

ANNUAL REPORTS
OF THE
SCHOOL DISTRICT
OF THE
TOWN OF WINDHAM
NEW HAMPSHIRE



FOR THE YEAR

2021

SCHOOL DISTRICT OFFICERS & ENROLLMENTS

SCHOOL BOARD

Shannon Ulery, Chair	2024
Cynthia Finn, Vice-Chair	2024
Dennis Senibaldi	2022
Rob Breton	2023
Sam Falsetti	2023

Superintendent

Richard P. Langlois

Moderator

Elizabeth Dunn

Clerk

Mary Ann Horaj

Treasurer

Anne Marie O’Neil

Manager of Facilities and Grounds

Dave Reilly

Assistant Superintendent

Dr. Kori Alice Becht

Executive Director of Finance and Operations

William Hickey/Dalisa Greenleaf

Executive Director of Student Services

Ken Duesing

Executive Director of Technology

Harry Bennett

Director of Human Resources

Kate Hennigar

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/Nadine Herard

Windham Middle School

Principal: Brenda Morrow

Assistant Principal: Jay Gratton

Windham High School

Principal: Stephen Sierpina

Assistant Principal: Brian Shawley

Assistant Principal: Jill Hanlon

WINDHAM SCHOOL DISTRICT EOY ENROLLMENT BY GRADE

Grade	2020/2021
K	201
1	203
2	198
3	209
4	198
5	215
6	204
7	250
8	265
9	267
10	272
11	255
12	231
OOD	18
Total	2986

SCHOOL DISTRICT ANNUAL SB2 SESSIONS

WINDHAM SCHOOL DISTRICT DELIBERATIVE SESSION OF ANNUAL MEETING FRIDAY, FEBRUARY 5, 2021 – WINDHAM HIGH SCHOOL

School District Moderator Elizabeth Dunn welcomed all to the annual School District Deliberative Session. The meeting was called to order at 7:04 PM. All in attendance stood for the Pledge of Allegiance and a Moment of Silence. Moderator Dunn went briefly through the rules and procedures of the meeting. The difference this year is the COVID-19 protocols in place. There is a room for those that cannot follow the protocols. She introduced herself, Mary Ann Horaj – School District Clerk, members of the school board – Shannon Ulery, Rob Breton, Cynthia Finn, Dennis Senibaldi and Sam Falsetti. This is the first session of the annual meeting and the second session is the official ballot voting on Tuesday, March 9, 2021 from 7 AM until 8 PM at Windham High School. Moderator Dunn read each of the articles into the record.

Article 1 - Election of Officers: There are two school board positions that are up for vote, along with School District Moderator, School District Clerk and Treasurer.

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 \$56,604,016? Should this article be defeated, the default budget shall be \$56,342,882, 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? This article is recommended by the School Board on a 5-0 vote.

Moderator Dunn explained Ms. Ulery will be discussing this and she believes it will include a revision of the default number. Ms. Ulery said the warrant should be adjusted for the default number to read \$56,205,182. Once that correction is made it will reflect and match what they will find on the budget spreadsheets and packet. Ms. Dunn said it is her understanding from school district counsel that is it not an amendment to the article, but will be set by a school board vote because the default amount is within the school board purview. No questions were raised.

Ms. Ulery worked to get the presentation on the screen. While that was being worked on, Ms. Dunn said the technical changes are not easy to make and for the past 10 days and this afternoon there has been tremendous cooperation between the school district, town officials and town IT people to get it to work for tonight and tomorrow for the town meeting. Thank you was extended to all. Assistant Business Administrator Dalisa Greenleaf shared the presentation.

Ms. Ulery explained the Operating Budget and the correction in regards to the Default number and what will appear on the ballot. The next slide was a breakdown over the past several years with an average budget increase of 3%. Some years were under and a couple over. The next slide had the highlighted features of the FY 22 budget including line items that were unfunded over the previous budgetary years such as personnel positions repurposed; overdue textbook replacements; increase in services for students with disabilities, need for Chromebooks; increase in New Hampshire Retirement System and employee health care. The next two slides were broken out by Function Code. The biggest piece is salary and benefits. The next two slides were broken out by Object codes. There is a projected 2.95% increase.

Mr. Senibaldi said more than half of the increase in the budget is from retirement. The overall increase for education, books, etc. is about \$800,000. The retirement is \$860,000. Mr. Falsetti said when they talk about deferred investments, some were in response to large increases in benefits.

Ms. Dunn mentioned there is a zoom phone number you can call if you do not have zoom.

Public Comment: Bob Coole wanted clarification on the Default Budget. Ms. Dunn read the original number was \$56,342,882 and it going to be \$56,205,182. She said the school board is the one that determines the amount to be posted and the school board votes on the form of the warrant article that will go on the ballot. It was explained the number is different on the posted warrant. Mr. Coole said he had the majority of his questions answered at the budget meeting on January 19th. He asked about the confusion on the 2% COLA or 2.5% COLA. He wanted to know if it was resolved. Ms. Ulery said it is 2.5% across the board.

Stephanie Wimmer wanted to thank all the folks on stage, the administrators, principals and teachers for keeping the faith during a public health emergency they thought was going to be two weeks and it is now coming on a year. She sat on the Finance Committee and said this is a very lean budget, is very resourceful on the part of the administrators and staff and a sound budget.

Ms. Ulery thanked all those that sat on the Finance Committee.

Holly Breton made a motion to restrict reconsideration.

Ms. Dunn said they need to finish the discussion first. Ms. Dunn said action on Article 2 is finished and the article will be placed on the warrant as printed with the revised default number when officially voted on by the school board.

Holly Breton moved to restrict reconsideration on Article 2. Motion was seconded by Bob Coole. Ayes have it.

Article 3 – Collective Bargaining Agreement with the WEA: Shall the School District vote to approve the cost items included in the collective bargaining agreement reached between the School Board and the Windham Education Association (WEA) which calls for the following increases in salaries and benefits at the current staffing level:

Fiscal Year	Estimated Salary Increase	Estimated Cost Items: Stipends, Longevity, Extra Duty	Estimated Health Decrease	Estimated Salary Driven Benefits Increase	Total Estimated Costs
2022	\$464,951	\$14,543	-\$38,771	\$133,301	\$574,024
2023	\$499,277	19,050	-\$90,976	\$143,143	\$570,493
2024	\$553,230	\$39,000	-\$160,242	\$158,611	\$590,600

and further to raise and appropriate \$574,024 for the current fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over those that would be paid at current staffing levels? Recommended by the School Board 5-0. (Majority vote required.)

Ms. Finn and Mr. Senibaldi led the discussion on this. C. Finn said the total estimated costs for the 3 years are very similar. She said Mr. Senibaldi and herself met regularly with the WEA. She thanked the WEA for their dedication and collaboration. She said it was a positive experience and everyone bargained well. The school board approved this 5-0.

Mr. Senibaldi said some of the bigger changes have to deal with health insurance and costs and cost sharing with the district. The goal is to get the WEA to what everyone else is paying in the district which is 15%. Bigger changes are insurance in year 3 where they will be changing the 80/20 plan that will save the district significant dollars. They also have some increases from 50 to 60 hours in non-instructional duties which includes bus duty, cafeteria, recess, etc. They made a couple of adjustments to extra-curricular activities. There will be no COLA, just a step increase and this will be effective July 1, 2021 through June 30, 2024. If this does pass, this is an increase of 1.04% and will make a total of 3.99% increase overall. Mr. Senibaldi thanked the WEA team, school board, administration as they had a rough time last year. Ms. Finn said when they say no cost of living increases it is because they adjusted the step increases and dropped off the bottom step and increased the top step. Those increases in steps provided an increase for every employee and over the course of the contract will allow newer teachers to come in at a higher step. There was a significant increase with each step.

Public Input: Mr. Coole asked if everything on the warrant passes, what is the estimated cost to the taxpayer. Mr. Senibaldi said a 3.99% increase. Mr. Coole asked if they had a dollar figure. Mr. Senibaldi said the increase with the budget only was \$1,621,838 and the CBA for year one is \$574,024. Mr. Hickey said the increase would be \$2,195,862 or 3.99% increase over the current operating budget. S. Ulery asked if it was broken out by the cost per \$1k per taxpayer. Without the CBA it is \$.52 cents with just article 2. Mr. Hickey was factoring in adding the CBA.

Ms. Dunn said if there are no other comments or questions, other than Mr. Hickey calculating, and nothing further from the audience, she declared action on the article finished and it will be placed on the warrant as printed.

Mr. Hickey said the additional \$574,024 will add \$18.76 per thousand to the tax rate and about \$.71 cents total.

Stephanie Wimmer made a motion to restrict reconsideration on Article 3. Motion was seconded by several. All in favor.

Article 4 – Trailer Article WEA CBA: Shall the Windham School District if Article 3 is defeated, authorize the governing body to call one special meeting, at its option, to address Article 3 cost items only? Recommended by the School Board 5-0. (Majority vote required.)

Mr. Senibaldi said this is their standard wording with a contract. There were no questions. Ms. Dunn declared action on Article 4 finished and it will be placed on the warrant as printed.

Article 5 – Special Education Capital Reserve Fund: Speaking on this article was Mr. Falsetti. He said it is for unanticipated expenses for special education. The current balance is zero dollars. Money is not from additional taxation but transferred from the unassigned fund balance at the end of year. Money in the fund has been transferred and used for covid expenses this year. This is a \$250,000 cushion in case any expenses are incurred.

Mr. Senibaldi asked Ms. Ulery to explain how this would work priority wise for this article and the next one, if for instance there was only \$200,000. Ms. Ulery said the priority lies in the number in which they are listed on the ballot so if article 5 and 6 pass and there is only \$200,000 in the unassigned fund balance, Article 5 would receive the \$200,000 and the remaining portion would be unfunded.

There were no questions. Ms. Dunn declared discussion on the article complete and it will be placed on the warrant as printed.

Article 6 – Capital Needs and Building & Grounds Maintenance Capital Reserve Fund: Shall the School District raise and appropriate the sum of up to \$200,000 to be added to the Capital Needs and Building & Grounds Maintenance Capital Reserve Fund established in 2015. This sum to come from June 30, 2021 fund balance available for transfer on July 1, 2021. (No amount to be raised by additional taxation.) Recommended by the School Board 5-0. (Majority vote required.)

Mr. Breton spoke on the article. He explained with all the construction that was done and upgrades to the three schools, a lot was lost in terms of what was in the forefront of the public's mind. It is for things like roof repairs and replacement, water filtration, masonry repairs, etc. These are things that are outside the normal budget so it is important to have. The schools continue to age and they need to stay on top of that. Ms. Finn said if they end up with \$300,000, they will take out \$250,000 for special education and \$50,000 would go to the building and grounds fund. S. Ulery said it says 'up to' depending on the fund balance at the end of the year.

Ms. Dunn said action on the article was finished and will be placed on the warrant as printed. She said this completes the official business of the school district.

Bob Coole would like to make a motion to adjourn. Ms. Dunn does not know they adjourn but continue the meeting until March 9th when they vote on the article. Ms. Dunn said the meeting is recessed and Mr. Breton seconded that at 7:55 PM. All were in favor.

**STATE OF NEW HAMPSHIRE
ANNUAL SCHOOL DISTRICT ELECTION
WINDHAM, NEW HAMPSHIRE
MARCH 9, 2021**

The Windham School District Election was held on March 9, 2021 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 2,075 ballots cast, with a total of 11,388 registered voters.

The following were duly elected (**NOTE: * Denotes Winner**):

For **SCHOOL BOARD MEMBER** for THREE years (Vote for not more than TWO):

*Cynthia Finn: 1425 votes

*Shannon Ulery: 1418 votes

School District Clerk:

*Mary Ann Horaj: 1566 votes

School District Moderator:

*Elizabeth Dunn: 1552 votes

School District Treasurer:

*Robert Coole: 1551 votes

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 \$56,604,016? Should this article be defeated, the default budget shall be \$56,205,182, 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? This article is recommended by the School Board on a 5-0 vote. Recommended by the School Board 5-0. (Majority vote required)

NOTE: Warrant Article 2 (Operating Budget) does not include appropriations proposed in any other warrant articles.

***Yes: 1235 votes**
No: 771 votes

Article 3 – Collective Bargaining Agreement with the WEA: Shall the School District vote to approve the cost items included in the collective bargaining agreement reached between the School Board and the Windham Education Association (WEA) which calls for the following increases in salaries and benefits at the current staffing level:

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2024	\$553,230	\$39,000	-\$160,242	\$158,611	\$590,600

and further to raise and appropriate \$574,024 for the current fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over those that would be paid at current staffing levels? Recommended by the School Board 5-0. (Majority vote required.)

***Yes: 1240 votes**
No: 774 votes

Article 4 – Trailer Article WEA CBA: Shall the Windham School District if Article 3 is defeated, authorize the governing body to call one special meeting, at its option, to address Article 3 cost items only? Recommended by the School Board 5-0. (Majority vote required.)

***Yes: 1284 votes**
No: 712 votes

Article 5 – Special Education Capital Reserve Fund: Shall the Windham School District raise and appropriate the sum of up to \$250,000 to be added to the Special Education Capital Reserve Fund established in 2017, with such amount to be funded from the June 30, 2021 unassigned fund balance available to transfer on July 1, 2021? (No amount to be raised by additional taxation.) Recommended by the School Board 5-0. (Majority vote required.)

***Yes: 1483 votes**
No: 517 votes

Article 6 – Capital Needs and Building & Grounds Maintenance Capital Reserve Fund: Shall the Windham School District raise and appropriate the sum of up to \$200,000 to be added to the Capital Needs and Building & Grounds Maintenance Capital Reserve Fund established in 2015? This sum to come from June 30, 2021 fund balance available for transfer on July 1, 2021. (No amount to be raised by additional taxation.) Recommended by the School Board 5-0. (Majority vote required.)

