

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



2020

DISTRICT OFFICERS/ENROLLMENT



SCHOOL BOARD

| | |
|--------------------------|------|
| Shannon Ulery, Chair | 2021 |
| Cynthia Finn, Vice-Chair | 2021 |
| Dennis Senibaldi | 2022 |
| Rob Breton | 2023 |
| Sam Falsetti | 2023 |

Superintendent

Richard P. Langlois

Moderator

Elizabeth Dunn

Clerk

Mary Ann Horaj

Treasurer

Anne Marie O'Neil

Manager of Facilities and Grounds

Dave Reilly

Assistant Superintendent

Dr. Kori Alice Becht

Executive Director of Finance and Operations

William Hickey

Executive Director of Student Services

Ken Duesing

Executive Director of Technology

Harry Bennett

Director of Human Resources

Kate Hennigar

BUILDING ADMINISTRATORS

Golden Brook School

Principal: Chris Hunt

Assistant Principal: Billie-Jo Martin

Assistant Principal: Chris Blair

Windham Center School

Principal: Rory O'Connor

Assistant Principal: Kim Freccero

Windham Middle School

Principal: Brenda Morrow

Assistant Principal: Jay Gratton

Windham High School

Principal: Stephen Sierpina

Assistant Principal: Brian Shawley

Assistant Principal: Jill Hanlon

WINDHAM SCHOOL DISTRICT EOY ENROLLMENT

| Grade | 2019/2020 |
|--------------|-------------|
| K | 190 |
| 1 | 188 |
| 2 | 207 |
| 3 | 199 |
| 4 | 215 |
| 5 | 204 |
| 6 | 255 |
| 7 | 266 |
| 8 | 266 |
| 9 | 277 |
| 10 | 256 |
| 11 | 229 |
| 12 | 249 |
| OOD | 21 |
| Total | 3022 |

ANNUAL SENATE BILL 2 SESSIONS



WINDHAM SCHOOL DISTRICT DELIBERATIVE SESSION OF ANNUAL MEETING FRIDAY, FEBRUARY 7, 2020 – WINDHAM HIGH SCHOOL

School District Moderator Elizabeth Dunn called the meeting to order at 7:03 PM. All in attendance stood for the Pledge of Allegiance and Moment of Silence. Moderator Dunn introduced those on the stage: School Board members Rob Breton, Cynthia Finn, Keleigh McAllister – Chair, Shannon Ulery – Vice Chair, Dennis Senibaldi, Mary Ann Horaj – School District Clerk, Bill Hickey – Business Administrator, Dalisa Greenleaf – Assistant Business Administrator, Mike Elwell – School District Counsel and Superintendent Richard Langlois.

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

Article 1: Election of Officers: To choose two School Board members for the ensuing three years.

Article 2: Operating Budget: Shall the Windham School District raise and appropriate as an operating budget, not including appropriations by special warrant articles and other appropriations voted separately, the amounts set forth on the budget posted with the warrant or as amended by vote of the first session, for the purposes set forth therein, totaling \$54,805,455? Should this article be defeated, the default budget shall be \$54,797,506, which is the same as last year, with certain adjustments required by previous action of the Windham School District or by law; or the governing body may hold one special meeting, in accordance with RSA 40:13, X and XVI, to take up the issue of a revised operating budget only? Recommended by the School Board 5-0. (Majority vote required)

Board member Ms. Ulery explained the proposed budget is up .71% or \$384,326 over last year's budget. Slides were shown on the breakdown of the FY20 budget vs the FY21 proposed budget by Function; then the same breakdown as a pie chart; a slide by Object Code and a pie chart by Object Code.

Ms. McAllister made a motion to amend the school district budget to increase it to \$55 million flat. Motion seconded by Mr. Senibaldi. She was not entirely comfortable with the \$54.8 million and would like to add under \$200,000 under Salaries for Regular Education – Account 100.

Ms. Finn said part of the reason is they had a goal to protect the social and emotional well-being of their students and could not find a way to hire a Mental Health Counselor with the current budget. Mr. Breton said it is less than one-half of one-percent.

David Tanis – 48 Northland Road said he appreciated the hard work that has gone into the budget and he asked if they would explain why the increase for Mental Health is coming up tonight instead of previous budget conversations.

Ms. McAllister said the board has talked about this as a priority over the last several months, but there was a real fear of the board that a budget over \$55 million would not pass and the Mental Health Counselor did not make the cut.

Ms. Ulery said at the last school board meeting they recognized they are not ready for the Tier 3 and wanted to make sure the budget was in tact as Tier 2, if Tier 3 does not move forward. They have to make sure there are sufficient funds for buses and extra duties spent on teachers and they also needed enough money for the Mental Health Counselor.

Mr. Tanis said he wants to make sure there is a demand for what they are asking for and that the funds would not be transferred into another area.

Mr. Breton said over the last several years there has been quite a demand and that is why they have discussed it and are moving in that direction.

Attorney Elwell explained this is legal and many schools have such positions. The purpose is to deal with students.

Ms. Ulery said she is very confident they need this position. It would be a full-time position with half-time spent at Windham High and half-time spent at Golden Brook.

Mr. Senibaldi said the board has talked about this for a long time. He said if that position was not filled, he will make sure the money is not transferred elsewhere.

There were no further comments on the amendment to change the proposed operating budget to \$55 million.

A voice vote was called on the amendment. The ayes have it. Discussion now turned to the amended operating budget.

Holly Breton – 7 Bedros Street made a motion to restrict reconsideration on Article 2. It was explained the article is still up for discussion.

Sam Falsetti – Thorndike Road said this is a responsible budget and it is commendable.

Daniel Popovici-Muller asked a clarifying question, and explained there is a massive change in benefits lines and if the board would provide an explanation as to what is driving that.

Bill Hickey explained they received from their health insurance provider a guaranteed maximum rate increase of 15.9% for the upcoming year so that accounts for much of the increase. Approximately \$1.3 million.

Bob Coole asked about 18 positions that are not being funded. He asked if that is correct.

Ms. Ulery does not recall that being the number. She said where they are right now is at 9 ½ mostly due to attrition. There was a custodian position at one school not filled and the district recognized they are fine without filling that position and those are the types of positions.

Mr. Coole had a question on Line 13 for Recess Monitors at Golden Brook and Center School and the account being down to \$1.00.

Ms. McAllister said those were some costs she was uncomfortable with. It has not been determined who the monitors were.

Mr. Coole said salaries for middle school and Golden Brook have a large line item for assemblies, but Center School only has \$1.00 and the high school does not have one.

