\$982	\$13,816
Dufault, Virginia A	Paraprofessional	\$18,999	\$0	\$1,365	\$0	\$0	\$1,558	\$0	\$20,364	\$1,558	\$21,922
Dunn, Christina R	Guidance Counselor	\$83,877	\$0	\$2,241	\$20,300	\$14,949	\$6,631	\$0	\$86,118	\$41,880	\$127,998
Dupuis, Jessica L	Bd Certified Behavior Analyst	\$67,000	\$0	\$500	\$21,305	\$11,631	\$4,891	\$0	\$67,500	\$37,827	\$105,327
Durand, Brianna K.	Teacher	\$50,601	\$0	\$3,935	\$16,472	\$9,468	\$4,057	\$0	\$54,536	\$29,997	\$84,533
Durham, Travon M	Paraprofessional	\$4,712	\$0	\$0	\$0	\$0	\$361	\$0	\$4,712	\$361	\$5,073
Dutton-Smith, Kendall	Paraprofessional	\$3,243	\$0	\$1,950	\$0	\$0	\$397	\$0	\$5,193	\$397	\$5,590
Ellins, Sarah E	Teacher	\$48,805	\$0	\$2,200	\$21,938	\$8,855	\$3,750	\$0	\$51,005	\$34,543	\$85,548
Eng, Donna M	Paraprofessional	\$19,034	\$0	\$1,348	\$0	\$0	\$2,107	\$0	\$20,382	\$2,107	\$22,489
Engel, Brenda A	Teacher	\$65,843	\$0	\$270	\$22,622	\$11,477	\$4,898	\$0	\$66,113	\$38,997	\$105,109
Fantasia, Jody L	Paraprofessional	\$19,590	\$0	\$215	\$0	\$0	\$1,515	\$0	\$19,806	\$1,515	\$21,321
Faxon, Darlene J	Paraprofessional	\$7,412	\$0	\$0	\$0	\$0	\$567	\$0	\$7,412	\$567	\$7,979
Fay, Sherry A	Teacher	\$74,088	\$2,750	\$424	\$22,622	\$13,414	\$5,755	\$0	\$77,262	\$41,791	\$119,052
Fazlic, Amina	Director of HR	\$81,900	\$0	\$2,075	\$21,306	\$9,320	\$5,967	\$0	\$83,975	\$36,593	\$120,568
Ferdinando, Kelsy L	Teacher	\$52,464	\$0	\$4,631	\$8,039	\$9,911	\$4,224	\$0	\$57,095	\$22,174	\$79,269
Feyler, Michelle D	Paraprofessional	\$19,034	\$0	\$1,247	\$0	\$0	\$1,552	\$0	\$20,281	\$1,552	\$21,833
Field, Pauline	Administrative Asst	\$43,139	\$0	\$505	\$23,106	\$4,967	\$3,027	\$0	\$43,645	\$31,100	\$74,744
Figaro, Diane L	Registrar	\$49,088	\$0	\$1,738	\$23,068	\$5,851	\$3,934	\$0	\$50,826	\$32,853	\$83,679
Fillion, Brian	Teacher	\$76,665	\$0	\$750	\$22,189	\$13,439	\$5,926	\$0	\$77,415	\$41,554	\$118,969
Fisher, Gregory D	Teacher	\$50,204	\$0	\$2,287	\$0	\$9,112	\$4,016	\$0	\$52,491	\$13,128	\$65,619
Flaherty, Sarah	Teacher	\$47,073	\$0	\$6,933	\$8,329	\$9,376	\$4,131	\$0	\$54,006	\$21,836	\$75,842
Fleet, Stephanie A	Teacher	\$65,171	\$1,750	\$4,872	\$22,622	\$12,461	\$5,524	\$0	\$71,793	\$40,607	\$112,399
Fleming, Bethany	Exec Functioning Coach	\$29,213	\$0	\$0	\$0	\$0	\$2,235	\$0	\$29,213	\$2,235	\$31,447
Flynn, Matthew N	Tech Technician	\$44,096	\$0	\$0	\$13,110	\$5,018	\$3,374	\$0	\$44,096	\$21,502	\$65,598
Fothergill, Nancy	Teacher	\$83,877	\$2,750	\$12,409	\$21,836	\$17,193	\$7,194	\$0	\$99,036	\$46,223	\$145,259
Fratus, Tyler R	Custodian	\$31,574	\$0	\$345	\$442	\$3,632	\$2,819	\$0	\$31,920	\$6,893	\$38,812
Freccero, Kimberly M	Asst Principal	\$90,780	\$0	\$2,246	\$21,306	\$15,760	\$6,851	\$0	\$93,026	\$43,917	\$136,943
Freeman, Habiba J	Reading Spc	\$50,577	\$0	\$1,040	\$20,745	\$8,872	\$3,520	\$0	\$51,096	\$33,137	\$84,234
Freisinger, Kerry R	Teacher	\$65,171	\$0	\$1,944	\$13,983	\$11,650	\$5,205	\$0	\$67,115	\$30,838	\$97,954
Freitas, Jennifer	Director of Special Ed	\$6,355	\$0	\$0	\$597	\$1,103	\$478	\$0	\$6,355	\$2,178	\$8,534
Fritz, Kiera S	Teacher	\$32,605	\$0	\$212	\$0	\$5,697	\$3,161	\$0	\$32,817	\$8,858	\$41,675
Frostick, Mary E	Teacher	\$50,601	\$0	\$2,789	\$8,329	\$9,267	\$4,032	\$0	\$53,390	\$21,628	\$75,018
Gallo, Julia G	Paraprofessional	\$20,975	\$0	\$1,223	\$0	\$0	\$1,698	\$0	\$22,198	\$1,698	\$23,896
Garofoli, Rachel	Speech Pathologist	\$74,088	\$1,750	\$2,100	\$22,622	\$13,528	\$5,969	\$0	\$77,938	\$42,119	\$120,057
Gauvain, Mikaela	Paraprofessional	\$19,034	\$0	\$12	\$0	\$0	\$1,457	\$0	\$19,047	\$1,457	\$20,504
Gauvin, Karalyn G	Teacher	\$57,043	\$0	\$4,192	\$8,329	\$10,631	\$4,633	\$0	\$61,235	\$23,593	\$84,828
Gendron, Melanie	Lunch Recess Monitor	\$2,385	\$0	\$0	\$0	\$0	\$182	\$0	\$2,385	\$182	\$2,567
George, Bonni	Paraprofessional	\$5,961	\$0	\$145	\$0	\$0	\$467	\$0	\$6,106	\$467	\$6,573
Gerstein, Stephanie	Receptionist	\$3,965	\$0	\$0	\$0	\$0	\$303	\$0	\$3,965	\$303	\$4,268
Gilbert, Veronique	Teacher	\$75,634	\$1,750	\$1,559	\$8,329	\$13,705	\$6,092	\$0	\$78,943	\$28,126	\$107,070
Godfrey, Jennifer L	Teacher	\$50,601	\$0	\$5,390	\$16,472	\$9,719	\$4,168	\$0	\$55,991	\$30,359	\$86,350
Golden, Brenda	Facilities/SAU Receptionist	\$40,560	\$0	\$0	\$21,304	\$4,616	\$2,775	\$0	\$40,560	\$28,695	\$69,255
Goodwin, Nancy M	School Nutrition Svc Asst	\$5,985	\$0	\$0	\$0	\$0	\$458	\$0	\$5,985	\$458	\$6,443
Gordon, Robert H	Teacher	\$74,088	\$0	\$1,112	\$0	\$13,054	\$6,406	\$0	\$75,200	\$19,460	\$94,660
Graff, Eric A	Teacher	\$74,088	\$2,250	\$6,463	\$22,622	\$14,375	\$6,177	\$0	\$82,801	\$43,174	\$125,975
Graff, Kristen G	Paraprofessional	\$20,383	\$0	\$884	\$0	\$0	\$1,627	\$0	\$21,267	\$1,627	\$22,894
Gratton, Jay E	Asst Principal	\$92,820	\$0	\$2,285	\$0	\$16,112	\$7,533	\$0	\$95,105	\$23,645	\$118,750