***Yes: 1481 votes**
No: 524 votes

Respectfully submitted,



Mary Ann Horaj, School District Clerk

SCHOOL BOARD

Reflecting on 2021, the Windham School District has shown our ability to adapt in an ever-changing environment while continuing to provide consistent curriculum content and delivery to our students. While the District still faces challenges from the effects of COVID-19, administration, in partnership with the Windham School Board, have effectively planned and implemented student support strategies to keep our population moving forward. The District continues its pursuit of achieving NEASC accreditation at Golden Brook, Windham Center, and Windham Middle School, a unique achievement signifying the importance of delivering high quality education at all grade levels within our district.

January 2022 will bring notable changes to the leadership of the Windham School District. Dr. Kori Alice Becht will assume the role of Superintendent of Schools. Dr. Becht has been an exceptional leader in the Windham School District for over 21 years. She started off her career as a sixth-grade teacher, teaching Math, Science, and Reading from 2000-2005. In 2005, Dr. Becht became the Windham Middle School Assistant Principal and was soon promoted to Principal, where she excelled in that position until 2010. She then shifted to Center School and was the Principal there from 2010-2013. In 2013, Dr. Becht then became Director of Curriculum, Instruction and Assessment, K-12. In 2016, Dr. Becht earned her Doctorate Degree in Educational Leadership from Boston College and was awarded the title of Assistant Superintendent, a well-deserved acknowledgement of her accomplishments in our school district. She currently holds several NH certifications including Elementary Educator K-8, Principal K-12, Curriculum Administrator K-12, Business Administrator, and Superintendent.

Shannan McKenna has been appointed as interim Assistant Superintendent effective January 1, 2022. Ms. McKenna is currently serving as the Director of Social Studies and World Languages in grades 5-12 for the district. This appointment will allow Dr. Becht to transition into her new role with minimal disruption to oversight and development of the district's curriculum.

Nancy Milligan will become the Assistant Superintendent effective July 1, 2022. Ms. Milligan began her career as a kindergarten teacher at a private school in Windham, then went on to teach first and second grade. After being in the classroom for nearly a decade, she became a reading specialist, literacy coach, and Director of Curriculum. For the last eight years, Ms. Milligan has been the Assistant Superintendent of the North Middlesex Regional School District. Ms. Milligan oversees the curriculum, assessments, and instructional practices across seven buildings, three towns, and 3,000 students.

The Windham School Board has worked closely with Administration to strategically plan these changes in leadership, putting student outcomes at the forefront of every decision made. We look forward to seeing the Windham School District continue to thrive and achieve new and greater success in the coming years.

Thank you, Windham Community, for your unwavering support in the importance of education! Community dedication to our public school district is vital to our continued success.

Respectfully submitted,

Shannon Ulery

Shannon Ulery, Chair

For the Entire Board:

Cynthia Finn, Vice-Chair

Rob Breton

Dennis Senibaldi

Stephanie Wimmer

SUPERINTENDENT OF SCHOOLS

It is my pleasure to submit my first annual report as the Superintendent of the Windham School District. Superintendent Richard Langlois retired effective December 31, 2021, after a six-year tenure with the Windham School District, and 47 years as an educational professional and leader. On the behalf of the Windham School District, I want to thank him for his leadership and mentorship. During Mr. Langlois time with the Windham School District, he successfully passed the warrant article for full-day kindergarten for the 2019-2020 school year, completed the full rebuild of the Golden Brook School, and renovated the Windham Middle School. He also spearheaded the efforts to secure our K-8 schools accredited through NEASC. We wish Mr. Langlois the best in his future endeavors and want to thank him for the significant contributions he has made to our students, staff, and community.

With the support and guidance from Mr. Langlois, I am honored to be able to continue to serve this community, the students, and our exceptional and dedicated staff and leadership team as the Superintendent of Schools. The 2021-22 began with the COVID-19 pandemic continuing to be a major focus for our district as well as our community. Although the pandemic continued to present challenges, we were thrilled to welcome all students and staff back into the building full-time where they belong and thrive best. Our community is to be thanked for their patience, trust, and understanding as we navigate the challenges that this pandemic continues to present.

The Windham School District chose to focus its goals on preserving and maintaining the academic growth of our students, and monitoring and providing additional resources for our students and staff's mental health. The district goals established include: implementing social/emotional learning activities to increase the percentage of students falling within the typical or strength categories, providing a safe and healthy environment by recognizing and taking the appropriate steps to promote positive mental health for all, continuing effort to acquire District NEASC Accreditation in 2024, and maintain and strengthen the district's commitment to implementing its Multi-Tier System of Support (MTSS) by creating a K-12 Positive Behavior Interventions and Supports (PBIS) system. Another highlight of the 2021-22 school year was the adoption of the District Improvement Plan for 2021-2024 which focuses on six initiatives (I.) Leadership, Governance, and Communication, (II.) Curriculum and Instruction, (III.) Assessment, (IV.) Human Resources and Professional Development, (V.) Student Support and Services, and (VI.) Financial and Asset Management.

The FY21 school budget was inclusive of the Windham Education Association (WEA) warrant article and was approved by voters for a total sum of \$56,335,482. The warrant article awarded the Windham Education Association (WEA) with a three-year teaching contract. The FY21 school budget also supported the funding of the special education capital reserve fund as well as the building and grounds capital reserve fund.

The Windham School District is positioned to maintain its place as one of the top performing public school in the state of New Hampshire. Our experienced and dedicated leaders, educators, and staff will continue to strive to provide our students with an abundance of opportunities to continue to educate the whole child. Through multiple offerings such as athletics, robotics, performing and visual arts, and other clubs; students can explore multiple avenues to find and elevate their area of passion. I am honored to serve this community and continue to guide our students on their lifelong journey to pursue their true passion and excellence.

Respectfully submitted,

Dr. Kori Alice Becht

Dr. Kori Alice Becht, Superintendent

SCHOOL DISTRICT TREASURER

General Fund			
Balance on hand 6/30/20			1,428,988.09
Income			
	Appropriation		46,727,341.00
	Federal & State Income		9,735,298.70
	Impact Fees		210,916.20
	Other Local Income		1,325,552.45
	Interest		6,862.89
Total Income			58,005,971.24
Expense			
	Bond Payment		(5,019,250.00)
	Payroll		(38,552,291.59)
	Vendor		(10,929,238.15)
Total Expense			(54,500,779.74)
Net Income			3,505,191.50
Balance On Hand 6/30/21			4,934,179.59

Building Fund/CD Accounts			
Balance on hand 6/30/20			1,477,399.02
Income			
	Interest BF		930.83
Total Income			930.83
Expense			
	Vendor		(1,302,005.50)
	BF Interest to GF		(176,324.35)
Total Expense			(1,478,329.85)
Net Income			(1,477,399.02)
Balance On Hand 6/30/21		(account closed)	-

The above is a correct statement of the transactions of the Treasurer during FY21 ending June 30, 2021.

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

Respectfully submitted,

Robert S. Coole

Robert S. Coole, Treasurer

DEPARTMENT OF REVENUE ADMINISTRATION

Municipal Services Division
Concord, NH 03302-1122

2021 Tax Rate Calculation

Gross Appropriation MS-22	57,628,040	
Estimated Revenue MS-24	5,545,426	
Net Local School budget	52,082,614	
Less Adequate Education Grant		6,760,636
Less State Education Tax		5,637,667
Approved School Tax Effort	39,684,311	
Local Assessed Valuation	3,090,033,574	
State	3,049,903,280	
School Tax Rate (Effort/ Valuation x \$1,000)		\$12.84
State Tax Rate		1.85

STUDENT SERVICES

As of the end of 2021, the Windham School District is providing special education and educationally related services to 512 students in grades preschool – 12. This represents approximately 16.6% of the student population. In addition to those students attending public schools within the Windham School District, this number includes 33 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 and supports for students with disabilities.

During the spring and fall of 2021, issues related to the COVID-19 pandemic have continued to present unique challenges in the provision of special education services. Many students returned to full time in-person services for the first time in over a year. Given those challenges, 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 '20 and FY '21.

2019-2020

Special Education Expenses

• Transportation, Supplies, Instruction, and Tuition	11,722,755.42
• Federal Special Education Funds	<u>600,220.61</u>
	\$12,322,976.03

Special Education Revenues

• Catastrophic Aid	609,342.39
• Federal Special Education Funds	600,220.61
• Medicaid Reimbursement	<u>21,653.21</u>
	\$ 1,231,216.21

Actual District Costs

• Expenditures Less Revenues	\$11,091,759.82
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2020-2021

Special Education Expenses

• Transportation, Supplies, Instruction, and Tuition	\$ 10,837,110.29
• Federal Special Education Funds	<u>747,370.01</u>
	\$11,584,480.30

Special Education Revenues

• Catastrophic Aid	517,586.82
• Federal Special Education Funds	747,370.01
• Medicaid Reimbursement	<u>32,587.92</u>
	\$ 1,297,544.75

Actual District Costs

• Expenditures Less Revenues	\$10,286,935.55
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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 and gained approval from the school board this April. We will work on updating our comprehensive crisis management procedures and will present this Fall to the School Board.

This past year was a year like no other, our schools opened up in September with a hybrid model. Half our students came to school every other day. We accommodated students that needed to be in school to be successful and allowed them to attend five days a week. By April and May we accommodated everyone who wanted to come back in person and worked to get them back in our buildings. Our counselors adapted well to the hybrid model and continued providing services to our students via Zoom and in person.

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. We were also able to offer summer social/emotional summer camps for students in grades K-12. Groups consisted of self-regulation, Executive Functioning Skills and Social Skills. Those groups will continue into next year if needed.

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-B 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. We also present programs such as Choose to Be Kind, Courage to Care and Choose Love. These programs are developmental and sequential in nature. We are in our fourth year of having an Executive Functioning Coach at the high school and will provide Executive Functioning skills to all grades through our School Counselors and classroom teachers.

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 /PSAT/SAT/SAS), 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.

Our counselors sit on the board of directors of the Windham Helping Hands which is now in its 19th 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.

The past several years has been dedicated to supporting and making mental health awareness a priority. We have five of our counselors trained in Mental Health First Aid and recently trained to present virtual training as well. 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. In addition, we have also created a suicide prevention video to ensure all our employee new and veteran have the skills to recognize the signs of suicide. 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.
Christi Dunn, M.Ed., CAGS
Rebecca Johnson, LMHC
Kristin Phillips, M.Ed.
Sarah Schanck, LMHC,LADC
Kellie Steward, M.Ed., CAGS

Mitch Blais, M.Ed
Jessica Carleton, LICSW
Elizabeth Jodoin, M.Ed.
Carolyn Ortiz, M.Ed.
Jillian Sapachetti, M.Ed.
Tammy Serra, M.Ed, Trauma certified
Melissa Welch, M.Ed.

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

The town of Windham currently employs two school resource officers to cover the four schools. Currently, each resource officer covers two schools; Officer O'Loughlin works with the Golden Brook School and Middle School and Officer Antista works with Center School and the High School. Officer O'Loughlin has been working with the schools since 2018 and Officer Antista since 2020. Officer's O'Loughlin and Antista continue to teach emergency response protocols to the school district, including both students and staff.

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 Police Standards and Training. 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 Antista attended Endicott College in Beverly, MA where he earned his Bachelor's Degree in Criminal Justice. He started his law enforcement career in 2009 with the Rockingham County Department of Corrections. In 2013 Officer Antista transitioned to the Windham Police Department and attended the 163rd Police Academy.

Officers O'Loughlin and Antista are active members 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 train faculty on additional security measures throughout the year.

SRO's also teach several classes, including Internet Safety, Trauma Care, Criminal Law and 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 it's for college, the work force or the military.

Safe School Reports for all four 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 family 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,

Phil O'Loughlin

Officer Phil O'Loughlin, SRO

Jeffrey Antista

Officer Jeffrey Antista, SRO

GOLDEN BROOK SCHOOL

The 2020-2021 school year was another unique school year for all of us. The school year began with, understandably, a lot of apprehension. Extensive, thorough, and exhaustive planning for reopening our schools began in late spring 2020 and continued throughout the summer as we prepared for a safe school opening. Despite the time and effort put into this planning, because of the always changing COVID-19 landscape, it seemed as though we were constantly attempting to get ahead of it or catch up. Our teachers and staff, students, and families were all incredibly courageous and flexible from the opening of the school year and during all of the changes of instructional models from in-person -to- full remote -to- hybrid -to- in-person learning.

The Golden Brook School community continued to be amazing. Throughout the year, our students and staff focused on learning, growing, and connecting with each other. We are grateful to have a school community filled with the mindfulness of courage, empathy, optimism, flexibility, and resilience. These mindful habits are the focus points of each school year and certainly helped us continue to move forward in a positive manner during the 2020-2021 school year. The changes in instructional models during the school year was not typical and far from ideal. Regardless of the way our students were learning, staying connected and maintaining those mindful habits were the priority of our school community. Our staff, students, and families were absolutely amazing! Everyone should be very proud of all the practical life skills learned during the school year that may not have been learned in a typical school year.

Due to the health and safety guidelines and precautions, many events did not occur. We all got creative to make a fun and positive school year. Our morning announcements were recorded, and we added a joke of the day, which everyone loved and got many laughs out of them. We also had our student council members record the announcements a few days a week and we look forward to the student council continuing the announcements during the 2021 – 2022 school year. The Golden Brook School PTA continued to be very active and supportive. They supported our students and staff and planned fun events even with all of the safety protocols that were in place. In the fall of 2020, we had a drive-through Fall Festival that was so successful that the PTA planned to have other drive through events as we continue to have safety protocols in place for the 2021 – 2022 school year.