Ms. Ulery said typically if the school district needs an assembly they can come to the PTA and they will find the monies. The PTA has been boosting the ability for the district to have assemblies every year.

In regards to Line 241 for Assemblies at Center School, Ms. Ulery said she saw it went from \$1,000 to \$1.00 and all decisions were worked on between the SAU and the administration at each of the schools and she feels confident that the discussion would have been had with Mr. O'Connor. She does not have a concern with \$1,000 and the PTA would absolutely pay for \$1,000. She is not saying it is insignificant, but not insurmountable.

Mr. Coole asked about Center School Music Equipment which was budgeted at \$5,00 this year and next year it is at \$1.00.

Ms. Finn said they want to keep the budget down and the building administrators had to cut things. They bought instruments last year and are foregoing them the next budget year.

Mr. Breton said for assemblies there was \$1,000 budgeted last year and the actual spent was \$60.00. For musical instruments maybe there is less of a need.

Mr. Coole asked about a new line item called 'administrator fringe' and what it is.

Mr. Hickey said the administrator's contracts call for the potential of a payout of one week's vacation if it is unused, coupled with mileage allowance for travel and they identified that in this particular account.

Mr. Senibaldi said at one point all these items were in one line item. They were directed by the board to pull them out now to see what raises were, and not mixed with potential buyouts.

Mr. Coole had a question on Line 257 for Center School Principal Salaries currently at \$104,250. He said the principal received a doctorate and is being compensated which he believes is \$3,500. He said if you add \$104,420 plus \$3,500 it is more than the \$107,611. He said he does not know what the full compensation is for administrators. For example, you have two administrators, principal and vice principal at Center School and their fringe benefit is \$14,414. If there's a 60/40 division and the principal get 60% that's another \$8,648 plus \$107,611 being proposed and a grand total of \$116k+. He has no problem and feels the administrators work hard but he thinks the people should know the total compensation for the administrators. In the past everything was included so you had a total idea.

Mr. Breton asked if he would like to see everything lumped into one line item. The board wanted to see salary, benefits and fringe. Mr. Coole would like it as one number.

Mr. Senibaldi said maybe next year with the annual report they can do it like the town with the total gross amount in the last column. This would include teachers and administrators and every position in the district. Mr. Coole likes the idea.

Mr. Coole stated that during the budget hearings the high school principal brought out the fact that the high was overcrowded and an addition should be forth coming as soon as possible. Mr. Coole hoped to see something in the budget addressing this.

Mr. Senibaldi said they just asked for \$35+ million for Golden Brook, Middle and Center School and he does not feel it is appropriate at this time. He said at least it is out there in the public they discussed it. Mr. Senibaldi would like major construction held off until 2026 when the high school bond is paid off.

Ms. McAllister said they need to work on a teacher contract as a priority.

Ms. Ulery agrees with Mr. Coole and possibly starting a fund.

Ms. Finn said in regards to separating and lumping line items, they had requested this be separated, the additional monies for administrators from salaries. She would like to see the salary as a single line item and line items underneath for vacation, buyouts, mileage and educational stipends.

Mr. Coole had a question on line 721 for the Director of Business Finance and Operations. He asked where Mr. Hickey's assistant Business Administrator was in the budget. It was explained under Line 729 – Accounting Staff.

Mr. Tanis would like to learn more about the fringe. He supports recognizing and awarding great administrators and educators.

Dalisa provided a breakdown: \$3,500 is for a doctorate stipend at Center School; the mileage is \$2,160; vacation potential payout is for \$8,754.30. This is for the Special Education Director, Directors of Curriculum that go to Center School and the High School and the Principal and Assistant Principal.

Mr. Tanis said in regards to preparations for this evening, it has been challenging. The slides were not in the public packet and they were on the screen for seconds. He found mistakes and they took care of one or two. He has nowhere to put papers when he comes up to the microphone. He wanted to clarify about the bus issue. He asked if the budget tonight recognizes the savings with Tier 3 or not. It was explained it remains at Tier 2.

Mr. Tanis asked about Line 939 – FICA and the large increase. Dalisa said the FICA is a formula based on any salary line 299 location code and last year they did not budget for FICA in a couple of those lines, like the non-union salary pool. When asked how they would pay for that it was explained they use surplus from other lines.

Mr. Tanis asked about Line 583 – Windham High School Summer School and Windham Middle School is new for summer school. He asked why they are having summer school.

Ms. McAllister explained that at Windham High they wanted to pilot a summer program specifically for 9th graders. Ms. Ulery further explained there was a request for a recovery program so students could work with teachers in the district. Previously they had gone to Salem. Ms. Ulery believes last year they were all successful. Now the middle school wants to offer the opportunity for students struggling and not ready to move on to the next grade. They can work with the district faculty to pick up skills they are behind in. Mr. Senibaldi said it was definitely a good program to offer.

Mr. Tanis asked if there was a cost for students to go to Salem. Ms. Finn explained about Windham having a curriculum and if the students are sent to Salem for credit recovery, they are not getting co-teaching and they will come into 10th grade and be behind. She further explained there are students struggling in 7th and 8th grade.

Mr. Tanis asked if there was a cost to Windham for the students going to Salem. Ms. Finn said there was no cost, just a cost to the students. She further explained they have only done this one summer and now they are extending it to the middle school. Mr. Senibaldi explained it is not 100% self-funded, but the program is very successful.

Mr. Tanis asked how the students pay. Ms. Finn said it is a flat rate of approximately \$225.00 per child. If the child and parent do not have the means, the district pays for it.

Katelyn Kuttab had a question on Line 203 for Golden Brook and it being cut in half. It was explained Line 203 is for Center School and there is still enough staffing with it cut in half.

Pat Robertson had the same question about the high school and why there is a \$38,000 reduction. He asked which positions are being eliminated. Ms. Greenleaf explained there is not a cut in paraprofessionals. With the kindergarten, there has been a shift with the paras. They have 16 now and that is what is budgeted for. It was explained there is a reduction in regular education in what is believed to be the testing area at the high school.

Daniel Popovici-Muller had a question on the default budget variance and wanted information on the total cuts and total increase mandated. Mr. Hickey said he does not have that number.

Mary Anderson – 31 Sawyer Road asked for clarification on identifying specifically the instructional positions that are in FY 20 budget but not in the FY 21 budget by content area or grade level. The first question is for educators – anyone who is considered an educator.

Ms. McAllister said the 9.5 FTE are not all teachers. Mary would like the ones that are teachers by content area or grade level. Supt. Langlois said it is a sensitive issue because they have not had conversations with people impacted. Some are vacant, some retirement and some resignations. He can tell you the number, but not the positions because people start to speculate.

