

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



2017

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DISTRICT OFFICERS & ENROLLMENT

SCHOOL BOARD

Rob Breton, Chair	2020
Dennis Senibaldi, Vice Chair	2019
Daniel Popovici-Muller	2018
Tom Murray	2018
Keleigh McAllister	2020

Superintendent
Richard P. Langlois

Assistant Superintendent
Dr. Kori Alice Becht

Moderator
Elizabeth Dunn

Executive Director of Finance and Operations
William Hickey

Clerk
Mary Ann Horaj

Executive Director of Student Services
Ken Duesing

Treasurer
Anne Marie O'Neil

Executive Director of Technology
Harry Bennett

Facilities Manager
Roger Preston

Human Resources Manager
Amina Fazlic

Golden Brook School

Principal: Chris Hunt
Assistant Principal: Billie-Jo Martin
Assistant Principal: Patricia Bouley

Windham Center School

Principal: Rory O'Connor
Assistant Principal: Kim Freccero

Windham Middle School

Principal: Brenda Morrow
Assistant Principal: Jay Gratton

Windham High School

Principal: Stephen Sierpina
Assistant Principal: Matt Malila

Windham Pre-School

Karen Baldasaro

WINDHAM SCHOOL DISTRICT EOY ENROLLMENT BY GRADE

Grade	2016/2017
K	150
1	176
2	199
3	232
4	247
5	245
6	255
7	260
8	240
9	253
10	218
11	221
12	207
Total	2903

DISTRICT SENATE BILL 2 SESSIONS

**WINDHAM SCHOOL DISTRICT
DELIBERATIVE SESSION OF ANNUAL MEETING
FRIDAY, FEBRUARY 10, 2017 – WINDHAM HIGH SCHOOL
APPROVED**

School District Moderator Elizabeth Dunn called the meeting to order at 7:14 PM. All in attendance stood for the Pledge of Allegiance and Moment of Silence. Moderator Dunn introduced herself, School District Clerk Mary Ann Horaj, IT Director Dr. Harry Bennett, Superintendent Richard Langlois, Business Administrator Bill Hickey, Attorney Mike Elwell, School Board members Tom Murray, Ken Eyring, Daniel Popovici-Muller and Dennis Senibaldi. Board member Rob Breton was viewing via Skype. Board member Breton was originally going to partake in explanation of the warrant articles, but it was explained that cannot occur as this is a legislative meeting.

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

Moderator Dunn read the notice of meeting and Article 1, to choose two School Board members for the ensuing three years and proceeded to read Article 2:

Article 2. “Shall the Windham School District vote to raise and appropriate the sum of \$38,907,102 (gross budget) for the purpose of constructing and equipping a renovation and addition at Golden Brook School to be a pre-school, kindergarten and first through fourth grade school, construction and equipping of a renovation and/or an addition at Windham Middle School to include renovations to science labs, family and consumer science and technical education classrooms, and for the acquisition of approximately four (4) acres of land known as 114 Lowell Road, Windham, Rockingham County, New Hampshire as described in the Town of Windham Tax Maps as Lot 24-F-2500 and in Deed recorded Rockingham County Registry of Deeds, Book 3989 Page 2741; and to authorize the issuance of not more than \$38,107,102 of bonds or notes under and in compliance with the Municipal Finance Act, RSA 33:1 et seq., as amended; and authorize the School Board to apply for, obtain and accept federal, state or other aid, if any, which may be available for said project and to comply with all laws applicable to said project; and to authorize the School Board to issue, negotiate, sell and deliver said bonds and notes and to determine the rate of interest thereon and the maturity and other terms thereof; with the sum of \$800,000 from the Capital Reserve Fund established for the purpose of School Building and Construction, Renovation and Land Acquisition to be used to offset the project and to authorize the School Board to take any other action to carry out this vote; and to further raise and appropriate the additional sum of \$725,887.37 for the first year’s payment on the bonds or notes?” This was recommended by the School Board (5-0)

Mr. Murray invited Ingrid Nichols from Banwell Architects; Robby St. Laurent and Cynthia Finn up to the podium to speak about the project.

Rob St. Laurent – Chair of Buildings and Grounds (B&G) said they have been working on this project for the last two years to put forth a warrant article for a comprehensive solution to the overcrowding and facilities issues.

Ingrid Nichols from Banwell said since this item was put on the warrant last year they have worked hard to scrutinize the last plan with the new administration and have a better plan at a cheaper cost. The new plan has more square footage; is a better educational plan and a full district solution. Golden Brook School (GBS) will house Pre-K through 4; Center School 5 and 6; Windham Middle School (WMS) 7 and 8 and Windham High School 9 through 12. They will be updating antiquated facilities at GBS and WMS and correcting civil rights and ADA issues while making improvements to turn the schools into 21st century learning environments. They will be adding STEAM, STEM, safety and security measures including fire sprinklers at Golden Brook. They will be taking down the pods and quads and making site upgrades.

At Windham Middle School current class size exceeds state guidelines. They will be correcting civil rights and ADA violations; working to keep special ed. students in district; offering a 21st century learning environment; adding Family and Consumer Science, Tech Ed. and STEAM which is currently not in the curriculum; they are minimizing teachers on carts; adding safety and security measures and sprinkling specific areas of the middle school.

Ms. Nichols provided an update on the site. She explained the purchase of land next to GBS allows them to create a new loop road from WMS down to GBS. The issue has been with a large number of parent drop offs. They have added more parking; the current septic and sewer are antiquated so they have added a new sewer station which will pump up to the playing field behind WMS.

In regards to the layout, the Pre-K will be in the back of the school; the flex rooms are now Project Based Learning (PBL) rooms; first grade is in one wing and close to the cafeteria; art and music is in one wing; special education will be dispersed throughout the school; the student bathrooms will meet code requirements; the corridor widths will also code compliant; there is a back entry into the school; they integrated the IT and electrical design. They will develop the first two story addition outside the existing school so the contractor can start without affecting the school. They will use portables for the next phase; will update insulation and hardened the main entry glass for security reasons. All food prep will be done in the kitchen and there will be a new stage in the gymnasium. The upstairs has been broken down in scales so each class has a house feel to it and be part of a community. Kindergarten and First Grade have to be on the first floor.

At Windham Middle School they are taking out the 6th grade students who will go to Center School. They are adding Tech Ed/Engineering STEAM lab with project based learning and STEM; they moved Family and Consumer Science to the first floor and dubbed it the “Bob Plan” as Bob Coole suggested the location. They changed from 6 science labs to 4 and 2 project based learning rooms; they changed the library to downstairs as a Learning Commons and incorporated a computer and professional development room. The stage at WMS will not be there anymore and students will use the stage at GBS. The conference room will be in a central location; some showers and lockers were not used at WMS and they are using the space as an office; they are renovating the first floor for additional offices and looked at the entry and adding acoustic dampening for band, chorus and gym. The entrance stairway needs to be built for code purposes, sprinklers are being added in the lobby and they are taking over the bathroom and redoing them elsewhere.

Brad Prescott from Banwell Architects spoke about the phasing plan in regards to the educational needs of the school during the construction period. They are looking at a 24-month construction timeframe for Golden Brook, starting this summer. To start, the school would continue to operate as it currently is, while a new 2 story addition and a small addition is put on the kindergarten in the back. In Phase 2 they would demolish the existing building. A new modular would be installed at this point with classes, administration and the nurse. The existing cafeteria and kindergarten would remain as is. There would a covered and closed connector between structures to keep the schools together.

Cynthia Finn as part of the Information Committee said they are getting information out to the public and thanked the people that have helped. Plans are posted in all the schools, the Town Hall and the library. There is a brochure available to pick up this evening.

Mr. Eyring expressed his thanks to the Buildings and Grounds Committee, Robby St. Laurent, Mr. Murray, Jerry Rufo, Gary Carbonneau, Rich Amari, Paul Gosselin, John Pratte, Roger Preston, Dr. Tina McCoy and Ms. Finn.

Holly Breton – 7 Bedros Street wanted to say thank you for all the hard work by the school board, facilities, Building and Grounds and the communication team. She feels everyone is pulling together this year and trying to spread the word. This is a better plan for less money and she will do anything to help. She said it is time for the teachers, students, administrators to have this, as they deserve it.

Keleigh McAllister asked about the Civil Rights violations and she feels the administration needs to provide material to the community. Mr. Murray explained they are in compliance now, but when you touch a project you have to bring it up to current code and that is what triggers the violations.

Supt. Langlois spoke of the special education children deprived of being in a classroom setting and instead in the hallway and small rooms and it is an equity issue. The Dept. of Ed. said they need to move forward on this.

Bruce Anderson – 19 Osgood Street is concerned with how overcrowded the district is and how many seats this will add. He asked about projections for future student growth. Supt. Langlois explained there are currently 33 classrooms at GBS. They would have 61 rooms for students plus 4 PBL classrooms that could house up to 100 children which could address oversubscription to the enrollment. WMS will go from 31 to 29 classes, but the 6th grade is moving to Center School.

Bruce Anderson questioned how many students will be in the classrooms. It was explained in 2019-2020 there would be 20 per classroom. Pre-K would be 15 to 1; Kindergarten 16.7 to 1; 1st grade 19 to 1; 2nd grade 20 to 1; 3rd grade 20.5 to 1 and 4th grade 19.3 to 1. They will be adding 700 seats.

Bruce Anderson asked how much time this buys the district. Supt. Langlois explained there's latitude for 100 more seats with 4 classrooms and if you look at the numbers they are below the norm in some areas. When the project is complete there will be 100 excess seats which were originally called flex rooms and are now project based learning environments. At WMS they will go from 31 classrooms down to 29. The 7th grade will be 21.7 to 1 and the 8th grade 21 to 1.

Bruce Anderson said he is confused with the cost of \$38.1M and then another \$500,000 and \$600,000 and this makes it around \$39M. He thought last year it was \$31 million. It was explained last year it was \$39 million.

Supt. Langlois said the plan last year did not address WMS going from an elementary to middle school and did not include STEM and learning commons. There was no involvement with technology and special education. It did not address the autism track and there were no plans to address the needs of autistic children to keep them in the district.

Bruce Anderson asked about a guaranteed maximum price. Rob St. Laurent said they had a construction management firm come in and did their due diligence to achieve a guaranteed maximum price. They need to move forward to get construction documents. Bruce Anderson said a lesson should be learned from the high school and not having a guaranteed maximum price. He is concerned if this passes for \$38-\$39 million and they find out it is higher. He wants assurance the taxpayers will be getting what they are asking for. Rob St. Laurent said they are using a proven process and contingencies are industry standards. The documents are well vetted and reasonable. He feels they can follow through.

Bruce Anderson said he is concerned with the \$39 million and he does not see the tax impact, along with what is still being paid for the high school. Mr. Hickey explained the first-year principal plus interest will be \$1.37 per thousand and would decline over the term of the bond. Bruce Anderson asked about the debt the town is still paying for on the high school. The Debt Service slide was put on the screen. Bruce Anderson said he would like the tax impact for all the items.

Curtis McGiveney thanked everyone involved in the project. He asked about being in compliance with civil rights laws. He heard they are in compliance and then they are not. He questioned if the district is in violation or not? He feels those statements are inflammatory if not correct. He questioned if they had a legal opinion. He feels a town official should not say they are if they are not. Mr. Murray explained he was talking about code and the Supt. was talking about civil rights violations. Because nothing has been touched in the school they are grandfathered in regards to code issues.

Kenneth Duesing, Executive Director of Student Services, explained in terms of talking about students, there are some receiving services outside the classroom; hallways; partitioned areas instead of classroom space and lack of privacy. They are trying to utilize every nook and cranny to provide services.

Curtis McGiveney said it may not be the best, but he did not hear they are in violation of federal nondiscrimination laws and they are begging for a lawsuit. He feels this needs to be cleared up. This should be a fairness argument.

Mr. Eyring extended his gratitude to the architects and engineers for all their efforts and for some pro bono services.

There was no further discussion on article and business on article 2 is complete. Article 2 will appear on ballot as printed in the warrant.

Moderator Dunn read Article 3. “Shall the Windham School District vote to raise and appropriate the sum of \$547,000 for the purpose of an approximately 2,000 square foot expansion of the gym at Golden Brook School; and authorize the issuance of not more than \$547,000 of bonds or notes under and in compliance with the Municipal Finance Act, RSA 33:1 et seq., as amended; and to authorize the School Board to apply for, obtain and accept federal, state or other aid, if any, which may be available for said project and to comply with all laws applicable to said project; and to authorize the School Board to issue, negotiate, sell and deliver said bonds and notes and to determine the rate of interest thereon and the maturity and other terms thereof; and to authorize the School Board to take any other action to carry out this vote; and to further raise and appropriate the additional sum of \$11,963.99 for the first year’s payment on the bonds or notes?” If Article 2 does not pass, this article shall be null and void. This is not recommended by the School Board (3-2)

Mr. Senibaldi spoke on this article and explained it offers the voters the opportunity to decide if they want to go from 7,000 sq. ft. to 9,000 sq. ft. for the gym, including bleachers for 500 and full sized courts. The tax impact would be \$.02 cents per thousand or \$7.00 for a \$350,000 home. Mr. Popovici-Muller said he supported this because it is a decision they have to make this year. He feels it is a worthwhile investment for the community. Mr. Senibaldi said he does not want to look back and say if we only did this project. It is the cheapest it will ever be and offers two courts. Mr. Eyring voted not to support this and feels it would be better to have the community weigh in.

Cynthia Finn – 18 Bell Road said the high school gym is approximately 9,000 sq. ft. and it would be similar with bleachers. There would be two gyms at GBS.

Bruce Anderson asked if this was a second gym and it was explained yes. He feels this is going to be a huge elementary school and the kids need more space to run around in bad weather.

Michael McAllister– 1 Sirod Rd agrees with B. Anderson and the gym expansion. As a part of Recreation, he knows there is no spare gym space. Education is more than just books, science and math and being part of a team and learning teamwork is very important. He supports going forward with the expansion.

Mr. Eyring explained this warrant article is to enlarge the second gym.

Diane Carpenter – 8 Glenwood Road does know the high school has seating for 2,000 and she does not think it is as big as the high school gym. She feels they can use this space.

Curtis McGiveney – 13 Easy St said it would be much more expensive if they do not do it now and feels that would be helpful information for the voters.

Bob Coole asked if they build it as presented, can they not add to it in the future. Mr. Popovici-Muller said they can add to it, but you would be renovating an existing structure and the cost would be much higher. Bob Coole explained the WMS stage is going away and he supports the expansion. Mr. Senibaldi explained the stage is included in the 7,000-sq. ft. gym at GBS. He added they could expand the gym in the future, but the cost would be exorbitant.

Joel Desilets – 14 Candlewood thanked the Building and Grounds, the School Board and Architects for all the hard work. He supports the full-sized gym.

Danyelle Stuckart asked Mr. Eyring why he did not recommend it and his thoughts on the process. He said they were close to passing the project last year and he feels people may be at a tipping point. He is comfortable with what the voters decide, but didn’t want to come to the public and say we want to do this project and then add on another item for \$547,000. D. Stuckart wants the voter to be informed because it shows it is not recommended by school board. Mr. Eyring would prefer no recommendation.

Greer Ross – 17 Clarke Farm Road said she is confused in terms of Mr. Senibaldi and D. Popovici-Muller stating this addition will cost a lot more if they do not do it now. She questioned the school board members who voted it down and asked why would they want to make the taxpayers pay more in the long run. Mr. Murray said this was discussed with B&G and they were trying to find the most cost effective solution to deliver education. This is an

expanded gym. This is the difference between a want and a need. B&G majority recommended not to place it on the ballot. Greer Ross feels putting it on taxpayer and community is a cop out. Mr. Murray does not support the expanded gym and feels the money could be utilized elsewhere.

Judi Carboni – 1 Princeton St is worried about the kids coming from WMS to GBS and the road being dangerous. She asked about safety measures with the kids sharing the stage at GBS. She would like the board to think about that.

Mr. Senibaldi clarified the new part of the gym will be segregated and a community asset can be used for many purposes. He supports the expansion.

There were no further comments and business on Article 3 is complete and will appear on the ballot as printed.

Bob Coole made a motion to take up the Operating Budget – Article 11 at this time. Attorney Elwell advised Moderator Dunn that Article 4 is also a bond article and by Statute the bond articles must be addressed before anything else. Moderator Dunn ruled the motion out of order at this time. Moderator Dunn explained to all that bond articles require 60% vote to pass.

Curtis McGivney said the moderator said no changes would be made on the bonds and asked about clarification on the potential cost of this item in the future and an explanation. Attorney Elwell would not recommend amending the article because it has been approved by bond counsel. If he would like a change to the descriptive document provided by the board that would be up to the school board and administration and not as a motion to amend. Mr. Eyring asked Supt. Langlois to put this on the agenda for the next school board meeting.

Moderator Dunn read Article 4. “Shall the Windham School District raise and appropriate the sum of \$345,000 for the purpose of an athletic field expansion at the Middle School; and to authorize the issuance of not more than \$345,000 of bonds or notes under and in compliance with the Municipal Finance Act, RSA 33:1 et seq., as amended; and to authorize the School Board to apply for, obtain and accept federal, state or other aid, if any, which may be available for said project and to comply with all laws applicable to said project; and to authorize the School Board to issue, negotiate, sell and deliver said bonds and notes and to determine the rate of interest thereon and the maturity and other terms thereof; and authorize the School Board to take any other action to carry out this vote; and to further raise and appropriate the additional sum of \$6,571.77 for the first year’s payment on the bonds or notes?” If Article 2 does not pass, this article shall be null and void. Recommended by the School Board (4-1)

Mr. Senibaldi explained this was going to be a practice field with no sprinklers and it would look great the first year and then would be dirt. The article would be for a full-sized regulation soccer field with sprinklers and ADA parking. The tax impact would be \$3.50 on a \$350,000 home.

Mr. Popovici-Muller said he is opposed to it because this can wait and Article 2 includes a practice field. He does not feel it will be a big cost to upgrade later.

Danyelle Stuckart asked about the size and fencing. It was explained it will be a regulation field and would include fencing on the fourth side. It was noted soccer plays on part of baseball field. She cautioned 7 years ago they said they would have a track and do not.

Diane Carpenter asked if the 7th and 8th grade could compete on that field or will they play somewhere else. Mr. Senibaldi said the proposal is for a practice field and they would continue to play on the current baseball field at WMS.

Keleigh McAllister agrees with Mr. Popovici-Muller on this. She feels it is mind-boggling the board would recommend this and not the gym expansion.

Cynthia Finn asked for someone to clarify the field situation. She said the tax impact does not make sense when compared to the two bonds.

Mr. Hickey looked at the gym and athletic field as separate items and that is why it is as low as it is. If approved all bonds items will be rolled up in one bond. The tax impact for \$547,000 is over 20 years and the high is 2 cents per thousand and then it goes down to 1 cent per thousand. On the \$345,000 it is about the same thing over a 20-year period.

Mr. Murray said there is one field that girls and boys share at WMS. Kids get bussed to Golden Brook. The baseball field diamond runs through the midfield of the soccer field. The kids are getting scratches and bruises when they slide. He feels the district is in need of fields.