Greenleaf, Dalisa K	Asst Business Administrator	\$83,000	\$0	\$3,373	\$23,106	\$9,591	\$6,235	\$0	\$86,373	\$38,932	\$125,305
Greenleaf, Diana C	Library Media Spc	\$67,904	\$2,250	\$0	\$15,888	\$12,178	\$5,130	\$0	\$70,154	\$33,196	\$103,350
Grenier, Kerry N	Human Resources Coord	\$41,405	\$0	\$415	\$21,306	\$4,759	\$2,872	\$0	\$41,820	\$28,937	\$70,757
Grzesiek, Jacqueline Y	School Nutrition Svc Asst	\$15,486	\$0	\$0	\$0	\$0	\$1,185	\$0	\$15,486	\$1,185	\$16,670
Guerrero, Luis A	Custodian	\$25,271	\$0	\$3,533	\$6,475	\$3,281	\$2,116	\$0	\$28,804	\$11,872	\$40,676
Gupta, Raji	Teacher	\$47,075	\$0	\$2,400	\$5,668	\$8,587	\$3,788	\$0	\$49,475	\$18,043	\$67,518
Haarlander, Lindsay R	Teacher	\$56,398	\$0	\$5,031	\$521	\$10,664	\$5,312	\$0	\$61,429	\$16,497	\$77,925
Hachey, Michael R	Teacher	\$83,877	\$1,750	\$6,839	\$8,329	\$16,051	\$7,027	\$0	\$92,466	\$31,407	\$123,872
Haegle, Gary E	Custodian	\$32,006	\$0	\$6,398	\$7,764	\$4,371	\$2,833	\$0	\$38,403	\$14,968	\$53,371
Haegle, Glenn J	Custodian	\$32,074	\$0	\$6,162	\$16,828	\$4,350	\$2,698	\$0	\$38,236	\$23,876	\$62,112
Haemker, Andrew J	Teacher	\$74,088	\$0	\$1,178	\$22,622	\$13,066	\$5,669	\$0	\$75,266	\$41,357	\$116,622
Haggerty, Jeanette M	Paraprofessional	\$19,936	\$0	\$1,769	\$0	\$0	\$1,661	\$0	\$21,705	\$1,661	\$23,365
Haky, Anne	Teacher	\$56,398	\$0	\$5,424	\$0	\$10,733	\$5,380	\$0	\$61,822	\$16,113	\$77,935
Hale, Nancy L	Teacher	\$62,858	\$0	\$0	\$8,039	\$10,912	\$4,675	\$0	\$62,858	\$23,626	\$86,484
Hall, Jon A	Teacher	\$64,299	\$0	\$9,682	\$22,622	\$12,844	\$5,501	\$0	\$73,981	\$40,967	\$114,948
Hampoin, Jocelyn M	Bd Certified Behavior Analyst	\$69,220	\$0	\$11	\$23,103	\$11,934	\$5,325	\$2,500	\$69,231	\$42,862	\$112,093
Hanlon, Jill M	Director of Special Ed	\$87,567	\$1,500	\$2,500	\$23,106	\$15,810	\$6,756	\$3,500	\$91,567	\$49,172	\$140,739
Hanson, Carolyn	Paraprofessional	\$22,595	\$0	\$745	\$0	\$0	\$1,786	\$0	\$23,340	\$1,786	\$25,126

School District Employee Wages & Benefits

Employee	Assignment	Salary	Lon-geivity	Extra Duty	Medical	Retirement	FICA	TSA	Gross	Benefits	Salary & Benefits
Harbilas, Ruth E	Paraprofessional	\$20,975	\$0	\$746	\$0	\$0	\$1,662	\$0	\$21,720	\$1,662	\$23,382
Hardiman, Scott	Head Custodian	\$47,923	\$0	\$12,473	\$21,306	\$6,872	\$4,333	\$0	\$60,396	\$32,511	\$92,907
Hartmann, Julie	Teacher	\$77,695	\$0	\$2,254	\$22,622	\$13,879	\$6,082	\$0	\$79,949	\$42,583	\$122,532
Hartnett, Robert S	Network Administrator	\$67,629	\$0	\$0	\$23,106	\$7,696	\$4,877	\$0	\$67,629	\$35,679	\$103,308
Hathway, Pamela J	Tech Facilitator	\$60,626	\$0	\$924	\$15,888	\$10,686	\$4,418	\$0	\$61,550	\$30,992	\$92,542
Hickey, William	Exec Director Of BFO	\$112,363	\$0	\$2,661	\$16,828	\$19,506	\$8,884	\$3,500	\$115,024	\$48,718	\$163,742
Hoag, Cheryl A	Lunch Recess Monitor	\$8,365	\$0	\$0	\$0	\$0	\$640	\$0	\$8,365	\$640	\$9,005
Holland, Christina B	Paraprofessional	\$19,590	\$0	\$1,449	\$0	\$0	\$1,610	\$0	\$21,039	\$1,610	\$22,649
Hope, Deborah	Reading Spc	\$74,088	\$1,750	\$0	\$15,888	\$13,164	\$5,616	\$0	\$75,838	\$34,668	\$110,506
Hopkins-Smith, Colleen	Teacher	\$83,349	\$0	\$2,424	\$22,623	\$14,892	\$6,568	\$0	\$85,773	\$44,083	\$129,855
Horaj, Mary Ann	Administrative Asst	\$27,556	\$0	\$200	\$1,002	\$0	\$2,238	\$0	\$27,756	\$3,240	\$30,996
Horrigan, Patricia D	Paraprofessional	\$19,590	\$0	\$108	\$0	\$0	\$1,507	\$0	\$19,698	\$1,507	\$21,205
Hudson, Paul A	School Nutrition Svc Asst	\$10,148	\$0	\$0	\$0	\$0	\$776	\$0	\$10,148	\$776	\$10,924
Hunt, Christopher C	Principal	\$102,000	\$0	\$2,462	\$21,306	\$18,047	\$7,731	\$0	\$104,462	\$47,084	\$151,546
Hurley, Kaitlin	Paraprofessional	\$19,034	\$0	\$2,429	\$0	\$0	\$1,642	\$0	\$21,463	\$1,642	\$23,105
Husson, Kari E	Paraprofessional	\$18,999	\$0	\$209	\$0	\$0	\$1,469	\$0	\$19,208	\$1,469	\$20,677
Hyde-Berger, Amanda R	Teacher	\$50,601	\$0	\$431	\$13,983	\$8,859	\$3,892	\$0	\$51,032	\$26,734	\$77,766
Iannuzzi, Lisa	Teacher	\$83,877	\$2,750	\$4,475	\$22,622	\$15,815	\$6,854	\$0	\$91,102	\$45,291	\$136,393
Igoe, Karen	Administrative Asst	\$47,715	\$0	\$1,000	\$15,494	\$5,544	\$3,518	\$0	\$48,715	\$24,556	\$73,271
Imlach, Alan D	Custodian	\$24,288	\$0	\$334	\$12,298	\$2,801	\$1,718	\$0	\$24,622	\$16,817	\$41,439
Infinger, Moriah	Nurse Asst	\$4,318	\$0	\$0	\$0	\$492	\$330	\$0	\$4,318	\$822	\$5,140
Isabelle, Lauren B	Teacher	\$48,805	\$0	\$765	\$8,329	\$8,605	\$3,740	\$0	\$49,570	\$20,674	\$70,244
Jablonski, Matthew B	Teacher	\$52,464	\$0	\$424	\$8,329	\$9,182	\$3,994	\$0	\$52,888	\$21,505	\$74,393
Jack, Wendy	Director of English	\$86,700	\$0	\$2,000	\$15,494	\$9,951	\$6,926	\$3,240	\$88,700	\$35,611	\$124,311
Jakubec, Theresa R	Reading Spc	\$83,877	\$0	\$0	\$15,536	\$14,560	\$7,015	\$0	\$83,877	\$23,111	\$106,988
James, Janelle	Tutor	\$28,275	\$0	\$0	\$0	\$0	\$2,163	\$0	\$28,275	\$2,163	\$30,438