Ms. Anderson is concerned that people are resigning and they are not backfilling and class sizes could potentially go up and classes being not offered. She asked how many are in the budget and how many are not in the budget for next year for teachers?

Ms. McAllister said there are not very many teachers not in the budget. She said there is a significant decrease in class sizes. A grade that was 280 is down to 200 so there will be some reassignment. She believes there is just a reassignment.

Ms. Anderson said there would not be a negative \$187,000 next to Windham High School for salaries if there was not going to be a reduction. K. McAllister said she has two in her head she knows for sure. Ms. Anderson asked how many paraprofessionals, district-wide that are funded in the 2020 budget are not in the 2021 budget, not including those moving around.

Mr. Senibaldi said nothing has changed from their last negotiations. It is 96, the same number as last year. It was stated there will be 4 less. Ms. Anderson asked if she heard that correctly that one is for the high school testing. Mr. Senibaldi said 'yes' she did hear that.

Mr. Tanis said there are some big fluctuations in extra duties. Why are some schools up 300% and some down 50%? Line 11 for Golden Brook is up \$11,000. Middle School Line 309 it looks like it is down \$7,000 and Center School Line 309 is up \$35,000 and the high school is down. There is not a clear pattern.

Ms. Finn said the extra duties fluctuate every year in different schools with different teachers. Ms. Greenleaf said a lot of teachers have to teach an extra class. They spoke with the building administrators what they can do with and without. She said they also have tutoring they can pick up through a grant at Golden Brook. Mr. Tanis would like this broken out by educators versus support staff. He said the high school is down for extra duties at \$35,000 and the total line for teacher salaries is down \$107,000. He would like to see it broken out. It was explained extra duties does not go to maintenance. He is surprised they are cutting educators if they are talking about expanding the high school.

Joe Miller – 14 Ludlow Road thanked the board for their hard work and putting the budget together. He said last year was the first year they changed around the schools and it is difficult to think forward. He does not understand why people are not getting that. He asked if the board feels the budget put forward is in the best interest of the children and taxpayers.

Ms. Finn said she wishes she would have said that. She said they spend a lot of time on the budget and they have a Finance Committee. They do support this budget.

Rob Breton said this is a process and they are still working on it and it was a collaborative effort. Next year they will put together more paperwork.

Stephanie Wimmer – Bedros St – member of Finance Committee. She said things change and they start the budget at 18 months out. She explained what the Finance Committee did. She said this is a good budget. There was \$1.3 million in health care expenses.

Pat Robertson had a question on Line 680 for Windham High and a reduction of 3.09% in overall costs. It was explained the reduction is probably staffing. He asked if they are reducing that much how come there is a 4.18% increase at the SAU? He would think the kids would be the most important. Mr. Hickey

said one area was the health insurance which is up \$138,000. – Line 760. Mr. Robertson asked if they changed plans or is there a reason for that increase. Dalisa said it could be a number of things when people didn't have plans before and they are moving people from district-wide lines to the SAU line. Mr. Robertson said he does not want more at the SAU and less at the schools. He would like to see this broken out and feels like at the SAU they are giving themselves a nice pad and not taking care of the schools. Ms. Finn said that is not the case. K. McAllister said the health increase at the SAU was 28%, dental increase 25%. There are increases they cannot control at the SAU. They are making sure everyone is in the right line item.

Melissa Runde wanted to clarify that the \$55 million is the proposed budget and is going towards the best interest of the students and the staff. It was explained 'yes.'

Action on Article 2 was completed and it will appear on the warrant as amended to the amount of \$55 million.

Motion to restrict reconsideration on Article 2 by Ms. Holly Breton and seconded by many. Motion carries.

ARTICLE 3 – Collective Bargaining Agreement with AFSCME Council 93 Local 1801:

Shall the Windham School District approve the cost items included in the collective bargaining agreement reached between the School Board and the 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 those paid in the prior fiscal year:

| Fiscal Year | Estimated Increase |
|-------------|--------------------|
| 2021 | \$73,904 |
| 2022 | \$57,875 |
| 2023 | \$61,906 |

and further to raise and appropriate \$73,904 for the upcoming fiscal year (2020-2021), such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over those that would be paid at current staffing levels? Recommended by the School Board 5-0. (Majority vote required)

Speaking on the article was Ms. Finn. She explained the agreement is from July 1, 2020 through June 30, 2023. She said they had a great group negotiating. For 3 years the paraprofessionals had no raises and for the past 7 years it was a mere 3.5%. They negotiated a 2% cost of living adjustment each year. They will also receive additional paid holidays, there is an additional salary step and they will receive a percentage back for years of service for sick days. There were no questions or comments from the public and it was declared discussion was finished and this will be placed on the warrant as printed.

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

Mr. Senibaldi explained this gives the district the ability to hold a special meeting if the AFSCME CBA did not pass. There were no questions or comments from the public and it was declared action on this item was finished and will be placed on the warrant as printed.

Motion by Ms. Finn to restrict reconsideration for Articles 3 and 4. Motion seconded by Mr. Breton. Voice vote was taken and passed.

Article 5: Special Education Capital Reserve Fund: Shall the Windham School District raise and appropriate the sum of up to \$100,000 to be added to the Special Education Capital Reserve fund established in 2017, with such amount to be funded from the June 30, 2020 unassigned fund balance available to transfer on July 1, 2020? (No amount to be raised by additional taxation.) Recommended by the School Board 5-0. (Majority vote required.)

Ms. McAllister explained they have been doing this over the past few years to buffer themselves for unexpected costs for special education. Currently they have \$300k and would like to increase it by another \$100k. They do anticipate they would need to draw from this fund if something comes up this year. Mr. Senibaldi explained they could have someone come in the district in the middle of the year and it could be \$20,000 or \$100,000 and out of district is expensive. Mr. Breton explained they had a special ed. contingency in the bottom-line budget in the past. With the special ed. fund, it would only be drawn from as needed for special ed. There were no comments on Article 5 and it will be placed on the warrant as printed.

Article 6: Capital Needs and Building & Grounds Maintenance Capital Reserve Fund: Shall the Windham School District raise and appropriate the sum of up to \$250,000 to be added to the Capital Needs and Building & Grounds Maintenance Capital Reserve Fund established in 2015? This sum to come from June 30, 2020 fund balance available for transfer on July 1, 2020. (No amount to be raised from taxation.) Recommended by the School Board 5-0. (Majority vote required).

Mr. Breton explained they have special projects including roof repairs/replacement, water filtration, paving, masonry, etc. and the funds would be used for that. The balance in the account is approximately \$250,000 and this would set them up if there was a need.