At Golden Brook School, we pride ourselves on our strong family-friendly bond and traditions. In June 2021, we said, “good-bye” and “good luck” to one staff member who has been a quintessential part of GBS for 35 years. We wish Mrs. Putnam the best in her retirement and her future endeavors. Her dedication to the Windham School District has been outstanding and we were fortunate to have the opportunity to work with you. On behalf of all the students, staff, and families you influenced in all of your years in Windham, we thank you with the utmost gratitude and sincere appreciation.

Our success at Golden Brook School can be attributed to our dedicated staff and to the parents of our students. Our staff upholds the rigor of our curriculum and is always striving to improve upon practices so students are prepared for the future. Our parents continue to support their children as well as our district and school vision. We are constantly striving to provide students with knowledge and skills they need that can be applied in everyday life and are able to deftly navigate this world.

Respectfully submitted,

Chris Hunt

Chris Hunt, Principal

WINDHAM CENTER SCHOOL

During the 2020-2021 school year, Windham Center School transitioned from full remote learning to a hybrid model. The hybrid model allowed for all students to be on a rotation of in person and remote learning. Although many chose to return in the hybrid model, we continued to offer full remote learning for those that were not comfortable returning to the building during the Covid-19 Pandemic.

While educating during a pandemic continued to bring many challenges, our staff stepped outside of their comfort zone and utilized many different learning platforms to ensure students had a variety of meaningful learning opportunities. In addition, there was an increase in understanding the different learning styles and abilities and ways to utilize 1:1 devices in our technological remote world. Albeit a new way of teaching and learning, our students and teachers embraced this new learning environment and we continued to grow as individuals and a school community.

In order to support the social emotional needs of our students during this time, our school counselors and staff provided virtual lunch groups to kids in order to maintain connections to the building. To bring a sense of normalcy, monthly spirit weeks were held. This continued to provide a sense of community even when students were not present in the building. They also worked to provide needed executive functioning skills as students were transitioning between home and school learning daily.

After over a year of unpredictability and angst, our students returned to our building and our hallways were once again filled with students who were ready to learn and staff members eager to pick up where they left off. Keeping in mind the social and emotional learning of our students, a new vision to establish several raised beds was created. These therapeutic beds would be used in conjunction with our life skills program for students. They provided both students and staff the opportunity to grow flowers and appreciate the world outside while nurturing and rebuilding positive relationships on the inside.

Although the school year was not what it once was, our staff found creative ways to provide students with some of the beloved activities such as the 6th grade pumpkin carving and Project Joy which was the making of cards for the elderly. WCS also again searched beyond our own school community and offered charitable support to a neighboring community through the Lazarus House in Lawrence, Massachusetts. There, we coordinated with officials to support "Project Bethlehem" during the holiday season with each homeroom adopting a family in need of general household donations; our parental support was simply outstanding. In addition to this, we continued with a "Kindness Across Windham" day to recognize and support several municipal leaders virtually. In order to further spread kindness, students painted kindness rocks and spread them around the building and on the playground. Our student body maintained the candy drive for our troops.

We continued work to improve our systems of curriculum, instruction and assessment. A revision to our schedule allowed increased opportunities for collaboration among teachers. This time was used to discuss best practices, review student data, and ensure common experiences for students. Further, teachers utilized the hybrid grading system to provide a clear and concise snapshot of students' summative academic progress beyond a traditional letter grade.

Our network of student performance data, along with teacher input and parental feedback, continued to be leveraged during the MTSS (Multi-Tiered System of Supports) process. This tiered, regular education framework provided a pathway of support for students in need of academic or behavioral support throughout the school year. This approach was driven by our Student Support Team (SST) who researched and implemented a number of recommended supports and interventions based upon the unique needs of students.

Despite the challenges with the pandemic, our students and staff collaborated together and we welcomed our NEASC Candidate visitors virtually. The unwavering support from our team of teachers and students is what pushes us closer and closer to receiving our NEASC accreditation.

Ultimately, family and community engagement remained a top priority for us and the undeniable support of our PTA and community was impressive. Together we were able to navigate through the pandemic and will forever be thankful for the commitment of our staff, students and parents.

Respectfully submitted,

BJ Martin

B.J. Martin, Principal

WINDHAM MIDDLE SCHOOL

The 2020-2021 school year brought a new beginning with students returning to the classroom and a strong sense of determination to the Windham Middle School. Windham Middle School recognizes each student as a unique individual. Our school mission statement encompasses that ideal. We provide a learning environment where creativity and curiosity are encouraged. Due to the lingering effects of the pandemic, our school year began as a hybrid model in which students attended school in person every other day. Our staff worked tirelessly to find new ways to bring our students together and connect with one another through the combination of in person and computer screens. We are fortunate to be able to provide families with the opportunity to return to the classroom with safety measures in place. We would like to send a special thank you to our teachers, who dedicated their time and energy to provide a safe and healthy learning environment for our students.

This was the second year in which the middle school contained only two grade levels; 7th and 8th grade. Our student enrollment was 512 students. Although the building project was completed last year, due to the pandemic, several of our students were experiencing the benefits of a new Learning Commons, Engineering Lab, and Family Consumer Science for the first time. It was exciting to share these programs with our students.

The middle school is committed to providing a community of open-minded, curious, and engaged learners in which all members belong. We believe in continuous improvement and are always looking for ways to improve our instructional practices to meet the needs of our learners. Our staff participated in various professional development opportunities including working with various consultants and attending a multiple of webinars to review and enhance our instructional practices. The staff focused on improving our technology skills by building a strong repertoire of educational tools to use with our students, as well as, developing programs to support our students' social emotional health. Our focus will always be how to provide quality instruction to all students whether they are physically present or remote throughout the school year.

We are thrilled that so many of our students were involved in a large number of sports and activities offered at the middle school. Each year our participation increases in a variety of extracurricular activities offered to our students. Unfortunately, the pandemic put a wrinkle in our extracurricular offerings. We did offer a sports program with limited games and matches played. All of our athletic teams continue to be highly competitive during both regular and postseason play-off and championship competitions. The girls soccer team, field hockey, and our D1 volleyball teams won their respective Championships.

Windham Middle School continues to partner with outside organizations to enrich our school experience, yet due to the safety concerns during the pandemic, we were unable to conduct our typical field trips. We look forward to continuing with our partnership with Nature's Classroom next year.

Although the 2020-2021 school year was not what we had planned for, Windham Middle School's staff and students learned perseverance, determination, and strength in one another. We are very lucky to have dedicated teachers, students and parents who make the best out of any and every situation. Our successes can be attributed to the collective efforts of all. We look forward to a safe and healthy 2021-2022 school year.

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 13th 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 2020-2021 saw Windham High School achieve some great academic success on both the SAT tests and the Advanced Placement Tests. There were 376 AP tests taken at WHS and 206 individual students took at least 1 AP test. 68% 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 continues to partner with *Future Leadership Academy*, a K-12 school in Hainan Province, China (although the global pandemic has put this on hold for now). 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 2021 enrolled this fall at Williams College, 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. Stephen Mague (United States Army), Robson Gomes, Jr. (United States Army), and Rohan Rai (United States Naval Academy at Annapolis). 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 young men and women as they are choosing an unbelievably noble career path. We know they will serve our great country with honor and pride.

While our Fine Arts and Athletic programs continue to thrive, last year was significantly reduced in terms of opportunities to compete due to COVID-19. With that said, both departments continued to represent Windham High School and the entire community in a positive way. I am always impressed at the way our performers and athletes conduct themselves on the "field of play". Our Fine Arts Department had 9 students earn all-state honors: Katharine Foley, Nathan Debroyckere (twice), Avery Sawyer, Avery Byron, Reilly Richardson, Emerson Carracedo, Adeline Keeley, Tessa Sobolewski, and Rachel Chon. This past fall our Athletic Department had a state championship Fall Cheer team and multiple state runners-up: Field Hockey (third straight appearance in the state championship game), Boys' Cross Country, and Golf. It is always great to see so many talented students involved in a variety of activities.

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 Napierkoski. 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- gevity	Medical	NHRS	FICA	Ex Duty/ OT/Other	TSA	Gross	Benefits
Abril-Sanchez, Jorge	Teacher	68,344.00	-	27,045.60	12,295.40	4,776.80	731.00	-	69,075.00	44,117.80
Accardo, Sara L	Teacher	77,147.00	2,750.00	20,033.20	14,542.13	6,088.20	1,890.31	-	81,787.31	40,663.53
Allen, Nancy A	Teacher	53,121.60	-	-	9,496.79	4,081.88	231.00	-	53,352.60	13,578.67
Alley-Violette, Gregory T	Teacher	79,249.00	-	27,455.20	14,106.30	5,647.72	215.26	-	79,464.26	47,209.22
Anderson, Mary V	Teacher	85,554.00	1,750.00	10,082.50	16,189.87	6,966.58	3,691.82	-	90,995.82	33,238.95
Andon, Christine S	Nutrition Svcs Assist	8,575.49	-	-	-	656.04	-	-	8,575.49	656.04
Andrews, Lynne M	Teacher	75,569.00	-	27,455.20	13,451.34	5,550.05	124.95	-	75,693.95	46,456.59
Angell, Angela L	Paraprofessional	4,030.65	-	-	-	297.84	(137.51)	-	3,893.14	297.84
Anthony, Judith W	Paraprofessional	23,861.11	-	-	-	2,016.99	2,504.26	-	26,365.37	2,016.99
Atiya, Atef N	Maintenance Tech	35,337.12	-	20,924.89	4,159.32	2,581.41	2,098.69	-	37,435.81	27,665.62
Avallone, Cynthia A	Teacher	79,249.00	2,250.00	27,455.20	14,715.70	6,094.83	1,298.45	-	82,797.45	48,265.73
Avalos, Kathleen M	Teacher	56,398.00	-	27,455.20	10,319.58	4,203.34	1,701.95	-	58,099.95	41,978.12
Baddeley, Elizabeth	Counselor	85,554.00	-	27,455.20	15,526.94	6,442.99	1,800.57	-	87,354.57	49,425.13
Bagdovitz, Meghan M	Teacher	58,473.00	-	27,455.20	10,570.87	4,310.55	1,027.30	-	59,500.30	42,336.62
Bail, Kimberlee J	Paraprofessional	20,785.31	-	-	-	1,788.89	2,598.23	-	23,383.54	1,788.89
Bailey, Erin E	Teacher	48,805.00	-	26,883.58	10,042.23	4,105.13	7,724.67	-	56,529.67	41,030.94
Bamberg, Kathryn E	Teacher	75,569.00	2,250.00	27,455.20	13,851.76	5,721.13	112.92	-	77,931.92	47,028.09
Barbaro, Debra	Secretary	24,844.10	-	10,146.00	1,598.40	1,763.60	-	-	24,844.10	13,508.00
Barber, Katherine J	Director Special Ed	90,500.00	-	8,687.38	15,878.29	6,887.26	500.00	-	91,000.00	31,452.93
Barillas, Wendy E	Nutrition Svcs Assist	9,446.91	-	-	-	722.72	-	-	9,446.91	722.72
Baroni, Kathleen J	Nurse	65,937.61	1,750.00	20,033.20	16,899.52	7,125.65	27,696.06	-	95,383.67	44,058.37
Bartlett, Jill	Teacher	85,554.00	1,750.00	1,633.20	17,110.83	7,355.87	8,836.03	-	96,140.03	26,099.90
Bartlett, Ryan A	Teacher	86,013.97	2,250.00	518.70	16,079.63	6,449.87	2,531.00	-	90,794.97	23,048.20
Bartlett, Susan H	Secretary	13,132.35	-	10,453.20	1,466.93	1,518.14	8,556.67	-	21,689.02	13,438.27
Becht, Kori A	Asst Superintendent	123,235.00	3,500.00	28,634.06	14,547.15	10,277.40	8,939.35	3,500.00	135,674.35	53,458.61
Bedard, Jill C	Secretary	16,568.88	-	-	-	1,267.55	-	-	16,568.88	1,267.55
Bedard, Shawna	Teacher	75,569.00	1,750.00	27,455.20	13,896.32	5,982.70	874.95	-	78,193.95	47,334.22
Belanger, Donna	Paraprofessional	20,785.31	-	-	-	1,633.82	571.05	-	21,356.36	1,633.82
Belanger, Mark A	Master Electrician	64,172.00	-	20,906.34	7,624.28	4,952.60	4,230.34	-	68,402.34	33,483.22
Belanger, Paul G	Maintenance Tech	57,288.80	-	28,634.06	7,186.58	4,937.65	7,249.49	-	64,538.29	40,758.29
Bencal, Paul A	Teacher	75,569.00	1,750.00	20,033.20	13,780.60	5,758.52	190.31	-	77,509.31	39,572.32
Bennett, Harry	Exec Dir Technology	105,060.00	-	26,379.60	11,735.10	7,930.37	2,704.29	3,500.00	107,764.29	46,045.07
Bennington, Douglas S	Teacher	75,569.00	-	23,823.40	13,468.47	5,769.23	106.28	-	75,675.28	43,061.10
Benson, Jessica H	Curriculum Director	91,800.00	-	1,633.32	16,340.47	7,653.75	8,512.03	-	100,312.03	25,627.54
Berube, Amy B	Teacher	53,558.00	-	23,823.40	9,557.39	3,933.52	146.78	-	53,704.78	37,314.31
Bishop, Amber L	Teacher	58,473.00	-	20,031.00	11,685.02	5,027.85	7,247.91	-	65,720.91	36,743.87
Blair, Christopher P	Asst Principal	95,880.00	-	10,469.16	17,066.67	7,253.06	2,410.95	-	98,290.95	34,788.89
Blais, Mitchell R	Counselor	43,790.00	-	8,764.60	7,710.75	3,384.07	447.12	-	44,237.12	19,859.42
Boermeester, Kristina M	Nutrition Svcs Supervisor	14,397.78	-	-	-	1,116.74	200.00	-	14,597.78	1,116.74
Bond, Kasey N	Teacher	45,402.00	-	10,082.50	8,170.67	3,433.43	542.32	-	45,944.32	21,686.60
Bonfiglio, Christina D	Nurse	13,617.33	-	2,021.96	2,423.88	1,025.48	-	-	13,617.33	5,471.32
Bortz, Cynthia M	Occupational Therapist	66,642.83	2,750.00	13,366.16	12,694.72	5,431.13	3,025.57	-	72,418.40	31,492.01
Boudreau, Katelyn A	Teacher	40,852.00	-	10,082.50	7,278.53	3,012.03	83.77	-	40,935.77	20,373.06
Boulanger, Sarah E	Mental Health Counselor	48,805.00	-	3,040.31	8,738.74	4,065.82	4,343.11	-	53,148.11	15,844.87
Bourdeau, Nancy M	Teacher	75,569.00	-	27,455.20	14,375.70	5,950.29	5,317.96	-	80,886.96	47,781.19
Bourque, Amy K	Teacher	75,569.00	-	905.80	14,716.97	6,326.31	7,117.06	-	82,686.06	21,949.08
Bourque, Jeffrey M	Teacher	70,057.00	-	1,633.20	13,069.82	5,596.60	3,381.03	-	73,438.03	20,299.62
Bowen, Deborah A	Paraprofessional	895.70	-	-	-	68.52	-	-	895.70	68.52
Boyd, Laura A	Paraprofessional	23,033.01	-	-	-	1,965.33	2,655.56	-	25,688.57	1,965.33
Brayall, Melissa A	Teacher	67,933.30	-	23,380.54	12,480.14	5,194.52	2,617.86	-	70,551.16	41,055.20
Breton, Robert P	School Board	700.00	-	-	-	53.55	-	-	700.00	53.55
Briare, Jennifer L	Teacher	56,398.00	-	10,082.50	11,077.00	4,682.14	5,867.12	-	62,265.12	25,841.64
Broady, Cynthia A	Secretary	26,946.75	-	20,906.40	3,024.81	1,801.07	286.95	-	27,233.70	25,732.28
Bron, Robert R	Custodian	8,848.88	-	6,607.86	988.40	638.84	667.84	-	9,516.72	8,235.10
Bruzzese, Kathleen M	Lunch Recess Monitor	6,866.25	-	-	-	525.28	-	-	6,866.25	525.28
Bryant, Matthew	Teacher	75,569.00	1,750.00	20,031.00	14,670.62	6,312.93	5,190.31	-	82,509.31	41,014.55
Buckholz, Arthur F	Paraprofessional	18,761.60	-	-	-	1,468.02	426.40	-	19,188.00	1,468.02