Jendrasko, Natalie A	Communication Liaison	\$52,827	\$0	\$500	\$15,570	\$6,013	\$3,881	\$0	\$53,327	\$25,464	\$78,791
Jenkins, Beth E	School Nutrition Svc Asst	\$12,267	\$0	\$1,530	\$0	\$0	\$1,056	\$0	\$13,798	\$1,056	\$14,853
Jepsen, Rebecca D	Teacher	\$47,073	\$0	\$3,635	\$8,329	\$8,803	\$3,847	\$0	\$50,708	\$20,979	\$71,687
Jodoin, Elizabeth A	Guidance Counselor	\$67,570	\$1,750	\$2,929	\$22,622	\$12,542	\$5,369	\$0	\$72,249	\$40,533	\$112,781
Jodrey, Elise F	Tutor	\$23,115	\$0	\$210	\$0	\$0	\$1,784	\$0	\$23,325	\$1,784	\$25,109
Johnson, Christine L	Teacher	\$60,626	\$0	\$212	\$22,622	\$10,562	\$4,657	\$0	\$60,838	\$37,841	\$98,679
Johnson, Rebecca L	Mental Health Counselor	\$52,464	\$0	\$1,474	\$21,938	\$9,364	\$3,975	\$0	\$53,938	\$35,277	\$89,215
Jortberg, Suzanne D	Accounting Clerk	\$6,487	\$0	\$0	\$0	\$0	\$496	\$0	\$6,487	\$496	\$6,983
Jozokos, Christina M	Paraprofessional	\$18,443	\$0	\$-362	\$0	\$0	\$1,383	\$0	\$18,081	\$1,383	\$19,464
Kamenarova, Renata	Paraprofessional	\$14,491	\$0	\$0	\$0	\$0	\$1,109	\$0	\$14,491	\$1,109	\$15,599
Kaplan, Heidi	Paraprofessional	\$16,315	\$0	\$0	\$0	\$0	\$1,248	\$0	\$16,315	\$1,248	\$17,563
Kaplo, Patrick J	Teacher	\$75,634	\$0	\$3,726	\$1,536	\$13,777	\$6,667	\$0	\$79,360	\$21,980	\$101,340
Katsohis, Katelyn	Teacher	\$66,199	\$0	\$2,714	\$8,329	\$11,964	\$5,274	\$0	\$68,913	\$25,567	\$94,480
Keane, Edward F	Custodian	\$3,643	\$0	\$0	\$597	\$415	\$271	\$0	\$3,643	\$1,283	\$4,926
Kelly, Sean M	Paraprofessional	\$8,005	\$0	\$0	\$0	\$0	\$612	\$0	\$8,005	\$612	\$8,618
Keshigian, Michael R	Guidance Counselor	\$55,930	\$0	\$6,182	\$8,329	\$10,784	\$4,700	\$0	\$62,112	\$23,813	\$85,926
Kierce, Kevin M	Preventative Maint Tech	\$3,061	\$0	\$1,110	\$1,777	\$356	\$295	\$0	\$4,171	\$2,428	\$6,599
Kiley, Julianne M	Paraprofessional	\$18,443	\$0	\$262	\$0	\$0	\$1,431	\$0	\$18,705	\$1,431	\$20,136
Kingsley, Craig A	Teacher	\$65,171	\$1,750	\$5,600	\$1,536	\$12,589	\$6,142	\$0	\$72,521	\$20,267	\$92,788
Kirley, Denise S	Paraprofessional	\$22,004	\$0	\$2,449	\$0	\$0	\$1,871	\$0	\$24,452	\$1,871	\$26,323
Kitchen, Skylar J	Custodian	\$6,193	\$0	\$615	\$1,493	\$740	\$501	\$0	\$6,808	\$2,734	\$9,542
Klemm, Donald J	Custodian	\$34,320	\$0	\$9,393	\$22,797	\$4,975	\$3,344	\$0	\$43,713	\$31,116	\$74,829
Kosik, Jenna L.	Teacher	\$56,398	\$0	\$0	\$0	\$9,791	\$4,965	\$0	\$56,398	\$14,756	\$71,154
Koski, Michael	Director of Science	\$84,675	\$0	\$500	\$21,306	\$14,700	\$6,347	\$3,500	\$85,175	\$45,853	\$131,028
Kovaliv, Nicholas	Teacher	\$65,171	\$0	\$1,789	\$0	\$11,625	\$5,775	\$0	\$66,960	\$17,400	\$84,360
Krekorian, Kimberly	Paraprofessional	\$10,201	\$0	\$1,001	\$0	\$0	\$857	\$0	\$11,202	\$857	\$12,059
Krishnamoorthy, Alexandra E	Teacher	\$60,626	\$0	\$3,462	\$7,086	\$11,125	\$4,904	\$0	\$64,088	\$23,115	\$87,203
Lacaille, Morgan	Teacher	\$45,402	\$0	\$770	\$8,329	\$8,013	\$3,480	\$0	\$46,172	\$19,822	\$65,994
Laferriere, Cynthia	Account Manager	\$25,863	\$0	\$0	\$0	\$2,943	\$2,132	\$0	\$25,863	\$5,075	\$30,938
Lamb, Tracey M	Teacher	\$54,395	\$0	\$6,238	\$17,726	\$10,525	\$4,631	\$0	\$60,633	\$32,882	\$93,515
Lanagan, Kayla	Guidance Counselor	\$43,790	\$0	\$952	\$520	\$7,767	\$3,652	\$0	\$44,742	\$11,939	\$56,681
Landry, Courtney R	Teacher	\$60,801	\$1,750	\$1,762	\$22,622	\$11,167	\$4,760	\$0	\$64,313	\$38,549	\$102,862
Langlois, Richard P	Superintendent	\$150,000	\$0	\$0	\$0	\$17,070	\$10,297	\$0	\$150,000	\$27,367	\$177,367
Lapadula, Jenna	Teacher	\$37,997	\$0	\$270	\$10,644	\$6,643	\$2,927	\$0	\$38,266	\$20,214	\$58,481
Larsen, Samantha R	Speech Pathologist	\$56,398	\$0	\$0	\$22,565	\$9,791	\$4,175	\$0	\$56,398	\$36,531	\$92,929
Latour, Nathan A	Custodian	\$32,860	\$0	\$1,125	\$8,430	\$3,865	\$2,486	\$0	\$33,985	\$14,781	\$48,766
Latvis, Stephen R	Teacher	\$77,695	\$0	\$3,500	\$8,329	\$14,095	\$6,223	\$0	\$81,195	\$28,647	\$109,842
Lavoie, Cady A	Teacher	\$48,805	\$0	\$1,362	\$7,086	\$8,708	\$3,792	\$0	\$50,167	\$19,586	\$69,753
Lavoie, Joshua D	Teacher	\$62,858	\$0	\$2,118	\$22,395	\$11,279	\$4,972	\$0	\$64,976	\$38,646	\$103,622
Leberman, P Russell	Teacher	\$74,088	\$0	\$10,718	\$22,622	\$14,721	\$6,351	\$0	\$84,806	\$43,694	\$128,499
Leischner, Suellen	Nurse Asst	\$25,103	\$0	\$175	\$0	\$0	\$1,934	\$0	\$25,278	\$1,934	\$27,212
Lemay, Jordan M	Teacher	\$50,601	\$0	\$308	\$8,329	\$8,802	\$3,843	\$0	\$50,909	\$20,974	\$71,883
Lemmon, Morgan A	Teacher	\$54,395	\$0	\$-800	\$8,329	\$9,303	\$4,048	\$0	\$53,595	\$21,680	\$75,275
Lena, Rita C	Teacher	\$77,695	\$0	\$3,642	\$0	\$14,120	\$6,880	\$0	\$81,337	\$21,000	\$102,337

School District Employee Wages & Benefits

Employee	Assignment	Salary	Lon-geivity	Extra Duty	Medical	Retirement	FICA	TSA	Gross	Benefits	Salary & Benefits
Lerra, Kieu Em	Lunch Recess Monitor	\$8,394	\$0	\$0	\$0	\$0	\$642	\$0	\$8,394	\$642	\$9,036