Mr. Senibaldi explained the last two articles say ‘up to’ and that Article 5 would be funded prior to Article 6 if there is not more than \$100,000 left over in the end of year budget. Action on article 6 was complete and the article will be placed on the ballot as printed.

Motion made by Mr. Breton and seconded by Ms. Finn to restrict reconsideration of articles 5 and 6. Voice vote – motion passes.

Ms. Finn wanted to thank everyone for coming and for their input. Ms. Dunn thanked Russ Magnusum for set up and his support with the meeting and making some last-minute changes.

Ms. Dunn declared business on this portion of the meeting is closed. She explained they will meet again and vote at the School District Meeting which will be held on March 10th from 7 AM until 8 PM at Windham High School. Meeting closed at 8:45 PM.

Respectfully submitted,



Mary Ann Horaj, School District Clerk

**STATE OF NEW HAMPSHIRE
ANNUAL SCHOOL DISTRICT ELECTION
MARCH 10, 2020 - WINDHAM, NEW HAMPSHIRE**

The Windham School District Election was held on March 10, 2020 between the hours of 7 AM and 8 PM at Windham High School, 64 London Bridge Road, Windham, NH.

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

Absentee ballots were publicly opened, checked and counted by the Election Officials. There were 2,788 ballots cast with a 26.9% voter turnout.

The following was duly elected (*):

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

(NOTE: * Denotes Winner):

Vasilios Lirofonis: 195 votes

Daniel Popovici-Muller: 1186 votes

***Rob Breton: 1882 votes**

***Samuel Falsetti: 1415 votes**

rticle 02: Operating Budget - Shall the Windham School District raise and appropriate as an operating budget, not including appropriations by special warrant articles and other appropriations voted separately, the amounts set forth on the budget posted with the warrant or as amended by vote of the first session, for the purposes set forth therein, totaling \$55,000,000? Should this article be defeated, the default budget shall be \$54,899,119, which is the same as last year, with certain adjustments required by previous action of the Windham School District or by law; or the governing body may hold one special meeting, in accordance with RSA 40:13, X and XVI, to take up the issue of a revised operating budget only? Recommended by the School Board 5-0. (Majority vote required) NOTE: Warrant Article 2 (Operating Budget) does not include appropriations proposed in any other warrant articles.

***YES: 1846** NO: 864

Article 3: Collective Bargaining Agreement with AFSCME Council 93 Local 1801 - Shall the Windham School District approve the cost items included in the collective bargaining agreement reached between the School Board and the 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 those paid in the prior fiscal year:

| Fiscal Year | Estimated Increase |
|-------------|--------------------|
| 2021 | \$73,904 |
| 2022 | \$57,875 |
| 2023 | \$61,906 |

and further to raise and appropriate \$73,904 for the upcoming fiscal year (2020-2021), such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over those that would be paid at current staffing levels? Recommended by the School Board 5-0. (Majority vote required)

***YES: 1936** NO: 789

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

***YES: 1846** **NO: 845**

Article 5: Special Education Capital Reserve Fund - Shall the Windham School District raise and appropriate the sum of up to \$100,000 to be added to the Special Education Capital Reserve fund established in 2017, with such amount to be funded from the June 30, 2020 unassigned fund balance available to transfer on July 1, 2020? (No amount to be raised by additional taxation.) Recommended by the School Board 5-0. (Majority vote required.)

***YES: 2115** **NO: 597**

Article 6: Capital Needs and Building & Grounds Maintenance Capital Reserve Fund - Shall the Windham School District raise and appropriate the sum of up to \$250,000 to be added to the Capital Needs and Building & Grounds Maintenance Capital Reserve Fund established in 2015? This sum to come from June 30, 2020 fund balance available for transfer on July 1, 2020. (No amount to be raised from taxation.) Recommended by the School Board 5-0. (Majority vote required)

***YES: 2049** **NO: 659**

Respectfully submitted,



Mary Ann Horaj, School District Clerk

SCHOOL BOARD



As we enter 2021; I would like to take a moment to express my gratitude to our students, staff and administration for their hard work and patience and the pride I feel in their accomplishments partnering with the Board in a truly unprecedented time.

Windham School Districts' past year has been one of transformation. After the successful completion of Golden Brook's award-winning architectural construction project and Windham Middle School's upgrades, grades in three of our buildings were successfully shifted to help alleviate space constraints and align schedules to improve our students' educational experience. Our Multi-Tiered System of Supports has been refined and implemented, bringing additional support techniques into the classroom.

The year 2020 has also brought change to the way education is delivered here in Windham. In March a sudden shift in the delivery of curriculum needed to occur over a single weekend. Thankfully Windham School District had the technology available for the majority our students and staff well before COVID-19 came to light. Because of this investment and the dedication of our staff, Windham was among the first districts in New Hampshire to "go remote" with education delivery.

Remote learning capabilities have advanced significantly over the past nine months. With the adoption of a full in-person model for grades pre-k through 2, and a hybrid model for grades 3-12, the majority of our students and staff have experienced synchronous learning. Our teachers and support staff have refined their methods to provide content to students in-person while providing the same instruction to students tuning into class via their computer from a location outside of the classroom/building. While this was a new experience for many of our students, families and staff, all have shown resilience and ingenuity in meeting this challenge head on.

While in-person learning is preferred, it is not the only way to achieve progress. Our community has had to improvise, adapt and overcome challenges in many aspects of our lives, Our kids are learning to adapt, and honing this ability to adapt to a new situation will help them manage change in their future. Change is constant. Students are learning new skills. They are overcoming. Our third graders are more proficient with a computer than many adults. While the COVID-19 experience hasn't been one anyone could have predicted, it has really shown us what true 21st century learning looks like and what students and staff are capable of when the rubber meets the road. Let's celebrate these accomplishments, for they are no small feat!

In closing, there are two other recent accomplishments I am grateful for. Windham School District was able to provide an in-person graduation for the class of 2020 despite the COVID-19 challenges. In addition, the Windham School Board and Windham Education Association were able to come together and negotiate a contract that will go in front of the voters in March, 2021.

As GBS Principal Chris Hunt says, "We've got this." Stay positive Windham!

Yours in good health,

Shannon Ulery, Chair

SUPERINTENDENT OF SCHOOLS

The 2020-2021 school year will forever be associated with the COVID-19 pandemic that silenced the World's infrastructure and challenged every aspect of our daily lives. It has claimed thousands of lives across the globe, forced us to think differently about humanity, recalibrate how we operate in all sectors, and strengthened our level of resilience and perseverance in coping with the restrictions and regulations imposed on our daily lives. As educators we were charged with an abrupt transition to remote learning and synchronous classrooms, learning to balance homelife while teaching from home, and protecting the safety and welfare of our families, friends, and school community. This has been a challenge of the highest magnitude.