Bob Coole asked about how much of a slope they are going to take down. Jim Gardner, Project Estimator from MacMillan said they are limiting the material coming off site and trying to get a balanced site. With the Golden Brook expansion, there are a number of areas that need that fill from the hill.

Richard Amari said the mission of the Building and Grounds was to solve the overcrowding problem. This project did not address the learning environment from a classroom perspective. He feels they are already up there and why not make it a regulation field. He is all for this, but did not want to force it on the public because the educational environment is first and foremost.

Business on Article 4 is complete and will appear on warrant as printed.

Bob Coole made a motion to take up article 11 at this time – second on motion. Motion passed.

Moderator Dunn read Article 11. “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 \$49,995,312? Should this article be defeated, the default budget shall be \$49,211,740 which is the same as last year, with certain adjustments required by previous action of the Windham School District or by law; or the governing body may hold one special meeting, in accordance with RSA 40:13, X and XVI, to take up the issue of a revised operating budget only?” *NOTE: Warrant Article 11 (operating budget) does not include appropriations proposed in any other warrant articles. Recommended by the School Board (5-0)

Rob Breton was scheduled to speak on Article 11. Mr. Popovici-Muller delegated this to Supt. Langlois and Mr. Hickey. Supt. Langlois explained the planning and preparation of the budget was a collaborative working partnership. The FY 18 budget has the unanimous support of the board and the Finance Committee. Supt. Langlois thanked all the people, administrators, board, Finance Committee and everyone that worked together on this.

Mr. Hickey explained there are 840 lines of information. There are increases in wages for WEA, retirement, health care, NHRS, transportation and technology, all totaling \$1,488,675. There are decreases of \$839,090 from debt service, architectural services not part of this budget; money in FY 17 for grounds equipment which was eliminated; SPED Contingency is now a warrant article and there were some energy savings. Discretionary items are a little over \$14 million and nondiscretionary are \$35 million. The budget is up 3.24% over the FY 17 budget. This will equate to approximately \$.48 cents per thousand increase over the current tax rate.

Bruce Anderson asked about the total cost for the GBS/WMS project over 20 years. Mr. Hickey explained it will be \$51,219,788 with principal and interest.

Bruce Anderson said when he looks at the FY 16 budget for legal fees the district spent \$85,000 and then the next year \$110,000. He said that is one line item that is not in the classroom and 30% over budgeted. He recalls a half time position that was not approved for Mr. Cassidy last year. He would rather have tax dollars for teachers in the classroom than legal fees. He would like to know what makes it 30% higher. He made a motion to decrease the budget by \$15,000 to take funds out of the legal line, making the budget \$49,980,312. Motion seconded by Bob Coole. Mr. Popovici-Muller explained the half time position for Mr. Cassidy was later approved.

Curtis McGiveney asked if the amendment was for an amount or for a line item. Attorney Elwell explained you can only amend the bottom line of the budget, but cannot prevent the district from moving money.

A ‘yea’ and ‘nay’ count was held, but was not conclusive so cards were counted to amend the proposed operating budget from \$49,995,312 to \$49,980,312. There were 14 people in favor of the amendment and 18 not in favor. Motion fails. The body went back to the article as printed.

Mr. Senibaldi asked Mr. Hickey to explain what ‘discretionary’ is. It was stated that refers to textbooks, supplies, and items that aren’t contractually obligated.

Bob Coole asked if on March 15th everything on the school ballot has passed what the tax impact would be. The actual increase in the tax rate was specifically what was being inquired about. It was explained it would be \$1.83.

Moderator Dunn will consider article 11 is complete and will appear on warrant as printed.

Moderator Dunn read Article 5. “If, and only if, Article 2 fails, shall the Windham School District vote to raise and appropriate the sum of \$590,000 by authorizing the withdrawal of that amount from the capital reserve fund established in March 2016 for school building, construction, renovation, and land acquisition (with no amount to be raised by additional taxation) for the purpose of the acquisition of approximately four (4) acres of land known as 114 Lowell Road, Windham, Rockingham County, New Hampshire as described in the Town of Windham Tax Maps as Lot 24-F-2500 and in Deed recorded Rockingham County Registry of Deeds, Book 3989 Page 2741?” If Article 2 passes, this article shall be null and void. (No amount to be raised by additional taxation.) Recommended by the School Board (5-0)

Mr. Eyring explained if Article 2 fails they would take the \$590,000 that was set aside last year, to acquire the land next to GBS. The district currently pays to rent the land. The cost for the land was determined by an outside third party. Since money was put aside last year, this would not have any impact on taxes.

There were no questions or comments and business was complete on Article 5. It will appear on the warrant as printed.

Moderator Dunn read Article 6. “Shall the Windham School District approve the cost items included in the collective bargaining agreement reached between the School Board and American Federation of State, County, and Municipal Employees, Council 93, Local 1801 which calls for the following increases in salaries and benefits at the current staffing level over the amount paid in the prior fiscal year:

Fiscal Year	Estimated Increase
FY 18	\$17,355
FY 19	\$12,245
FY 20	\$20,828

And further to raise and appropriate the sum of seventeen thousand, three hundred and fifty five dollars (\$17,355) for the 2017-2018 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 the current staffing levels?” Recommended by the School Board (5-0)

Mr. Popovici-Muller said this article is a 3-year contract for the Instructional Assistants. He noted they were able to keep it fiscally conservative with cost of living and steps. He said this was a very constructive negotiation and thanked the union members for finding a deal that is a win win for everybody and he would like to ask everybody to support this.

There was no comment or discussion on Article 6 and it will appear on the warrant as printed.

Moderator Dunn read Article 7. "Shall the Windham School District if Article 6 is defeated, authorize the governing body to call one special meeting, at its option, to address Article 6 cost items only?" Recommended by the School Board (5-0)

Mr. Popovici-Muller spoke on this and explained this is standard language if voters reject article 6 and they can take this up again.

There were no comments or questions on Article 7.

Moderator Dunn read Article 8. "If and only if Article 2 fails, shall the Windham School District vote to raise and appropriate the sum \$140,000 for the purpose of a redesign and construction of a bus drop-off for the Center School? This special warrant article will be a non-lapsing appropriation per RSA 32:7,

VI and will not lapse until the redesign and construction of a bus loop is completed or by June 30, 2020, whichever is sooner." If Article 2 passes, this article shall be null and void. Recommended by the School Board (5-0)

Mr. Popovici-Muller spoke on this article. They felt if Article 2 passed there would only be two classes at Center School. Mr. Murray explained the new configuration of the parking area.

Barbara Coish – Golden Brook Road said the corner is a disaster and even with two grades, parents are still going to drive their children and there will still be a problem. She proposed an amendment to eliminate all the first words up to ‘shall’ and after the word Center School delete that. This would allow the district to do the project now. Motion was seconded by Mr. Coole and others.

Mr. Hickey explained the proposed language with the “non-lapsing” sentence is to allow ample time for the work to get done. Barbara Coish asked why not do it this summer? Mr. Hickey said they wanted to have some time, although they will make every effort. Barbara Coish said if people would put their kids on the bus, it would be so much better. Mr. Hickey suggested retaining the language in regards to non-lapsing. Barbara Coish agreed to modify her request for an amendment. Seconds were agreeable with amendment. Her new motion is to remove "If and only if Article 2 fails," and remove "If Article 2 passes, this article shall be null and void."

Mr. Popovici-Muller asked if this was an allowable change legally. Attorney Elwell said it is lawful to eliminate the contingency. Mr. Popovici-Muller said he will ask the board to re-vote on their recommendation if this is approved, as he only voted in favor if Article 2 failed. Mr. Murray said he would not support this amendment. This does not address the busses because it is the parents picking up that causes the traffic issue. There has not been a traffic study on this.

Attorney Elwell explained they do not have to take up the recommendation by the board this evening, but it has to be done in the near future because they have to get ballots. The next meeting of the board is on Monday.

Barbara Coish said the busses are the problem with them hanging out of the road and if they could get in and parents could put the kids on the bus it would help.

Keleigh McAllister said they are not pulling out a full grade, they are pulling out a half grade. It was explained they are pulling out the 4th grade. K. McAllister said if Article 2 passes they would have 5th and 6th grade at Center School. Four sections of 3rd graders are at Windham High and six sections at Center School. K. McAllister added they are changing the bus schedule with the new school, but they are not dropping busses. Mr. Hickey stated that is correct. Mr. Murray said he does not see this as a problem going forward and he would like a traffic study and see what happens with warrant Article 2 before throwing out \$140,000 that may not need to be spent and that is why he cannot support the amendment.

C. McGiveney asked if there was going to be full day kindergarten? Mr. Murray said the board and administration have not made any determination on this at this time. C. McGiveney asked to see the proposed language of the warrant article. Moderator Dunn explained it. He asked if the board would vote on this tonight. Mr. Popovici-Muller said the earliest they can vote is on Monday whether they want to change their mind on their recommendations.

D. Stuckart asked about what happens with the 6th grade moving down to Center School with afterschool activities and if will they be able to participate in after school sports. She asked if they are no longer middle school students and will not have advanced math, etc. Supt. Langlois said there should not be any change with the curriculum. He does not know about extracurricular activities at this point. They have explored the academic piece and not the activities piece.

Lois Bates – Range Road said she heard Mr. Murray wants to wait and see. She is concerned in regards to Article 2 passing or not. She said there are 25 people in the audience that are going to decide on this.

Mr. Popovici-Muller feels they are overthinking this and he respects the process. He wants to look at the big items on the table and that is why he cannot support the amendment.

Mr. Senibaldi questioned Mr. Elwell about if this does pass at the ballot as amended, does that mean they have to build it or would a future article be able to be put on the ballot to null and void this amended article. Attorney Elwell said if they do not spend the money by 2020, the funds go back to the general fund, so they are not legally obligated to do it. Mr. Senibaldi said there is a misprint and it is actually \$.70 cents one time for a \$350,000 home.

Moderator Dunn would like calculations done for the future. Moderator Dunn went back to the amended Article 8 and called for a vote. A verbal vote was inconclusive so a vote of cards was held. There were 18 votes for the Amendment and 12 voted opposed. Amendment passes.

The Moderator went back to Article 8 as amended and there was no further discussion. Business on Article 8 was closed and will appear on warrant as amended. Motion to restrict reconsideration of Article 8 by Mr. Senibaldi and seconded by several. All in favor.

Moderator Dunn read Article 9. "Shall the Windham School District create a Special Education Capital Reserve Fund under the provisions of RSA 35:1-b for the purpose of meeting expenses to educate children with disabilities and name the School Board as agents to expend this fund and to raise and appropriate the sum of up to \$100,000 to be placed in this fund, with such amount to be funded from the June 30, 2017 unassigned fund balance available to transfer on July 1, 2017?" (No amount to be raised by additional taxation.) Recommended by the School Board (5-0)

Mr. Murray spoke on this article which addresses unexpected costs associated with servicing students with disabilities and removing it from the current operating budget. Monies would come from the unexpended fund balance. There were no questions and business was complete on this article.

Moderator Dunn read Article 10. "If and only if Article 2 fails, shall the Windham School District raise and appropriate the sum of \$700,000 to be added to the Capital Reserve Fund for the purpose of a School Building Construction, Renovation, and Land Acquisition Fund established in March 2016? Funds cannot be withdrawn from this fund without a further authorization by the voters. Note: This appropriation is included in the Capital Improvement Plan and is recommended by the CIP Committee." If Article 2 passes, this Article shall be null and void. Recommended by the School Board (5-0)

Mr. Eyring explained this is similar to an article last year and approved by the CIP. Money cannot be withdrawn without approval of the voters. If Article 2 passes, this Article will be null and void. There was no discussion on article 10 and will appear on warrant as printed.

Moderator Dunn said that completes the articles to be acted upon this evening and completes the work for the night. She thanked all in attendance. Motion to adjourn at 10:20 PM by several and seconded by many. All in favor.

Respectfully submitted,



Mary Ann Horaj, District Clerk

**STATE OF NEW HAMPSHIRE
ANNUAL SCHOOL DISTRICT ELECTION - MARCH 18, 2017
(ORIGINALLY SCHEDULED FOR MARCH 14, 2017 – SNOW DELAY)
WINDHAM, NEW HAMPSHIRE**

The Windham School District Election was held on March 18, 2017 between the hours of 7 AM and 8 PM at Windham High School, 64 London Bridge Road, Windham, NH.

Those present included: Peter Griffin - Town Moderator; Mary Ann Horaj – School District Clerk; Nicole Bottai – Town Clerk; Elizabeth Dunn – School District Moderator; Selectmen Roger Hohenberger, Ross McLeod, Jennifer Simmons and Supervisors of the Checklist and Ballot Clerks.

Absentee ballots were publicly opened, checked and counted by the Election Officials. There were 3606 ballots cast.

The following were duly elected (*):

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

*Rob Breton	2235
Ken Eyring	1083
Cynthia Finn	1031
*Keleigh McAllister	2014

Article 2. “Shall the Windham School District vote to raise and appropriate the sum of \$38,907,102 (gross budget) for the purpose of constructing and equipping a renovation and addition at Golden Brook School to be a pre-school, kindergarten and first through fourth grade school, construction and equipping of a renovation and/or an addition at Windham Middle School to include renovations to science labs, family and consumer science and technical education classrooms, and for the acquisition of approximately four (4) acres of land known as 114 Lowell Road, Windham, Rockingham County, New Hampshire as described in the Town of Windham Tax Maps as Lot 24-F-2500 and in Deed recorded Rockingham County Registry of Deeds, Book 3989 Page 2741; and to authorize the issuance of not more than \$38,107,102 of bonds or notes under and in compliance with the Municipal Finance Act, RSA 33:1 et seq., as amended; and authorize the School Board to apply for, obtain and accept federal, state or other aid, if any, which may be available for said project and to comply with all laws applicable to said project; and to authorize the School Board to issue, negotiate, sell and deliver said bonds and notes and to determine the rate of interest thereon and the maturity and other terms thereof; with the sum of \$800,000 from the Capital Reserve Fund established for the purpose of School Building and Construction, Renovation and Land Acquisition to be used to offset the project and to authorize the School Board to take any other action to carry out this vote; and to further raise and appropriate the additional sum of \$725,887.37 for the first year’s payment on the bonds or notes?” Recommended by the School Board (5-0)

YES: 2205 NO: 1356 Vote PASSES with 3/5 majority vote required.

Article 3. “Shall the Windham School District vote to raise and appropriate the sum of \$547,000 for the purpose of an approximately 2,000 square foot expansion of the gym at Golden Brook School; and authorize the issuance of not more than \$547,000 of bonds or notes under and in compliance with the Municipal Finance Act, RSA 33:1 et seq., as amended; and to authorize the School Board to apply for, obtain and accept federal, state or other aid, if any, which may be available for said project and to comply with all laws applicable to said project; and to authorize the School Board to issue, negotiate, sell and deliver said bonds and notes and to determine the rate of interest thereon and the maturity and other terms thereof; and to authorize the School Board to take any other action to carry out this vote; and to further raise and appropriate the additional sum of \$11,963.99 for the first year’s payment on the bonds or notes?” If Article 2 does not pass, this article shall be null and void. Not recommended by the School Board (3-2)

YES: 1492 NO: 2026 Vote FAILS with 3/5 majority required.

Article 4. “Shall the Windham School District raise and appropriate the sum of \$345,000 for the purpose of an athletic field expansion at the Middle School; and to authorize the issuance of not more than \$345,000 of bonds or notes under and in compliance with the Municipal Finance Act, RSA 33:1 et seq., as amended; and to authorize the School Board to apply for, obtain and accept federal, state or other aid, if any, which may be available for said project and to comply with all laws applicable to said project; and to authorize the School Board to issue, negotiate, sell and deliver said bonds and notes and to determine the rate of interest thereon and the maturity and other terms thereof; and authorize the School Board to take any other action to carry out this vote; and to further raise and appropriate the additional sum of \$6,571.77 for the first year’s payment on the bonds or notes?” If Article 2 does not pass, this article shall be null and void. Recommended by the School Board (4-1)

YES: 1790 NO: 1743 Vote FAILS with 3/5 majority required.

Article 5. “If, and only if, Article 2 fails, shall the Windham School District vote to raise and appropriate the sum of \$590,000 by authorizing the withdrawal of that amount from the capital reserve fund established in March 2016 for school building, construction, renovation, and land acquisition (with no amount to be raised by additional taxation) for the purpose of the acquisition of approximately four (4) acres of land known as 114 Lowell Road, Windham, Rockingham County, New Hampshire as described in the Town of Windham Tax Maps as Lot 24-F-2500 and in Deed recorded Rockingham County Registry of Deeds, Book 3989 Page 2741?” If Article 2 passes, this article shall be null and void. (No amount to be raised by additional taxation.) Recommended by the School Board (5-0)

YES: 2477 NO: 1022 Vote PASSES with Majority Vote Required.

Article 6. “Shall the Windham School District approve the cost items included in the collective bargaining agreement reached between the School Board and American Federation of State, County, and Municipal Employees, Council 93, Local 1801 which calls for the following increases in salaries and benefits at the current staffing level over the amount paid in the prior fiscal year:

Fiscal Year	Estimated Increase
FY 18	\$17,355
FY 19	\$12,245
FY 20	\$20,828

And further to raise and appropriate the sum of seventeen thousand, three hundred and fifty five dollars (\$17,355) for the 2017-2018 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 the current staffing levels?” Recommended by the School Board (5-0)

YES: 2596 NO: 888 Vote PASSES with Majority Vote Required.

Article 7. "Shall the Windham School District if Article 6 is defeated, authorize the governing body to call one special meeting, at its option, to address Article 6 cost items only?" Recommended by the School Board (5-0) (Majority Vote Required)

YES: 2457 NO: 996 Vote PASSES with Majority Vote Required.

Article 8. "Shall the Windham School District vote to raise and appropriate the sum \$140,000 for the purpose of a redesign and construction of a bus drop-off for the Center School? This special warrant article will be a non-lapsing appropriation per RSA 32:7, VI and will not lapse until the redesign and construction of a bus loop is completed or by June 30, 2020, whichever is sooner." Not Recommended by the School Board (4-1)

YES: 1425 NO: 2037 Vote FAILS with majority required.

Article 9. “Shall the Windham School District create a Special Education Capital Reserve Fund under the provisions of RSA 35:1-b for the purpose of meeting expenses to educate children with disabilities and name the School Board as agents to expend this fund and to raise and appropriate the sum of up to \$100,000 to be placed in this fund, with such amount to be funded from the June 30, 2017 unassigned fund balance available to transfer on July 1, 2017?” (No amount to be raised by additional taxation.) Recommended by the School Board (5-0)

YES: 2622 NO: 865 Vote PASSES with Majority Vote Required.

Article 10. “If and only if Article 2 fails, shall the Windham School District raise and appropriate the sum of \$700,000 to be added to the Capital Reserve Fund for the purpose of a School Building Construction, Renovation, and Land Acquisition Fund established in March 2016? Funds cannot be withdrawn from this fund without a further authorization by the voters. Note: This appropriation is included in the Capital Improvement Plan and is recommended by the CIP Committee.” If Article 2 passes, this Article shall be null and void. Recommended by the School Board (5-0)

YES: 2350 NO: 1130 Vote PASSES with Majority Vote Required.