Les, Janice L	Teacher	\$62,858	\$0	\$2,351	\$21,004	\$11,320	\$5,022	\$0	\$65,209	\$37,346	\$102,555
Letizio, Katie M	Tutor	\$29,160	\$0	\$0	\$0	\$0	\$2,231	\$0	\$29,160	\$2,231	\$31,391
Leuteritz, Kimber L	Paraprofessional	\$19,034	\$0	\$-418	\$0	\$0	\$1,453	\$0	\$18,616	\$1,453	\$20,069
Lichtmann, Julie E	Director of Guidance	\$92,820	\$2,500	\$4,785	\$19,902	\$17,290	\$7,740	\$3,500	\$100,105	\$48,432	\$148,537
Liddy, Laurie L	Paraprofessional	\$19,590	\$0	\$774	\$0	\$0	\$1,481	\$0	\$20,365	\$1,481	\$21,846
Lindner, Thomas Jr	Head Custodian	\$39,874	\$0	\$1,741	\$22,869	\$4,737	\$2,875	\$0	\$41,615	\$30,481	\$72,095
Lingley, Eileen M	Teacher	\$75,634	\$1,750	\$3,159	\$22,622	\$13,982	\$6,006	\$0	\$80,543	\$42,610	\$123,153
Lisa, Kristen L	Paraprofessional	\$19,034	\$0	\$0	\$0	\$0	\$1,456	\$0	\$19,034	\$1,456	\$20,491
Lister, Jocelyn	Speech Pathologist	\$74,088	\$0	\$5,552	\$8,329	\$13,827	\$6,073	\$0	\$79,640	\$28,229	\$107,869
Londo, Holly A	School to Career Transition Spc	\$59,923	\$0	\$0	\$23,104	\$6,820	\$4,646	\$0	\$59,923	\$34,570	\$94,493
Magnuson, Russell T	District A/V Technician	\$45,575	\$0	\$3,366	\$820	\$5,570	\$4,126	\$0	\$48,941	\$10,516	\$59,457
Magown, Peter	Custodian	\$10,322	\$0	\$72	\$2,516	\$1,183	\$761	\$0	\$10,395	\$4,460	\$14,855
Malila, Matthew J	Asst Principal	\$94,860	\$0	\$2,324	\$23,106	\$16,468	\$7,164	\$0	\$97,184	\$46,738	\$143,922
Maloney, Terry A	Paraprofessional	\$19,034	\$0	\$362	\$0	\$0	\$1,484	\$0	\$19,396	\$1,484	\$20,880
Maple, Cynthia L.	Paraprofessional	\$19,590	\$0	\$215	\$0	\$0	\$817	\$0	\$19,806	\$817	\$20,622
Marinelli, Debra A	Teacher	\$74,088	\$2,250	\$39	\$22,622	\$13,259	\$5,697	\$0	\$76,377	\$41,578	\$117,955
Maroon, Donna	Teacher	\$33,952	\$1,375	\$2,716	\$0	\$0	\$2,910	\$0	\$38,043	\$2,910	\$40,953
Marsden, Callahan	Paraprofessional	\$3,337	\$0	\$1,383	\$0	\$0	\$361	\$0	\$4,720	\$361	\$5,081
Marsh, Susan	Paraprofessional	\$19,034	\$0	\$-52	\$0	\$0	\$1,452	\$0	\$18,982	\$1,452	\$20,434
Martin, Billie-Jo	Asst Principal	\$87,720	\$1,500	\$500	\$21,306	\$15,488	\$6,603	\$3,000	\$89,720	\$46,397	\$136,117
Martin, Juliana L	Speech Pathologist	\$54,395	\$0	\$3,050	\$16,472	\$9,972	\$4,279	\$0	\$57,445	\$30,723	\$88,168
Martin, Lisa	School Nutrition Svc Asst	\$12,572	\$0	\$0	\$0	\$0	\$962	\$0	\$12,572	\$962	\$13,534
Martineau, Jamie M	Teacher	\$39,402	\$0	\$512	\$2,708	\$6,929	\$3,223	\$0	\$39,914	\$12,860	\$52,773
Matthews, Joan P	Teacher	\$64,299	\$2,750	\$1,500	\$15,885	\$11,900	\$4,954	\$0	\$68,549	\$32,739	\$101,288
Matthews, Nicole R	Teacher	\$54,395	\$0	\$500	\$16,472	\$9,530	\$4,084	\$0	\$54,895	\$30,086	\$84,981
Maynard, Maria T	Administrative Asst	\$41,018	\$0	\$2,046	\$16,828	\$4,898	\$3,067	\$0	\$43,064	\$24,793	\$67,857
McCarthy, Deborah L	School Nutrition Svc Asst	\$8,276	\$0	\$0	\$0	\$0	\$633	\$0	\$8,276	\$633	\$8,909
McCarthy, Robyn L	Teacher	\$60,626	\$0	\$1,974	\$22,622	\$10,868	\$4,790	\$0	\$62,600	\$38,280	\$100,880
McCarthy, Tiffany	Paraprofessional	\$34,814	\$0	\$366	\$0	\$4,077	\$2,997	\$0	\$35,180	\$7,074	\$42,254
Mccauley, Sharon B	School Psychologist	\$83,877	\$2,250	\$1,963	\$22,622	\$15,292	\$6,585	\$0	\$88,090	\$44,499	\$132,589
Mccorkle, Michelle M	Teacher	\$77,695	\$2,250	\$793	\$22,622	\$14,016	\$6,119	\$0	\$80,738	\$42,757	\$123,494
Mccrean, Heather	Teacher	\$74,861	\$1,750	\$2,475	\$1,536	\$13,730	\$6,646	\$0	\$79,086	\$21,912	\$100,997
McGlynn, Karen	Paraprofessional	\$18,721	\$0	\$-921	\$0	\$0	\$1,362	\$0	\$17,799	\$1,362	\$19,161
Mckenna, Shannan G	Director of SS & World Lang	\$84,675	\$1,500	\$500	\$23,106	\$15,003	\$6,342	\$1,300	\$86,675	\$45,751	\$132,426
McKinley, David M	Nutrition Driver	\$6,274	\$0	\$0	\$0	\$0	\$480	\$0	\$6,274	\$480	\$6,754
McKinney, Meghan A	Teacher	\$40,852	\$0	\$0	\$8,329	\$7,092	\$3,125	\$0	\$40,852	\$18,546	\$59,398
McNamee, Jill	Tutor	\$28,020	\$0	\$750	\$0	\$0	\$2,201	\$0	\$28,770	\$2,201	\$30,971
Mello, David P	Custodian	\$6,785	\$0	\$1,414	\$0	\$785	\$627	\$0	\$8,199	\$1,412	\$9,611
Melvin, Mark C	Paraprofessional	\$4,629	\$0	\$0	\$0	\$0	\$354	\$0	\$4,629	\$354	\$4,983
Mendes, Dora F	School Nutrition Svc Asst	\$14,553	\$0	\$5,768	\$0	\$0	\$1,555	\$0	\$20,321	\$1,555	\$21,875
Merchel, Kathleen M	Paraprofessional	\$20,975	\$0	\$775	\$0	\$0	\$1,664	\$0	\$21,750	\$1,664	\$23,414
Mercier, Rose	Teacher	\$74,088	\$2,750	\$1,246	\$22,592	\$13,557	\$5,821	\$0	\$78,084	\$41,970	\$120,054
Merrill, Jeffrey R	Teacher	\$42,356	\$0	\$3,287	\$0	\$7,923	\$3,759	\$0	\$45,643	\$11,682	\$57,325
Merrill, Patricia M	Secretary	\$37,149	\$0	\$0	\$852	\$4,228	\$3,213	\$0	\$37,149	\$8,293	\$45,442
Messina, Stephanie M	School Psychologist	\$55,253	\$0	\$5,563	\$8,329	\$10,559	\$4,601	\$0	\$60,816	\$23,489	\$84,305
Meuse, Jill A	Paraprofessional	\$19,590	\$0	\$-17	\$0	\$0	\$1,498	\$0	\$19,574	\$1,498	\$21,071