Upon reflection in dealing with the pandemic and its longevity, I now realize how fortunate we are to have the quality of educators and support staff that serve the children of Windham, a community that has provided us with the technologies to adjust, a group of administrators that adapt and protect our children and staff with vigilance, and overwhelming support from our governance board. The 2020-2021 school year began with an outbreak on the day before opening our high school sessions in September, only to be challenged periodically with a resurgence around the holidays. We have remained committed to an in-person/hybrid blended model with remote learning. Our community is to be thanked for their patience and understanding as we learned that not one strategy or schedule fits all, and that adjustment to blended learning when the virus became elevated could be difficult.

Although our school structure has fluctuated, deviated away from the way things were, we have learned that our students were far more capable of adapting to remote learning than people believed. We may never return completely as we are developing new ways of thinking and learning during the pandemic. We have modified graduations, athletics and activities, ceremonies, and learning and teaching methodologies to maintain the integrity of our school system. The increase in safety and protection of our staff and students was paramount, and warranted new operational policies, equipment and supplies, training, and requirements to prevent exposure. The state offered districts additional grant funding to supplement our effort in support of preventative measures, awarding Windham \$519,000 from the CARES Act (SPSRF) funds along with \$29,316 from the CARES/ESSER Act to combat the virus and protect our annual operational budget. The School Board also approved \$667,658 from the FY20 unassigned fund balance for the same such purpose. This allowed the district to address the pandemic without tapping into our local educational funds.

The approved FY20 school budget provided \$54,029,104, a variance of a negative \$515,424 (-0.94%) from the approved FY19 budget. Additionally, an approved warrant article of \$359,761 supported the implementation of All-Day Kindergarten, adjusting the FY20 school budget to \$54,388,865, a variance of negative \$155,663 (-0.29%). The district also received supplemental funds for implementation of our early childhood program based on per pupil enrollment. Fiscal prudence in budget development continued with an approved FY21 school budget of \$54,908,275, a variance of \$519,410 (0.95%). Dollars that allowed for technologies to be used during the pandemic for remote learning purposes, financial support for mandated student services, and meeting contractual health care obligations.

The school system remains a priority for Windham residents, funding appropriate resources, meeting student needs, and improving school/student achievement. Students are attending some of the best post-secondary schools and opportunities available upon graduation. Our athletic programs have achieved success in Division I with state championships in varsity girls field hockey and varsity boys' soccer. Both the Windham High School and Windham Center School are candidates for state recognition as school of the year. Our district is on the verge of becoming accredited by NEASC in grades 1-12, a unique accomplishment and affirmation of the educational quality that Windham provides. Making the Windham School District "a district of excellence" is the Windham way, performing consistently among the top 10 school districts in New Hampshire. Windham thrives on high expectation and high achievement, and the opportunity to prove that we can compete at the highest level.

Respectfully submitted,

Richard Langlois

Richard Langlois, Superintendent

SCHOOL DISTRICT TREASURER

| General Fund | | | |
|--------------------------------------|------------------------|--|-----------------|
| Balance on hand 6/30/18 | | | \$ 5,130,969.05 |
| Income | | | |
| | Appropriation | | 41,442,061.00 |
| | Federal & State Income | | 8,634,768.40 |
| | Impact Fees | | 384,382.00 |
| | Other Local Income | | 2,627,129.86 |
| | Interest | | 33,067.14 |
| Total Income | | | 53,121,408.40 |
| Expense | | | |
| | Bond Payment | | (5,162,077.50) |
| | Payroll | | (39,057,611.35) |
| | Vendor | | (12,603,690.51) |
| Total Expense | | | (56,823,379.36) |
| Plus: Total Prior Months Adjustments | | | |
| Net Income | | | 1,428,998.09 |
| Balance On Hand 6/30/20 | | | \$ 1,428,998.09 |

| Building Fund/CD Accounts | | | |
|--------------------------------------|--------------------|--|------------------|
| Balance on hand 6/30/19 | | | \$ 9,252,596.32 |
| Income | | | |
| | Other Local Income | | \$66,718.00 |
| | Interest CDs | | \$39,642.82 |
| | Interest BF | | \$12,322.78 |
| Total Income | | | \$118,683.60 |
| Expense | | | |
| | Vendor | | (\$7,257,568.49) |
| | BF Interest to GF | | (\$722,817.01) |
| Total Expense | | | (\$7,980,385.50) |
| Plus: Total Prior Months Adjustments | | | \$86,505.60 |
| Net Income | | | 1,477,400.02 |
| Balance On Hand 6/30/20 | | | \$ 1,477,400.02 |

The above is a correct statement of the transactions of the Treasurer during FY20 ending June 30, 2020.

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

Respectfully submitted,

Anne-Marie O'Neil
Anne-Marie O'Neil, Treasurer

DEPARTMENT OF REVENUE ADMINISTRATION

Municipal Services Division
Concord, NH 03302-1122

2020 Tax Rate Calculation

| | | | |
|------------------------------------------------------|-----------|---------------|--------------|
| Gross Appropriation MS-22 | \$ | 55,423,904 | |
| Estimated Revenue MS-24 | \$ | 2,029,030 | |
| Net Local School budget | \$ | 53,394,874 | |
| | | | |
| Less Adequate Education Grant | | | \$ 6,667,533 |
| Less State Education Tax | | | \$ 5,560,588 |
| | | | |
| Approved School Tax Effort | \$ | 41,166,753 | |
| | | | |
| Local Assessed Valuation | \$ | 3,059,617,070 | |
| State | \$ | 3,021,252,270 | |
| | | | |
| School Tax Rate (Effort/ Valuation x \$1,000) | \$ | | 13.45 |
| State Tax Rate | \$ | | 1.84 |

STUDENT SERVICES



As of the end of 2020, the Windham School District is providing special education and educationally related services to 487 students in grades preschool – 12. This represents approximately 16.2% of the student population. In addition to those students attending public schools within the Windham School District, this number includes 30 students attending private schools for students with disabilities or public Charter schools. In compliance with the Federal and State regulations, Windham provides a comprehensive referral and evaluation process to identify students requiring special education services. These services are determined by a team of education specialists and the students’ parents and/or guardians and are designed to ensure that the child’s educational needs are met within the least restrictive environment possible.

The Federal IDEA grant continues to supplement the hiring of staff required for the provision of special education services, including teachers, related services providers, and paraprofessionals. Additionally, grant funds provide for professional development for general and special education staff and supports for students with disabilities.