Employee	Assignment	Salary	Longevity	Medical	NHRS	FICA	Ex Duty/OT/Other	TSA	Gross	Benefits
Buckley, William	Teacher	75,569.00	1,750.00	23,823.40	14,227.71	6,094.89	2,623.78	-	79,942.78	44,146.00
Bullis, Jennifer L	Teacher	78,151.31	2,250.00	10,082.50	14,615.29	6,299.64	2,997.02	-	83,398.33	30,997.43
Buonpane, Amy E	Teacher	39,402.00	-	-	7,476.32	3,481.11	6,103.45	-	45,505.45	10,957.43
Burdette, Joel	Library Media Specialist	86,013.97	1,750.00	27,455.20	16,049.01	6,701.11	2,972.42	-	90,736.39	50,205.32
Burrows, Lauren E	Teacher	43,915.00	-	-	7,854.58	3,872.92	6,711.75	-	50,626.75	11,727.50
Burzlauff, Judiann	Teacher	52,464.00	-	27,455.20	9,645.43	3,912.58	1,836.42	-	54,300.42	41,013.21
Byrne, John M	Teacher	59,693.00	-	27,045.60	12,200.72	5,263.89	9,112.06	-	68,805.06	44,510.21
Caddy, Clayton S	Technology Technician	58,240.00	-	26,379.60	6,896.41	4,380.62	3,671.86	-	61,911.86	37,656.63
Cannon, Sandra E	Teacher	75,569.00	-	19,731.80	13,451.34	5,429.47	191.88	-	75,760.88	38,612.61
Carleton, Jessica L	Counselor	85,554.00	-	27,455.20	15,848.33	6,580.44	3,606.17	-	89,160.17	49,883.97
Carley, Melissa I	Teacher	65,521.38	-	20,033.20	13,769.48	5,777.22	12,275.81	-	77,797.19	39,579.90
Camazzo, Emma J	Special Ed Director	85,680.00	-	26,379.60	15,251.10	6,260.54	683.89	3,500.00	86,363.89	47,891.24
Caron, Debra A	Nutrition Svcs Supervisor	8,712.12	-	-	-	666.46	-	-	8,712.12	666.46
Carrier, Jamie A	Teacher	58,473.00	-	10,082.50	10,521.17	4,443.88	677.07	-	59,150.07	25,047.55
Carroll, Lisa	Tutor	37,581.42	-	-	-	2,887.01	157.10	-	37,738.52	2,887.01
Carter, Kelly A	Nurse	58,642.00	-	27,455.20	11,425.08	4,678.61	5,668.95	-	64,310.95	43,558.89
Case, Matthew R	Paraprofessional	12,594.80	-	-	-	1,052.19	1,160.00	-	13,754.80	1,052.19
Catabia, Danielle J	Teacher	67,570.00	-	27,455.20	12,321.94	5,063.30	1,766.92	-	69,336.92	44,840.44
Chan, Yim W	Custodian	33,176.00	-	26,379.60	4,367.19	2,648.93	6,105.36	-	39,281.36	33,395.72
Chaput, Casey L	Teacher	50,601.00	-	8,737.30	9,476.59	4,072.77	2,638.50	-	53,239.50	22,286.66
Chaput, Martin L Jr	Teacher	61,781.27	1,750.00	10,082.50	11,658.49	5,090.40	2,988.32	-	66,519.59	26,831.39
Chartrand, Donna M	Nurse	60,801.00	-	19,731.80	11,809.36	4,724.84	5,794.37	-	66,595.37	36,266.00
Chase, Lauren C	Summer Help	53,558.00	-	8,737.30	10,273.48	4,415.39	4,158.00	-	57,716.00	23,426.17
Cherbonneau, Mark A	Teacher	65,585.00	2,750.00	20,033.20	13,306.35	5,554.95	6,532.92	-	74,867.92	38,894.50
Chesley, Danielle T	Occupational Therapist	48,316.18	-	27,455.20	8,744.25	3,525.67	921.42	-	49,237.60	39,725.12
Cheung, Hau C	Custodian	20,640.00	-	-	2,392.80	2,046.84	6,115.22	-	26,755.22	4,439.64
Childers, Kimberly	Paraprofessional	19,969.04	-	-	-	1,544.52	219.44	-	20,188.48	1,544.52
Chorley, Lea J	Nutrition Svcs Assist	5,601.80	-	-	-	428.57	-	-	5,601.80	428.57
Chown, Alana C	Teacher	48,805.00	-	10,105.94	9,621.06	4,056.56	5,287.45	-	54,092.45	23,783.56
Christie, Mary E	IT Support Coord	48,297.60	-	28,634.06	5,562.29	3,377.26	1,683.89	-	49,981.49	37,573.61
Cirelli, Michael J	Teacher	75,569.00	-	20,033.20	14,196.65	5,933.80	4,270.77	-	79,839.77	40,163.65
Clark-Hartshorne, Kara E	Teacher	75,569.00	2,250.00	25,822.00	14,679.25	6,137.44	5,261.80	-	83,080.80	46,638.69
Claus, Alexandra A	Teacher	45,532.00	-	8,737.30	8,320.41	3,575.91	1,211.75	-	46,743.75	20,633.62
Cleasby, Danielle	Secretary	31,824.00	-	-	3,590.70	2,497.51	821.98	-	32,645.98	6,088.21
Clement, Elizabeth	Payroll Coord	62,400.00	-	23,096.84	6,970.08	4,727.97	194.19	-	62,594.19	34,794.89
Clemons, Ashley B	Teacher	45,776.80	-	17,343.00	8,999.26	3,835.92	5,025.50	-	50,802.30	30,178.18
Clemons, Cynthia E	Teacher	62,899.88	-	20,033.20	11,561.92	4,878.89	3,148.45	-	66,048.33	36,474.01
Clifton, Matthew C	Technology Technician	55,744.00	-	-	6,226.48	4,494.16	3,000.00	-	58,744.00	10,720.64
Cobb, Susan M	Teacher	76,787.84	-	9,930.70	13,905.24	6,082.39	2,642.60	-	79,430.44	29,918.33
Cohen, Christopher M	Theater	3,000.00	-	-	-	229.50	-	-	3,000.00	229.50
Coish, Jonathan S	Custodian	34,756.80	-	-	4,145.51	2,839.05	2,356.13	-	37,112.93	6,984.56
Coish, Margaret R	Teacher	39,402.00	-	1,633.20	7,014.95	2,993.00	8.02	-	39,410.02	11,641.15
Cole, Alycia M	Paraprofessional	2,420.45	-	-	-	185.15	-	-	2,420.45	185.15
Commerford, Linda S	Accounting Clerk	41,724.80	-	23,824.32	4,660.76	3,185.18	199.55	-	41,924.35	31,670.26
Comtois, Kathleen A	Lunch Recess Monitor	7,515.00	-	-	-	574.90	-	-	7,515.00	574.90
Connors, Anne L	Teacher	60,951.95	-	27,455.20	10,791.53	4,673.98	124.95	-	61,076.90	42,920.71
Conron, Jessica J	Paraprofessional	19,401.20	-	-	-	1,484.28	-	-	19,401.20	1,484.28
Conroy, Danielle M	Paraprofessional	10,401.70	-	-	-	797.00	16.40	-	10,418.10	797.00
Coole, Robert	Treasurer	500.00	-	-	-	38.25	-	-	500.00	38.25
Corbin, Lisa H	Teacher	75,569.00	2,750.00	10,105.94	13,940.70	5,915.12	41.82	-	78,360.82	29,961.76
Core, Nancy L	Teacher	65,171.00	-	19,731.80	11,600.41	4,624.33	98.16	-	65,269.16	35,956.54
Correia, Leeanne	Lunch Recess Monitor	7,275.00	-	-	-	556.56	-	-	7,275.00	556.56
Costa-Dallaire, Nancie	Paraprofessional	6,342.57	-	-	-	485.23	-	-	6,342.57	485.23
Courter, Jody S	Teacher	68,275.00	-	27,455.20	12,673.76	5,216.72	3,038.92	-	71,313.92	45,345.68
Couser, Adelia S	Teacher	45,402.00	-	-	9,083.84	4,171.80	9,130.63	-	54,532.63	13,255.64
Cove, Jennifer L	Teacher	85,554.00	2,250.00	27,455.20	15,629.11	6,486.84	124.95	-	87,928.95	49,571.15
Covey, Amy	Teacher	50,747.00	-	-	9,067.22	4,547.04	8,692.50	-	59,439.50	13,614.26
Craig, Jessie M	Teacher	3,279.38	-	-	-	250.89	-	-	3,279.38	250.89