Micalizzi, Kristina	Teacher	\$56,398	\$0	\$1,112	\$7,314	\$9,984	\$4,783	\$0	\$57,510	\$22,081	\$79,591
Michalik, Sarah A	Paraprofessional	\$19,034	\$0	\$0	\$0	\$0	\$1,456	\$0	\$19,034	\$1,456	\$20,491
Michaud, Regina	Teacher	\$74,088	\$2,250	\$424	\$19,262	\$13,326	\$5,817	\$0	\$76,762	\$38,405	\$115,166
Mikula, Rachael S	Paraprofessional	\$11,923	\$0	\$97	\$0	\$0	\$919	\$0	\$12,019	\$919	\$12,939
Millard, Kristina M	Paraprofessional	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Miller, Kristin	Teacher	\$67,904	\$0	\$2,640	\$22,622	\$12,247	\$5,399	\$0	\$70,544	\$40,268	\$110,812
Miloro, Michael J	Teacher	\$64,299	\$2,750	\$1,750	\$22,622	\$11,944	\$5,107	\$0	\$68,799	\$39,673	\$108,472
Misiaszek, Katherine E	Teacher	\$65,917	\$0	\$154	\$19,262	\$11,469	\$5,036	\$0	\$66,071	\$35,767	\$101,838
Misra, Joann L	Teacher	\$65,917	\$0	\$2,550	\$19,546	\$11,885	\$5,113	\$0	\$68,467	\$36,544	\$105,011
Missert, Deanna L	Paraprofessional	\$20,975	\$0	\$660	\$0	\$0	\$1,655	\$0	\$21,634	\$1,655	\$23,289
Morabito, Donna M	Secretary	\$24,225	\$0	\$43	\$0	\$2,761	\$2,239	\$0	\$24,268	\$5,000	\$29,268
Morehead, Kevin W	Teacher	\$74,088	\$0	\$300	\$0	\$12,914	\$6,344	\$0	\$74,388	\$19,258	\$93,646
Morin, Deborah	Teacher	\$61,582	\$0	\$3,748	\$22,622	\$11,342	\$4,965	\$0	\$65,330	\$38,929	\$104,259
Morrison, Darlene M	Teacher	\$74,861	\$0	\$39	\$22,622	\$13,003	\$5,381	\$0	\$74,900	\$41,006	\$115,906
Morrow, Brenda	Principal	\$105,060	\$1,500	\$2,520	\$23,076	\$18,892	\$8,386	\$3,000	\$109,080	\$53,354	\$162,434
Morse, AnnMarie	Teacher	\$83,877	\$0	\$1,000	\$16,472	\$14,733	\$6,508	\$0	\$84,877	\$37,713	\$122,590
Morse, Carolyn	Teacher	\$74,088	\$0	\$0	\$22,622	\$12,862	\$5,510	\$0	\$74,088	\$40,994	\$115,082
Moyer, Kevin C	Teacher	\$62,858	\$0	\$5,756	\$0	\$11,910	\$5,901	\$0	\$68,614	\$17,811	\$86,424
Mullen, Mary	Paraprofessional	\$19,034	\$0	\$965	\$0	\$0	\$1,530	\$0	\$20,000	\$1,530	\$21,530
Munsey, Michael D	Teacher	\$54,395	\$0	\$1,237	\$8,329	\$9,660	\$4,204	\$0	\$55,632	\$22,193	\$77,825
Murphy, Nicole T	Paraprofessional	\$12,236	\$0	\$161	\$0	\$0	\$948	\$0	\$12,397	\$948	\$13,346
Murray, Nicole M	School Psychologist	\$65,917	\$0	\$770	\$22,622	\$11,577	\$4,942	\$0	\$66,687	\$39,141	\$105,828
Murray, Sandra	Paraprofessional	\$7,771	\$0	\$-203	\$0	\$0	\$579	\$0	\$7,569	\$579	\$8,148

School District Employee Wages & Benefits

Employee	Assignment	Salary	Lon-gevity	Extra Duty	Medical	Retirement	FICA	TSA	Gross	Benefits	Salary & Benefits
Murray, Susan E	Teacher	\$52,464	\$0	\$58	\$7,086	\$9,118	\$4,018	\$0	\$52,522	\$20,222	\$72,744
Naroiian, Ken	Teacher	\$16,088	\$0	\$14,984	\$2,082	\$3,311	\$2,377	\$0	\$31,072	\$7,770	\$38,842
Negron, Christina E	Teacher	\$57,043	\$0	\$1,444	\$1,536	\$10,154	\$4,907	\$0	\$58,487	\$16,597	\$75,084
Newcomb, Judith	SAIF	\$50,859	\$0	\$0	\$0	\$0	\$3,891	\$0	\$50,859	\$3,891	\$54,750
Nigzus, Christine E	Teacher	\$40,852	\$0	\$4,167	\$520	\$7,815	\$4,056	\$0	\$45,019	\$12,391	\$57,410
Noel, Helen	Teacher	\$60,626	\$0	\$2,683	\$22,622	\$10,991	\$4,847	\$0	\$63,309	\$38,460	\$101,769
Nolan, Susan E	Teacher	\$52,464	\$0	\$1,848	\$22,622	\$9,428	\$3,995	\$0	\$54,312	\$36,045	\$90,357
Norcott, Margaret N	School Nutrition Svc Asst	\$5,590	\$0	\$0	\$0	\$0	\$428	\$0	\$5,590	\$428	\$6,018
Nordengren, Donna	Paraprofessional	\$20,975	\$0	\$346	\$0	\$0	\$1,631	\$0	\$21,320	\$1,631	\$22,951
Nordengren, Edward M	Teacher	\$44,443	\$0	\$3,478	\$22,622	\$8,320	\$3,505	\$0	\$47,921	\$34,447	\$82,368
O'Brien, Alison R	Teacher	\$56,398	\$0	\$6,313	\$21,086	\$10,887	\$4,696	\$0	\$62,711	\$36,669	\$99,380
O'Connor, Kelly M	Teacher	\$41,354	\$0	\$0	\$0	\$7,180	\$3,164	\$0	\$41,354	\$10,344	\$51,698
O'Connor, Rachel T	Paraprofessional	\$18,443	\$0	\$0	\$0	\$0	\$1,411	\$0	\$18,443	\$1,411	\$19,854
O'Connor, Rory D	Principal	\$103,020	\$1,500	\$2,481	\$7,764	\$18,146	\$8,104	\$0	\$107,001	\$34,014	\$141,015
O'Connor, Ryan	Teacher	\$83,877	\$0	\$8,290	\$1,536	\$15,998	\$7,035	\$0	\$92,167	\$24,569	\$116,736
O'Neil, Anne-Marie B	Nurse Asst	\$12,733	\$0	\$0	\$0	\$0	\$1,433	\$0	\$12,733	\$1,433	\$14,166
O'Neil, Kristine P	RTI Coordinator	\$74,088	\$1,750	\$5,130	\$22,622	\$14,055	\$5,888	\$0	\$80,968	\$42,565	\$123,534
Orciani, Tara	Receptionist	\$14,402	\$0	\$0	\$0	\$0	\$1,102	\$0	\$14,402	\$1,102	\$15,503
Pacheco, Heather L	Teacher	\$74,088	\$2,250	\$7,297	\$22,622	\$14,519	\$6,241	\$0	\$83,635	\$43,382	\$127,017
Pages Martinez, Fernando A	Custodian	\$21,588	\$0	\$555	\$11,642	\$2,520	\$1,694	\$0	\$22,143	\$15,856	\$37,999
Palmer, Denise	Teacher	\$67,904	\$2,750	\$154	\$15,888	\$12,293	\$5,152	\$0	\$70,808	\$33,333	\$104,141
Pantazis, Mary E	Director of Special Ed	\$84,500	\$0	\$500	\$19,551	\$14,669	\$6,235	\$0	\$85,000	\$40,455	\$125,455
Parker, Tracy	Teacher	\$8,376	\$0	\$0	\$6,871	\$1,454	\$593	\$0	\$8,376	\$8,918	\$17,294