Article 11. “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 \$49,995,312? Should this article be defeated, the default budget shall be \$49,211,740 which is the same as last year, with certain adjustments required by previous action of the Windham School District or by law; or the governing body may hold one special meeting, in accordance with RSA 40:13, X and XVI, to take up the issue of a revised operating budget only?” *NOTE: Warrant Article 11 (operating budget) does not include appropriations proposed in any other warrant articles. Recommended by the School Board (5-0)

YES: 2284 NO: 1185 Vote PASSES with Majority Vote Required.

Respectfully submitted,



Mary Ann Horaj, District Clerk

SCHOOL BOARD

The 2016-2017 school year brought change to students and staff of the middle school. Mr. Gratton and I completed our first year as an administrative team. Collectively, we continue to look at new ways to improve the middle school as these are the years of growth for our students. We have continued some traditions and brought forth new traditions for students, parents and staff at Windham Middle School. This report outlines our 2016-2017 school year that we happily share with our Windham community.

What a tremendous year 2017 was for the Windham School District -a year that once again provided the students of the District with many great opportunities for learning. You will hear more about it at a granular level from others throughout this report, but suffice it to say that the Administration, staff, Building Administrators, and faculty once again delivered on the promise of educating the students in new and exciting ways. I'm sure you will hear a lot throughout this report about "Teach Like a Pirate"--the theme that was embraced by all this year. It has been a great success to the benefit of our students.

ELECTION RESULTS

I was pleased to see the budget passed by the voters, and even more pleased to see that after years of hard work by multiple administrations, Building Administrators and faculty, school boards, facilities/building and grounds and other committees, District staff, and a whole lot of volunteers....we were able to pass a major facilities project for Golden Brook School and the Middle School. This project touched the high school and the Windham Center School as well, returning space within the high school and creating much needed space within WCS as a result of a reconfiguration of grades.

I was also humbled to be re-elected to the School Board for a 2nd term, and happy to welcome Keleigh McAllister as a newly elected Board member.

SAU

Superintendent Langlois, Assistant Superintendent Dr. Kori Becht, and Director of Business Operations and Finance Bill Hickey continue to lead and innovate, not only keeping the "Teach Like a Pirate" ship afloat, but sailing it to new and exciting waters. Opportunities to study abroad and test our students against those of other places throughout the globe is a very exciting concept that has been discussed for years, but this Administration is making it happen. Our Faculty and Administrators are also being given opportunities to expand their knowledge through professional development and programs that leverage approaches (both domestic and foreign) that are a bit different from what we are all used to. I believe challenging ourselves in that way is good and will yield positive results. The staff at the SAU are second to none, and I want to thank them for their dedication and perseverance. Procedures and policies changed, and the staff embraced and enabled that change.

CULTURE

I want to thank my fellow Board members for their dedication and hard work throughout the year. While we have had many long meetings and some disagreements, they were fruitful. There were also a lot of sub-committee meetings (which I will address in a bit) and Board members spent many hours attending and participating in those, and for that I thank them also.

I also want to thank the public at large who attended our meetings and brought thoughtful questions and ideas that enhanced the dialogue tremendously.

To use today's vernacular, I want to give a great big shout out to the Administration, faculty, staff, and Windham Cable staff who all spent considerable time with us at School Board meetings. It did not go unnoticed, and it is much appreciated.

BUDGET

Superintendent Langlois and Director of Business and Finance Hickey really hit their stride in their second go round with the budget in 2017. The process was improved even further beyond the previous year, and I really appreciated the thoughtful way in which they and the Building and Department Administrators approached their pieces of the budget. It made the budget workshops more fruitful because the detail necessary for us to understand was provided. I'd like to thank all who worked on the budget, with special thanks to the members of the Finance Committee, who once again worked with Administration and staff to review and discuss the and provide their input to the Board.

FACILITIES

Did I mention that we finally passed a construction and renovations project to address the overcrowding in our school and bring our facilities up to 21st Century learning standards? The work began in earnest at the end of the school year, and much has been done and is ongoing. When all is complete, Golden Brook will be a Pre-K through 4th grade facility, with nearly all new construction (save the current gym/cafeteria and the kindergarten wing). Renovations at the Middle School, housing 7th and 8th grade, will clear the severe overcrowding being experienced there today and provide Family and Consumer Science and Tech Ed--a true Middle School at last.

A committee has been formed, including members of Building and Grounds, Administration, and volunteers to address the long term Athletic Facilities Plan. Working with the Town and with the approval of the voters, the District was able to acquire the Gage Property via a land swap. Thanks to Charlie McMahan for leading this committee and leading the charge towards a transformative athletic plan that will hopefully benefit not only the District, but the entire Windham community.

TECHNOLOGY

Director Dr. Harry Bennett quite simply has transformed the way we acquire, inventory, track, and use technology. His expertise has been invaluable, and has pushed our District forward in the way in which we use technology for teaching and learning. I want to thank him and his staff for their diligence and attention to detail.

OTHER COMMITTEES

Daniel Popovici-Muller continues to make a significant contribution with his work on the Policy Committee, and Keleigh McAllister joined him in that work this year. I want to thank them both, as well as the other Policy Committee volunteers. While I know that there was not as much cleaning up/revising of existing policies as we all might have liked, there were some significant discussions and work on new policies, particularly those that came out of the Internal Controls Audit.

Which brings me to the Audit Committee. This committee was formed to address the results of the Internal Controls Audit from Melanson and Heath that was conducted after a recommendation by the Finance Committee. Keleigh McAllister stepped up to lead the Audit Committee, and she and Dennis Senibaldi have worked hard with the citizen volunteers of the Audit Committee and Melanson and Heath, as well as the Administration and Dave Jack. While many things have been addressed and changes made, this is still a work in progress, and the Audit Committee continues their efforts.

The Technology Committee is comprised of Technology experts who have a genuine interest in helping the District with technology. They have made themselves available to Dr. Bennett and the School Board to help advise in many areas, including cyber security and are keen to help us leverage not only their expertise, but any programs provided by government agencies to help us better protect our systems and data. Thanks go to Chair Nick McNulty and the committee for their efforts in this area.

What can I say about the Building and Grounds Committee that hasn't already been said? Under the leadership of Chair Rob St. Laurent and working very closely with School Board Member Tom Murray, this committee has simply been the MVP! The facilities project would not be what it is today were it not for the contributions of this group of dedicated individuals. In addition to that, they also find time to look at other District facility issues that are NOT part of the big project and provide guidance and solutions where needed. Thank you, B&G!

Part of the project success as we progressed from Warrant Article to actual project can be tied to the Steering Committee. This committee meets every week, sometimes more than once, to ensure that project is on track and do so by collaborating with the Administration, architects, design team, project managers, and a whole host of other groups and individuals. Tom Murray's leadership has been crucial in this area.

CONCLUSION

Windham is very fortunate to have dedicated educators at every level who care deeply about the education we provide our students. We have exceptional staff who make sure everything is as it should be, and spring into action when it is not. We have volunteers who go above and beyond to support the educational programs, and a community that values education and provides the District with the resources required to deliver that education. We are very lucky to live here, and I for one feel very blessed that my family and I call Windham home.

Respectfully submitted,

Rob Breton

Rob Breton, Chair

For the entire Board:

Dennis Senibaldi, Vice-Chair

Keleigh McAllister

Daniel Popovici-Muller

Tom Murray

SUPERINTENDENT OF SCHOOLS

The 2017 school year presented a number of challenges in our effort to distinguish the Windham School District as a high performing school system. These challenges required significant restructuring of the operational infrastructure, redesign of our budget development and financial management process, development of a digital learning ecosystem K-12, centralization of our professional development and curricula design, an emphasis on assessment to improve instruction, development of a system of accountabilities, and establishment of a multi-year district improvement plan. These guiding principles and programmatic changes resulted in major accomplishments, including, most importantly, improved student performance in 2017.

Our School Board has five members who are committed toward making Windham a school system of excellence. Robert Breton serves as chair along with four other members at large; Dennis Senibaldi as vice-chair, Keleigh McAllister, Tom Murray, and Daniel Popovici-Muller. Each has played an integral role in contract negotiations, policy development, financial management, school construction, and strategic planning for the district. The Board is responding to a district audit review of financial practices prior to June 30, 2016 with responsible actions to the auditor findings. Board members are committed toward creating a transparent, fiscally responsible organization; promoting a positive public awareness of district accomplishments and academic achievement, as well as making Windham a top performing school district in New Hampshire.

In order to reach that pinnacle of success, consistently, the School Board ensures that the necessary resources and financial means are in place. In 2017, student performance in mathematics and English on the SAT exam placed Windham high school as the second highest performing high school in New Hampshire, while students in grades 3-8 performed well above state average in the Mathematics and English/Reading tests on the state-mandated Smarter Balance Assessment Consortium (SBAC) assessments. The Board and SAU also secured a Town vote in support of the renovation of the Golden Brook Elementary School and Windham Middle School to address enrollment issues as well as comply with the need for a 21st Century learning experience in all our schools. The project is moving forward according to schedule and under budget, as we prepare for Phase 3 at the middle school in the summer of 2019 followed by a fall opening in September for both schools.

Aside from the district's marked improvement in student performance on state testing, we are enhancing student opportunity to compete in global citizenship and diversity in the learning experience. In July 2018, high school students will travel to Berlin, Germany to participate in a global leadership summit with 1500 other students from across the globe as part of the newly adopted global competency certificate program. A new partnership with the Future Leadership Academy in Hainan, China will begin to send students to study here in Windham beginning the fall of 2018. There are also plans underway to send a cohort of high school students in an exchange program to China in the near future.

Student opportunities continue to present themselves as Mr. Kaplo's Capstone program presented the Shark Tank experience for students to design, manufacture, and market products to a lineup of local engineers, developers, scientists, and accomplished businessmen who challenge the fabric of student creations. Our music program performed at Boston Symphony Hall, robotics continues to compete on the national level, the STEM program faces a formalized curricula and certificate program, and our athletic program will transition to Division I competition in 2018.

The School Board approved a fiscally responsible FY19 school budget of \$ 54,029,648 that addresses a debt service for the two new school constructions at a cost of \$ 2,634,255 (5.2%) along with a 1.3% increase of \$656,838 for a combined 6.5% growth over the FY18 school budget of \$50,738,554. Additionally, the Board submitted a warrant article for a two-year collective bargaining agreement with the Windham Education Association at an estimated cost of \$593,939 (2018-19) and \$542,862 (2019-2020), a contract that demonstrates adjustments in health care costs and benefits.

It is evident that student performance is a direct result of the Board and school community commitment to provide the best educators, learning experiences, and opportunities that place the Windham School District at the forefront in New Hampshire education, a school community that meets its moral obligation and purpose by investing wisely in the education of its children.

Respectfully submitted,

Richard P. Langlois

Richard P. Langlois, Superintendent

SCHOOL DISTRICT TREASURER

General Account

Account #XXXXXXX6983 Citizens Bank

Account #XXXXXXX5231 TD Bank

7/1/16-6/30/17

Balance on hand 6/30/16	\$2,253,723.32
Income	
Appropriation	\$40,241,031.00
Federal Income	\$999,572.76
Impact Fees	\$144,608.00
Interest	\$11,391.87
Lunch Account	\$731,582.39
Other local income*	\$798,732.56
State Income*	\$9,619,174.47
Total Income	\$52,546,093.05
Expense	
Bond Payment	-\$2,206,175.00
Payroll Expenses	
Checks	-\$813,476.80
Deductions	-\$17,856,904.45
Direct Deposit	-\$15,701,691.64
Total Payroll Expenses	-\$34,372,072.89
Vendor	-\$12,700,822.56
Total Expense	-\$49,279,070.45
Plus: Total Prior Months Adjustments	\$805.69
Net Income	\$3,267,828.29
Balance On Hand 6/30/17	\$5,521,551.61

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

The above is a correct statement of the transactions of the Treasurer during FY17 ending June 30, 2017

Respectfully submitted,

Anne-Marie O'Neil

Anne-Marie O'Neil, School District Treasurer (7/15/15-present)

DEPARTMENT OF REVENUE ADMINISTRATION

Municipal Services Division

Concord, NH 03302-1122

2017 Tax Rate Calculation

<u>Item</u>	<u>Amount</u>
Gross Appropriations (from MS-22)	\$ 88,945,656
Estimated Revenue (from MS-24)	46,265,229
<u>Net Local School Budget</u>	<u>42,680,427</u>
Less: Adequate Education Grant	6,083,541
Less: State Education Tax	5,377,756
<u>Approved School Tax Effort</u>	<u>\$ 31,219,130</u>
Local Assessed Valuation	\$2,305,084,080
School Tax Rate (Effort / Valuation * 1,000)	\$13.54
State Tax Rate	\$ 2.35

STUDENT SERVICES

As of the end of 2017, the Windham School District is providing special education and educationally related services to 464 students in grades preschool – 12. This represents approximately 15.4% of the student population. In addition to those students attending public schools within the Windham School District, this number includes 29 students attending private schools for students with disabilities or public Charter schools. In compliance with the Federal and State regulations, Windham provides a comprehensive referral and evaluation process to identify students requiring special education services. These services are determined by a team of education specialists and the students' parents and/or guardians and are designed to ensure that the child's educational needs are met within the least restrictive environment possible.

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

During 2017, overcrowding continued to be an issue, however the current building project includes plans to provide additional classroom space at Golden Brook School and Windham Middle School for students with intensive needs. The District completed an IEP compliance review with the New Hampshire Department of Education, which resulted in a 100% compliance rate. The District is continuing to work with the Department of Education to improve 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 '16 and FY '17.

2015-2016

Special Education Expenses

• Transportation, Supplies, Instruction, and Tuition	9,488,689.60
• Federal Special Education Funds	<u>517,926.66</u>
	\$10,006,616.26

Special Education Revenues

• Catastrophic Aid	306,403.45
• Federal Special Education Funds	517,926.66
• Medicaid Reimbursement	<u>243,179.07</u>
	\$ 1,067,509.18

Actual District Costs

• Expenditures Less Revenues	\$ 8,939,207.08
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2016-2017

Special Education Expenses

• Transportation, Supplies, Instruction, and Tuition	10,049,366.18
• Federal Special Education Funds	<u>537,830.92</u>
	\$10,587,197.10

Special Education Revenues

• Catastrophic Aid	291,366.08
• Federal Special Education Funds	537,830.92
• Medicaid Reimbursement	<u>297,405.76</u>
	\$ 1,126,602.76

Actual District Costs

• Expenditures Less Revenues	\$9,460,594.34
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Respectfully submitted,

Kenneth P. Duesing

Kenneth P. Duesing, Executive Director

SCHOOL COUNSELORS

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

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

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**

As part of drug and alcohol awareness, the district celebrates Red Ribbon Week. It was a district wide effort this year to increase the awareness of drug-free and healthy lifestyles.

Social skills/Executive Functioning and Social Thinking programs are available in each school. The program is developmental and sequential in nature.

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

We participate in meetings, conduct student observations, administer testing (AP/NECAP/NWEA/PSAT/SAT/SBAC), and make recommendations to parents and staff, as well as being an active part of the Special Education Teams at our respective schools. The School Counselor's also serve as the Section 504 Coordinators and are active members on their SST (Student Support Teams) at their respective schools.

Windham Helping Hands is now in its 15th 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.

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,

Julie Lichtmann

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

Windham School Counselors:

Elizabeth Baddeley, M. Ed.

Jessica Carleton, LICSW

Christi Dunn, M.Ed., CAGS

Elizabeth Jodoin, M.Ed.

Rebecca Johnson, LMHC

Michael Keshigian, M.Ed.

Beth Lippold, M.Ed.

Kristin Phillips, M.Ed.

Jillian Sapachetti, M.Ed.

Tammy Serra, M.Ed

Kellie Steward, M.Ed., CAGS

Melissa Welch, M.Ed.

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

SCHOOL RESOURCE OFFICERS

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

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

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

Officer Iworsky became the School Resource Officer for the four schools in the Town of Windham in January 2013. In August 2015, Officer Mirisola became a much-needed second SRO. Officer Iworsky is assigned to the High School and the Center School, while Officer Mirisola is assigned to the Middle School and Golden Brook School. Having two SRO's has proven to be beneficial. The SRO's are able to spend more time at the two schools they are assigned which allows the students to get to know the Officers. The SRO's also coordinate with each other to ensure that there is always one of them on in order to deal with any issues at any of the schools.

Officer Greg Iworsky, the current SRO at Windham High School and Center School, began teaching the seven emergency responses to the entire staff of the school district in 2013, to include an active shooter response. In the Spring of 2017 Officer Iworsky and Officer Mirisola taught an active shooter response to students between 6th and 12th grade. The students were later put through drills to simulate an active shooter in the school. The emphasis on the training was to prepare the students on how to react to active shooter event, whether they are at school, mall, movie theater, concert or anywhere else one would be encountered

The SRO is also an active member of the School Safety Committee, which regularly meets to discuss, review and implement district-wide safety protocols for all facilities. He is actively involved in lockdown drills at all facilities and trains faculty and staff on additional security measures throughout the year.

Safe School Reports for all four (4) schools are provided to the SRO's for review and disposition. Depending on the severity of the incident, the SRO may simply counsel the student involved, meet with parents, send the juvenile to a diversion program or, for the most serious offenses, complete a juvenile delinquent petition.

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

Respectfully submitted,

Greg Iworsky

Greg Iworsky, School Resource Officer

GOLDEN BROOK SCHOOL

Golden Brook School continues to uphold the high standards of the Windham School District. Our teachers, instructional assistants, related service providers, office staff and administration exhibit their commitment to our students on a daily basis. In 2016-2017, we welcomed the Windham Pre-School Program to our building. These three and four year old students plus the Pre-School staff have been a wonderful addition to our Golden Brook community. Our goal is to foster a climate of trust and collaboration that is focused on the needs of our 589 students. The GRIT initiative continues to emphasize the importance of persevering through challenges for students and staff. Through GRIT we are able to discuss the need for a growth mindset for all. A growth mindset encourages a hardworking and positive attitude that creates lifelong learners.

STEM (Science Technology Engineering and Math) is a focus for our students to ensure that they have the skills needed to be college and career ready. STEM activities throughout the year, including a STEM day for students plus a STEM Family night, challenge students to apply critical thinking and problem solving skills. Computer coding is also incorporated in all grade levels. In an effort to create a digital ecosystem for students, our second grade classrooms piloted a 1:1 Chromebook initiative this year. Teachers have integrated this technology into their daily lessons. This immersion of technology has fostered an independence and understanding of how technology works including how it can be utilized. It is our responsibility to give every student the necessary tools that will prepare them for future occupations.

Golden Brook School is dedicated to educating the whole child. All students are assessed three times a year in literacy and mathematics to determine their academic profile. The data collected from these benchmark assessments is analyzed by our RtI (Response to Intervention/Instruction) team to determine if an academic intervention plan is needed. If interventions are put in place, the progress of these students is monitored to ensure that the programming is effective. Additionally, we have SST (Student Support Team) which consists of a team of professionals that meet to discuss student needs for additional support. These interventions focus on supports to ensure that every student is available to learn. Both of these programs are equally important to the success of our students.