During the spring and fall of 2020, issues related to the COVID-19 pandemic have presented unique challenges in the provision of special education services. Many in-person services transitioned to a remote platform. Given those challenges, the District continues to provide comprehensive services for students with disabilities and is continuing to work with the Department of Education to improve those services to students with disabilities. The entire District has seen a 100% compliance rate on indicators from the New Hampshire Department of Education’s State Performance Plan relating to timeliness of initial evaluations and secondary transitions.

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

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

| 2018-2019 | | 2019-2020 | |
|------------------------------------------------------|------------------------|------------------------------------------------------|------------------------|
| Special Education Expenses | | Special Education Expenses | |
| • Transportation, Supplies, Instruction, and Tuition | 11,338,454.64 | • Transportation, Supplies, Instruction, and Tuition | 11,722,755.42 |
| • Federal Special Education Funds | <u>623,419.48</u> | • Federal Special Education Funds | <u>600,220.61</u> |
| | \$11,961,874.12 | | \$12,322,976.03 |
| Special Education Revenues | | Special Education Revenues | |
| • Catastrophic Aid | 341,131.22 | • Catastrophic Aid | 609,342.39 |
| • Federal Special Education Funds | 623,419.48 | • Federal Special Education Funds | 600,220.61 |
| • Medicaid Reimbursement | <u>90,187.18</u> | • Medicaid Reimbursement | <u>21,653.21</u> |
| | \$ 1,055,737.88 | | \$ 1,231,216.21 |
| Actual District Costs | | Actual District Costs | |
| • Expenditures Less Revenues | \$10,906,136.24 | • Expenditures Less Revenues | \$11,091,759.82 |

Respectfully submitted,

Kenneth P. Duesing, Executive Director

SCHOOL COUNSELORS



The School Counseling Department is dedicated to serving all students with a comprehensive school-counseling program that is preventative in design, developmental in nature and is an integral part of the total educational program for students. The foundation for school counseling in the Windham School District is based on the American School Counselors Association (ASCA) national model. This model provides a framework for implementation of a comprehensive and accountable school-counseling program. As school counselors, we provide academic, personal/social, and career counseling services. We are in the process of updating the comprehensive school counseling program and will seek approval this from the school board this April.

This past year was a year like no other, our schools reverted to full remote in March and continued until September. Our counselors adapted well to remote and continued providing services to our students via Zoom. Every Wednesday our counselors provided Wellness Wednesdays videos pertaining to topics such as, taking care of oneself, Enjoying the outdoors, and how to prioritize your day to name a few. This was a difficult time for all, but we remained positive and made the best of a difficult situation.

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

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

The School Counseling services include but are not limited to:

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

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

Social skills/Executive Functioning and Social Thinking programs are available in each school. We also present programs such as Choose to Be Kind, Courage to Care and Choose Love. These programs are developmental and sequential in nature. We are in our third year of having an Executive Functioning Coach at the high school and hope to provide Executive Functioning skills to all grades this year through our School Counselors. Our counselors at Windham Center School are also teaching Executive Functioning classes each week as an intervention during the WINS block. We helped students improve their grades, advocate for themselves, manage their time and learn how to study and create study guides just to name a few skills learned.

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

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

Our counselors sit on the board of directors of the Windham Helping Hands which is now in its 18th year and continues with its mission of helping families in need. In addition to the school counselors, representatives of the town and Fire Department are instrumental to this non-profit organization. Windham Helping Hands' annual food drive is a district wide event. Students from all schools collected food that was given to local families and food pantries.

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

The past several years has been dedicated to supporting and making mental health awareness a priority. We have five of our counselors trained in Mental Health First Aid and recently trained to present virtual training as well. We have already trained over 300 staff members and have made a goal to have all of our staff in our district trained over the next few years. The training provided signs to look for when a student or person is struggling and needs emotional support. Staff are trained to look for signs of emotional distraught and who to go to for help. This answers the call for suicide prevention training to all districts from the NH Department of Education. In addition we have also created a suicide prevention video to ensure all our employee new and veteran have the skills to recognize the signs of suicide. We are proud that our district supports this initiative and we will continue to make mental health a top priority.

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

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

Respectfully submitted,

Windham School Counselors:

Julie Lichtmann, M.A., CAGS; Director K-12
Elizabeth Baddeley, M. Ed.
Christi Dunn, M.Ed., CAGS
Rebecca Johnson, LMHC
Kristin Phillips, M.Ed.
Sarah Schanck, LMHC,LADC
Kellie Steward, M.Ed., CAGS

Mitch Blais, M.Ed
Jessica Carleton, LICSW
Elizabeth Jodoin, M.Ed.
Michael Keshigian, M.Ed.
Jillian Sapachetti, M.Ed.
Tammy Serra, M.Ed, Trauma certified
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

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

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

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

Officers O’Loughlin and Antista are active members of the School Safety Committee, which regularly meets to discuss, review and implement district-wide safety protocols for all facilities. They are involved in the emergency response drills at all facilities and train faculty on additional security measures throughout the year. SRO’s also teach several classes, including Internet Safety, Trauma Care, Criminal Law and Drug and Alcohol and Courage to Care. The two SRO’s also speak with students on a daily basis building a rapport and providing guidance for the future, whether it’s for college, the work force or the military.

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

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

Respectfully submitted,

Phil O’Loughlin

Officer Phil O’Loughlin, SRO

Jeffrey Antista

Officer Jeffrey Antista, SRO

GOLDEN BROOK SCHOOL



I would like to first start off by saying thank you to all the amazing students, staff and parents here at Golden Brook School. During the last few months of school last spring, we saw all the teachers adjust in the way they delivered instruction and how they continued to positively impact their students' lives. We also saw how the students had to adjust to new ways of learning, and how they all showed GRIT and that they can adjust to any situation and still continue to grow in all areas. I would like to thank the parents for the support and encouragement that they gave to everyone at Golden Brook School while we went through the tough times of the pandemic.

Golden Brook School continues to uphold the high standards of the Windham School District. Our teachers, paraprofessionals, related service providers, office staff and administration exhibit their full commitment to our students on a daily basis. The 2019 - 2020 school year was a very exciting year. It was our first year with All Day Kindergarten, the building construction project was completed and the third and fourth grade students and staff were officially at Golden Brook School. We also continued to implement new initiatives, maintain rigor in our curriculum, and foster a climate of trust and collaboration that is focused on the needs of our 1,071 students.

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

Golden Brook School continues to have a building data team with a representative from each grade level and department. The team continues to use common assessments when looking at building, grade level and classroom data. Research continues to confirm that when teachers work together to analyze student data, reflect on their own practices, and share strategies, student achievement improves.