Peckham, Rhonda A	Manager of SNS	\$76,248	\$0	\$500	\$16,828	\$8,677	\$5,723	\$3,500	\$76,748	\$34,728	\$111,476
Pellerin, Bethany	Teacher	\$71,163	\$0	\$2,701	\$22,622	\$12,823	\$5,653	\$0	\$73,864	\$41,098	\$114,962
Peterson, Donna P	Paraprofessional	\$22,595	\$0	\$621	\$0	\$0	\$1,776	\$0	\$23,216	\$1,776	\$24,992
Phillips, Kristin L	Guidance Counselor	\$48,805	\$0	\$1,870	\$22,622	\$8,798	\$3,716	\$0	\$50,675	\$35,136	\$85,811
Pierce, Rebecca L	Teacher	\$57,285	\$0	\$6,893	\$22,622	\$11,146	\$4,673	\$0	\$64,178	\$38,441	\$102,619
Pierpont, Sonia J	Teacher	\$65,843	\$1,750	\$8,212	\$22,622	\$12,812	\$5,490	\$0	\$75,805	\$40,924	\$116,729
Pignone, Lisa E	Paraprofessional	\$22,595	\$0	\$2,588	\$0	\$0	\$1,926	\$0	\$25,183	\$1,926	\$27,110
Pingree, Katie M	Teacher	\$52,464	\$0	\$4,624	\$16,472	\$9,912	\$4,252	\$0	\$57,088	\$30,636	\$87,724
Pleva, Maura A	Paraprofessional	\$22,004	\$0	\$605	\$0	\$0	\$1,729	\$0	\$22,608	\$1,729	\$24,338
Plummer, Matthew D	Custodian	\$34,135	\$0	\$5,497	\$8,430	\$4,516	\$2,918	\$0	\$39,632	\$15,864	\$55,496
Pohlmeier, Casey L	Teacher	\$48,805	\$0	\$3,786	\$7,086	\$9,130	\$4,023	\$0	\$52,591	\$20,239	\$72,831
Ponzini, Christine A	Paraprofessional	\$18,443	\$0	\$0	\$0	\$0	\$1,436	\$0	\$18,443	\$1,436	\$19,879
Poteat, Tracy L	School Nutrition Svc Asst	\$10,636	\$0	\$0	\$0	\$0	\$814	\$0	\$10,636	\$814	\$11,450
Pratte, Patricia M	Teacher	\$47,073	\$0	\$1,147	\$21,086	\$8,372	\$3,606	\$0	\$48,220	\$33,064	\$81,284
Preston, Roger C III	Manager of Facilities	\$88,434	\$0	\$2,201	\$21,305	\$10,062	\$6,672	\$3,500	\$90,635	\$41,539	\$132,173
Proulx, Jennifer R	Teacher	\$67,904	\$2,250	\$539	\$22,622	\$12,272	\$5,250	\$0	\$70,693	\$40,144	\$110,837
Provost, Victoria A	Data Coordinator	\$60,600	\$0	\$0	\$23,104	\$6,896	\$4,490	\$0	\$60,600	\$34,490	\$95,090
Putnam, Lauri D	Teacher	\$83,877	\$2,750	\$154	\$22,622	\$15,065	\$6,525	\$0	\$86,781	\$44,212	\$130,993
Quaglietta, Laura	Teacher	\$39,248	\$0	\$193	\$0	\$4,556	\$3,351	\$0	\$39,440	\$7,907	\$47,348
Radabaugh, Bethany J	Teacher	\$18,951	\$0	\$0	\$0	\$0	\$1,708	\$0	\$18,951	\$1,708	\$20,658
Rattigan, Linda P	Reading Spc	\$62,858	\$0	\$2,735	\$0	\$11,386	\$5,670	\$0	\$65,593	\$17,056	\$82,649
Rawley, Kathleen A	Nurse	\$74,088	\$2,250	\$3,293	\$16,440	\$13,823	\$6,000	\$0	\$79,631	\$36,263	\$115,894
Raycraft, William	Athletic Director	\$87,741	\$1,500	\$26,748	\$21,306	\$20,049	\$8,649	\$0	\$115,989	\$50,004	\$165,993
Reddig, Lisa E	Teacher	\$77,695	\$2,250	\$1,500	\$21,836	\$14,138	\$5,828	\$0	\$81,445	\$41,802	\$123,247
Reed, Kimberly M	Tutor	\$25,418	\$0	\$3,812	\$0	\$0	\$2,236	\$0	\$29,229	\$2,236	\$31,465
Reills, Jessica B	Teacher	\$65,171	\$0	\$424	\$1,536	\$11,387	\$5,611	\$0	\$65,595	\$18,534	\$84,129
Ridlon, Diane M	Paraprofessional	\$20,975	\$0	\$1,752	\$0	\$0	\$1,739	\$0	\$22,727	\$1,739	\$24,465
Rioux, David R	Systems Administrator	\$64,584	\$0	\$1,000	\$23,106	\$7,464	\$5,021	\$0	\$65,584	\$35,591	\$101,175
Ripley, Pilar M	Teacher	\$74,088	\$2,250	\$212	\$16,472	\$13,289	\$5,848	\$0	\$76,550	\$35,609	\$112,158
Ritchey, Adrienne M	SNS Chef Manager	\$24,338	\$0	\$0	\$14,720	\$2,769	\$1,625	\$0	\$24,338	\$19,114	\$43,451
Rivers, Vilma	Paraprofessional	\$18,586	\$0	\$0	\$0	\$0	\$1,422	\$0	\$18,586	\$1,422	\$20,008
Robbins, Janet D	Teacher	\$74,088	\$0	\$1,439	\$22,622	\$13,112	\$5,441	\$0	\$75,527	\$41,175	\$116,702
Robertson, Gayle A	Paraprofessional	\$18,443	\$0	\$823	\$0	\$0	\$1,474	\$0	\$19,266	\$1,474	\$20,740
Robinson, Kayleigh	Teacher	\$50,601	\$0	\$3,237	\$22,622	\$9,347	\$3,958	\$0	\$53,838	\$35,927	\$89,764
Robinson, Kelly A	Paraprofessional	\$6,181	\$0	\$1,403	\$0	\$0	\$580	\$0	\$7,585	\$580	\$8,165
Rocheleau, Elizabeth A	Nurse	\$64,299	\$2,750	\$43,947	\$16,472	\$19,268	\$8,390	\$0	\$110,996	\$44,130	\$155,126
Rogers, Cheryl A	Paraprofessional	\$22,595	\$0	\$621	\$0	\$0	\$1,776	\$0	\$23,216	\$1,776	\$24,992
Rogers, Karin B	Teacher	\$74,088	\$2,250	\$4,629	\$22,622	\$14,056	\$6,000	\$0	\$80,967	\$42,678	\$123,645
Rosinski, Gina	Paraprofessional	\$19,034	\$0	\$743	\$0	\$0	\$814	\$0	\$19,777	\$814	\$20,592
Ross, Elizabeth A	Teacher	\$62,858	\$0	\$2,137	\$8,329	\$11,281	\$4,922	\$0	\$64,995	\$24,532	\$89,526
Ross, Lindsay R	Occupational Therapist	\$52,464	\$0	\$5,485	\$8,329	\$10,060	\$4,381	\$0	\$57,949	\$22,770	\$80,719
Rouse, Brienne T	Teacher	\$58,642	\$0	\$0	\$22,622	\$10,180	\$4,326	\$0	\$58,642	\$37,128	\$95,770
Roy, Jennie L	Tech Facilitator	\$76,498	\$0	\$1,463	\$13,983	\$13,534	\$5,895	\$0	\$77,961	\$33,412	\$111,373
Russell, Erin	Teacher	\$66,199	\$0	\$3,754	\$22,622	\$12,144	\$5,354	\$0	\$69,953	\$40,120	\$110,073
Ryan, Anna O	Teacher	\$45,402	\$0	\$1,078	\$8,329	\$8,069	\$3,504	\$0	\$46,480	\$19,902	\$66,382
Rylant, Holly	Occupational Therapist	\$74,088	\$2,250	\$0	\$22,622	\$13,252	\$5,682	\$0	\$76,338	\$41,556	\$117,894