Lastly, our success at Golden Brook School can be attributed to our amazingly dedicated staff and to the parents of our students. Our staff upholds the rigor of our curriculum and is always striving to improve instructional practices so their students are prepared for challenges in and out of the classroom. Our parents continue to support their children as well as our district vision. We are constantly striving to give the students of Windham the best educational opportunities to ensure they become lifelong learners who are able to deftly navigate through this world.

Respectfully submitted,

Christopher Hunt

Christopher Hunt, Principal

WINDHAM CENTER SCHOOL

The 2016-2017 school year brought forth the ever-important message that our District operates as a unified school system where all students in the Town of Windham receive a comprehensive education. At Windham Center School, we continue to execute all of our decisions with a student-first mentality. The critical components of teaching and learning drive our academic, social, and emotional support for all students through the course of their upper elementary experience.

Our teachers, paraprofessionals, and related service providers work tirelessly to support all students each day. We are accountable for all students in our inclusive school environment where rigorous standards of instruction are fundamental. As the 21st century landscape of education continues to evolve, so too has our approach to education. Our short and long-term goals consistently adjust to the evolving world around us.

Expectations are high, and our instructional support systems are designed to provide assistance for students through Special Education, Response to Intervention, and English Language support. Again, the State of New Hampshire assessed our students throughout each grade level in a performance assessment developed by the Smarter Balanced Assessment Consortium (SBAC). This assessment measured students' proficiency in the core academic contents of English language arts and mathematics. Furthermore, students in fourth grade also participated in the New England Common Assessment Program (NECAP) science assessment. Performance results indicated that students responded positively to our core instruction and support systems; however, we still actively sought ways to continually enhance teaching and learning.

We identified an area for growth in the subject of science where our curriculum is aligned to the recently developed Next Generation Science Standards (NGSS). This year, each grade level utilized an independent resource to support science instruction and we took urgent steps to secure a new program, Inspire Science, that will help to drive our teaching for future years. Our focus was placed on improving the number of inquiry-based lessons offered to students and we feel fortunate to have taken steps to improve our science instruction. Further, and in concert, we planned to implement a 1:1 Chromebook initiative as a tool to support science instruction for all students, in addition to all other core content areas.

In the interest of improving 21st century offerings for students, we began discussions that targeted the refurbishment of our media center into a learning commons area. Our School Council Committee began discussions of the importance of ensuring that students have access to technology that is at the forefront of educational instruction. Focal points targeted the development of a robotics program, green screen video recording space, typing/keyboarding initiative, and 3D printing opportunities. These efforts would greatly complement the continued success of our annual STEAM Fair held each March. The Windham PTA has also assisted this charge and contributed a generous donation that allowed us to purchase a Clear Touch Screen Display to be used in the 2017-2018 school year; their unwavering support of both our students and staff extends in a multitude of areas and is also a reason why we were recognized once again as a Blue Ribbon school.

Striving to better support the social and emotional growth of our students while remaining focused on teaching and learning was another area for growth that we addressed. Our team discussed how to improve the amount of physical activity and social interaction for students across different grade levels. WCS developed a concept called Ready, Set, Go! that is designed to provide students with an additional opportunity to develop social skills with peers under the supervision of teachers, paraprofessionals, and administrators each morning. We were hopeful that this program would not only improve academic performance, but also reduce behavioral infractions and bullying.

Ultimately, we aim to expand our understanding and skills focused on social-emotional supports, diversity, scheduling, and teaching. This will be accomplished through reflective, collaborative, and critical thinking. Our success will always be driven by the traditionally high standards of educational excellence that are a staple of the Windham community. The united family and community engagement coupled with the dedicated work of our educators sets the stage for continued success.

Respectfully submitted,

Rory O'Connor

Rory O'Connor, Principal

WINDHAM MIDDLE SCHOOL

The 2016-2017 school year brought change to students and staff of the middle school. Mr. Gratton and I completed our first year as an administrative team. Collectively, we continue to look at new ways to improve the middle school as these are the years of growth for our students. We have continued some traditions and brought forth new traditions for students, parents and staff at Windham Middle School. This report outlines our 2016-2017 school year that we happily share with our Windham community.

The student enrollment at Windham Middle School continues to climb with a population of 764 and a projected enrollment for the 2017-18 year of 777. The staff has been finding creative ways to deal with our space constraints in order to minimize the educational impact on our students. We look forward to the completion of the building project in 2019. The staff at Windham Middle School continues to deliver high quality instruction to all of our students. Our staff is committed to continuous improvement and is always looking for ways to improve our instructional practices.

A new tradition for the middle school was the Nature's Classroom field trip to Colebrook, CT for the seventh grade. The students spent three days at a residential education program which focuses on individual growth and community building, while studying academic subjects in a highly motivating, hands on way. Our students were able to experience activities centered around biology, physics and chemistry. In addition, our sixth grade went to Camp Lincoln in Kingston, NH to participate in team building and problem solving activities.

A positive school climate continues to flourish at Windham Middle School. Our students are active members in the community participating in various activities such as a clothing drive, Pennies for Patients, Homeland Heroes, food drive and our annual dance to benefit the Windham Helping Hands. Windham Middle School won the annual food drive taking home the coveted Turkey Trophy for collecting over 1,900 pounds of food. The Courage to Care program was introduced to the Seventh grade. This is a program that encourages students to make successful social decisions and to identify challenging behaviors that can contribute to bullying. This program has improved our school culture and has increased students' awareness of their actions. Continuing to support our school culture, the students were able to participate in an assembly in which Chris Waddell stressed the importance of the Four Ss of Resilience: self, situation, support, and strategy. He stated, "It's not what happens to you. It's what you do with what happens to you." In addition, all of our students received Avoid Deny and Defend training under the direction of our School Resource Officers Shane Mirisola and Greg Iworsky. This valuable training provided our students guidance on how to respond in emergency situations.

Our 1:1 Chromebook program continues to flourish within our school enhancing our educational practices. In all grade levels, we have introduced more inquiry activities to enrich and enhance our Science curriculum. Mr. Koski, the Director of Science and Engineering for grades 6-12 was able to share with our students his experience on the Nautilus Exploration Team where he explored oceanography, engineering, and computer science. Our Social Studies teachers initiated our first Greek Night where the students showcased their study of ancient Greek civilizations.

The music program continues to shine under the direction of Mrs. Pierce and Mrs. Avalos. Our band and chorus concerts were outstanding performances this year. Our music departments received several awards at the Great East Music Festival. Our school drama club performed three terrific productions of the musical, Seussical Jr. under the direction of Mrs. Pierce and Ms. Tilley. The collective talent of our student body is impressive.

We are thrilled that so many of our students are involved in various sports and clubs offered at the middle school. Each year our participation increases. It is wonderful to see so many students getting involved in the school community. All of our athletic teams continue to be highly competitive during the regular, post season playoffs, and championships. Notable championships included, three of our four basketball teams winning the state competition as well as our field hockey, cheerleading, and baseball teams also becoming state champions. Our Math Counts team had a strong showing at the state competition with Eighth Grader, Austin Wu being awarded the 2017 Robert Evans Award for the Seacoast Region for his outstanding math performance.

We are truly fortunate to have been awarded the “Blue Ribbon Achievement Award” thanks to our wonderfully supportive PTA. This award recognizes the extraordinary efforts of our school volunteer coordinators and their teams. Special thanks to Laura Hooper, Karen Curran, and Karin Nader, our middle school PTA Coordinators for their dedication and support of the middle school.

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 8th 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 2016-2017 saw Windham High School achieve some great academic success on both the SAT tests and the Advanced Placement Tests. WHS scored second best in the entire state on both the ELA and Math SAT tests. 88% of our students scored proficient or better on the ELA test which was an 8% increase from the previous year, and 75% of our students scored proficient or better on the Math test which was a huge 18% increase from the previous year. Along with tremendous success on the SAT tests, our students continue to excel on the Advanced Placement exams and our AP program continues to expand. Last year there were 183 students who participated in AP courses / exams, and there were 377 AP exams proctored – both are staggering numbers. In 2016-2017, WHS offered 20 AP courses after having added AP Computer Science A, AP Computer Science Principles, AP Physics C, AP Music Theory, and AP US History. 72.7% of our AP students scored a 3 or better on the exam(s) which is higher than the average in New Hampshire and Internationally. 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, as WHS continues to implement innovative learning opportunities for our students, Julie Lichtmann worked tirelessly and was able to have the school become CEVIS-certified. This means we are able to host foreign exchange students and also have our students study abroad. Moving forward, we are looking to create a formal foreign exchange / Global Competency Certificate program which will provide our students life-changing international opportunities and will also showcase Windham High School.

Among our recent graduates, WHS currently has students enrolled at some of the nation's finest universities. Members of the Class of 2017 enrolled this fall at Yale, MIT, Carnegie Melon, Georgia Tech., RPI, McGill University, George Washington University, Boston University, Columbia University 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 four of our seniors. James McKee chose enrolled in the U.S. Military Academy at West Point, New York, Richard Logue chose to enlist in the U.S. Air Force, Austin Preble chose to enlist in the U.S. Marines, and Willem Shattuck chose to enlist in the U.S. Air Force Reserves. Enrolling in a U.S. service academy and enlisting in a branch of the Armed Services is a great sacrifice, and tremendous honor. We are exceptionally proud of these four young men as they are choosing an unbelievably noble career path. We know they will serve our great country with honor and pride.

Our Fine Arts Department also had a great year with multiple students earning some prestigious awards. We had three students earn a National Scholastic Art Award: Suzanne Poore (silver), Willem Shattuck (silver), and Madison Workman (gold). Our band and chorus also performed some phenomenal concerts throughout the year, our Drama Club put on the Putnam County Spelling Bee, and the spring musical was *Almost, Maine*. Our students continue to display unbelievable talent and a dedication to their craft. Newly hired Fine Arts Director, Alan, Dust, has also been working tirelessly to continue to grow the department and provide our students multiple opportunities to showcase their talents.

This past year has seen incredible success for Windham High School teams and student-athletes. Our Field Hockey, Girls Volleyball, Golf, Fall & Winter Cheerleading, Wrestling, and Girls' Tennis Teams were all the New Hampshire Division II State Champions! We also had multiple student-athletes and coaches garner some prestigious individual awards. In Wrestling, 5 student-athletes won Division II State Championships: Ryan Millette ('18) 113lb. weight class, Vincent Marino ('18) 126 lb. weight class, Mike Tanguay ('17) 195 lb. weight class, Mike Furey ('17) 220 lb. weight class, and Victor Pizzotti ('17) 285 lb. weight class. Mike Tanguay also won the Meet of Champions championship which consists of wrestlers from all New Hampshire divisions. In Outdoor Track, Scarlett Souter ('18) won the New Hampshire Division II State Championship in the triple jump. Lastly, Ryan O'Connor was named New Hampshire Division II Indoor Track Coach of the Year. We are incredibly proud of all our student-athletes and coaches for not just winning, but for competing with class and for representing WHS and the community with dignity.

Finally, Windham High School continues to incorporate service learning into the curriculum and everyday teaching / learning. Our students and staff continue to become involved with some tremendous service learning and fundraising opportunities – Jill Bartlett's Leadership Class that runs Warrior Week and is a tremendous week-long event that benefits all our veterans, Matt Bryant's SMILES club that is constantly fundraising, Mike Welch and Janice Les leading the Toys for Tots drive, and our wonderful Athletic Boosters hosting the Blackout Cancer event. Along with these great events, our students also do community service as part of their formalized curriculum and are also involved in many different Extended Learning Opportunities that is organized and run by Holly Londo. 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

DISTRICT EMPLOYEE WAGES & BENEFITS – 2016/17

Employee Name	Assignment	Salary	Longevity	Extra Duty	OT/Other	Medical	H/D Buyout	NHRS	FICA	TSA	Total Gross Pay	Benefits	2016/17 Salary & Benefits
Accardo, Sara L	Teacher	73,416	2,500	2,225	0	22,109		12,245	5,866	0	78,141	40,220	118,360
Adolt, Bonnie J	Nutrition Svc	11,906	0	0	0	0		0	911	0	11,906	911	12,817
Agarwal, Ruchi G	Instructional Asst	18,443	0	920	0	0		0	1,481	0	19,363	1,481	20,844
Allen, Nancy A	Tutor	43,995	0	0	0	0		6,894	3,366	0	43,995	10,260	54,254
Alley-Violette, Gregory T	Teacher	61,645	0	1,863	0	22,109		9,952	4,739	0	63,508	36,799	100,307
Anderson, Christine A	Substitute	4,875	0	0	0	0		0	373	0	4,875	373	5,248
Anderson, Mary V	Teacher	81,418	0	3,977	0	8,139		13,381	6,539	0	85,395	28,060	113,455
Andrews, Lynne M	Teacher	71,916	0	230	0	22,109		11,305	5,398	0	72,146	38,812	110,958
Anthony, Judith W	Instructional Asst	22,004	0	2,148	0	0		0	1,848	0	24,152	1,848	26,000
Archambault, Nicole M	Teacher	40,447	0	1,187	0	8,139		6,524	3,091	0	41,634	17,755	59,389
Archer, Janail	Substitute	1,538	0	0	0	0		0	0	0	1,538	0	1,538
Arnason, Rachel M	Coach	1,863	0	0	0	0		0	143	0	1,863	143	2,006
Ash, Katherine A	Teacher	52,539	0	3,725	0	16,098		8,817	4,105	0	56,264	29,020	85,284
Avallone, Cynthia A	Teacher	75,417	2,000	2,999	0	22,109		12,601	6,034	0	80,416	40,744	121,160
Avalos, Kathleen M	Teacher	50,100	0	1,760	0	21,440		8,126	3,856	0	51,860	33,422	85,282
Baddeley, Elizabeth	Teacher	66,901	0	960	0	22,109		10,634	5,072	0	67,861	37,815	105,676
Bagdovitz, Meghan M	Teacher	51,944	0	3,965	0	0	3,000	8,270	4,507	0	55,909	15,776	71,685
Bail, Kimberlee J	Instructional Asst	18,999	0	209	0	0		0	1,470	0	19,208	1,470	20,677
Bailey, Erin E	Substitute	8,597	0	0	0	0		0	658	0	8,597	658	9,255
Baldasaro, Jason	Teacher	37,943	0	333	0	0	2,750	5,998	3,139	0	38,277	11,887	50,163
Baldasaro, Karen A	Sped Coord	78,000	0	0	0	21,116		8,713	5,981	0	78,000	35,810	113,810
Bamberg, Kathryn E	Teacher	66,901	1,500	45	0	22,109		10,726	5,116	0	68,446	37,951	106,397
Barker, Evelyn M	Nutrition Svc	685	0	0	0	0		0	0	0	685	0	685
Barnard, Brandon	Instructional Asst	18,139	0	0	0	0		0	1,388	0	18,139	1,388	19,526
Bamer, Joanne D	Teacher	75,417	0	0	0	22,109		11,818	5,784	0	75,417	39,710	115,127
Barnes, Connie J	Substitute	2,138	0	0	0	0		0	164	0	2,138	164	2,301
Baroni, Kathleen J	Teacher	59,058	1,500	848	0	18,102		9,622	4,607	0	61,406	32,330	93,736
Barrett, Nicole A	Nutrition Svc	545	0	0	0	0		0	42	0	545	42	587
Bartlett, Jill	Teacher	75,741	0	4,100	0	1,502	2,500	12,511	6,301	0	79,841	22,814	102,655
Bartlett, Ryan A	Teacher	73,052	0	0	0	21,114		11,447	5,590	0	73,052	38,152	111,204
Bartlett, Susan H	Administrative Asst	28,256	0	0	0	19,484		3,156	2,150	0	28,256	24,790	53,045
Bates, Kathryn	Principal	15,460	0	17,769	0	0		0	0	0	33,229	0	33,229
Bauer, Anne Marie	Substitute	975	0	0	0	0		0	75	0	975	75	1,050
Beall, Jennifer D	Nurse Asst	21,678	0	0	0	0		2,421	1,658	0	21,678	4,080	25,758
Beattie, Caitlyn	Teacher	47,542	0	505	0	8,139		7,529	3,638	0	48,047	19,307	67,353
Beauchesne, William P	Coach	932	0	0	0	0		0	71	0	932	71	1,003
Beaver, Patsy D	Teacher	81,418	2,000	26,255	0	8,139		17,186	8,314	0	109,673	33,639	143,312
Becht, Kori A	Asst Superintendent	107,123	0	0	0	22,903		16,786	8,211	3,500	107,123	51,400	158,523
Bedard, Shawna	Teacher	64,526	0	2,049	347	22,109		10,432	5,121	0	66,922	37,662	104,584
Begley, Brigid A	Substitute	338	0	0	0	0		0	26	0	338	26	363
Beineke, Heidi L	Substitute	413	0	0	0	0		0	32	0	413	32	444
Belanger, Donna	Instructional Asst	18,999	0	3,227	0	0		0	1,700	0	22,226	1,700	23,927
Belanger, Mark A	Maintenance	39,080	0	5,334	0	15,861		4,984	3,389	0	44,415	24,234	68,649