Employee	Assignment	Salary	Longevity	Medical	NHRS	FICA	Ex Duty/OT/Other	TSA	Gross	Benefits
Creamer, Cecilia I	Teacher	86,060.25	-	20,494.87	16,192.39	6,962.06	4,929.01	-	90,989.26	43,649.32
Crimmin, Kendall E.	Teacher	58,642.00	-	27,455.20	10,569.40	4,309.90	849.67	-	59,491.67	42,334.50
Cronin, Suzanne	Technology Facilitator	69,263.00	-	-	12,441.95	5,998.36	9,135.25	-	78,398.25	18,440.31
Croteau, Catherine	Director Mathematics	90,489.00	-	10,469.16	16,107.00	6,847.58	572.90	3,500.00	91,061.90	33,423.74
Crowley, John R	Nutrition Svcs Assist	7,010.75	-	-	-	536.32	-	-	7,010.75	536.32
Crutchfield, Kendall C	Paraprofessional	525.00	-	-	-	40.17	-	-	525.00	40.17
Cuneo, Sheila D	Teacher	75,569.00	2,250.00	20,033.20	15,160.06	6,315.33	7,469.18	-	85,288.18	41,508.59
Cuomo, Jessica J	Teacher	39,402.00	-	-	7,299.79	3,404.99	5,108.25	-	44,510.25	10,704.78
Curry, Steven J	Teacher	44,623.30	-	10,082.50	9,238.21	3,946.48	8,026.82	-	52,650.12	23,267.19
Dahar, Hannah J Cole	Teacher	75,569.00	1,750.00	27,455.20	14,334.76	5,930.12	3,338.21	-	80,657.21	47,720.08
Daisy, Robert J	Music Assistant	720.00	-	-	-	55.08	-	-	720.00	55.08
Dalias, Marianne	Secretary	20,855.25	-	12,543.84	2,342.36	2,100.09	8,810.43	-	29,665.68	16,986.29
D'Amore, Meghan A	Teacher	43,557.20	-	-	7,797.78	3,850.67	6,778.13	-	50,335.33	11,648.45
Dancy, Janet E	Teacher	75,975.28	-	-	13,526.72	6,345.62	6,923.50	-	82,898.78	19,872.34
Danko, Isabella H	Paraprofessional	17,009.34	-	-	-	1,209.35	(1,201.07)	-	15,808.27	1,209.35
Darisse, Cassandra D	Paraprofessional	4,605.90	-	-	-	352.38	-	-	4,605.90	352.38
Davis, Christie M	Teacher	50,601.00	-	27,455.20	9,006.94	3,639.07	124.95	-	50,725.95	40,101.21
Davis, Mary E	Paraprofessional	19,969.04	-	-	-	1,636.19	1,417.92	-	21,386.96	1,636.19
deLara, Alyssa J	Teacher	61,582.00	-	26,727.80	11,490.87	4,714.22	3,066.13	-	64,648.13	42,932.89
Delgreco, Linda C	Paraprofessional	24,452.61	-	-	-	2,052.86	2,381.49	-	26,834.10	2,052.86
Dennehy, Mary Jane	Paraprofessional	9,741.10	-	-	-	859.95	1,500.00	-	11,241.10	859.95
DeRousse, Graham M	Teacher	56,398.00	-	26,727.80	10,038.87	3,707.29	90.31	-	56,488.31	40,473.96
Dickie, Ashley Q	Paraprofessional	8,917.15	-	-	-	682.46	3.50	-	8,920.65	682.46
Dileo, Christine	Paraprofessional	24,452.61	-	-	-	2,111.46	3,147.76	-	27,600.37	2,111.46
Diorio, Eileen T	Secretary	48,068.80	-	20,906.34	5,441.86	3,683.24	827.05	-	48,895.85	30,031.44
Dixey, Melissa	Teacher	68,980.00	-	23,096.00	12,278.48	4,891.60	112.92	-	69,092.92	40,266.08
Dizazzo, Donna	Secretary	28,601.48	-	1,207.98	1,349.99	3,027.84	11,189.61	-	39,791.09	5,585.81
Dodge, Stacey L	Nutrition Svcs Assist	10,620.63	-	-	-	815.53	39.73	-	10,660.36	815.53
Dolce, Linda M	Paraprofessional	9,001.80	-	-	-	688.66	-	-	9,001.80	688.66
Dorman, Nancy M	Tutor	37,797.41	-	-	-	2,984.46	1,214.69	-	39,012.10	2,984.46
Doughty, Leah M	Teacher	75,569.00	1,750.00	1,633.20	13,838.20	6,538.17	8,423.50	-	85,742.50	22,009.57
Doyle, Ashley A	Lunch Recess Monitor	5,715.00	-	-	-	437.23	-	-	5,715.00	437.23
Duesing, Kenneth	Exec Dir Student Svcs	102,875.00	-	17,539.86	11,491.22	7,875.59	2,612.33	3,500.00	105,487.33	36,906.67
Dufault, Virginia A	Paraprofessional	19,377.54	-	-	-	1,498.77	212.94	-	19,590.48	1,498.77
Dumais, Jamie B	Teacher	60,626.00	-	27,455.20	10,846.35	4,427.43	402.10	-	61,028.10	42,728.98
Dunham, Michael T	Paraprofessional	18,809.70	-	-	-	1,438.92	-	-	18,809.70	1,438.92
Dunn, Christina L	Nurse	65,585.00	-	-	12,661.05	6,092.48	14,044.00	-	79,629.00	18,753.53
Dunn, Christina R	Counselor	85,554.00	1,750.00	25,931.10	15,830.33	6,823.87	1,880.19	-	89,184.19	48,585.30
Dunn, Elizabeth A	School Board	200.00	-	-	-	15.30	-	-	200.00	15.30
Dupuis, Jessica L	Bd Cert Behavior Analyst	70,390.00	-	27,455.20	12,529.40	5,200.37	671.86	1,080.00	71,061.86	45,184.97
Dutton-Smith, Kendall	Paraprofessional	18,809.70	-	-	-	1,569.97	1,712.79	-	20,522.49	1,569.97
Eagen, Katherine M	Teacher	28,972.75	-	9,529.36	5,157.14	2,208.41	-	-	28,972.75	16,894.91
Elhachem, Jeannine C	Paraprofessional	3,517.80	-	-	-	370.12	1,320.20	-	4,838.00	370.12
Ellins, Sarah E	Teacher	50,601.00	-	26,727.80	9,024.74	3,654.89	204.95	-	50,805.95	39,407.43
Ellwood, Gayle M	Admin Assistant	40,310.40	-	25,280.64	4,502.68	2,745.80	45.98	-	40,356.38	32,529.12
Emerson, Savannah M	Paraprofessional	5,890.95	-	-	-	434.85	(206.70)	-	5,684.25	434.85
Eng, Donna M	Paraprofessional	19,969.04	-	-	-	1,558.38	400.90	-	20,369.94	1,558.38
Engel, Brenda A	Teacher	67,160.00	-	27,455.20	12,099.07	4,968.50	937.06	-	68,097.06	44,522.77
Falsetti, Samuel C	School Board	700.00	-	-	-	53.55	-	-	700.00	53.55
Fantasia, Jody L	Paraprofessional	19,969.04	-	-	-	1,586.47	768.04	-	20,737.08	1,586.47
Fay, Sherry A	Teacher	75,569.00	2,750.00	27,455.20	13,978.39	5,775.97	324.67	-	78,643.67	47,209.56
Ferreira, Beth A	Paraprofessional	18,731.61	-	-	-	1,433.11	-	-	18,731.61	1,433.11
Feyler, Michelle D	Paraprofessional	19,969.04	-	-	-	1,688.39	2,100.40	-	22,069.44	1,688.39
Field, Pauline	Secretary	45,323.20	-	28,634.06	5,087.96	3,112.36	413.60	-	45,736.80	36,834.38
Figaro, Diane L	Secretary	52,062.40	-	10,469.16	5,889.85	4,044.16	799.89	-	52,862.29	20,403.17
Fillion, Brian	Teacher	85,554.00	1,750.00	27,455.20	15,540.17	6,689.60	124.95	-	87,428.95	49,684.97
Finn, Cynthia M	School Board	700.00	-	-	-	53.55	-	-	700.00	53.55
Fisher, Gregory D	Teacher	53,121.60	-	-	10,244.81	4,403.04	4,433.34	-	57,554.94	14,647.85

Employee	Assignment	Salary	Longevity	Medical	NHRS	FICA	Ex Duty/OT/Other	TSA	Gross	Benefits
Fleet, Stephanie A	Teacher	67,933.28	1,750.00	27,455.20	12,877.21	5,572.18	3,136.42	-	72,819.70	45,904.59
Fleming, Bethany	Exec Functioning Coach	28,292.83	-	-	-	2,262.23	1,278.89	-	29,571.72	2,262.23
Forrence, Susan G	Lunch Recess Monitor	6,345.00	-	-	-	485.38	-	-	6,345.00	485.38
Fothergill, Nancy	Teacher	85,554.00	2,750.00	27,045.60	16,147.65	6,459.17	2,663.53	-	90,967.53	49,652.42
Freccero, Kimberly M	Asst Principal	39,983.30	-	-	7,117.05	3,606.04	7,063.37	2,640.00	47,046.67	10,723.09
Freeman, Habiba J	Reading Specialist	52,464.00	-	11,257.72	9,873.21	4,047.54	3,253.03	-	55,717.03	25,178.47
Freisinger, Kerry R	Teacher	67,933.28	-	17,343.00	12,661.45	5,457.70	3,561.25	-	71,494.53	35,462.15
Fritz, Kiera S	Teacher	21,528.27	-	-	3,832.04	1,972.22	4,250.00	-	25,778.27	5,804.26
Frostick, Mary E	Teacher	52,464.00	-	10,082.50	9,547.67	4,025.29	1,216.07	-	53,680.07	23,655.46
Galante, Kerri	Nutrition Svcs Assist	4,755.95	-	-	-	363.83	-	-	4,755.95	363.83
Gallo, Julia G	Paraprofessional	23,033.01	-	-	-	1,820.30	759.36	-	23,792.37	1,820.30
Garofoli, Rachel	Speech and Language	75,569.00	1,750.00	27,455.20	14,112.32	6,075.83	2,076.42	-	79,395.42	47,643.35
Gauvin, Karalyn G	Teacher	61,496.00	-	10,082.50	11,848.37	5,014.40	5,110.00	-	66,606.00	26,945.27
Genna, Melissa	Teacher	19,401.20	-	-	-	1,455.94	183.28	-	19,584.48	1,455.94
Gerstein, Stephanie	Secretary	21,375.00	-	-	2,389.33	2,248.41	8,015.00	-	29,390.00	4,637.74
Gilbert, Veronique	Teacher	77,147.00	2,250.00	10,082.50	14,132.59	5,999.95	41.82	-	79,438.82	30,215.04
Golden, Brenda	Secretary	42,619.20	-	23,824.32	4,872.30	3,290.48	1,183.89	-	43,803.09	31,987.10
Gordon, Robert H	Teacher	75,569.00	-	-	13,526.73	6,463.92	8,923.50	-	84,492.50	19,990.65
Graff, Eric A	Teacher	76,358.00	2,250.00	27,455.20	14,468.74	5,986.75	2,789.92	-	81,397.92	47,910.69
Graff, Kristen G	Paraprofessional	23,033.01	-	-	-	1,883.81	1,591.72	-	24,624.73	1,883.81
Gratton, Jay E	Asst Principal	97,517.00	-	-	17,358.13	8,263.59	10,375.35	3,500.00	107,892.35	25,621.72
Greenleaf, Dalisa K	Asst Business Admin	87,200.00	-	28,628.08	9,740.36	6,418.48	2,376.45	-	89,576.45	44,786.92
Greenleaf, Diana C	Teacher	69,263.00	2,250.00	19,731.80	16,478.01	6,732.44	21,245.24	-	92,758.24	42,942.25
Grimaldi, Lauren A	Teacher	12,667.84	-	-	-	969.10	-	-	12,667.84	969.10
Grzesik, Jacqueline Y	Nutrition Svcs Assist	15,268.54	-	-	-	1,168.03	-	-	15,268.54	1,168.03
Guerrero, Luis A	Custodian	33,176.00	-	19,236.36	3,791.30	2,346.65	892.91	-	34,068.91	25,374.31
Haarlander, Lindsay R	Teacher	58,473.00	-	27,455.20	10,785.82	4,394.30	2,122.00	-	60,595.00	42,635.32
Habib, Kristina T	Teacher	52,464.00	-	10,082.50	9,338.65	3,934.94	34.85	-	52,498.85	23,356.09
Hachey, Michael R	Teacher	86,933.91	1,750.00	19,646.10	16,252.17	6,934.87	4,076.67	-	92,760.58	42,833.14
Haegle, Gary E	Custodian	33,467.20	-	9,634.04	4,174.33	2,733.96	3,970.06	-	37,437.26	16,542.33
Haegle, Glenn J	Custodian	33,696.00	-	20,906.34	4,239.53	2,631.86	4,397.49	-	38,093.49	27,777.73
Haemker, Andrew J	Teacher	75,569.00	-	27,455.20	13,551.38	5,643.15	686.95	-	76,255.95	46,649.73
Hagerty, Erin K	Dir Assess Accountability	91,800.00	-	-	10,254.13	7,810.11	10,265.40	-	102,065.40	18,064.24
Haggerty, Jeanette M	Paraprofessional	20,785.31	-	-	-	1,625.08	456.84	-	21,242.15	1,625.08
Haky, Anne	Teacher	58,473.00	-	-	11,298.10	5,506.13	13,500.00	-	71,973.00	16,804.23
Hall, Jon A	Administrator	65,585.00	-	27,455.20	13,438.42	5,544.83	10,036.95	-	75,621.95	46,438.45
Hampoian, Jocelyn M	Behavior Coach	72,723.00	1,500.00	28,634.00	13,211.66	5,737.71	687.52	3,500.00	74,910.52	47,583.37
Hanlon, Jill M	Asst Principal	99,654.00	1,500.00	25,414.12	18,005.51	7,471.46	699.55	3,500.00	101,853.55	50,891.09
Hans, Anthony R	Teacher	50,747.00	-	-	9,032.92	4,532.43	8,500.00	-	59,247.00	13,565.35
Hanson, Carolyn	Paraprofessional	24,452.61	-	-	-	1,932.15	806.16	-	25,258.77	1,932.15
Harbilas, Ruth E	Paraprofessional	23,033.01	-	-	-	1,829.83	885.91	-	23,918.92	1,829.83
Hardiman, Scott	Custodian	50,336.00	-	26,379.60	6,505.77	4,113.58	8,091.25	-	58,427.25	36,998.95
Hart O'Connor, Lisa M	Paraprofessional	14,469.00	-	-	-	1,182.82	993.75	-	15,462.75	1,182.82
Hartmann, Julie	Teacher	79,675.09	1,750.00	27,455.20	14,604.68	6,281.70	1,174.95	-	82,600.04	48,341.58
Hartnett, Sean A	Network Administrator	77,629.00	-	28,634.06	8,671.26	5,573.18	199.56	-	77,828.56	42,878.50
Hathway, Pamela J	Technology Facilitator	63,195.95	-	19,731.80	11,301.86	4,528.00	820.46	-	64,016.41	35,561.66
Hemmer, Robert W	Teacher	43,375.96	-	22,713.89	7,946.64	3,418.17	1,594.10	-	44,970.06	34,078.70
Hennigar, Catherine	Dir Human Resources	95,000.00	-	28,634.06	10,611.62	7,469.48	2,343.53	3,325.00	97,343.53	46,715.16
Herard, Nadine	Asst Principal	62,842.59	-	-	9,365.55	5,271.79	6,063.75	-	68,906.34	14,637.34
Hickey, William	Exec Dir Bus/Fin/Ops	91,714.99	-	16,885.89	16,325.22	8,068.00	16,704.55	3,500.00	108,419.54	41,279.11
Hoag, Cheryl A	Paraprofessional	18,809.70	-	-	-	1,438.86	-	-	18,809.70	1,438.86
Holm, Paula M	Paraprofessional	19,401.20	-	-	-	1,482.54	(21.70)	-	19,379.50	1,482.54
Hope, Deborah	Teacher	75,975.28	1,750.00	19,731.80	14,064.34	5,723.42	1,879.21	-	79,604.49	39,519.56
Hopkins-Smith, Colleen	Teacher	75,569.00	1,750.00	27,455.20	14,635.62	6,301.01	5,028.31	-	82,347.31	48,391.83
Horaj, Mary Ann	Secretary	500.00	-	-	-	68.85	400.00	-	900.00	68.85
Hunt, Christopher C	Principal	107,161.00	-	26,379.60	19,074.63	8,065.72	2,732.66	-	109,893.66	53,519.95
Husson, Kari E	Paraprofessional	19,377.54	-	-	-	1,498.68	212.94	-	19,590.48	1,498.68
Hyde-Berger, Amanda R	Teacher	55,743.00	-	17,343.00	9,940.11	4,260.22	106.67	-	55,849.67	31,543.33