Salvo-O'Connell, Elizabeth	Teacher	\$56,398	\$0	\$3,792	\$0	\$10,449	\$5,102	\$0	\$60,190	\$15,551	\$75,741

School District Employee Wages & Benefits

Employee	Assignment	Salary	Lon-geivity	Extra Duty	Medical	Retirement	FICA	TSA	Gross	Benefits	Salary & Benefits
Sampson, Maura	Teacher	\$62,156	\$0	\$4,509	\$0	\$11,429	\$5,239	\$0	\$66,665	\$16,668	\$83,333
Santana, Roberta	Paraprofessional	\$11,755	\$0	\$-62	\$0	\$0	\$894	\$0	\$11,693	\$894	\$12,587
Sapochetti, Jillian R	Guidance Counselor	\$50,601	\$0	\$3,009	\$19,262	\$9,308	\$4,101	\$0	\$53,610	\$32,671	\$86,281
Satkwich, Linda A	Teacher	\$70,057	\$2,250	\$1,793	\$19,358	\$12,863	\$5,318	\$0	\$74,100	\$37,539	\$111,639
Sawyer, Lisa M	Paraprofessional	\$18,443	\$0	\$500	\$0	\$0	\$1,449	\$0	\$18,943	\$1,449	\$20,392
Schaible, Pamela L	Paraprofessional	\$22,595	\$0	\$908	\$0	\$0	\$1,798	\$0	\$23,504	\$1,798	\$25,302
Scharff, Nicole	Lunch Recess Monitor	\$8,502	\$0	\$0	\$0	\$0	\$650	\$0	\$8,502	\$650	\$9,152
Schimank, Cheryl A	School Nutrition Svc Asst	\$1,962	\$0	\$0	\$0	\$0	\$253	\$0	\$1,962	\$253	\$2,215
Schneider, Rebecca L	Teacher	\$54,395	\$0	\$963	\$21,938	\$9,610	\$4,084	\$0	\$55,358	\$35,632	\$90,989
Sears, Eileen	Paraprofessional	\$5,168	\$0	\$0	\$0	\$0	\$395	\$0	\$5,168	\$395	\$5,563
Serian, Stephanie	Teacher	\$60,626	\$0	\$1,900	\$22,622	\$10,855	\$4,184	\$0	\$62,526	\$37,661	\$100,187
Serra, Tammy I	Guidance Counselor	\$75,634	\$0	\$2,245	\$1,536	\$13,520	\$6,558	\$0	\$77,879	\$21,614	\$99,493
Severance, Deborah	Tutor	\$28,868	\$0	\$597	\$0	\$0	\$2,254	\$0	\$29,464	\$2,254	\$31,718
Shaka, Katherine A	Teacher	\$70,057	\$0	\$789	\$8,329	\$12,199	\$5,370	\$0	\$70,846	\$25,898	\$96,744
Sharma, Amit	Teacher	\$74,088	\$0	\$100	\$16,472	\$12,879	\$5,594	\$0	\$74,188	\$34,945	\$109,133
Shea, Kimberly A	Paraprofessional	\$22,004	\$0	\$2,342	\$0	\$0	\$1,862	\$0	\$24,345	\$1,862	\$26,208
Shea, Morgan L	Tutor	\$28,673	\$0	\$6,805	\$0	\$0	\$2,714	\$0	\$35,477	\$2,714	\$38,191
Sheehan, Bevin E	Teacher	\$75,416	\$0	\$4,072	\$8,329	\$13,801	\$6,032	\$0	\$79,488	\$28,162	\$107,650
Sheehan, Lisa M	Teacher	\$74,088	\$1,750	\$135	\$16,472	\$13,189	\$5,742	\$0	\$75,973	\$35,403	\$111,376
Shoubash, Katherine	Teacher	\$65,843	\$0	\$4,116	\$22,622	\$12,147	\$5,196	\$0	\$69,959	\$39,965	\$109,923
Sierpina, Stephen M	Principal	\$117,300	\$0	\$2,756	\$21,297	\$20,362	\$9,212	\$0	\$120,056	\$50,871	\$170,927
Simard, Tanya	Teacher	\$50,127	\$0	\$212	\$0	\$8,739	\$3,851	\$0	\$50,339	\$12,590	\$62,929
Smith, Katherine S	Library Media Spc	\$54,395	\$0	\$14,411	\$22,622	\$11,944	\$5,105	\$0	\$68,806	\$39,671	\$108,476
Smith, Matthew G	Paraprofessional	\$18,443	\$0	\$0	\$0	\$0	\$1,411	\$0	\$18,443	\$1,411	\$19,854
Solorzano, Audrey A	School Nutrition Svc Asst	\$8,046	\$0	\$0	\$0	\$0	\$615	\$0	\$8,046	\$615	\$8,661
Soucy, Carol J	Paraprofessional	\$22,595	\$0	\$3,211	\$0	\$0	\$687	\$0	\$25,807	\$687	\$26,493
Soucy, Elaine C	Administrative Asst	\$27,075	\$0	\$1,857	\$15,495	\$3,099	\$2,213	\$0	\$28,932	\$20,807	\$49,740
Sousa, Charlene	Nurse	\$47,208	\$0	\$724	\$22,622	\$8,320	\$3,506	\$0	\$47,932	\$34,448	\$82,379
Souza, Mikayla E	Teacher	\$48,946	\$0	\$0	\$8,329	\$8,497	\$3,712	\$0	\$48,946	\$20,538	\$69,484
Spinazola, Kerrienne	Lunch Recess Monitor	\$7,455	\$0	\$0	\$0	\$0	\$570	\$0	\$7,455	\$570	\$8,025
St. Onge, Candace	Teacher	\$74,088	\$1,750	\$2,350	\$22,622	\$13,574	\$5,826	\$0	\$78,188	\$42,022	\$120,210
Stahlheber, Douglas J	Teacher	\$53,011	\$0	\$8,993	\$22,622	\$10,762	\$4,583	\$0	\$62,004	\$37,967	\$99,970
Starr, Gwen A	Paraprofessional	\$18,793	\$0	\$0	\$0	\$0	\$1,438	\$0	\$18,793	\$1,438	\$20,231
Steffanides, Todd	Teacher	\$74,088	\$0	\$212	\$21,836	\$12,898	\$5,687	\$0	\$74,300	\$40,421	\$114,721
Steward, Kellie Ann	Guidance Counselor	\$83,877	\$1,750	\$3,980	\$22,622	\$15,554	\$6,700	\$0	\$89,607	\$44,876	\$134,483
Stith, Michelle M	Paraprofessional	\$9,891	\$0	\$0	\$0	\$0	\$757	\$0	\$9,891	\$757	\$10,648
Stockwell, Stefanie J	Teacher	\$50,601	\$0	\$3,945	\$8,329	\$9,470	\$4,142	\$0	\$54,546	\$21,941	\$76,486
Stoddard, Michelle	Teacher	\$74,088	\$2,750	\$0	\$22,622	\$13,340	\$5,723	\$0	\$76,838	\$41,685	\$118,523
Stone, Jessica E	Paraprofessional	\$54,395	\$0	\$3,117	\$8,329	\$9,984	\$4,349	\$0	\$57,512	\$22,662	\$80,174
Stoodley, Danielle	Paraprofessional	\$18,788	\$0	\$2,337	\$0	\$0	\$1,616	\$0	\$21,125	\$1,616	\$22,741
Stoyak, Natasha L	Teacher	\$48,805	\$0	\$963	\$7,086	\$8,641	\$3,807	\$0	\$49,768	\$19,534	\$69,302
Streechon, Cecilia D	School Nutrition Svc Asst	\$7,748	\$0	\$0	\$0	\$0	\$593	\$0	\$7,748	\$593	\$8,341
Stuart, Cathleen P	Teacher	\$60,626	\$0	\$462	\$22,622	\$10,605	\$4,544	\$0	\$61,088	\$37,771	\$98,859
Sullivan, Carolyn	Lunch Recess Monitor	\$90	\$0	\$0	\$0	\$0	\$7	\$0	\$90	\$7	\$97