Employee Name	Assignment	Salary	Longevity	Extra Duty	OT/Other	Medical	H/D Buyout	NHRS	FICA	TSA	Total		2016/17
											Gross Pay	Benefits	Salary & Benefits
Belanger, Paul G	Custodian	44,536	0	2,658	0	26,680		5,272	3,610	0	47,194	35,562	82,756
Belanger, Rene W	Custodian	28,459	0	2,422	0	0	2,500	3,263	2,554	0	30,882	8,317	39,198
Bellew, Brittany L	Tutor	9,669	0	0	0	0		0	740	0	9,669	740	10,409
Bencal, Paul A	Teacher	64,526	0	800	0	22,109		10,237	4,882	0	65,326	37,228	102,554
Bennett, Harry	Director	83,038	0	0	0	21,540		9,275	6,098	2,250	83,038	39,164	122,203
Bergeron, Barbara A	Teacher	62,414	2,000	17,041	0	16,098		12,764	6,039	0	81,455	34,901	116,356
Bergeron, Denise C	Administrative Asst	6,598	0	0	0	0		0	0	0	6,598	0	6,598
Bernard, Cherie L	Instructional Asst	18,443	0	47	0	0		0	1,414	0	18,490	1,414	19,904
Bert, Marie A	Administrative Asst	24,596	0	315	0	19,484		2,783	1,894	0	24,911	24,161	49,071
Berube, Amy B	Teacher	42,717	0	1,305	0	22,109		6,898	3,094	0	44,022	32,101	76,123
Birmingham, Karen A	Substitute	8,850	0	0	0	0		0	677	0	8,850	677	9,527
Bishop, Amber L	Teacher	51,944	0	2,969	0	8,139		8,605	4,201	0	54,913	20,945	75,858
Blair, Elicia L	Teacher	43,356	0	2,314	0	8,139		6,877	3,456	0	45,670	18,472	64,142
Blair, Matthew	Teacher	46,606	0	5,498	0	16,098		8,165	3,986	0	52,104	28,248	80,352
Boermeeester, Kristina M	Nutrition Svc	18,027	0	212	0	0	2,000	2,037	1,548	0	18,239	5,586	23,825
Boissonneault, Ryan S	Custodian	3,256	0	0	0	0		0	249	0	3,256	249	3,505
Boisvert, Carl R	Substitute	14,870	0	26,083	0	0		0	3,133	0	40,953	3,133	44,086
Boisvert, Jessica L	Teacher	43,356	0	4,597	699	8,139		7,486	3,685	0	48,652	19,310	67,962
Boland, Russell	Custodian	28,108	0	2,347	0	25,467		3,341	2,319	0	30,455	31,127	61,583
Bonifacio, Amanda L	Instructional Asst	18,739	0	1,434	0	0		0	1,543	0	20,173	1,543	21,716
Bonifacio, Yancarlos	Technology	47,369	0	0	0	26,851		5,291	3,603	0	47,369	35,745	83,114
Bortz, Cynthia M	Teacher	62,414	2,500	1,083	0	22,109		10,342	4,932	0	65,997	37,383	103,379
Bouley, Patricia S	Teacher	70,459	0	3,721	0	22,109		11,624	5,558	0	74,180	39,291	113,471
Bourassa, Kenneth F	Coach	2,794	0	0	0	0		0	214	0	2,794	214	3,008
Bourdeau, Nancy M	Teacher	71,916	0	4,011	0	22,109		11,898	5,692	0	75,927	39,698	115,625
Bourque, Katelyn E	Coach	3,725	0	0	0	0		0	285	0	3,725	285	4,010
Boyd, Laura A	Instructional Asst	20,383	0	336	0	0		0	1,585	0	20,719	1,585	22,304
Bradley, Thomas G	Coach	983	0	0	0	0		0	75	0	983	75	1,059
Brewster, Sharon A	Nutrition Svc	7,334	0	0	0	0		0	561	0	7,334	561	7,895
Briare, Jennifer L	Teacher	44,952	0	3,765	0	8,139		7,634	3,690	0	48,717	19,463	68,180
Broady, Cynthia A	Administrative Asst	21,062	0	89	0	26,680		2,362	1,598	0	21,150	30,640	51,790
Brodeur, Anitra	Administrative Asst	4,613	0	0	0	0		0	353	0	4,613	353	4,965
Bron, Robert R	Custodian	31,195	0	3,804	0	24,799		3,909	2,659	0	34,999	31,367	66,365
Bross, Holly M	Teacher	8,889	0	180	0	0		0	0	0	9,069	0	9,069
Brown, Maria C	Substitute	563	0	0	0	0		0	43	0	563	43	606
Browning, Jacob T	Instructional Asst	18,443	0	842	0	0		0	1,475	0	19,285	1,475	20,760
Bruzzeze, Kathleen M	Instructional Asst	20,383	0	224	0	0		0	1,577	0	20,607	1,577	22,184
Bryant, Matthew	Teacher	71,916	0	6,122	387	16,098		12,228	6,001	0	78,424	34,327	112,751
Buckley, William	Teacher	71,916	0	0	0	22,109		11,269	5,230	0	71,916	38,608	110,524
Bullis, Jennifer L	Teacher	66,901	1,500	4,449	1,079	8,139		11,416	5,619	0	73,929	25,174	99,103
Burdette, Joel	Teacher	81,418	0	4,252	0	22,109		13,424	6,436	0	85,670	41,969	127,639
Burke, Robert K	Coach	500	0	0	0	0		0	38	0	500	38	538
Burns, Jonathan W	Extra Duty	0	0	385	0	0		0	29	0	385	29	414
Burton, Steve K	Teacher	46,355	0	2,190	0	21,440		7,607	3,714	0	48,545	32,761	81,306
Burzlauff, Judiann	Teacher	46,606	0	2,621	0	22,109		7,714	3,645	0	49,227	33,468	82,694
Butterworth, Meredith K	Teacher	35,415	0	3,228	0	0		0	0	0	38,642	0	38,642
Bynon, Matthew	Coach	2,980	0	0	0	0		0	228	0	2,980	228	3,208
Byrne, John M	Teacher	51,944	0	4,518	0	22,165		8,848	4,319	0	56,462	35,332	91,793
Caddy, Clayton S	Technology	47,522	0	857	0	24,578		5,404	3,681	0	48,379	33,662	82,041
Caito, Taryn	Substitute	188	0	0	0	0		0	14	0	188	14	202

Employee Name	Assignment	Salary	Longevity	Extra Duty	OT/Other	Medical	H/D Buyout	NHRS	FICA	TSA	Total		2016/17
											Gross Pay	Benefits	Salary & Benefits
Calandra, Ruth-Anne	Instructional Asst	18,443	0	1,084	0	0		0	1,494	0	19,526	1,494	21,020
Campeanu, Asnat T	Instructional Asst	4,391	0	1,875	0	0		0	0	0	6,266	0	6,266
Cannon, Sandra E	Teacher	64,526	0	900	0	22,109		10,252	4,737	0	65,426	37,098	102,524
Capone-Garceau, Erin	Instructional Asst	7,215	0	1,039	0	0		0	631	0	8,254	631	8,885
Cardamone, Nicholas	Extra Duty	0	0	1,650	0	0		0	0	0	1,650	0	1,650
Cargnan, Trevor R	Coach	2,794	0	0	0	0		0	214	0	2,794	214	3,008
Carleton, Jessica L	Teacher	75,741	0	870	0	22,109		12,005	5,742	0	76,611	39,856	116,467
Carleton, Kathryn	Substitute	300	0	0	0	0		0	23	0	300	23	323
Camazzo, Emma J	Teacher	43,527	0	700	0	22,109		6,930	3,262	0	44,227	32,302	76,528
Carrier, Jamie A	Teacher	51,944	0	2,985	0	8,139		8,607	4,165	0	54,929	20,912	75,841
Carrier, Lisa A	Instructional Asst	2,756	0	0	0	0		0	0	0	2,756	0	2,756
Carter, Kelly A	Teacher	52,095	0	180	0	22,109		8,192	3,878	0	52,275	34,179	86,454
Carter, Patricia	Administrative Asst	24,480	0	0	0	17,926		2,734	1,873	0	24,480	22,533	47,013
Carter, Richard G	Custodian	29,585	0	0	0	9,053		3,305	2,263	0	29,585	14,620	44,206
Case, Matthew R	Coach	932	0	0	0	0		0	71	0	932	71	1,003
Catabia, Danielle J	Teacher	60,025	0	1,225	0	22,109		9,598	4,565	0	61,250	36,272	97,521
Cataldo, Darlene A	Teacher	73,416	2,000	0	0	15,265	500	11,818	5,742	0	75,416	33,324	108,740
Caten, Carol P	Substitute	2,250	0	0	0	0		0	172	0	2,250	172	2,422
Chabot, Jodie	Tutor	42,914	0	0	0	0		6,725	3,283	0	42,914	10,007	52,921
Chaput, Martin L Jr	Teacher	54,012	1,500	4,288	0	8,139		9,371	4,575	0	59,800	22,085	81,885
Charron, Julie E	Teacher	60,025	0	1,286	0	8,139		9,607	4,654	0	61,311	22,400	83,711
Chartrand, Donna M	Teacher	54,012	0	2,723	290	22,109		8,890	4,090	0	57,025	35,089	92,114
Chase, Julie A	Coach	2,794	0	0	0	0		0	214	0	2,794	214	3,008
Chase, Lauren C	Teacher	46,606	0	3,540	251	6,696		7,858	3,855	0	50,397	18,409	68,806
Cherbonneau, Mark A	Teacher	62,414	2,500	9,158	0	22,109		11,607	5,548	0	74,072	39,264	113,336
Chesley, Danielle T	Teacher	60,025	0	335	0	16,098		9,458	4,532	0	60,360	30,088	90,448
Childers, Kimberly	Instructional Asst	18,443	0	0	0	0		0	1,411	0	18,443	1,411	19,854
Cho, Soo Jin	Substitute	75	0	0	0	0		0	6	0	75	6	81
Christie, Mary E	Technology	26,600	0	2,719	0	26,680		3,275	2,243	0	29,319	32,198	61,517
Ciambella, Nicholas Jr	Substitute	1,238	0	0	0	0		0	95	0	1,238	95	1,332
Clarke, Allyson A	Instructional Asst	18,443	0	697	0	0		0	1,464	0	19,140	1,464	20,604
Clark-Hartshorne, Kara E	Teacher	71,916	2,000	518	0	20,607	500	11,664	5,634	0	74,434	38,404	112,838
Claus, Alexandra A	Teacher	40,447	0	180	217	6,696		6,366	3,125	0	40,844	16,187	57,031
Clemons, Ashley B	Teacher	40,447	0	1,311	217	16,098		6,515	3,125	0	41,975	25,738	67,714
Clemons, Cynthia E	Teacher	55,016	0	3,546	0	22,109		9,177	4,360	0	58,562	35,645	94,207
Clogston, Chelsie	Instructional Asst	4,155	0	249	0	0		0	0	0	4,404	0	4,404
Cobb, Susan M	Teacher	66,901	0	1,857	1,079	8,139		10,774	5,349	0	69,837	24,262	94,099
Coish, Jonathan S	Custodian	28,547	0	4,073	0	26,680		3,644	2,475	0	32,620	32,799	65,419
Coish, Margaret R	Instructional Asst	18,999	0	209	0	0		0	1,470	0	19,208	1,470	20,677
Cokely, Brian E	Nutrition Svc	5,782	0	30	0	0		0	0	0	5,812	0	5,812
Collins, Lauren F	Administrative Asst	11,344	0	0	0	0		0	868	0	11,344	868	12,212
Commerford, Linda S	Accounts Payable	26,080	0	0	0	0		0	1,995	0	26,080	1,995	28,076
Comtois, Emily A	Substitute	483	0	0	0	0		0	37	0	483	37	519
Comtois, Kathleen A	Nutrition Svc	6,378	0	0	0	0		0	488	0	6,378	488	6,866
Conley, Holly J	Instructional Asst	18,186	0	0	0	0		0	1,391	0	18,186	1,391	19,577
Connors, Alexandra	Extra Duty	0	0	2,310	0	0		0	177	0	2,310	177	2,487
Connors, Anne L	Teacher	53,856	0	240	0	22,109		8,477	4,142	0	54,096	34,728	88,824
Corbin, Francine	Instructional Asst	18,999	0	486	0	0		0	1,491	0	19,485	1,491	20,975
Corbin, Lisa H	Teacher	71,916	2,000	5,156	0	8,139		12,391	5,959	0	79,072	26,490	105,562
Costa, Theresa M	Substitute	525	0	0	0	0		0	40	0	525	40	565

Employee Name	Assignment	Salary	Longevity	Extra Duty	OT/Other	Medical	H/D Buyout	NHRS	FICA	TSA	Total		2016/17
											Gross Pay	Benefits	Salary & Benefits
Costa-Dallaire, Nancie	Instructional Asst	19,295	0	1,910	0	0		0	1,629	0	21,205	1,629	22,833
Couillard, Beverly A	Nutrition Svc	6,507	0	204	0	0		0	513	0	6,711	513	7,224
Courter, Jody S	Teacher	43,406	0	4,215	0	0	2,271	3,894	3,817	0	47,620	9,981	57,602
Couture, Betsy K	Instructional Asst	22,004	0	605	0	0		0	1,729	0	22,608	1,729	24,338
Couture, Jeffrey Sr	Maintenance	48,354	0	286	0	16,486		5,433	3,713	0	48,640	25,632	74,272
Cove, Jennifer L	Teacher	69,363	0	2,049	0	22,109		11,190	5,344	0	71,412	38,643	110,055
Covey, Amy	Extra Duty	0	0	3,894	0	0		0	298	0	3,894	298	4,192
Creamer, Cecilia I	Teacher	76,452	0	0	0	22,109		11,980	5,851	0	76,452	39,940	116,392
Crimmin, Kendall E.	Teacher	52,095	0	1,033	0	22,109		8,325	3,943	0	53,128	34,377	87,505
Crosby, Michael	Instructional Asst	18,219	0	0	0	0		0	1,394	0	18,219	1,394	19,613
Croteau, Catherine	Director	81,386	0	0	0	8,357		12,753	6,150	3,500	81,386	30,761	112,147
Crowley, Lauren P	Nutrition Svc	30,623	0	51	0	7,242		3,426	2,208	0	30,674	12,877	43,551
Cuneo, Sheila D	Teacher	60,199	1,500	4,892	0	22,109		10,435	4,975	0	66,591	37,519	104,110
Curry, Steven J	Teacher	39,012	0	8,150	629	0	3,000	7,390	3,886	0	47,791	14,276	62,067
Curtin, Donna	Tutor	14,961	0	0	0	0		0	1,145	0	14,961	1,145	16,105
Dahar, Hannah J Cole	Teacher	69,363	0	1,247	0	16,767		11,065	5,195	0	70,610	33,027	103,637
Daisy, Robert J	Asst	5,425	0	0	0	0		0	415	0	5,425	415	5,840
Dalias, Marianne	Administrative Asst	43,285	0	8,072	0	26,680		5,737	3,909	0	51,356	36,325	87,681
Dancy, Janet E	Teacher	71,916	0	2,150	0	0	3,000	11,585	5,903	0	74,066	20,488	94,554
Darrin, Thomas	Coach	8,295	0	0	0	0		0	635	0	8,295	635	8,929
Dastous, Marjorie	Coach	825	0	0	0	0		0	63	0	825	63	888
Davis, Christie M	Teacher	44,952	0	0	0	22,109		7,044	3,318	0	44,952	32,471	77,423
Davis, Kayleigh M	Teacher	48,321	0	2,785	0	8,139		8,008	3,910	0	51,106	20,057	71,163
Davis, Kristen R	Extra Duty	0	0	3,630	0	0		0	278	0	3,630	278	3,908
Davis, Mary E	Instructional Asst	18,739	0	733	0	0		0	1,489	0	19,471	1,489	20,961
Dawson, Robert C	Principal	105,575	0	19,695	0	24,427		19,630	9,620	0	125,270	53,677	178,947
Delaney, Nicole M	Nutrition Svc	5,618	0	0	0	0		0	430	0	5,618	430	6,048
Delgreco, Linda C	Instructional Asst	22,004	0	539	0	0		0	1,725	0	22,543	1,725	24,268
Dembitzky, Samantha	Instructional Asst	9,846	0	2,487	0	0		0	943	0	12,333	943	13,276
Demmons, Cathy	Instructional Asst	18,443	0	304	0	0		0	1,434	0	18,747	1,434	20,181
Dennehy, Mary Jane	Instructional Asst	20,383	0	336	0	0		0	1,585	0	20,719	1,585	22,304
Dennehy, Roy K Sr	Custodian	28,122	0	122	0	19,483		3,155	2,161	0	28,243	24,799	53,042
DeRousse, Graham M	Teacher	50,100	0	658	0	8,139		7,954	3,846	0	50,758	19,939	70,696
Desmarais, Scot E	Instructional Asst	18,443	0	0	0	0		0	1,411	0	18,443	1,411	19,854
DesRoches, Molly	Tutor	9,437	0	621	0	0		0	769	0	10,058	769	10,827
Desrosiers, Carson	Substitute	750	0	0	0	0		0	57	0	750	57	807
Dileo, Christine	Instructional Asst	22,004	0	2,409	0	0		202	1,868	0	24,413	2,069	26,482
Diorio, Eileen T	Administrative Asst	41,122	0	8,352	0	26,680		5,526	3,785	0	49,474	35,991	85,464
DiOrio, Kayla N	Director	68,935	0	180	0	12,924		10,830	5,290	0	69,115	29,045	98,160
Dizazzo, Donna	Administrative Asst	45,835	0	10,490	0	9,832		6,291	4,309	0	56,325	20,433	76,758
Dodge, Stacey L	Nutrition Svc	5,796	0	102	0	0		0	451	0	5,898	451	6,349
Doherty, Laurie	Teacher	73,416	2,500	1,538	0	22,109		12,137	5,813	0	77,454	40,059	117,512
Dolce, Linda M	Instructional Asst	22,300	0	3,589	0	0		0	1,981	0	25,889	1,981	27,870
Donegan, Nancy B	Tutor	19,474	0	210	0	0		0	1,506	0	19,684	1,506	21,189
Dooley, Thomas	Teacher	60,025	0	300	968	0	3,000	9,453	4,919	0	61,293	17,372	78,665
Dorman, Nancy M	Tutor	20,503	0	3,218	0	0		0	1,815	0	23,720	1,815	25,535
Doughty, Leah M	Teacher	71,529	1,500	2,745	0	22,109		11,874	5,678	0	75,774	39,661	115,435
Downes, Nancy L	Substitute	863	0	0	0	0		0	66	0	863	66	928
Dube, Donna	Substitute	3,938	0	0	0	0		0	301	0	3,938	301	4,239
Duesing, Kenneth	Director	91,800	0	0	0	15,362		10,254	6,852	3,500	91,800	35,968	127,768