The team will continue to work collaboratively with the District Director of Assessment and Accountability to identify areas for improvement in student achievement in Professional Learning Communities and Data Team Meetings.

Through grade-level Professional Learning Communities, teachers worked in collaboration with the Director of Curriculum and administration to align curriculum, common assessments and the standards-based reporting system in grades K-4. Our standards-based report cards provide more consistency among teachers than traditional report cards as all students are evaluated on the same grade level skills. In addition, parents are able to see which skills and knowledge their child has secured and are still working on. To ensure consistency, grade level teams worked to create common assessments and assignments in each subject area. In addition to aligning the standards, the teachers worked on developing Understanding by Design lessons (UbD) instructional units. The UbD framework helps to focus curriculum and teaching on the development and deepening of the students' understanding of the content. UbD lessons help the students to effectively use content knowledge and skill in all content areas.

In an effort to increase student science inquiry skills, K-4 science units include opportunities to engage in the inquiry process. The philosophy of this framework is to give students access to real world learning experiences to empower them for their future. This approach relies heavily on students using problem solving skills, creative thinking and a large amount of collaboration and communication. Activities are problem-based and hands on, providing all students a chance to learn in a format that supports their learning style.

Kindergarten through fourth grade students use a differentiated approach to phonics, spelling, word recognition and vocabulary through the use of *Words Their Way* (Grades 1-4) and *Wilson Foundations* (Kindergarten). *Words Their Way* is a research-based program that allows teachers to use results from periodic word study inventories to appropriately match students with word sorts based on individual needs. This approach allows students to move along the word study continuum and at their own pace. Students' sort pictures and words in order to discover similarities and differences with the goal of learning to recognize, decode and write spelling patterns. Students engage in a variety of activities with words at their level. On-going spell checks allow teachers to ensure students are being instructed at their appropriate developmental level. *Wilson Foundations* is used in kindergarten and it is a research-based, systematic and multisensory program that teaches grade-level foundation skills in the areas of phonemic awareness, phonics/words story, handwriting, high frequency words, vocabulary and comprehension skills.

The Fountas & Pinnell Benchmarking system is a tool to assess students in grades K-4. This measures literacy looking at phonics, reading fluency and comprehension. This benchmark is given three times per year to show a child's growth. It is a tool used to assist teachers in knowing where their students are developmentally, and to instruct them at their level. F & P Benchmarking is also used in conjunction with our universal screening tool. The F & P benchmarks are administered three times per year to see where students fall based on National Norms for their grade level. In order to better support our students who were scoring below the standard in reading and receiving intervention support, the Leveled Literacy Intervention System (LLI) was adopted. This program allows our interventionists at each grade level to use a child's baseline level to move them along their own literacy continuum using books at their appropriate instructional level.

The 2019 - 2020 school year was the first year of All Day Kindergarten. The Kindergarten teachers were very excited to be able to have a full day with the kindergarten students and provide them with a curriculum that is age appropriate and will allow the students to participate in the unified arts (art, music, physical education and library). We had teachers that worked with UNH to help develop and make sure that we incorporate a play-based approach in our all day kindergarten.

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

Respectfully submitted,



Christopher C. Hunt, Principal

WINDHAM CENTER SCHOOL



During the 2019-2020 school year, Windham Center School transitioned to a Grade 5 and 6 school as the district restructured its grade levels after two expansive construction projects. Defining our new school culture and climate provided an opportunity to rewrite the story of our reconfigured upper elementary school. It was critical to develop and embody mission and vision statements that represented our core values as educators and this became our first charge as a newly formed staff.

Bringing our visionary ideals to life was important to us. As such, we fostered diversity through a “Global Greeting” initiative where students from culturally diverse households were recognized on a regular basis. We celebrated a different language upon students’ arrival and hung the flags of those celebrated countries throughout our main foyer. WCS also searched beyond our own school community and offered charitable support to a neighboring community through the Lazarus House in Lawrence, Massachusetts. There, we coordinated with officials to support “Project Bethlehem” during the holiday season with each homeroom adopting a family in need of general household donations and our parental support was simply outstanding. In addition to this, a “Kindness Across Windham” day was created to recognize and support several municipal leaders in Windham during a school assembly.

Part of our initial charge, too, was to evaluate our systems of curriculum, instruction and assessment. WCS organized our curriculum pacing in a sophisticated manner that was easily accessible to all stakeholders. Longitudinal, color-coded charts were affixed to our main hallways to map out the sequence of units throughout the year which visibly encouraged the cross-cutting of concepts across multiple content areas. Reporting student progress took on a new look, too, and through a great deal of work and effort, we developed and implemented a standards-aligned grading system. This hybrid grading system presented a clear and concise snapshot of students’ summative academic progress beyond a traditional letter grade.

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

Ultimately, family and community engagement remained a top priority for us and the undeniable support of our PTA and community has taken our reconfigured school to new heights. We needed our strong foundation to guide us through the collaborative response to the COVID-19 pandemic that thrust our teachers, staff and families into the uncharted waters of remote learning. Unfortunately, we were also just days away from a school site visit from the New Hampshire Excellence in Education (EDies) Committee after being named an elementary finalist when school closures ensued. Despite the challenges of teaching during a global pandemic that affected us all personally and professionally, we remained steadfast to teaching and learning while always placing the needs of students at the forefront of all decisions.

Respectfully submitted,

Rory O'Connor
Dr. Rory O'Connor, Principal

WINDHAM MIDDLE SCHOOL



The 2019-2020 was a unique school year for Windham Middle School. The construction project was completed two days before the opening of school. Our staff worked around the clock to open our doors on time to welcome our students with open arms, yet had to close our doors to students in the Spring when the pandemic hit. Our beautifully renovated school offered our students a new Learning Commons filled with books and places to read which the middle school had not had for too many years, as well as, an Engineering Lab, Family Consumer Science lab, renovated science labs, bathrooms and stairs that were wide enough to travel. We would like to send a special thank you to our Building and Grounds Committee, School Board and SAU Administration for leading this project with Banwell Architects and DEW Construction.

This was the first year in which the middle only contained two grade levels allowing the middle school to feel some relief from the space constraints over the past several years. Our student enrollment was 527 students which made our hallways passable. Our school was able to offer more educational opportunities to our students to explore their interests by adding Technology Education in our new Engineering Lab, Digital Literacy, Family Consumer Science, and updated science labs.