Employee	Assignment	Salary	Longevity	Medical	NHRS	FICA	Ex Duty/OT/Other	TSA	Gross	Benefits
Iannazzi, Rosemary	Tutor	36,894.22	-	-	-	3,047.19	2,937.98	-	39,832.20	3,047.19
Iannuzzi, Lisa	Teacher	86,933.91	2,750.00	27,455.20	16,053.58	6,777.50	1,997.92	-	91,681.83	50,286.28
Imlach, Alan D	Custodian	33,176.00	-	20,906.34	3,791.30	2,325.22	910.87	-	34,086.87	27,022.86
Jack, Wendy	Director of English	92,617.00	-	17,539.86	11,025.09	7,480.98	6,627.31	3,500.00	99,244.31	36,045.93
Jendrasko, Natalie A	Communication Liaison	70,390.00	-	26,379.60	7,862.65	5,070.82	433.89	-	70,823.89	39,313.07
Jenkins, Beth E	Nutrition Svcs Assist	12,152.63	-	-	-	949.49	259.01	-	12,411.64	949.49
Jepsen, Rebecca D	Teacher	48,805.00	-	10,082.50	9,239.07	3,892.72	3,141.82	-	51,946.82	23,214.29
Jodoin, Elizabeth A	Counselor	70,057.00	1,750.00	27,455.20	13,361.60	5,510.28	3,371.35	-	75,178.35	46,327.08
Jodrey, Elise F	Tutor	41,956.95	-	-	-	3,209.74	-	-	41,956.95	3,209.74
Johnson, Christine L	Teacher	62,858.00	-	27,455.20	11,188.79	4,819.23	124.95	-	62,982.95	43,463.22
Johnson, Rebecca L	Counselor	54,395.00	-	27,455.20	10,156.30	4,132.10	2,775.51	-	57,170.51	41,743.60
Jortberg, Suzanne D	Secretary	4,442.10	-	-	-	339.81	-	-	4,442.10	339.81
Jose, Smitha Mekkunnel	Paraprofessional	18,396.30	-	-	-	1,359.85	(620.10)	-	17,776.20	1,359.85
Kamenarova, Renata	Paraprofessional	6,924.45	-	-	-	529.71	-	-	6,924.45	529.71
Kane, Sandra M	Human Resources Coord	12,672.00	-	-	1,415.46	1,148.08	2,336.00	-	15,008.00	2,563.54
Kaplo, Patrick J	Teacher	79,249.00	-	1,633.20	14,652.14	6,698.27	11,078.28	-	90,327.28	22,983.61
Katsohis, Katelyn	Teacher	69,005.01	-	14,199.55	12,513.65	5,410.14	1,707.57	-	70,712.58	32,123.34
Keane, Edward F	Custodian	15,312.00	-	8,676.60	1,783.84	1,104.54	657.94	-	15,969.94	11,564.98
Keshigian, Michael R	Asst Principal	61,582.00	-	19,646.10	12,590.75	5,248.94	9,152.60	-	70,734.60	37,485.79
Kiley, Julianne M	Paraprofessional	19,969.04	-	-	-	1,654.17	1,653.08	-	21,622.12	1,654.17
Kingsley, Craig A	Teacher	67,570.00	2,250.00	1,633.20	13,122.21	6,230.56	11,900.25	-	81,720.25	20,985.97
Kirley, Denise S	Paraprofessional	-	-	-	-	307.99	4,025.99	-	4,025.99	307.99
Klemm, Donald J	Custodian	36,067.20	-	28,634.06	4,572.96	3,146.22	5,060.09	-	41,127.29	36,353.24
Kosik, Jenna L.	Teacher	58,473.00	-	-	10,408.10	5,123.63	8,500.00	-	66,973.00	15,531.73
Koski, Michael	Director of Science	90,489.00	-	26,379.60	16,151.49	6,660.13	671.86	3,500.00	91,160.86	49,191.22
Kovaliv, Nicholas	Teacher	67,570.00	-	-	12,027.55	5,820.02	8,500.00	-	76,070.00	17,847.57
Krishnamoorthy, Alexandra	Teacher	52,382.20	-	19,767.47	9,361.67	4,011.52	211.75	-	52,593.95	33,140.66
Kuenzler, Lisa A	Teacher	61,890.00	-	20,033.20	12,157.46	5,057.96	6,499.47	-	68,389.47	37,248.62
Labrecque, Jennifer A	Paraprofessional	19,401.20	-	-	-	1,445.58	(505.29)	-	18,895.91	1,445.58
Lacaille, Morgan	Teacher	47,073.00	-	10,082.50	9,203.08	3,877.16	4,671.45	-	51,744.45	23,162.74
Laferriere, Cynthia	Nutrition Svcs Mgr	26,187.58	-	-	3,071.45	2,275.69	3,559.38	-	29,746.96	5,347.14
Lagos, Timothy G	Paraprofessional	18,165.83	-	-	-	1,390.01	3.98	-	18,169.81	1,390.01
Lamb, Tracey M	Teacher	56,398.00	-	22,190.20	11,093.48	4,729.86	6,425.00	-	62,823.00	38,013.54
Landry, Courtney R	Teacher	65,585.00	2,250.00	27,455.20	12,306.05	5,056.35	1,412.92	-	69,247.92	44,817.60
Langlois, Richard P	Superintendent	160,000.00	-	-	17,872.12	10,163.47	-	-	160,000.00	28,035.59
Lapadula, Jenna	Teacher	42,356.00	-	16,955.90	7,539.44	3,240.15	-	-	42,356.00	27,735.49
LaRoche, Denise	Nutrition Svcs Assist	8,750.37	-	-	-	677.00	98.94	-	8,849.31	677.00
Larsen, Samantha R	Teacher	58,473.00	-	27,455.20	10,442.37	4,277.25	305.42	-	58,778.42	42,174.82
Latour, Nathan A	Custodian	34,361.60	-	10,469.16	3,947.48	2,567.65	1,051.71	-	35,413.31	16,984.29
Latvis, Stephen R	Teacher	80,527.23	-	10,082.50	14,610.97	6,301.52	2,877.07	-	83,404.30	30,994.99
Lavoie, Joshua D	Teacher	65,171.00	-	27,455.20	12,115.06	5,215.92	3,004.17	-	68,175.17	44,786.18
Leberman, P Russell	Teacher	76,787.84	1,750.00	27,455.20	14,970.80	6,298.31	6,899.42	-	85,437.26	48,724.31
Leischner, Suellen	Nurse Assistant	26,380.90	-	-	-	2,018.12	-	-	26,380.90	2,018.12
Lemay, Jordan M	Teacher	52,464.00	-	10,082.50	10,538.14	4,450.91	6,780.57	-	59,244.57	25,071.55
Lemmon, Morgan A	Teacher	51,243.34	-	10,082.50	9,121.31	3,842.39	45.27	-	51,288.61	23,046.20
Lena, Rita C	Teacher	79,249.00	-	-	14,663.12	6,954.46	11,628.13	-	90,877.13	21,617.58
Les, Janice L	Teacher	65,171.00	-	20,031.00	11,617.54	5,001.67	179.89	-	65,350.89	36,650.21
Letendre, Jacob S	Paraprofessional	18,706.35	-	-	-	1,438.97	103.35	-	18,809.70	1,438.97
Letizio, Katie M	Kindergarten Teacher	39,402.00	-	-	7,013.56	3,664.57	8,500.00	-	47,902.00	10,678.13
Leuteritz, Kimber L	Paraprofessional	20,711.76	-	-	-	1,687.28	1,343.20	-	22,054.96	1,687.28
Lichtmann, Julie E	Director of Guidance	97,517.00	3,500.00	20,906.34	18,426.07	8,153.99	5,014.25	3,500.00	106,031.25	47,486.40
Liddy, Sarah E	Paraprofessional	10,345.35	-	-	-	782.75	(113.74)	-	10,231.61	782.75
Lindner, Thomas Jr	Custodian	45,214.00	-	28,634.06	5,344.49	3,288.97	2,832.34	-	48,046.34	37,267.52
Lingley, Eileen M	Teacher	77,147.00	1,750.00	27,455.20	14,081.34	5,820.37	324.67	-	79,221.67	47,356.91
Lisa, Kristen L	Paraprofessional	19,969.04	-	-	-	1,567.11	514.84	-	20,483.88	1,567.11
Lister, Jocelyn	Speech and Language	75,569.00	-	10,082.50	14,457.01	6,146.63	5,691.70	-	81,260.70	30,686.14
Magnuson, Russell T	Theater Tech	47,840.00	-	905.84	5,556.35	4,264.33	7,903.25	-	55,743.25	10,726.52
Magown, Peter	Custodian	33,176.00	-	10,071.10	3,966.35	2,585.30	2,396.38	-	35,572.38	16,622.75