Employee Name	Assignment	Salary	Longevity	Extra Duty	OT/Other	Medical	H/D Buyout	NHRS	FICA	TSA	Total		2016/17
											Gross Pay	Benefits	Salary & Benefits
Dufault, Virginia A	Instructional Asst	18,443	0	0	0	0		0	1,411	0	18,443	1,411	19,854
Dunn, Christina L	Substitute	4,050	0	0	0	0		0	310	0	4,050	310	4,360
Dunn, Christina R	Teacher	81,418	0	810	0	20,607	500	12,885	6,331	0	82,228	40,324	122,552
Dunn, Elizabeth A	Administrative Asst	200	0	0	0	0		0	15	0	200	15	215
Dunn, Shawn P	Coach	3,725	0	0	0	0		0	285	0	3,725	285	4,010
Durand, Brianna K.	Teacher	46,606	0	4,380	0	8,139		7,990	3,863	0	50,986	19,992	70,978
Durben, Christopher J	Extra Duty	0	0	101	0	0		0	0	0	101	0	101
Dust, Alan	Director	78,000	0	0	0	10,890		8,713	5,826	3,500	78,000	28,928	106,928
Dutton-Smith, Kendall	Instructional Asst	18,443	0	1,052	0	0		0	1,491	0	19,495	1,491	20,987
Edelstein, Karissa	Coach	5,123	0	0	0	0		0	392	0	5,123	392	5,515
Eisan, Tina L	Nutrition Svc	1,080	0	0	0	0		0	83	0	1,080	83	1,163
Ellins, Sarah E	Teacher	44,952	0	2,063	0	8,139		7,367	3,559	0	47,015	19,066	66,081
Eng, Donna M	Instructional Asst	25,108	0	1,310	0	0		0	2,021	0	26,418	2,021	28,439
Estes, Darlene	Substitute	4,538	0	0	0	0		0	347	0	4,538	347	4,885
Estevez, Jacob	Extra Duty	0	0	1,760	0	0		0	135	0	1,760	135	1,895
Everett, Allie Hills	Extra Duty	0	0	60	0	0		0	0	0	60	0	60
Fantasia, Jody L	Instructional Asst	18,739	0	499	0	0		0	1,472	0	19,238	1,472	20,709
Farrell, Cynthia L.	Instructional Asst	18,999	0	32	0	0		0	763	0	19,031	763	19,794
Faxon, Darlene J	Instructional Asst	18,287	0	0	0	0		0	1,399	0	18,287	1,399	19,686
Fay, Sherry A	Teacher	71,916	2,000	30	0	22,109		11,587	5,385	0	73,946	39,082	113,028
Fazlic, Amina	Director	71,400	0	0	0	21,116		7,975	5,189	0	71,400	34,281	105,681
Fenn, Bryan D	Coach	1,863	0	0	0	0		0	143	0	1,863	143	2,006
Ferdinando, Kelsy L	Teacher	48,321	0	7,205	0	8,139		8,701	4,154	0	55,526	20,994	76,520
Ferris, Taya M	Extra Duty	0	0	1,210	0	0		0	0	0	1,210	0	1,210
Feyler, Michelle D	Instructional Asst	18,443	0	553	0	0		0	1,453	0	18,996	1,453	20,450
Field, Pauline	Administrative Asst	4,560	0	0	0	4,218		509	346	0	4,560	5,073	9,633
Figaro, Diane L	Administrative Asst	46,742	0	770	0	26,680		5,307	3,635	0	47,513	35,622	83,134
Fillion, Brian	Teacher	71,916	0	593	0	16,098		11,362	5,549	0	72,509	33,008	105,517
Finch, Debra	Teacher	75,417	2,500	0	0	16,098		12,210	5,884	0	77,917	34,192	112,109
Flaherty, Sarah	Teacher	43,356	0	3,613	0	8,139		7,360	3,593	0	46,969	19,093	66,061
Flanagan, Karen R	Instructional Asst	18,999	0	209	0	0		0	1,469	0	19,208	1,469	20,677
Fleet, Stephanie A	Teacher	60,025	0	2,049	0	22,109		9,727	4,751	0	62,074	36,587	98,661
Fleming, Bethany	Substitute	3,075	0	0	0	0		0	235	0	3,075	235	3,310
Flynn, James	Substitute	4,000	0	0	0	0		0	306	0	4,000	306	4,306
Flynn, Matthew N	Technology	44,636	0	492	0	19,483		5,041	3,452	0	45,128	27,976	73,104
Fothergill, Nancy	Teacher	81,418	2,500	10,058	0	22,109		14,726	6,927	0	93,976	43,762	137,738
Fox, Kelly L	Coach	4,980	0	0	0	0		0	381	0	4,980	381	5,361
Fratu, Tyler R	Custodian	14,264	0	41	0	0		0	1,094	0	14,304	1,094	15,398
Freccero, Kimberly M	Asst Principal	79,111	0	0	0	21,116		12,397	5,779	0	79,111	39,292	118,403
Freda, Patricia A	Substitute	113	0	0	0	0		0	9	0	113	9	121
French, Mark A	Substitute	150	0	0	0	0		0	11	0	150	11	161
Fritz, Kiera S	Teacher	29,689	0	0	0	0	3,000	4,652	2,501	0	29,689	10,153	39,841
Fusco, Heather D	Coach	2,980	0	0	0	0		0	228	0	2,980	228	3,208
Gach, Eva C	Teacher	40,447	0	1,031	0	8,139		6,500	3,173	0	41,478	17,812	59,290
Gallo, Julia G	Instructional Asst	20,383	0	1,210	0	0		0	1,652	0	21,593	1,652	23,245
Garofoli, Rachel	Teacher	71,916	0	0	0	24,688		11,269	5,503	0	71,916	41,461	113,377
Gauthier, Bruce E	Custodian	28,974	0	1,542	0	19,483		3,409	2,323	0	30,516	25,215	55,731
Gauvin, Karalyn G	Teacher	50,100	0	2,155	0	8,139		8,188	3,960	0	52,255	20,288	72,542
Genito, Helen M	Substitute	675	0	0	0	0		0	52	0	675	52	727
George, Bonni	Instructional Asst	18,443	0	0	0	0		0	1,411	0	18,443	1,411	19,854

Employee Name	Assignment	Salary	Longevity	Extra Duty	OT/Other	Medical	H/D Buyout	NHRS	FICA	TSA	Total		2016/17
											Gross Pay	Benefits	Salary & Benefits
Gerstenberger, Susan	Instructional Asst	22,004	0	1,451	0	0		0	1,794	0	23,455	1,794	25,249
Getchell, Evan P	Custodian	29,058	0	1,068	0	9,832		3,365	2,305	0	30,126	15,502	45,629
Gilbert, David G	Teacher	61,278	0	3,981	0	22,109		10,226	4,872	0	65,259	37,207	102,466
Gilbert, Veronique	Teacher	73,416	1,500	45	1,184	8,139		11,808	5,793	0	76,145	25,740	101,885
Ginnetti, Carol	Substitute	18,124	0	0	0	0		0	1,387	0	18,124	1,387	19,510
Girvin, Jessica M	Teacher	51,452	0	500	0	1,502	2,500	8,141	4,145	0	51,952	16,288	68,240
Godfrey, Jennifer L	Teacher	44,013	0	4,651	0	16,098		7,626	3,637	0	48,664	27,360	76,025
Golden, Brenda	Administrative Asst	31,824	0	128	0	24,799		3,569	2,425	0	31,952	30,793	62,745
Golden, Kimberly	Teacher	50,100	0	2,910	0	0	3,000	8,307	4,285	0	53,010	15,591	68,601
Gontarz, Rachel I	Administrative Asst	31,160	0	178	1,128	0	1,875	0	0	0	32,466	1,875	34,341
Goodwin, Nancy M	Nutrition Svc	8,266	0	0	0	0		0	632	0	8,266	632	8,898
Goss, Edward	Custodian	8,535	0	0	0	0		0	0	0	8,535	0	8,535
Gosselin, Dawn C	Instructional Asst	18,443	0	81	0	0		0	1,417	0	18,524	1,417	19,941
Goulet, Nicole A	Coach	2,794	0	0	0	0		0	214	0	2,794	214	3,008
Graff, Eric A	Teacher	71,916	2,000	6,916	0	22,109		12,666	6,065	0	80,832	40,840	121,672
Graff, Kristen G	Instructional Asst	20,383	0	388	0	0		0	1,589	0	20,771	1,589	22,360
Grande, Lori-Ann	Nutrition Svc	1,205	0	0	0	0		0	0	0	1,205	0	1,205
Grandmaison, Wendy J	Nurse Asst	21,249	0	3,000	0	0		2,709	1,855	0	24,249	4,564	28,812
Grant, Karen J	Substitute	1,050	0	0	0	0		0	80	0	1,050	80	1,130
Gratton, Jay E	Asst Principal	79,169	0	0	0	0	3,000	8,843	6,293	0	79,169	18,136	97,305
Gravell, Leo J	Coach	3,725	0	0	0	0		0	285	0	3,725	285	4,010
Greaves, Glenda M	Substitute	2,250	0	0	0	0		0	172	0	2,250	172	2,422
Greenberg, Frannie M	Extra Duty	0	0	275	0	0		0	21	0	275	21	296
Greenleaf, Diana C	Teacher	65,914	2,000	0	0	16,098		10,642	5,005	0	67,914	31,745	99,659
Greenwood, Kevin P	Custodian	31,885	0	3,347	0	9,832		3,698	2,695	0	35,232	16,226	51,458
Gregoire, Rhea L	Nutrition Svc	3,706	0	0	0	0		0	284	0	3,706	284	3,989
Grenier, Kerry N	Administrative Asst	33,852	0	1,597	0	26,680		0	2,692	0	35,448	29,371	64,820
Grosman, Rachael L	Instructional Asst	18,443	0	0	0	0		0	1,411	0	18,443	1,411	19,854
Grzesik, Jacqueline Y	Nutrition Svc	15,512	0	0	0	0		0	1,187	0	15,512	1,187	16,698
Guelli, Susan	Teacher	75,417	2,500	480	405	8,139		12,348	6,005	0	78,802	26,493	105,296
Guessetto, Jeanne M	Substitute	1,988	0	90	0	0		0	159	0	2,078	159	2,236
Gupta, Raji	Teacher	51,944	0	4,312	0	6,696		8,815	4,304	0	56,256	19,815	76,070
Haarlander, Lindsay R	Teacher	51,944	0	3,009	0	21,114		8,611	4,103	0	54,953	33,829	88,782
Hachey, Michael R	Teacher	70,811	0	8,189	1,142	8,139		12,379	6,095	0	80,142	26,614	106,755
Haemker, Andrew J	Teacher	66,901	0	1,099	0	25,794		10,656	5,203	0	68,000	41,653	109,652
Haggerty, Jeanette M	Instructional Asst	18,999	0	1,221	0	0		0	1,547	0	20,220	1,547	21,766
Haky, Anne	Teacher	51,944	0	4,657	0	8,139		8,869	4,293	0	56,601	21,302	77,903
Hale, Nancy L	Teacher	57,894	0	0	0	16,599		9,072	4,226	0	57,894	29,897	87,791
Hall, Jon A	Teacher	62,414	0	6,570	0	22,109		10,810	5,158	0	68,984	38,077	107,061
Hampoian, Jocelyn M	Behavior Coach	66,532	0	5,388	0	22,546		11,270	5,510	3,500	71,920	42,826	114,746
Hanlon, Jill M	Sped Coord	84,167	0	0	0	22,903		13,189	6,154	3,500	84,167	45,746	129,913
Hanson, Carolyn	Instructional Asst	22,004	0	1,209	0	0		0	1,776	0	23,213	1,776	24,988
Harbilas, Ruth E	Instructional Asst	21,753	0	0	0	0		0	1,664	0	21,753	1,664	23,417
Hartmann, Julie	Teacher	75,417	0	2,635	0	22,109		12,231	5,973	0	78,052	40,313	118,365
Hartnett, Allison	Teacher	54,473	0	3,148	293	8,139		9,029	4,393	0	57,914	21,562	79,476
Hartnett, Robert S	Technology	58,650	0	0	0	26,680		6,551	4,474	0	58,650	37,705	96,355
Hathway, Pamela J	Technology	27,040	0	31	0	19,484		3,024	2,071	0	27,071	24,578	51,649
Hayward, John	Teacher	71,916	2,500	49,056	0	16,098		19,348	9,372	0	123,472	44,818	168,290
Hedge, David E	Coach	3,725	0	0	0	0		0	285	0	3,725	285	4,010
Hedge, Rachel	Coach	2,794	0	0	0	0		0	214	0	2,794	214	3,008

Employee Name	Assignment	Salary	Longevity	Extra Duty	OT/Other	Medical	H/D Buyout	NHRS	FICA	TSA	Total		2016/17
											Gross Pay	Benefits	Salary & Benefits
Hickey, William	Business Admin.	103,431	0	0	0	16,793		11,553	7,736	3,500	103,431	39,582	143,013
Hoag, Cheryl A	Recess Monitor	7,921	0	75	0	0		0	612	0	7,996	612	8,608
Holderman, Rene M	Nurse Asst	17,623	0	0	0	0		0	1,348	0	17,623	1,348	18,971
Holland, Christina B	Instructional Asst	18,443	0	0	0	0		0	1,411	0	18,443	1,411	19,854
Holmberg, Sandra L	Teacher	71,916	2,500	34,613	0	22,109		11,727	8,349	0	109,029	42,185	151,213
Hone, Sharon L	Substitute	5,438	0	0	0	0		0	416	0	5,438	416	5,854
Hope, Deborah	Teacher	71,916	0	615	0	16,098		11,366	5,358	0	72,531	32,821	105,352
Hopkins, Richard R	Theatre Tech	1,714	0	0	0	0		0	131	0	1,714	131	1,845
Hopkins-Smith, Colleen	Teacher	71,916	0	1,863	0	22,109		11,561	5,646	0	73,779	39,316	113,095
Horaj, Mary Ann	Administrative Asst	27,284	0	0	0	980		0	2,087	0	27,284	3,067	30,351
Horrigan, Patricia D	Instructional Asst	18,730	0	0	0	0		0	1,433	0	18,730	1,433	20,163
Houde, Jo-Ann L	Substitute	390	0	0	0	0		0	30	0	390	30	420
Hoyt, Joanne	Instructional Asst	2,986	0	0	0	0		0	0	0	2,986	0	2,986
Hunt, Sally A	Teacher	73,416	2,500	36,360	395	16,098		17,656	8,445	0	112,671	42,199	154,870
Hurley, Janice L	Teacher	60,199	2,000	20,082	0	8,139		12,893	6,206	0	82,281	27,239	109,519
Hurley, Kaitlin	Instructional Asst	11,170	0	117	0	0		0	863	0	11,286	863	12,150
Husson, Kari E	Instructional Asst	18,443	0	0	0	0		0	1,411	0	18,443	1,411	19,854
Hutchinson, Katie L	Teacher	42,945	0	1,279	0	8,139		6,930	3,346	0	44,224	18,415	62,639
Iannuzzi, Lisa	Teacher	75,417	2,500	2,830	0	22,109		12,653	6,061	0	80,747	40,823	121,570
Igoe, Karen	Administrative Asst	45,910	0	2,405	0	17,926		5,397	3,685	0	48,315	27,008	75,322
Ivey, Kathryn P	Extra Duty	0	0	16,732	0	0		0	1,280	0	16,732	1,280	18,012
Jablonski, Matthew B	Teacher	48,321	0	400	779	8,139		7,635	3,750	0	49,500	19,524	69,024
Jack, George David	Consultant	25,585	0	0	0	0		0	1,957	0	25,585	1,957	27,542
Jacques, Krista	Nutrition Svc	3,134	0	0	0	0		0	240	0	3,134	240	3,374
Jardim-Lee, Sarah	Lead Accountant	61,250	0	0	0	22,903		6,842	4,388	3,500	61,250	37,632	98,882
Jasper, Marilyn R	Substitute	2,475	0	0	0	0		0	189	0	2,475	189	2,664
Jenkins, Beth E	Nutrition Svc	10,857	0	1,300	0	0		0	930	0	12,157	930	13,087
Jepsen, Rebecca D	Teacher	43,356	0	4,017	233	8,139		7,367	3,605	0	47,606	19,111	66,717
Joanis, Wendy L	Teacher	61,566	0	0	0	22,109		9,647	4,590	0	61,566	36,347	97,912
Jodoin, Elizabeth A	Teacher	62,235	1,500	3,167	0	22,109		10,483	4,998	0	66,902	37,590	104,492
Johnson, Christine L	Teacher	55,840	0	703	0	22,109		8,860	4,326	0	56,543	35,295	91,838
Johnson, Rebecca L	Teacher	48,321	0	473	260	16,098		7,646	3,667	0	49,053	27,411	76,464
Jones, Susan M	Instructional Asst	8,664	0	0	0	0		0	663	0	8,664	663	9,327
Kaplo, Patrick J	Teacher	73,416	0	3,665	395	22,109		12,079	5,808	0	77,476	39,996	117,471
Kaskiewicz, Christina S	Sped Coord	81,385	0	0	0	22,903		12,753	6,240	3,250	81,385	45,147	126,532
Kassis, Jeanane R	Instructional Asst	22,004	0	2,105	0	0		0	1,844	0	24,108	1,844	25,952
Katsohis, Katelyn	Teacher	54,418	0	480	0	8,139		8,602	4,200	0	54,898	20,942	75,839
Kelly, Judith M	Teacher	21,078	0	3,029	0	0		0	1,844	0	24,107	1,844	25,951
Kerns, Sharon	Teacher	71,916	0	405	0	22,109		11,333	5,261	0	72,321	38,702	111,023
Keshigian, Michael R	Teacher	48,321	0	7,617	0	8,139		8,766	4,185	0	55,938	21,090	77,028
Khabbaz, Daniel	Substitute	3,723	0	0	0	0		0	285	0	3,723	285	4,008
Khoury, Stella P	Substitute	7,088	0	0	0	0		0	542	0	7,088	542	7,630
Kiley, Julianne M	Instructional Asst	18,443	0	924	0	0		0	1,482	0	19,367	1,482	20,849
Kingsley, Craig A	Teacher	60,025	1,500	3,428	0	22,109		10,178	4,696	0	64,953	36,983	101,936
Kirley, Denise S	Instructional Asst	22,004	0	2,095	0	0		0	1,844	0	24,099	1,844	25,942
Klemm, Donald J	Custodian	29,046	0	5,694	0	26,680		3,880	2,658	0	34,739	33,218	67,957
Klinger, Patricia M	Substitute	525	0	0	0	0		0	40	0	525	40	565
Koenigsbauer, Elizabeth B	Substitute	3,788	0	0	0	0		0	290	0	3,788	290	4,077
Korza, Karen C	Substitute	3,338	0	0	0	0		0	255	0	3,338	255	3,593
Kosik, Jenna L.	Teacher	51,944	0	645	0	0	3,000	8,241	4,253	0	52,589	15,493	68,082