Sullivan, Kristen J	Teacher	\$65,917	\$0	\$1,524	\$22,622	\$11,708	\$5,000	\$0	\$67,441	\$39,330	\$106,770
Szynkiewicz, Nicole R	Paraprofessional	\$19,034	\$0	\$1,207	\$0	\$0	\$1,549	\$0	\$20,241	\$1,549	\$21,790
Taddonio, Mark P	Teacher	\$42,356	\$0	\$7,749	\$3,123	\$8,698	\$3,969	\$0	\$50,105	\$15,790	\$65,895
Talon, Elizabeth A	Teacher	\$73,783	\$0	\$3,400	\$0	\$13,398	\$6,558	\$0	\$77,183	\$19,956	\$97,139
Tanguay, Christine E	Teacher	\$64,299	\$0	\$1,089	\$21,606	\$11,351	\$5,005	\$0	\$65,388	\$37,962	\$103,350
Taylor, Erin G	Teacher	\$50,601	\$0	\$3,022	\$0	\$9,085	\$4,752	\$0	\$53,623	\$13,837	\$67,461
Tenhagen, Karen	Teacher	\$56,398	\$0	\$3,533	\$19,262	\$10,404	\$4,375	\$0	\$59,931	\$34,041	\$93,971
Tewksbury, Deanna	Teacher	\$74,088	\$1,750	\$231	\$21,836	\$13,206	\$5,826	\$0	\$76,069	\$40,868	\$116,937
Thompson, Heather M	Exec Administrative Asst	\$51,000	\$0	\$5,037	\$21,306	\$6,376	\$3,960	\$0	\$56,037	\$31,642	\$87,678
Tilly, Jacqueline C	Paraprofessional	\$19,590	\$0	\$215	\$0	\$0	\$1,515	\$0	\$19,806	\$1,515	\$21,321
Tolla, Hannah R	Dir of Student Assessment	\$91,800	\$0	\$2,265	\$19,768	\$10,448	\$6,951	\$0	\$94,065	\$37,167	\$131,233
Tompkins, Marguerite	Teacher	\$75,634	\$2,750	\$43,273	\$20,269	\$21,120	\$8,942	\$0	\$121,657	\$50,331	\$171,988
Toth, Kelly B	School Nutrition Svc Asst	\$8,326	\$0	\$0	\$0	\$0	\$637	\$0	\$8,326	\$637	\$8,963
Travis, Joy R	Paraprofessional	\$20,383	\$0	\$1,634	\$0	\$0	\$1,645	\$0	\$22,017	\$1,645	\$23,662
Troy, Jill	Teacher	\$46,379	\$0	\$3,632	\$22,622	\$8,686	\$3,722	\$0	\$50,011	\$35,030	\$85,041
Tubbs, Judith E	Tutor	\$28,905	\$0	\$4,322	\$0	\$0	\$2,542	\$0	\$33,227	\$2,542	\$35,769
Urquhart, Deanne E	Teacher	\$47,073	\$0	\$3,700	\$8,329	\$8,814	\$3,832	\$0	\$50,773	\$20,975	\$71,748
Urquhart, Jill E	Paraprofessional	\$14,390	\$0	\$-51	\$0	\$0	\$1,097	\$0	\$14,339	\$1,097	\$15,436
Vastl, Jessica L	Teacher	\$47,073	\$0	\$7,714	\$8,243	\$9,510	\$4,387	\$0	\$54,787	\$22,140	\$76,927
Veilleux, Susan E	Director of Fine Arts K-12	\$90,000	\$0	\$500	\$6,570	\$15,624	\$6,870	\$3,200	\$90,500	\$32,264	\$122,764
Viel, Maureen A	Paraprofessional	\$8,259	\$0	\$0	\$0	\$0	\$632	\$0	\$8,259	\$632	\$8,891
Wactowski, Laura C	Speech Pathologist	\$73,468	\$0	\$1,809	\$22,622	\$13,068	\$5,524	\$0	\$75,277	\$41,214	\$116,491
Wahlgren, Ashley A	Paraprofessional	\$19,034	\$0	\$2,582	\$0	\$0	\$1,654	\$0	\$21,617	\$1,654	\$23,271
Ward, Allyna E	Teacher	\$59,396	\$0	\$5,521	\$22,622	\$11,269	\$4,806	\$0	\$64,917	\$38,697	\$103,614
Weilbrenner, Zachary	Teacher	\$64,168	\$0	\$0	\$22,622	\$11,139	\$4,749	\$0	\$64,168	\$38,510	\$102,678
Welch, Melissa A	Guidance Counselor	\$50,601	\$0	\$3,552	\$21,882	\$9,400	\$3,993	\$0	\$54,153	\$35,275	\$89,428

School District Employee Wages & Benefits

Employee	Assignment	Salary	Lon-geivity	Extra Duty	Medical	Retirement	FICA	TSA	Gross	Benefits	Salary & Benefits
Welch, Michael K	Teacher	\$77,695	\$0	\$1,112	\$22,622	\$13,681	\$5,872	\$0	\$78,807	\$42,175	\$120,982
Wells, Todd L	Head Custodian	\$51,168	\$0	\$1,169	\$8,430	\$5,956	\$3,891	\$0	\$52,337	\$18,277	\$70,613
Wendell, Joy E	School Nutrition Svc Asst	\$8,076	\$0	\$0	\$0	\$0	\$618	\$0	\$8,076	\$618	\$8,694
Wentworth, Kerry A	Administrative Asst	\$31,164	\$0	\$0	\$23,104	\$3,544	\$2,072	\$0	\$31,164	\$28,720	\$59,884
Wesinger, Gina M	Lunch Recess Monitor	\$1,879	\$0	\$0	\$0	\$0	\$144	\$0	\$1,879	\$144	\$2,022
Westwood, Chad J	Teacher	\$68,985	\$0	\$3,657	\$21,606	\$12,611	\$5,419	\$0	\$72,642	\$39,636	\$112,278
Wheeler, Roger	Custodian	\$51,730	\$0	\$99	\$23,106	\$5,899	\$3,654	\$0	\$51,829	\$32,659	\$84,488
Whitehead, Deanne M	Teacher	\$74,088	\$1,750	\$2,676	\$1,536	\$13,630	\$6,606	\$0	\$78,514	\$21,772	\$100,286
White-Rogers, Christine	Teacher	\$60,626	\$0	\$1,666	\$22,622	\$10,814	\$4,769	\$0	\$62,292	\$38,205	\$100,497
Whitney, Sara L	Teacher	\$52,616	\$0	\$3,754	\$8,329	\$9,786	\$4,312	\$0	\$56,370	\$22,427	\$78,797
Wilkins, Stacy M	Paraprofessional	\$19,034	\$0	\$0	\$0	\$0	\$1,456	\$0	\$19,034	\$1,456	\$20,491
Williams, Julie E	Teacher	\$65,171	\$0	\$2,879	\$16,472	\$11,811	\$5,092	\$0	\$68,050	\$33,375	\$101,425
Wilson, Robin S	Head Groundskeeper	\$60,923	\$0	\$4,197	\$15,443	\$7,413	\$4,984	\$0	\$65,120	\$27,840	\$92,959
Winter, Diane	Receptionist	\$5,786	\$0	\$0	\$0	\$0	\$443	\$0	\$5,786	\$443	\$6,228
Wong-Sierra, Chrysta M	Paraprofessional	\$18,825	\$0	\$-824	\$0	\$0	\$1,377	\$0	\$18,001	\$1,377	\$19,378
Worthen, Heather	Director of Special Ed	\$84,500	\$0	\$500	\$18,028	\$14,670	\$6,298	\$0	\$85,000	\$38,996	\$123,996
Wudarczyk, Jillian L	Teacher	\$50,601	\$0	\$0	\$8,329	\$8,785	\$3,819	\$0	\$50,601	\$20,933	\$71,534
Wyka, Paula M	Teacher	\$74,088	\$1,750	\$0	\$16,472	\$13,166	\$5,709	\$0	\$75,838	\$35,347	\$111,185

This Page Intentionally
Left Blank