Employee	Assignment	Salary	Longevity	Medical	NHRS	FICA	Ex Duty/OT/Other	TSA	Gross	Benefits
Mallett, Renee A	Secretary	3,850.00	-	-	-	294.52	-	-	3,850.00	294.52
Mallory, Robin S	Music Assistant	1,620.00	-	-	-	123.94	-	-	1,620.00	123.94
Maloney, Terry A	Paraprofessional	19,294.60	-	-	-	1,539.28	827.70	-	20,122.30	1,539.28
Malynn, Alicia R	Paraprofessional	11,644.10	-	-	-	975.91	1,113.00	-	12,757.10	975.91
Maple, Cynthia L.	Paraprofessional	-	-	-	-	-	-	-	-	-
Marinelli, Debra A	Teacher	75,569.00	2,250.00	20,033.20	13,851.76	5,790.83	112.92	-	77,931.92	39,675.79
Maroon, Donna	Tutor	30,876.07	-	-	-	2,410.02	627.64	-	31,503.71	2,410.02
Marsh, Susan	Paraprofessional	19,969.04	-	-	-	1,637.49	1,434.80	-	21,403.84	1,637.49
Martin, Billie-Jo	Principal	95,370.00	2,500.00	26,379.60	17,420.79	7,332.51	2,505.91	3,500.00	100,375.91	51,132.90
Martin, Cady A	Teacher	50,601.00	-	10,082.50	9,006.91	3,793.20	45.27	-	50,646.27	22,882.61
Martin, Juliana L	Teacher	50,031.12	-	19,031.54	9,289.31	3,832.84	2,239.64	-	52,270.76	32,153.69
Martin, Lisa	Nutrition Svcs Assist	9,706.73	-	-	-	742.59	-	-	9,706.73	742.59
Matthews, Joan P	Teacher	65,585.00	2,750.00	19,731.80	15,795.06	6,434.43	20,593.26	-	88,928.26	41,961.29
Matthews, Nicole R	Teacher	43,056.54	-	24,716.53	7,753.17	3,124.38	590.81	-	43,647.35	35,594.08
Maynard, Maria T	Secretary	43,097.60	-	20,906.34	4,813.90	3,025.33	138.90	-	43,236.50	28,745.57
McCaffrey, Michael J	Athletic Director	89,250.00	-	28,628.08	9,969.19	6,596.06	1,915.90	-	91,165.90	45,193.33
McCarthy, Robyn L	Teacher	62,858.00	-	27,455.20	11,420.20	4,917.17	1,412.92	-	64,270.92	43,792.57
McCarthy, Tiffany	Teacher	52,464.00	-	27,455.20	9,393.47	3,802.74	402.10	-	52,866.10	40,651.41
Mccauley, Sharon B	Psychologist	85,554.00	2,250.00	27,455.20	15,629.11	6,486.92	112.92	-	87,916.92	49,571.23
Mccorkle, Michelle M	Teacher	79,249.00	2,750.00	27,455.20	14,688.37	6,082.19	632.67	-	82,631.67	48,225.76
Mccrean, Heather	Teacher	79,249.00	1,750.00	1,633.20	14,626.66	6,877.61	9,173.50	-	90,172.50	23,137.47
McInnis, Brendan K	Paraprofessional	9,208.98	-	-	-	858.26	2,009.50	-	11,218.48	858.26
Mckenna, Shannan G	Director Social Studies	90,489.00	1,500.00	28,628.08	16,374.02	6,711.97	687.52	-	92,676.52	51,714.07
McNamee, Jill	Teacher	43,272.04	-	17,845.88	5,824.90	3,159.29	77.00	-	43,349.04	26,830.07
Mendes, Dora F	Nutrition Svcs Supervisor	16,811.22	-	-	1,981.08	1,533.47	3,234.28	-	20,045.50	3,514.55
Merchel, Kathleen M	Secretary	23,256.00	-	-	2,661.61	2,434.77	8,572.13	-	31,828.13	5,096.38
Mercier, Rose	Teacher	75,569.00	2,750.00	20,033.20	14,053.01	5,875.48	719.40	-	79,038.40	39,961.69
Merrill, Patricia M	Secretary	45,629.92	-	19,236.36	5,132.50	3,512.64	446.40	-	46,076.32	27,881.50
Messina, Stephanie M	Psychologist	57,585.95	-	10,082.50	11,425.61	4,856.04	6,952.57	-	64,538.52	26,364.15
Meuse, Jill A	Paraprofessional	19,969.04	-	-	-	1,546.44	244.76	-	20,213.80	1,546.44
Micalizzi, Kristina	Teacher	58,473.00	-	27,455.20	10,730.59	4,379.21	1,924.67	-	60,397.67	42,565.00
Michalik, Sarah A	Teacher	-	-	-	-	74.24	970.60	-	970.60	74.24
Michaud, Kristina G	Tutor	30,120.12	-	-	-	2,304.22	-	-	30,120.12	2,304.22
Michaud, Regina	Teacher	77,147.00	2,250.00	23,823.40	14,197.70	6,013.37	478.67	-	79,875.67	44,034.47
Mikula, Rachael S	Paraprofessional	19,401.20	-	-	-	1,484.28	-	-	19,401.20	1,484.28
Millard, Kristina M	Paraprofessional	14,779.05	-	-	-	1,122.65	(103.35)	-	14,675.70	1,122.65
Miller, Kristin	Teacher	69,263.00	1,750.00	27,455.20	12,640.32	5,442.13	112.92	-	71,125.92	45,537.65
Miller, Lindsay A	Paraprofessional	17,559.26	-	-	-	1,310.74	(425.80)	-	17,133.46	1,310.74
Misiaszek, Katherine E	Teacher	68,344.00	-	23,823.40	12,493.95	5,348.13	1,846.50	-	70,190.50	41,665.48
Misra, Joann L	Teacher	68,160.28	-	20,033.20	12,072.16	5,024.08	(255.76)	-	67,904.52	37,129.44
Missert, Deanna L	Paraprofessional	10,336.04	-	-	-	811.93	277.85	-	10,613.89	811.93
Mitchell, Jaelyn R	Nutrition Svcs Assist	3,881.27	-	-	-	296.90	-	-	3,881.27	296.90
Mitkonis, Krystal A	Mental Health Counselor	75,975.28	-	1,633.20	14,501.48	6,854.28	13,899.67	-	89,874.95	22,988.96
MoreHead, Kevin W	Teacher	75,975.28	-	-	13,451.34	6,310.63	6,500.00	-	82,475.28	19,761.97
Morin, Deborah	Teacher	64,192.28	-	27,455.20	12,809.01	5,464.13	8,224.67	-	72,416.95	45,728.34
Morris, Mark D	Head Custodian	37,183.32	-	19,236.32	4,827.77	3,053.20	6,122.33	-	43,305.65	27,117.29
Morrison, Darlene M	Teacher	85,554.00	1,750.00	27,455.20	15,577.86	6,283.17	461.78	-	87,765.78	49,316.23
Morrow, Brenda	Principal	110,376.00	1,500.00	28,634.06	19,913.93	8,788.26	2,810.12	3,500.00	114,686.12	57,336.25
Morse, AnnMarie	Teacher	86,933.91	-	20,033.20	15,620.29	6,658.64	2,283.64	-	89,217.55	42,312.13
Moyer, Kevin C	Teacher	65,171.00	-	27,455.20	13,844.13	5,716.04	12,699.13	-	77,870.13	47,015.37
Mullen, Adam J	Teacher	54,288.00	-	8,737.30	10,795.32	4,639.54	6,359.44	-	60,647.44	24,172.16
Mullen, Mary	Paraprofessional	19,969.04	-	-	-	1,527.74	-	-	19,969.04	1,527.74
Mullins, Danielle S	Title I Tutor	9,748.50	-	-	-	745.74	-	-	9,748.50	745.74
Munsey, Michael D	Teacher	56,398.00	-	10,082.50	10,484.19	4,427.90	2,543.63	-	58,941.63	24,994.59
Murphy, Caleigh A	Teacher	38,207.32	-	518.70	7,031.53	3,267.00	4,500.00	-	42,707.32	10,817.23
Murray, Nicole M	Psychologist	68,344.00	-	27,455.20	-	4,996.91	124.95	-	68,468.95	32,452.11
Murray, Sandra	Admin Assistant	47,840.00	-	23,824.32	5,343.78	3,637.66	-	-	47,840.00	32,805.76
Nader, Karen A	Paraprofessional	18,725.20	-	-	-	1,435.71	41.00	-	18,766.20	1,435.71

Employee	Assignment	Salary	Longevity	Medical	NHRS	FICA	Ex Duty/OT/Other	TSA	Gross	Benefits
Napierkoski, Katie L	Schl to Career Tran Spec	51,000.00	-	15,388.03	5,696.64	3,900.81	3,486.25	-	54,486.25	24,985.48
Newcomb, Judith	SAIF Evaluator	7,233.48	-	-	-	553.36	-	-	7,233.48	553.36
Nichols, Emily M	Paraprofessional	18,292.95	-	-	-	1,431.60	421.35	-	18,714.30	1,431.60
Nickerson, Jasmine M	Paraprofessional	16,629.60	-	-	-	1,272.11	-	-	16,629.60	1,272.11
Noel, Helen	Teacher	63,195.95	-	27,455.20	11,188.79	4,845.99	124.95	-	63,320.90	43,489.98
Nolan, Susan E	Teacher	55,529.00	-	27,455.20	10,367.97	4,224.39	2,842.95	-	58,371.95	42,047.56
Nordengren, Donna	Paraprofessional	21,376.81	-	-	-	1,671.32	469.84	-	21,846.65	1,671.32
Nordengren, Edward M	Teacher	52,464.00	-	27,455.20	10,308.79	4,198.49	5,575.20	-	58,039.20	41,962.48
Norris, Ryan P	Custodian	120.00	-	-	-	9.18	-	-	120.00	9.18
O'Brien, Alison R	Teacher	58,787.37	-	25,822.00	11,675.46	4,831.28	7,232.83	-	66,020.20	42,328.74
O'Connor, Kelly M	Teacher	65,171.00	-	-	11,755.55	5,052.75	871.50	-	66,042.50	16,808.30
O'Connor, Rachel T	Paraprofessional	19,267.95	-	-	-	1,473.88	-	-	19,267.95	1,473.88
O'Connor, Rory D	Principal	108,233.00	1,500.00	-	20,155.50	9,481.46	14,090.15	3,500.00	123,823.15	29,636.96
O'Connor, Ryan	Teacher	85,554.00	1,750.00	1,633.20	17,152.11	7,351.54	9,067.86	-	96,371.86	26,136.85
O'Neil, Anne-Marie B	Nurse Assistant	28,403.72	-	-	-	2,197.87	326.13	-	28,729.85	2,197.87
O'Neil, David M	Human Resources Coord	41,939.52	-	414.69	4,687.42	3,823.19	8,110.30	-	50,049.82	8,925.30
O'Neil, Kristine P	Teacher	75,569.00	2,250.00	27,455.20	14,804.06	6,132.53	5,474.95	-	83,293.95	48,391.79
Pacheco, Heather L	Teacher	75,569.00	2,250.00	27,455.20	15,575.52	6,462.89	9,808.96	-	87,627.96	49,493.61
Palmer, Denise	Teacher	69,635.38	2,750.00	19,731.80	12,818.28	5,188.58	191.88	-	72,577.26	37,738.66
Pantazis, Mary E	Administrator	88,776.00	-	28,628.08	16,425.03	6,768.61	4,199.55	-	92,975.55	51,821.72
Peckham, Rhonda A	Manager of Nutrition Svcs	80,106.00	-	20,906.40	8,947.89	5,925.70	645.57	3,500.00	80,751.57	35,779.99
Pellerin, Bethany	Teacher	73,783.00	-	27,455.20	13,442.52	5,787.56	1,861.70	-	75,644.70	46,685.28
Peterson, Donna P	Paraprofessional	24,452.61	-	-	-	1,933.15	816.50	-	25,269.11	1,933.15
Phillips, Kristin L	Counselor	50,601.00	-	27,455.20	9,141.47	3,696.86	880.77	-	51,481.77	40,293.53
Pierce, Rebecca L	Teacher	67,570.00	-	27,455.20	12,866.24	5,221.60	4,836.70	-	72,406.70	45,543.04
Pierpont, Sonia J	Teacher	67,160.00	1,750.00	20,033.20	13,429.09	5,486.92	6,641.89	-	75,551.89	38,949.21
Pignone, Lisa E	Paraprofessional	24,452.61	-	-	-	1,937.08	868.17	-	25,320.78	1,937.08
Pingree, Katie M	Teacher	54,395.00	-	20,033.20	10,260.90	4,242.13	3,340.56	-	57,735.56	34,536.23
Pleva, Maura A	Paraprofessional	22,441.51	-	-	-	1,791.56	975.47	-	23,416.98	1,791.56
Plummer, Matthew D	Custodian	37,235.10	-	10,469.16	4,571.26	2,994.88	3,762.05	-	40,997.15	18,035.30
Ponzini, Christine A	Paraprofessional	19,401.20	-	-	-	1,484.27	-	-	19,401.20	1,484.27
Poteat, Tracy L	Nutrition Svcs Assist	7,572.80	-	-	-	579.33	-	-	7,572.80	579.33
Pratte, Patricia M	Teacher	49,592.17	-	25,822.00	8,954.34	3,736.04	2,112.92	-	51,705.09	38,512.38
Proulx, Jennifer R	Teacher	69,635.38	2,250.00	27,455.20	12,748.18	5,276.32	230.83	-	72,116.21	45,479.70
Provost, Victoria A	Data Coordinator	64,478.00	-	1,633.32	7,202.27	5,562.92	8,199.55	-	72,677.55	14,398.51
Putnam, Lauri D	Substitute Template	86,933.91	2,750.00	27,455.20	24,567.86	10,437.71	49,842.75	-	139,526.66	62,460.77
Quaglietta, Laura	Teacher	60,373.85	-	-	10,702.82	5,274.78	8,577.00	-	68,950.85	15,977.60
Quinn, Tara M	Teacher	27,972.53	-	-	4,979.15	2,357.27	2,833.36	-	30,805.89	7,336.42
Radabaugh, Bethany J	Teacher	45,482.26	-	18,209.44	5,341.59	3,400.11	144.38	-	45,626.64	26,951.14
Ranjith, Sithara	Paraprofessional	9,611.55	-	-	-	743.19	103.35	-	9,714.90	743.19
Rawley, Kathleen A	Nurse	79,249.00	2,250.00	20,033.20	15,463.12	6,490.74	5,462.31	-	86,961.31	41,987.06
Reddig, Lisa E	Teacher	79,249.00	2,250.00	27,045.60	14,572.02	5,777.09	627.81	-	82,126.81	47,394.71
Reills, Jessica B	Teacher	67,933.30	-	1,633.20	12,686.98	6,070.79	11,704.68	-	79,637.98	20,390.97
Reilly, David P	Manager of Facilities	78,000.00	-	10,469.16	8,712.60	6,467.34	6,500.00	2,250.00	84,500.00	25,649.10
Reynolds, Hilary J	Teacher	22,723.60	-	-	-	1,738.36	-	-	22,723.60	1,738.36
Reynolds, Mary C	Paraprofessional	-	-	-	-	35.44	463.30	-	463.30	35.44
Riddinger, Sara A	Paraprofessional	1,066.00	-	-	-	81.55	-	-	1,066.00	81.55
Ridlon, Diane M	Paraprofessional	21,376.81	-	-	-	1,784.48	1,949.44	-	23,326.25	1,784.48
Rioux, David R	Systems Administrator	67,852.00	-	28,634.06	7,579.01	5,207.08	187.52	-	68,039.52	41,420.15
Ripley, Pilar M	Teacher	76,787.86	2,250.00	20,033.20	14,043.47	5,966.84	1,167.31	-	80,205.17	40,043.51
Ritchey, Adrienne M	Nutrition Svcs Mgr	22,929.11	-	17,250.29	2,561.17	1,429.00	-	-	22,929.11	21,240.46
Rivers, Vilma	Paraprofessional	8,432.20	-	-	-	645.05	-	-	8,432.20	645.05
Robbins, Janet D	Teacher	75,569.00	-	27,455.20	14,446.90	5,788.65	5,705.93	-	81,274.93	47,690.75
Robinson, Kayleigh	Teacher	52,464.00	-	27,455.20	9,667.60	3,922.00	1,960.92	-	54,424.92	41,044.80
Rogers, Cheryl A	Paraprofessional	23,033.01	-	(23.44)	-	1,850.74	1,161.09	-	24,194.10	1,827.30
Rogers, Holly C	Paraprofessional	5,470.00	-	-	-	451.76	435.00	-	5,905.00	451.76
Rogers, Karin B	Teacher	75,569.00	2,250.00	27,455.20	14,958.74	6,198.32	6,343.95	-	84,162.95	48,612.26
Ross, Elizabeth A	Teacher	65,171.00	-	10,082.50	11,600.41	4,907.93	41.82	-	65,212.82	26,590.84