Employee Name	Assignment	Salary	Longevity	Extra Duty	OT/Other	Medical	H/D Buyout	NHRS	FICA	TSA	Total		2016/17
											Gross Pay	Benefits	Salary & Benefits
Koski, Michael	Director	81,090	0	0	0	21,116		12,707	5,955	3,500	81,090	43,278	124,368
Koza, Juliet M	Substitute	5,150	0	0	0	0		0	394	0	5,150	394	5,544
Kramer, Amy L	Instructional Asst	17,936	0	0	0	0		0	1,372	0	17,936	1,372	19,309
Krekorian, Kimberly	Instructional Asst	9,182	0	300	0	0		0	725	0	9,482	725	10,208
Krizan, Robin C	Technology	24,896	0	2,924	0	25,346		3,108	2,109	0	27,821	30,563	58,383
Lacaillade, Morgan	Instructional Asst	13,797	0	376	0	0		0	1,084	0	14,173	1,084	15,257
Laferriere, Cynthia	Nutrition Svc	23,682	0	390	0	0	2,000	2,689	1,994	0	24,072	6,683	30,755
Lafond, Joshua J	Maintenance	13,075	0	184	0	3,088		1,481	1,014	0	13,259	5,584	18,843
Lamb, Tracey M	Teacher	50,100	0	3,245	0	20,607	500	8,359	4,119	0	53,345	33,585	86,930
Lanagan, Kayla	Summer Help	503	0	0	0	0		0	38	0	503	38	541
Landry, Courtney R	Teacher	56,000	1,500	1,316	0	22,109		9,216	4,379	0	58,816	35,704	94,520
Langan, Emily S	Substitute	300	0	0	0	0		0	0	0	300	0	300
Langlois, Richard P	Superintendent	150,000	0	0	0	0		16,755	11,475	0	150,000	28,230	178,230
Lapadula, Jenna	Teacher	37,627	0	590	0	8,139		5,932	2,886	0	38,217	16,958	55,175
Larkin, Dwight D	Custodian	29,225	0	602	0	26,680		3,332	2,261	0	29,827	32,273	62,100
Larochelle, Laura B	Teacher	81,418	2,000	30,931	0	22,109		17,918	8,633	0	114,349	48,661	163,009
Larose, Maria E	Extra Duty	0	0	550	0	0		0	42	0	550	42	592
Larsen, Samantha R	Teacher	44,683	0	2,145	0	18,634		7,338	3,479	0	46,828	29,451	76,279
LaSalle, Kimberlee A	Teacher	50,891	0	5,155	0	17,131		8,782	4,250	0	56,046	30,164	86,210
Latorre, Leona L	Substitute	1,575	0	0	0	0		0	121	0	1,575	121	1,696
Latour, Nathan A	Custodian	28,954	0	379	0	9,832		3,277	2,244	0	29,333	15,353	44,686
Latvis, Stephen R	Teacher	75,417	0	4,022	1,216	8,139		12,512	6,080	0	80,655	26,731	107,386
Lavoie, Joshua D	Teacher	57,894	0	1,690	0	19,214		9,337	4,559	0	59,584	33,110	92,694
Lawrence, Mackenzie T	Teacher	46,606	0	1,247	907	8,139		7,499	3,636	0	48,760	19,274	68,034
Laws, Amanda M	Substitute	750	0	0	0	0		0	57	0	750	57	807
Leahy, Marjorie L	Extra Duty	0	0	4,274	0	0		0	327	0	4,274	327	4,601
Leberman, P Russell	Teacher	71,916	0	5,309	1,160	22,109		12,101	5,727	0	78,385	39,937	118,322
Leblanc, Patricia L	Substitute	3,600	0	0	0	0		0	275	0	3,600	275	3,875
Leischner, Suellen	Nurse Asst	24,121	0	173	0	0		0	1,858	0	24,295	1,858	26,153
Lena, Rita C	Teacher	75,417	0	1,260	0	0	3,000	12,015	6,099	0	76,677	21,114	97,791
Lerra, Kieu Em	Asst	4,643	0	0	0	0		0	355	0	4,643	355	4,998
Les, Janice L	Teacher	57,894	0	2,125	0	22,109		9,405	4,594	0	60,019	36,108	96,126
Leuteritz, Kimber L	Instructional Asst	17,939	0	578	0	0		0	1,417	0	18,517	1,417	19,933
Lichtmann, Julie E	Director	85,170	0	2,000	0	22,903		13,659	6,706	3,500	87,170	46,768	133,938
Liddy, Laurie L	Instructional Asst	18,443	0	429	0	0		0	1,369	0	18,872	1,369	20,240
Lindner, Thomas Jr	Custodian	29,178	0	2,968	0	25,178		3,591	2,459	0	32,146	31,228	63,374
Lindner, Thomas J III	Substitute	2,842	0	0	0	0		0	217	0	2,842	217	3,060
Lingley, Eileen M	Teacher	71,442	0	2,049	0	22,109		11,516	5,504	0	73,491	39,129	112,621
Linnemann, Mary Lou	Substitute	100	0	0	0	0		0	8	0	100	8	108
Lippold, Elizabeth	Teacher	48,321	0	5,481	0	22,109		8,431	3,995	0	53,802	34,535	88,336
Lisa, Kristen L	Instructional Asst	18,443	0	0	0	0		0	1,411	0	18,443	1,411	19,854
Lister, Jocelyn	Teacher	71,916	0	3,300	0	8,139		11,786	5,673	0	75,216	25,598	100,814
Londo, Holly A	School to Careers	57,595	0	1,350	0	26,680		6,584	4,510	0	58,945	37,774	96,720
Longo, Carolyn	Substitute	2,813	0	0	0	0		0	215	0	2,813	215	3,028
Loszewski, Joyce E	Recess Monitor	298	0	0	0	0		0	0	0	298	0	298
Low, Gail M	Instructional Asst	20,383	0	560	0	0		0	1,602	0	20,943	1,602	22,545
Lurgio, Susan H	Extra Duty	0	0	15,950	0	0		0	1,220	0	15,950	1,220	17,170
MacKimm, Suzanne M	OT/Other	0	0	0	2,232	0		0	171	0	2,232	171	2,403
Magnuson, Russell T	Technology	43,095	0	3,315	0	833	2,500	5,184	3,742	0	46,410	12,259	58,669
Malila, Ethan S	Substitute	3,816	0	0	0	0		0	292	0	3,816	292	4,108

Employee Name	Assignment	Salary	Longevity	Extra Duty	OT/Other	Medical	H/D Buyout	NHRS	FICA	TSA	Total		2016/17
											Gross Pay	Benefits	Salary & Benefits
Mailia, Matthew J	Asst Principal	87,950	0	0	0	21,832		13,782	6,458	3,500	87,950	45,572	133,522
Mangelinckx, Coralyn	Substitute	7,788	0	0	0	0		0	596	0	7,788	596	8,384
Marinelli, Alyssa J	Teacher	48,321	0	8,822	0	8,139		8,954	4,334	0	57,143	21,428	78,571
Marinelli, Debra A	Teacher	71,916	2,000	1,270	0	22,109		11,782	5,639	0	75,186	39,530	114,716
Maroon, Donna	Teacher	33,206	1,250	1,486	0	0		0	2,750	0	35,942	2,750	38,691
Marsden, Callahan	Instructional Asst	18,614	0	1,853	0	0		0	1,566	0	20,467	1,566	22,033
Marsh, Susan	Instructional Asst	18,443	0	0	0	0		0	1,411	0	18,443	1,411	19,854
Martin, Billie-Jo	Asst Principal	73,417	0	120	0	22,109		11,523	5,511	3,300	73,537	42,444	115,980
Martin, Gail M	Substitute	188	0	0	0	0		0	14	0	188	14	202
Martin, Lisa	Nutrition Svc	11,347	0	0	0	0		0	868	0	11,347	868	12,215
Matthews, Joan P	Teacher	62,414	2,000	2,016	0	22,109		10,410	4,812	0	66,430	37,331	103,761
Maynard, Maria T	Administrative Asst	16,434	0	186	0	16,236		1,856	1,262	0	16,619	19,355	35,974
Mcalpine, Veronique C	Teacher	50,244	0	0	270	16,098		7,873	3,779	0	50,514	27,750	78,264
McCarthy, David B	Custodian	28,954	0	132	0	19,483		3,249	2,225	0	29,086	24,957	54,043
McCarthy, Deborah L	Nutrition Svc	10,883	0	0	0	0		0	833	0	10,883	833	11,716
McCarthy, Robyn L	Teacher	55,840	0	1,451	0	22,109		8,956	4,383	0	57,291	35,448	92,739
McCarthy, Tiffany	Teacher	48,859	0	1,275	0	14,756		7,663	3,757	0	50,134	26,176	76,310
Mccauley, Sharon B	Teacher	81,418	1,500	0	0	22,109		12,993	6,226	0	82,918	41,329	124,247
Mccorkle, Michelle M	Teacher	75,417	2,000	645	0	22,109		12,232	5,854	0	78,062	40,196	118,258
Mccreavan, Heather	Teacher	71,916	2,000	3,385	0	1,502	2,500	12,038	6,085	0	77,301	22,124	99,425
McGonigle, Cormick C	Substitute	2,352	0	0	0	0		0	0	0	2,352	0	2,352
McGonigle, Ryan	Maintenance	21,111	0	373	1,298	0		0	0	0	22,782	0	22,782
Mcguire, Mary E	Substitute	1,313	0	0	0	0		0	100	0	1,313	100	1,413
Mckenna, Shannan G	Director	78,000	0	0	0	22,903		12,223	5,670	1,300	78,000	42,096	120,096
McKinney, Meghan A	Teacher	37,509	0	0	346	4,748	1,250	5,584	2,991	0	37,854	14,574	52,428
McNamee, Jill	Substitute	4,050	0	0	0	0		0	310	0	4,050	310	4,360
Melvin, Mark C	Instructional Asst	19,208	0	0	0	0		0	1,469	0	19,208	1,469	20,677
Mendes, Dora F	Nutrition Svc	14,050	0	2,255	0	0		0	1,247	0	16,305	1,247	17,553
Merchant, Karen M	Substitute	6,713	0	0	0	0		0	514	0	6,713	514	7,226
Merchel, Kathleen M	Instructional Asst	20,383	0	1,305	0	0		0	1,659	0	21,688	1,659	23,347
Mercier, Rose	Teacher	71,916	2,500	1,519	0	22,109		11,899	5,692	0	75,935	39,700	115,635
Merrill, Jeffrey R	Teacher	39,012	0	3,254	0	0	3,000	6,567	3,463	0	42,266	13,030	55,296
Merrill, Patricia M	Administrative Asst	22,170	0	950	0	0	2,500	2,583	1,960	0	23,120	7,042	30,162
Messina, Stephanie M	Extra Duty	0	0	1,035	0	0		0	79	0	1,035	79	1,114
Meuse, Jill A	Instructional Asst	18,240	0	0	0	0		0	1,395	0	18,240	1,395	19,636
Micalizzi, Kristina	Teacher	51,944	0	970	0	16,098		8,292	3,962	0	52,914	28,352	81,266
Michalik, Sarah A	Instructional Asst	17,987	0	0	0	0		0	1,376	0	17,987	1,376	19,363
Michaud, Regina	Teacher	71,916	2,000	285	0	22,109		11,627	5,405	0	74,201	39,141	113,342
Micheroni, Norma M	Sped Coord	66,786	0	0	0	6,264		7,460	5,055	3,117	66,786	21,896	88,681
Millard, Kristina M	Instructional Asst	18,443	0	649	0	0		0	1,461	0	19,092	1,461	20,552
Miller, Jessica L	Summer Help	2,268	0	0	0	0		0	174	0	2,268	174	2,442
Miller, Kristin	Teacher	65,914	0	540	0	22,109		10,413	5,085	0	66,454	37,607	104,061
Millette, Michael E	Coach	792	0	0	0	0		0	61	0	792	61	852
Miloro, Michael J	Teacher	62,414	2,000	1,000	0	22,109		10,250	4,885	0	65,414	37,244	102,658
Mirras, Jasmine	Instructional Asst	18,443	0	3,501	0	0		0	1,679	0	21,944	1,679	23,623
Misra, Joann L	Teacher	59,304	0	3,750	0	22,109		9,880	4,552	0	63,054	36,542	99,595
Missert, Deanna L	Instructional Asst	18,999	0	298	0	0		0	1,476	0	19,297	1,476	20,773
Moltenbrey, Kathleen	Teacher	73,416	2,500	42,991	0	16,098		18,633	8,902	0	118,907	43,632	162,539
Monson, Jessica	Teacher	33,504	0	488	0	13,180		0	1,655	0	33,992	14,835	48,826
Morabito, Christine	Teacher	75,417	2,000	0	0	8,139		12,131	5,834	0	77,417	26,104	103,521

Employee Name	Assignment	Salary	Longevity	Extra Duty	OT/Other	Medical	H/D Buyout	NHRS	FICA	TSA	2016/17 Salary & Benefits		
											Gross Pay	Benefits	
Moran, Donna J	Nutrition Svc	6,243	0	0	0	0		0	0	0	6,243	0	6,243
Morin, Deborah	Teacher	55,110	0	8,416	0	22,109		9,954	4,860	0	63,526	36,923	100,449
Morrison, Darlene M	Teacher	71,916	0	390	0	22,109		11,330	5,260	0	72,306	38,699	111,005
Morrow, Alexander B	Substitute	3,816	0	0	0	0		0	292	0	3,816	292	4,108
Morrow, Brenda	Principal	93,875	0	0	0	22,903		14,710	7,205	3,500	93,875	48,319	142,194
Morse, AnnMarie	Teacher	81,418	0	0	1,313	16,098		12,827	6,255	0	82,731	35,179	117,910
Morse, Carolyn	Teacher	66,901	0	200	1,079	22,109		10,515	5,095	0	68,180	37,719	105,899
Mullen, Mary	Instructional Asst	18,443	0	491	0	0		0	1,448	0	18,934	1,448	20,382
Munsey, Michael D	Teacher	50,100	0	0	0	8,139		7,851	3,795	0	50,100	19,786	69,886
Murphy, MaryBeth	Substitute	750	0	0	0	0		0	57	0	750	57	807
Murphy, Maura L	Coach	3,725	0	0	0	0		0	285	0	3,725	285	4,010
Murphy, Nicole T	Instructional Asst	18,739	0	1,133	0	0		0	1,520	0	19,871	1,520	21,391
Murray, Sandra	Substitute	1,938	0	0	0	0		0	148	0	1,938	148	2,086
Myers, Bonnie T	Substitute	565	0	0	0	0		0	43	0	565	43	608
Naroian, Ken	Teacher	62,235	0	2,664	0	8,139		10,170	4,966	0	64,899	23,275	88,174
Negron, Christina E	Teacher	52,539	0	0	0	25,794		8,233	4,019	0	52,539	38,046	90,585
Newcomb, Judith	Tutor	48,853	0	60	0	0		0	3,742	0	48,913	3,742	52,655
Nichols, Kerri L	Teacher	39,482	0	874	0	22,109		6,324	2,966	0	40,356	31,399	71,754
Nigzus, Christine E	Teacher	37,627	0	5,241	0	0	3,000	6,717	3,509	0	42,868	13,226	56,094
Nix, Andrea M	Substitute	2,011	0	0	0	0		0	0	0	2,011	0	2,011
Noel, Helen	Teacher	55,840	0	1,286	901	22,109		8,952	4,440	0	58,026	35,501	93,527
Nolan, Susan E	Teacher	48,321	0	3,649	0	22,109		8,144	3,855	0	51,970	34,108	86,078
Nordengren, Donna	Instructional Asst	18,999	0	209	0	0		0	1,470	0	19,208	1,470	20,677
Nordengren, Edward M	Teacher	40,447	0	983	217	21,440		6,492	3,074	0	41,647	31,007	72,654
Noyes, Kimberly E	Sped Coord	7,057	0	0	0	0		0	0	0	7,057	0	7,057
Oben-Guven, Taciser	Substitute	1,200	0	0	0	0		0	92	0	1,200	92	1,292
O'Brien, Alison R	Teacher	40,434	0	2,820	0	20,607	500	6,778	3,247	0	43,254	31,131	74,385
O'Connor, Rory D	Principal	96,596	0	0	0	7,695		15,137	7,299	3,500	96,596	33,630	130,226
O'Connor, Ryan	Teacher	78,528	0	10,615	422	21,440		13,969	6,742	0	89,565	42,151	131,716
Ohman, Niclas K	Coach	3,167	0	0	0	0		0	242	0	3,167	242	3,409
O'leary, James	Nutrition Svc	7,884	0	0	0	0		0	603	0	7,884	603	8,487
O'Leary, Michele	Substitute	1,838	0	0	0	0		0	141	0	1,838	141	1,978
Olszewski, Shana N	Instructional Asst	18,443	0	1,189	0	0		0	1,502	0	19,632	1,502	21,133
O'Neil, Anne-Marie B	Treasurer	7,225	0	0	0	0		0	553	0	7,225	553	7,778
O'Neil, Kristine P	Teacher	71,916	0	2,095	0	22,109		11,597	5,544	0	74,011	39,250	113,261
Orciani, Tara	Administrative Asst	14,070	0	138	0	0		0	1,087	0	14,207	1,087	15,294
O'Sullivan, Cali	Substitute	27,149	0	2,675	0	0		0	2,282	0	29,824	2,282	32,105
O'Sullivan, Pamela J	Summer Help	1,140	0	0	0	0		0	87	0	1,140	87	1,227
Pacheco, Heather L	Teacher	71,916	1,500	7,109	0	22,109		12,618	6,041	0	80,525	40,768	121,293
Pages Martinez, Fernando A	Custodian	28,243	0	1,920	0	19,483		3,369	2,307	0	30,163	25,160	55,323
Palmer, Denise	Teacher	65,914	2,500	2,055	0	16,098		11,042	5,209	0	70,469	32,349	102,818
Panteli, Lisa A	Instructional Asst	18,443	0	452	0	0		0	1,446	0	18,895	1,446	20,341
Pappalardo, Catharine A	Teacher	73,416	2,500	1,601	0	22,109		12,147	5,661	0	77,517	39,917	117,433
Pappalardo, Lauren M	Substitute	1,088	0	896	0	0		0	152	0	1,984	152	2,136
Parker, Tracy	Teacher	43,481	0	1,040	701	15,908		6,948	3,380	0	45,222	26,236	71,459
Parsons, Nancy	Tutor	19,152	0	0	0	0		0	1,465	0	19,152	1,465	20,617
Paul, Crystal	Teacher	60,199	0	120	0	22,109		9,452	4,615	0	60,319	36,176	96,495
Peckham, Rhonda A	Nutrition Svc	73,287	0	0	0	22,903		8,186	5,332	3,500	73,287	39,921	113,208
Peddle, Debra I	Substitute	450	0	0	0	0		0	34	0	450	34	484
Pellerin, Bethany	Teacher	65,544	0	1,680	0	22,109		10,534	5,144	0	67,224	37,787	105,011

Employee Name	Assignment	Salary	Longevity	Extra Duty	OT/Other	Medical	H/D Buyout	NHRS	FICA	TSA	Total		2016/17
											Gross Pay	Benefits	Salary & Benefits
Pereira, Patricia A	Instructional Asst	18,443	0	273	0	0		0	1,432	0	18,716	1,432	20,147
Perkins, Russell	Coach	792	0	0	0	0		0	61	0	792	61	852
Peront, Virginia	Substitute	75	0	0	0	0		0	6	0	75	6	81
Perry, Tania M	Instructional Asst	824	0	0	0	0		0	0	0	824	0	824
Peterson, Donna P	Instructional Asst	22,004	0	1,163	0	0		0	1,772	0	23,166	1,772	24,938
Phillips, Kristin L	Teacher	44,952	0	1,019	0	22,109		7,204	3,396	0	45,971	32,708	78,679
Pierce, Rebecca L	Teacher	52,095	0	6,130	0	22,109		9,124	4,333	0	58,225	35,566	93,791
Pierpont, Sonia J	Teacher	58,760	1,500	6,454	0	22,109		10,454	4,984	0	66,714	37,547	104,260
Pignone, Lisa E	Instructional Asst	22,004	0	2,283	0	0		0	1,858	0	24,287	1,858	26,145
Pingree, Katie M	Teacher	48,321	0	2,301	0	16,098		7,933	3,787	0	50,622	27,817	78,440
Pires, Miguel F	Teacher	60,025	0	7,703	0	21,114		10,613	5,081	0	67,728	36,809	104,536
Pirri, Michelle	Substitute	600	0	0	0	0		0	46	0	600	46	646
Pleva, Maura A	Instructional Asst	20,383	0	336	0	0		0	1,585	0	20,719	1,585	22,304
Plummer, Matthew D	Custodian	34,543	0	80	0	9,832		3,867	2,649	0	34,623	16,348	50,971
Pohlmeyer, Casey L	Teacher	44,952	0	3,379	0	8,139		7,573	3,660	0	48,331	19,373	67,704
Ponzini, Christine A	Substitute	4,425	0	0	0	0		0	339	0	4,425	339	4,764
Poteat, Tracy L	Nutrition Svc	7,432	0	0	0	0		0	569	0	7,432	569	8,000
Pothier, Nicholas W	Asst	1,519	0	0	0	0		0	116	0	1,519	116	1,635
Poulin, Deanna P	Principal	92,055	0	6,508	0	22,903		14,425	7,255	1,300	98,563	45,883	144,446
Pratte, Patricia M	Teacher	43,356	0	1,040	233	20,607	500	6,929	3,199	0	44,629	31,235	75,864
Prescott, Stacy A	Instructional Asst	13,813	0	0	0	0		0	0	0	13,813	0	13,813
Preston, Roger C III	Director	85,425	0	1,102	0	21,580		9,665	6,365	2,025	86,527	39,635	126,162
Prince, Rebekah	Teacher	53,856	0	200	812	22,109		8,471	4,077	0	54,868	34,656	89,524
Proulx, Jennifer R	Teacher	65,914	2,000	360	0	22,109		10,699	5,103	0	68,274	37,911	106,185
Provenzano, Patricia A	Instructional Asst	17,835	0	0	0	0		0	1,364	0	17,835	1,364	19,199
Provost, Victoria A	Technology	49,470	0	0	0	26,680		5,526	3,785	0	49,470	35,990	85,460
Putnam, Clairee	Substitute	1,200	0	0	0	0		0	92	0	1,200	92	1,292
Putnam, Colby D	Substitute	38	0	0	0	0		0	3	0	38	3	40
Putnam, Lauri D	Teacher	81,418	2,500	105	0	22,109		13,166	6,313	0	84,023	41,589	125,612
Quaglietta, Laura	Teacher	33,245	0	200	0	0	1,500	0	2,673	0	33,445	4,173	37,618
Rafter, Christine M	Substitute	200	0	0	0	0		0	15	0	200	15	215
Rattigan, Linda P	Teacher	51,654	0	360	0	22,109		8,151	3,858	0	52,014	34,118	86,131
Rawley, Kathleen A	Teacher	69,363	1,500	1,410	0	16,098		11,325	5,454	0	72,273	32,877	105,150
Ray, Joanne M	Instructional Asst	18,443	0	507	0	0		0	1,450	0	18,950	1,450	20,399
Raycraft, William	Director	84,334	0	5,588	0	21,116		14,091	6,618	0	89,922	41,825	131,747
Reddig, Lisa E	Teacher	75,417	2,000	1,508	0	22,109		12,368	5,767	0	78,925	40,244	119,168
Reills, Jessica B	Teacher	60,025	0	445	968	21,440		9,476	4,588	0	61,438	35,504	96,942
Renda, Paula	Extra Duty	0	0	36,816	0	0		0	2,816	0	36,816	2,816	39,632
Ricci, Lauren	Teacher	65,544	0	931	0	22,109		10,417	4,966	0	66,475	37,491	103,967
Richard, Sharon P	Instructional Asst	19,295	0	212	0	0		0	1,492	0	19,507	1,492	20,999
Richmond, Mary J	Substitute	1,763	0	0	0	0		0	135	0	1,763	135	1,897
Ridlon, Diane M	Instructional Asst	18,999	0	241	0	0		0	1,472	0	19,240	1,472	20,712
Ridlon, Michael D	Substitute	5,523	0	0	0	0		0	0	0	5,523	0	5,523
Rioux, David R	Technology	55,634	0	350	0	26,680		6,253	4,283	0	55,983	37,217	93,200
Ripley, Pilar M	Teacher	71,916	2,000	0	387	16,098		11,583	5,606	0	74,303	33,287	107,590
Ritchey, Adrienne M	Nutrition Svc	13,993	0	0	0	0		0	1,070	0	13,993	1,070	15,063
Robbins, Janet D	Teacher	67,814	0	390	0	22,109		10,688	5,099	0	68,204	37,896	106,100
Robertson, Gayle A	Instructional Asst	18,443	0	1,236	0	0		0	1,506	0	19,679	1,506	21,185
Robertson, Patrick J	Coach	2,482	0	1,485	0	0		0	303	0	3,967	303	4,270
Robinson, Kayleigh	Teacher	44,662	0	330	0	22,109		7,050	3,168	0	44,992	32,327	77,319

Employee Name	Assignment	Salary	Longevity	Extra Duty	OT/Other	Medical	H/D Buyout	NHRS	FICA	TSA	2016/17		2016/17 Salary & Benefits
											Gross Pay	Benefits	
Robinson, Sarah D	Tutor	12,524	0	108	0	0		0	966	0	12,632	966	13,598
Rocheleau, Elizabeth A	Teacher	62,414	2,500	3,555	0	16,098		10,729	5,159	0	68,469	31,986	100,455
Rodon, Benjamin M	Teacher	46,606	0	11,502	0	22,053		9,106	4,445	0	58,108	35,604	93,712
Rogers, Cheryl A	Instructional Asst	20,383	0	659	0	0		0	1,610	0	21,042	1,610	22,652
Rogers, James	Nutrition Svc	72	0	0	0	0		0	0	0	72	0	72
Rogers, Jonathan M	Coach	1,490	0	0	0	0		0	114	0	1,490	114	1,604
Rogers, Karin B	Teacher	71,916	1,500	5,433	0	22,109		12,356	5,760	0	78,849	40,225	119,073
Rosinski, Gina	Instructional Asst	18,342	0	503	0	0		0	1,442	0	18,845	1,442	20,286
Ross, Lindsay R	Teacher	48,321	0	4,725	0	8,139		8,312	3,964	0	53,046	20,416	73,462
Rossetti, Christopher T	Instructional Asst	4,357	0	4,790	0	0		0	0	0	9,147	0	9,147
Rouillard, Eleanor J	Substitute	200	0	0	0	0		0	15	0	200	15	215
Rousseau, Catherine M	Substitute	6,473	0	0	0	0		0	495	0	6,473	495	6,969
Rozembersky, Jason R	Coach	3,725	0	0	0	0		0	285	0	3,725	285	4,010
Rushton, David G	Substitute	2,288	0	0	0	0		0	175	0	2,288	175	2,463
Russell, Erin	Teacher	59,990	0	3,734	0	21,719		9,986	4,876	0	63,724	36,580	100,304
Ryan, Russell C	Asst	4,900	0	0	0	0		0	375	0	4,900	375	5,275
Rylant, Holly	Teacher	71,916	2,000	0	0	22,109		11,583	5,536	0	73,916	39,227	113,143
Rzasa, Wendy S	Instructional Asst	21,891	0	1,920	0	0		0	1,821	0	23,812	1,821	25,633
Salvador, Bridget M	Substitute	788	0	0	0	0		0	60	0	788	60	848
Salvo-O'Connell, Elizabeth	Teacher	51,944	0	2,281	0	0	3,000	8,497	4,378	0	54,225	15,875	70,100
Sampson, Maura	Teacher	42,095	0	2,839	0	0	1,500	0	3,552	0	44,934	5,052	49,987
Sapochetti, Jillian R	Teacher	46,606	0	3,495	0	21,440		7,851	3,833	0	50,101	33,124	83,224
Satkwich, Linda A	Teacher	64,526	2,000	2,240	0	25,698		10,776	4,975	0	68,766	41,449	110,215
Saucier, Elizabeth	Administrative Asst	46,700	0	1,617	0	19,483		5,397	3,685	0	48,317	28,565	76,882
Sawyer, Lisa M	Instructional Asst	18,342	0	0	0	0		0	1,403	0	18,342	1,403	19,745
Schaible, Pamela L	Instructional Asst	22,300	0	669	0	0		0	1,757	0	22,969	1,757	24,726
Scharff, Nicole	Recess Monitor	7,342	0	0	0	0		0	562	0	7,342	562	7,903
Schneider, Rebecca L	Teacher	50,100	0	638	0	16,098		7,951	3,796	0	50,738	27,844	78,582
Scott, Sheryl L	Coach	3,167	0	0	0	0		0	242	0	3,167	242	3,409
Segalini, James F	Substitute	5,813	0	0	0	0		0	445	0	5,813	445	6,257
Serra, Tammy I	Teacher	73,416	0	3,414	0	1,502	2,500	11,719	6,050	0	76,830	21,772	98,601
Severance, Deborah	Tutor	16,503	0	411	0	0		0	1,294	0	16,913	1,294	18,207
Shanley, James F	Nutrition Svc	793	0	0	0	0		0	0	0	793	0	793
Shaw, Olive	Substitute	3,750	0	0	0	0		0	287	0	3,750	287	4,037
Shea, Caitlyn E	Instructional Asst	18,443	0	2,436	0	0		0	1,597	0	20,879	1,597	22,476
Shea, Kimberly A	Instructional Asst	22,004	0	767	0	0		0	1,742	0	22,771	1,742	24,513
Shea, Morgan L	Substitute	1,050	0	0	0	0		0	80	0	1,050	80	1,130
Sheehan, Bevin E	Teacher	64,526	0	2,131	0	8,139		10,445	5,007	0	66,657	23,591	90,248
Sheehan, Lisa M	Teacher	71,916	1,500	180	0	18,102		11,532	5,545	0	73,596	35,179	108,775
Shirley, Donald	Extra Duty	0	0	34,007	0	0		0	2,602	0	34,007	2,602	36,608
Shoubash, Katherine	Teacher	67,908	0	0	0	22,109		10,641	5,077	0	67,908	37,827	105,734
Simard, Tanya	Tutor	39,841	0	0	0	0		6,243	3,048	0	39,841	9,291	49,132
Simonelli, Jennifer L	Coach	1,397	0	0	0	0		0	107	0	1,397	107	1,504
Small, Nadine H	Instructional Asst	20,383	0	1,241	0	0		0	1,654	0	21,624	1,654	23,278
Smith, Katherine S	Teacher	50,100	0	9,175	0	22,109		9,288	4,414	0	59,275	35,811	95,085
Smith, Matthew G	Instructional Asst	18,443	0	1,226	0	0		0	1,505	0	19,669	1,505	21,174
Somogie, Jessica A	Teacher	39,012	0	639	0	8,139		6,213	2,940	0	39,651	17,292	56,943
Sordillo, Anthony J	Summer Help	2,445	0	0	0	0		0	187	0	2,445	187	2,632
Soucy, Carol J	Instructional Asst	22,004	0	1,167	0	0		0	1,773	0	23,171	1,773	24,944
Soucy, Elaine C	Administrative Asst	24,895	0	1,559	0	17,926		2,955	2,024	0	26,454	22,905	49,358

Employee Name	Assignment	Salary	Longevity	Extra Duty	OT/Other	Medical	H/D Buyout	NHRS	FICA	TSA	Total		2016/17
											Gross Pay	Benefits	Salary & Benefits
Spatola, David	Coach	1,863	0	0	0	0		0	143	0	1,863	143	2,006
Spinazola, Kerrienne	Recess Monitor	4,208	0	0	0	0		0	322	0	4,208	322	4,529
Splagounias, Alexa N	Substitute	1,163	0	702	0	0		0	143	0	1,864	143	2,007
St. Onge, Candace	Teacher	66,901	0	3,887	0	22,109		11,093	5,296	0	70,788	38,497	109,285
St. Onge, David	Substitute	17,793	0	0	0	0		0	1,361	0	17,793	1,361	19,154
St.Hilaire, Matthew J	Coach	3,167	0	0	0	0		0	242	0	3,167	242	3,409
St.Onge, Julie	Custodian	29,958	0	559	2,308	0		0	0	0	32,825	0	32,825
Stahlheber, Douglas J	Teacher	48,321	0	9,245	0	22,109		9,021	4,283	0	57,566	35,413	92,979
Steel, Adam A	Business Admin.	2,758	0	0	0	0		0	0	0	2,758	0	2,758
Steffanides, Todd	Teacher	71,916	0	4,657	0	22,109		11,999	5,860	0	76,573	39,968	116,541
Steward, Kellie Ann	Teacher	81,418	0	3,758	0	10,088	1,458	13,347	6,584	0	85,176	31,478	116,654
Stith, Michelle M	Recess Monitor	6,812	0	0	0	0		0	521	0	6,812	521	7,333
Stoddard, Michelle	Teacher	71,916	2,500	0	0	22,109		11,661	5,575	0	74,416	39,345	113,761
Stone, Jessica E	Substitute	28,005	0	3,988	0	0		0	2,411	0	31,993	2,411	34,403
Stoodley, Danielle	Coach	1,863	0	0	0	0		0	143	0	1,863	143	2,006
Streechon, Cecilia D	Nutrition Svc	7,600	0	0	0	0		0	581	0	7,600	581	8,182
Strub, Traci	Instructional Asst	1,925	0	0	0	0		0	0	0	1,925	0	1,925
Stuart, Cathleen P	Teacher	55,840	0	825	300	22,109		8,879	4,238	0	56,965	35,226	92,192
Sweetser, Benjamin P	Substitute	2,716	0	0	0	0		0	208	0	2,716	208	2,924
Swierad, Colleen	Technology	43,837	0	0	0	19,484		4,897	3,342	0	43,837	27,722	71,559
Szynkiewicz, Nicole R	Instructional Asst	18,443	0	1,612	0	0		0	1,534	0	20,055	1,534	21,589
Taddonio, Mark P	Teacher	39,012	0	7,090	0	507	2,500	7,224	3,718	0	46,102	13,949	60,051
Taliadouros, George	Teacher	71,916	0	1,689	0	16,098		11,534	5,471	0	73,605	33,102	106,707
Talon, Elizabeth A	Teacher	67,592	0	2,503	0	21,114		10,984	5,363	0	70,094	37,461	107,556
Tanguay, Christine E	Teacher	62,246	0	1,445	0	21,114		9,980	4,874	0	63,691	35,968	99,659
Taurus, Joyce A	Recess Monitor	8,437	0	1,681	0	0		0	774	0	10,118	774	10,892
Tenhagen, Karen	Teacher	51,944	0	1,453	279	22,109		8,367	3,986	0	53,676	34,462	88,138
Testa, Luke	Extra Duty	0	0	2,035	0	0		0	156	0	2,035	156	2,191
Testa, Rita	Teacher	73,416	2,500	3,442	0	22,109		12,435	5,806	0	79,358	40,350	119,708
Tewksbury, Deanna	Teacher	71,916	0	45	0	22,109		11,276	5,508	0	71,961	38,893	110,854
Thibault, Zachary R	Substitute	10,699	0	0	0	0		0	0	0	10,699	0	10,699
Thompson, Carolyn A	Instructional Asst	18,999	0	209	0	0		0	1,470	0	19,208	1,470	20,677
Thompson, Heather M	Administrative Asst	44,817	0	2,840	0	26,851		5,323	3,625	0	47,657	35,800	83,456
Thornton, Lisa M	Teacher	71,916	2,500	38,561	387	16,098		17,764	8,595	0	113,364	42,457	155,821
Tilley, Julianne R	Instructional Asst	18,443	0	1,667	0	0		0	1,538	0	20,110	1,538	21,649
Tilly, Jacqueline C	Instructional Asst	18,999	0	209	0	0		0	1,470	0	19,208	1,470	20,677
Tompkins, Marguerite	Teacher	71,916	2,500	345	0	22,109		11,715	5,450	0	74,761	39,274	114,035
Tompkins, Robert J	Instructional Asst	18,443	0	1,116	0	0		0	1,496	0	19,559	1,496	21,056
Torrisi, Paula M	Tutor	16,226	0	0	0	0		0	1,241	0	16,226	1,241	17,467
Toth, Kelly B	Nutrition Svc	7,313	0	0	0	0		0	559	0	7,313	559	7,873
Travis, Joy R	Instructional Asst	18,999	0	1,791	0	0		0	1,552	0	20,790	1,552	22,341
Traynor, Stephen M	Coach	2,980	0	0	0	0		0	228	0	2,980	228	3,208
Troidl, Coby J	Director	79,000	0	631	0	8,357		12,478	6,127	3,500	79,631	30,463	110,093
Troy, Jill	Teacher	42,717	0	745	689	22,109		6,810	3,257	0	44,151	32,176	76,327
Urquhart, Deanne E	Extra Duty	0	0	1,875	0	0		0	0	0	1,875	0	1,875
Vaughn, John	Coach	1,863	0	0	0	0		0	143	0	1,863	143	2,006
Verma, Swati	Substitute	900	0	0	0	0		0	69	0	900	69	969
Verville, Anne P	Substitute	3,600	0	0	0	0		0	275	0	3,600	275	3,875
Viel, Maureen A	Instructional Asst	7,961	0	0	0	0		0	609	0	7,961	609	8,570
Viger, Jeffrey D	Custodian	36,249	0	2,072	296	0		0	0	0	38,616	0	38,616

Employee Name	Assignment	Salary	Longevity	Extra Duty	OT/Other	Medical	H/D Buyout	NHRS	FICA	TSA	Total Gross Pay	Benefits	2016/17 Salary & Benefits
Vigneau, Timothy J	Substitute	4,552	0	0	0	0		0	348	0	4,552	348	4,900
Vitale, Peter	Substitute	300	0	0	0	0		0	23	0	300	23	323
Wactowski, Laura C	Teacher	53,115	0	0	0	14,739	500	8,323	4,021	0	53,115	27,584	80,699
Wallack, Samantha	Extra Duty	0	0	1,845	0	0		0	0	0	1,845	0	1,845
Wan, May Chee	Instructional Asst	18,443	0	0	0	0		0	1,411	0	18,443	1,411	19,854
Ward, Allyna E	Teacher	54,706	0	4,408	0	22,109		9,263	4,395	0	59,114	35,767	94,881
Ward, Amanda B	Teacher	53,856	0	1,646	0	0	3,500	8,697	4,514	0	55,502	16,711	72,213
Warren, Taylor M	Teacher	44,952	0	3,305	0	7,461	250	7,562	3,711	0	48,257	18,984	67,241
Weilbrenner, Zachary	Teacher	57,894	0	200	0	22,109		9,103	4,324	0	58,094	35,536	93,630
Welch, Michael K	Teacher	75,417	0	1,217	0	22,109		12,009	5,744	0	76,634	39,861	116,495
Wells, Todd L	Custodian	48,336	0	3,086	0	9,832		5,744	3,934	0	51,423	19,510	70,933
Wentworth, Kerry A	Administrative Asst	35,086	0	0	0	26,680		3,919	2,664	0	35,086	33,262	68,349
Westwood, Chad J	Teacher	63,538	0	3,708	0	21,114		10,537	5,044	0	67,246	36,696	103,942
Wheeler, Roger	Custodian	46,072	0	310	0	26,680		5,181	3,528	0	46,382	35,389	81,771
Whitehead, Deanne M	Teacher	71,916	1,500	2,085	0	1,502	2,500	11,831	5,950	0	75,501	21,783	97,284
White-Rogers, Christine	Teacher	55,840	0	1,676	0	22,109		9,013	4,401	0	57,516	35,523	93,038
Whitney, Sara L	Teacher	48,462	0	360	0	8,139		7,650	3,735	0	48,822	19,525	68,347
Wilkins, Stacy M	Instructional Asst	18,178	0	0	0	0		0	1,391	0	18,178	1,391	19,568
Williams, Dorothy A	Substitute	1,318	0	99	0	0		0	0	0	1,417	0	1,417
Wilson, Robin S	Maintenance	54,995	0	1,229	0	17,926		6,280	4,301	0	56,225	28,508	84,732
Winter, Diane	Administrative Asst	12,294	0	561	0	0		0	983	0	12,855	983	13,839
Wyka, Paula M	Teacher	65,822	0	0	0	16,098		10,314	4,956	0	65,822	31,368	97,190
Young, Joseph M	Coach	5,588	0	0	0	0		0	427	0	5,588	427	6,015
Zdankiewicz, Dianne	Substitute	5,438	0	0	0	0		0	416	0	5,438	416	5,854