Employee	Assignment	Salary	Longevity	Medical	NHRS	FICA	Ex Duty/OT/Other	TSA	Gross	Benefits
Ross, Lindsay R	Occupational Therapist	55,529.00	-	10,082.50	10,740.78	4,538.20	4,854.33	-	60,383.33	25,361.48
Roy, Jennie L	Technology Facilitator	79,313.00	-	19,935.16	14,350.73	6,073.31	1,315.67	-	80,628.67	40,359.20
Russell, Erin	Teacher	69,005.01	-	27,455.20	12,717.63	5,503.26	2,924.67	-	71,929.68	45,676.09
Ryan, Anna O	Teacher	47,073.00	-	10,082.50	8,929.87	3,759.68	3,136.70	-	50,209.70	22,772.05
Ryan, Russell C	Music Assistant	600.00	-	-	-	45.90	-	-	600.00	45.90
Rylant, Holly	Occupational Therapist	75,569.00	2,250.00	27,455.20	13,851.76	5,721.13	112.92	-	77,931.92	47,028.09
Salvo-O'Connell, Elizabeth	Teacher	58,473.00	-	-	11,490.21	5,435.70	12,579.16	-	71,052.16	16,925.91
Sampson, Maura	Teacher	79,249.00	-	19,366.50	14,497.90	6,067.11	2,200.00	-	81,449.00	39,931.51
Santana, Roberta	Paraprofessional	18,809.70	-	-	-	1,506.13	878.48	-	19,688.18	1,506.13
Santo, Kimberly S	Teacher	63,578.00	-	27,455.20	11,316.98	4,871.86	96.25	-	63,674.25	43,644.04
Sapochetti, Jillian R	Counselor	52,464.00	-	23,823.40	9,526.95	4,094.51	1,057.87	-	53,521.87	37,444.86
Satkwich, Linda A	Teacher	85,554.00	2,250.00	19,731.80	15,629.11	6,364.25	185.21	-	87,989.21	41,725.16
Sawyer, Lisa M	Paraprofessional	19,377.54	-	-	-	1,498.77	212.94	-	19,590.48	1,498.77
Schaible, Pamela L	Paraprofessional	24,452.61	-	-	-	1,933.92	826.83	-	25,279.44	1,933.92
Scharff, Nicole	Lunch Recess Monitor	8,221.40	-	-	-	799.75	2,233.14	-	10,454.54	799.75
Schimank, Cheryl A	Nutrition Svcs Assist	3,481.54	-	-	-	266.34	-	-	3,481.54	266.34
Schneider, Rebecca L	Teacher	56,398.00	-	905.80	10,076.56	4,320.81	239.98	-	56,637.98	15,303.17
Sears, Eileen	Paraprofessional	19,401.20	-	-	-	1,484.28	-	-	19,401.20	1,484.28
Senibaldi, Dennis J	School Board	700.00	-	-	-	53.55	-	-	700.00	53.55
Serian, Stephanie	Teacher	62,858.00	-	27,455.20	11,366.80	4,224.22	1,112.92	-	63,970.92	43,046.22
Serra, India M	Paraprofessional	18,809.70	-	-	-	1,440.66	23.40	-	18,833.10	1,440.66
Serra, Tammy I	Counselor	85,554.00	-	1,633.20	15,583.59	7,290.19	9,993.88	-	95,547.88	24,506.98
Severance, Deborah	Tutor	37,797.41	-	-	-	2,897.55	78.55	-	37,875.96	2,897.55
Shaka, Katherine A	Teacher	75,569.00	-	10,082.50	13,451.34	5,703.80	41.82	-	75,610.82	29,237.64
Sharma, Amit	Teacher	76,787.84	-	9,928.32	13,526.72	5,832.69	507.14	-	77,294.98	29,287.73
Shawley, Brian C	Asst Principal	93,000.00	-	28,634.06	16,553.96	6,910.79	2,288.45	1,820.00	95,288.45	52,098.81
Shea, Kimberly A	Paraprofessional	23,861.11	-	-	-	1,983.75	2,069.64	-	25,930.75	1,983.75
Shea, Morgan L	Teacher	39,402.00	-	10,082.50	7,013.52	2,934.69	24.40	-	39,426.40	20,030.71
Sheehan, Bevin E	Teacher	85,554.00	-	10,082.50	15,607.46	6,630.70	2,169.82	-	87,723.82	32,320.66
Shoubash, Katherine	Teacher	67,160.00	1,750.00	27,455.20	12,452.79	5,122.51	1,174.95	-	70,084.95	45,030.50
Sierpina, Stephen M	Principal	123,235.00	-	26,379.60	21,935.93	9,670.09	3,041.76	-	126,276.76	57,985.62
Sillo, Jeremy	Custodian	32,198.40	-	10,469.16	3,699.03	2,397.32	984.56	-	33,182.96	16,565.51
Simard, Tanya	Teacher	53,121.60	-	-	9,455.67	4,063.80	-	-	53,121.60	13,519.47
Simpson, Kerri L	Paraprofessional	426.40	-	-	-	32.62	-	-	426.40	32.62
Smith, Evan W	Paraprofessional	9,818.25	-	-	-	751.07	-	-	9,818.25	751.07
Smith, Katherine S	Teacher	56,701.22	-	27,455.20	11,956.46	4,930.76	10,897.95	-	67,599.17	44,342.42
Smith, Lisa M	Secretary	27,930.00	-	13,078.35	3,119.81	2,136.64	-	-	27,930.00	18,334.80
Soucy, Carol J	Paraprofessional	24,452.61	-	-	-	646.42	985.00	-	25,437.61	646.42
Soucy, Elaine C	Secretary	28,443.00	-	19,236.40	3,181.63	2,298.17	1,597.87	-	30,040.87	24,716.20
Sousa, Charlene	Nurse	27,630.81	-	17,845.88	4,918.26	1,966.35	124.95	-	27,755.76	24,730.49
Souza, Mikayla E	Teacher	50,747.00	-	10,082.50	9,032.92	3,804.07	41.82	-	50,788.82	22,919.49
Spinazola, Kerriane	Paraprofessional	19,314.85	-	-	-	1,459.30	(239.85)	-	19,075.00	1,459.30
St. Onge, Candace	Teacher	75,569.00	1,750.00	27,455.20	14,243.45	5,889.96	2,813.17	-	80,132.17	47,588.61
Stahlheber, Douglas J	Teacher	61,582.00	-	27,455.20	11,317.68	4,631.72	2,113.42	-	63,695.42	43,404.60
Starr, Gwen A	Paraprofessional	-	-	-	-	-	-	-	-	-
Steffanides, Todd	Teacher	75,569.00	1,750.00	27,045.60	14,248.92	6,143.81	2,981.03	-	80,300.03	47,438.33
Steward, Kellie Ann	Counselor	85,554.00	1,750.00	27,455.20	16,539.18	6,878.04	5,737.39	-	93,041.39	50,872.42
Stockwell, Stefanie J	Teacher	52,464.00	-	10,082.50	10,301.70	4,349.29	5,452.32	-	57,916.32	24,733.49
Stoddard, Michelle	Teacher	75,569.00	2,750.00	27,455.20	13,940.70	5,759.77	112.92	-	78,431.92	47,155.67
Stone, Jessica E	Teacher	56,701.22	-	10,082.50	10,163.47	4,313.28	741.82	-	57,443.04	24,559.25
Stoyak, Natasha L	Teacher	50,601.00	-	8,737.30	9,006.91	3,870.95	-	-	50,601.00	21,615.16
Strang, Colleen R	Theater	1,500.00	-	-	-	114.76	-	-	1,500.00	114.76
Streechon, Cecilia D	Nutrition Svcs Assist	5,638.11	-	-	-	431.34	-	-	5,638.11	431.34
Stuart, Cathleen P	Teacher	64,168.00	-	27,455.20	11,421.82	4,678.15	112.92	-	64,280.92	43,555.17
Sudhalter, Anna	Paraprofessional	2,238.60	-	-	-	171.24	-	-	2,238.60	171.24
Sullivan, Kristen J	Teacher	68,344.00	-	27,455.20	13,105.59	5,400.34	5,396.30	-	73,740.30	45,961.13
Szynkiewicz, Nicole R	Paraprofessional	19,969.04	-	-	-	1,544.51	219.44	-	20,188.48	1,544.51
Taddonio, Mark P	Teacher	43,915.00	-	10,082.50	9,027.22	3,801.58	6,841.75	-	50,756.75	22,911.30

Employee	Assignment	Salary	Lon-geivity	Medical	NHRS	FICA	Ex Duty/OT/Other	TSA	Gross	Benefits
Talon, Elizabeth A	Teacher	76,498.00	-	-	14,319.71	6,805.36	12,449.48	-	88,947.48	21,125.07
Tanguay, Christine E	Teacher	65,585.00	-	26,340.70	11,687.93	5,033.16	189.92	-	65,774.92	43,061.79
Taylor, Erin G	Teacher	52,464.00	-	-	9,694.65	4,816.83	10,500.00	-	62,964.00	14,511.48
Tenhagen, Karen	Teacher	59,416.11	-	23,823.40	10,750.48	4,671.09	1,923.50	-	61,339.61	39,244.97
Tewksbury, Deanna	Teacher	75,569.00	1,750.00	27,045.60	13,776.53	5,941.99	327.03	-	77,646.03	46,764.12
Thompson, Carolyn A	Substitute Template	19,969.04	-	-	-	1,599.39	936.84	-	20,905.88	1,599.39
Thompson, Heather M	Executive Assistant	53,580.80	-	26,379.60	6,543.44	4,179.05	5,699.09	-	59,279.89	37,102.09
Thorpe, Elizabeth	Music Assistant	1,830.00	-	-	-	140.03	-	-	1,830.00	140.03
Tilly, Jacqueline C	Paraprofessional	21,376.81	-	-	-	1,671.32	469.84	-	21,846.65	1,671.32
Toohy, Veronica M	Paraprofessional	16,846.05	-	-	-	1,378.12	1,168.65	-	18,014.70	1,378.12
Toth, Kelly B	Nutrition Svcs Assist	9,910.57	-	-	-	826.13	888.75	-	10,799.32	826.13
Travis, Joy R	Paraprofessional	13,019.37	-	-	-	1,001.07	479.86	-	13,499.23	1,001.07
Troy, Jill	Teacher	48,860.55	-	27,455.20	8,823.70	3,619.66	1,610.95	-	50,471.50	39,898.56
Tubbs, Judith E	Tutor	37,797.41	-	-	-	2,899.05	98.18	-	37,895.59	2,899.05
Ulery, Shannon L	School Board	700.00	-	-	-	53.55	-	-	700.00	53.55
Urquhart, Deanne E	Teacher	49,067.36	-	10,082.50	9,276.24	3,928.72	3,350.32	-	52,417.68	23,287.46
Urquhart, Jill E	Paraprofessional	9,700.60	-	-	-	793.50	672.40	-	10,373.00	793.50
Vargas Garcia, Abner S	Teacher	17,469.36	-	-	-	1,336.42	-	-	17,469.36	1,336.42
Vastl, Jessica L	Teacher	48,805.00	-	-	8,694.12	4,386.79	8,538.50	-	57,343.50	13,080.91
Veilleux, Susan E	Director Fine Arts	94,554.00	-	9,634.04	16,830.59	7,169.41	567.10	3,500.00	95,121.10	33,634.04
Viel, Maureen A	Paraprofessional	-	-	-	-	94.08	1,230.00	-	1,230.00	94.08
Wactowski, Laura C	Teacher	79,249.00	-	27,455.20	14,373.30	5,869.71	1,624.95	-	80,873.95	47,698.21
Ward, Allyna E	Teacher	61,582.00	-	27,455.20	11,971.91	4,913.69	5,800.95	-	67,382.95	44,340.80
Ward, Katherine J	Reading Specialist	79,249.00	-	-	14,106.34	6,612.76	7,179.92	-	86,428.92	20,719.10
Warner, Daniel D	Paraprofessional	38,521.75	-	2,021.96	2,923.60	3,022.84	1,204.32	-	39,726.07	7,968.40
Weilbrenner, Zachary	Teacher	66,530.00	-	27,455.20	11,842.43	4,857.97	124.95	-	66,654.95	44,155.60
Welch, Melissa A	Counselor	46,481.32	-	26,727.80	8,813.45	3,564.75	3,145.06	-	49,626.38	39,106.00
Welch, Michael K	Teacher	85,554.00	-	27,455.20	15,554.60	6,416.62	1,955.95	-	87,509.95	49,426.42
Wells, Todd L	Custodian	53,768.00	-	10,469.16	6,406.95	4,253.34	3,662.67	-	57,430.67	21,129.45
Wentworth, Kerry A	Secretary	32,471.51	-	18,070.32	3,704.26	2,530.05	890.23	-	33,361.74	24,304.63
Westwood, Chad J	Teacher	63,578.00	-	26,340.70	11,471.83	4,719.88	982.92	-	64,560.92	42,532.41
Wheeler, Roger	Custodian	54,350.40	-	20,906.34	6,187.01	3,969.11	1,209.98	-	55,560.38	31,062.46
Whipple, Genevieve P	Paraprofessional	842.70	-	-	-	64.47	-	-	842.70	64.47
White, Jessie L	Paraprofessional	19,218.12	-	-	-	1,462.70	(98.40)	-	19,119.72	1,462.70
WhiteHead, Deanne M	Teacher	75,975.28	1,750.00	1,633.20	13,800.51	6,555.08	8,223.78	-	85,949.06	21,988.79
White-Rogers, Christine	Teacher	67,665.50	-	27,455.20	12,219.02	5,162.75	1,105.95	-	68,771.45	44,836.97
Whitney, Sara L	Teacher	54,552.00	-	10,082.50	10,512.26	4,521.34	4,547.57	-	59,099.57	25,116.10
Wilkins, Jody S	Nutrition Svcs Assist	710.13	-	-	-	54.33	-	-	710.13	54.33
Wilkins, Stacy M	Paraprofessional	19,969.04	-	-	-	1,544.52	219.44	-	20,188.48	1,544.52
Williams, Julie E	Teacher	67,570.00	-	20,033.20	12,258.95	5,100.81	1,383.64	-	68,953.64	37,392.96
Wilson, Robin S	Groundskeeper	68,973.60	-	28,634.06	8,226.56	5,259.78	4,820.69	-	73,794.29	42,120.40
Woodbury, Katherine M	Teacher	45,402.00	-	8,737.30	8,099.44	3,480.85	100.00	-	45,502.00	20,317.59
Worthen, Heather	Director Special Ed	91,800.00	-	26,379.60	16,518.47	6,818.14	1,683.89	-	93,483.89	49,716.21