The middle school is committed to providing a community of open-minded, curious, and engaged learners in which all members belong. We believe in continuous improvement and are always looking for ways to improve our instructional practices to meet the needs of our learners. Our staff participated in various professional development opportunities including working with various consultants to review and enhance our instructional practices. Our staff focused on improving Co-Teaching methods, Special Education supports and effective teacher evaluations. We were fortunate enough to work with Susan Fitzell, a co-teaching consultant that spent several days working with our staff offering strategies and suggestions for improvement. Our staff also focused on the use of technology in order to provide quality instruction remotely.

Our school curriculum is continually reviewed and revised in order to improve student achievement. We proudly report that the students at Windham Middle School continued to score above the state averages in multiple assessments for the 2019-2020 school year. With that in mind, we will continue to focus on teaching in learning in order to help all students reach a level of success. Windham Middle School participated in the development of K-8 MTSS (Multi-Tiered System of Supports) to further develop our RTI (Response to Intervention) academic interventions.

Despite our spring closure to remote learning, a positive school climate continued to flourish at Windham Middle School. Breathe NH presented to our students in the Fall about the dangers of vaping. This presentation provided our students with valuable resources and opened their eyes to the effects on one's health. We hope that this presentation will have provided our students with information to make healthy choices. Our school upheld a Positive Behavior Intervention System to support our students in making good decisions and having pride in their school. Kindness messages were displayed throughout the school building and we held our first interactive pep rally with the help of our 8th grade class officers. During our time of remote learning, messages were sent to students daily to keep them connected to our school and to stay positive, We conducted virtual spirit days and held interactive class lessons.

We are thrilled that so many of our students were involved in a great number of sports and clubs offered at the middle school. Each year our participation increases in a variety of extracurricular activities offered to our students. We are pleased to share our Lego Robotics Club has blossomed into two very strong teams, who again experienced tremendous success while participating in the state competition.

All of our athletic teams continue to be highly competitive during both regular and postseason play-off and championship competitions. Both girls and boys soccer teams, field hockey, boys D5 basketball, and wrestling teams won their respective State Championships. Unfortunately, our spring sports were cancelled due to the pandemic.

Windham Middle School continues to partner with outside organizations to enrich our school experience. We were able to work collaboratively with the Portsmouth Naval Shipyard to create SeaPerch Underwater rovers with our technology education students. We look forward to continuing with our partnership with Nature's Classroom.

We are truly fortunate to have been awarded the "Blue Ribbon Achievement Award" in the Fall of 2019. This award recognizes the extraordinary efforts of the school volunteer coordinators and their volunteer teams. Our PTA volunteers have provided over countless hours of support for our school. The Windham Middle School staff recognizes and appreciates the PTA volunteers' time, dedication, and commitment to providing the best education for our children.

Although the 2019-2020 school year was not what we had hoped for, Windham Middle School is very lucky to have dedicated teachers, students and parents who make the best out of any and every situation. Our successes can be attributed to the collective efforts of all. We look forward to a safe, healthy and happy 2020-2021 school year.

Respectfully submitted,

A handwritten signature in black ink that reads "Brenda Morrow". The signature is written in a cursive style with a large initial 'B'.

Brenda Morrow, Principal



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

Among our recent graduates, WHS currently has students enrolled at some of the nation's finest universities. Members of the Class of 2020 enrolled this fall at Carnegie Mellon, Georgia Tech., RPI, McGill University, George Washington University, Boston University, High Point, Northeastern and state universities of Massachusetts, Vermont, and of course, New Hampshire. The list of college acceptances is impressive, yet much too long to list here. More importantly, as they have returned to visit this fall, we have heard time after time that they are truly ready for the very difficult high-school-to-college jump. This speaks to our students' dedication to their studies, the support they receive from their families and loved ones, and the tremendous staff we have here at WHS.

Particularly pleasing this past year were the college and post-high school plans of four of our seniors. Christian Lorenzo (National Guard), Leah Pisiello (U.S. Air Force), Nicholas Plouf (Navy), and Owen Preble (Marines). Enrolling in a U.S. service academy and enlisting in a branch of the Armed Services is a great sacrifice, and tremendous honor. We are exceptionally proud of these young men and women as they are choosing an unbelievably noble career path. We know they will serve our great country with honor and pride.

Our Fine Arts Department also had a great year with multiple students earning some prestigious awards. Two of our instrumental students scored high and earned spots at Jazz All-State. Jake Walters, '21, Top score overall in Jazz Piano Carter Michaud, '21, Third score overall in Jazz Alto Saxophone. Classical All State Festival award recipients: Addie Keeley - Soprano - Mixed Choir Emerson Carracedo - Soprano - Treble Choir Reilly Richardson - Alto - Treble Choir Fine Arts Director, Susan Veilleux, has also been working tirelessly to continue to grow the department and provide our students multiple opportunities to showcase their talents.

This past year has seen incredible success for Windham High School teams and student-athletes. Our boys' soccer team and fall cheer team were both state champions. Our field hockey team also completed back-to-back state champion seasons. Our girls' soccer team and boys' swimming and diving teams were state runners-up. We also had multiple student-athletes garner some prestigious individual awards.

Hannah Monahan (high jump), Quinn Cerami (300m), Braeden Manti (55m), and the boys' 4x200m team (Andrew Abirached, Quinn Cerami, Alesandro Jacobellis, Cutis Shattuck) were all indoor track state champions. Alexis Martino was the 200IM and 100FLY swimming state champion with both times being NH state records. Jack Armstrong was the individual diving state champion and the 200 free relay team and 400 free relay team (Jack Armstrong, Jeremy Bartley, Miles Swank, and Miller Swank) were also state champions. Jacob Kuczynski was the giant slalom skiing state champion. Payton Sills was the D1 wrestling 126lb. state champion and was also named the D1 wrestling coaches' Outstanding Wrestler. We are incredibly proud of all our student-athletes and coaches for not just winning, but for competing with class and for representing WHS and the community with dignity.

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

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

Respectfully submitted,

A handwritten signature in black ink that reads "Stephen M. Sierpina". The signature is written in a cursive, flowing style.

Stephen M. Sierpina, Principal

SCHOOL DISTRICT EMPLOYEE WAGES & BENEFITS

| Employee | Assignment | Salary | Long- evity | Medical | NHRS | FICA | Ex Duty/ OT/Other | TSA | Gross | Benefits | Salary & Benefits |
|---------------------------|--------------------------|------------|----------------|-----------|-----------|-----------|----------------------|----------|------------|-----------|----------------------|
| Accardo, Sara L | Teacher | 77,147.00 | 2,750.00 | 18,228.80 | 14,631.13 | 6,145.23 | 2,300.00 | 0.00 | 82,197.00 | 39,005.16 | 121,202.16 |
| Allen, Nancy A | Teacher | 52,080.00 | 0.00 | 0.00 | 9,307.97 | 4,001.19 | 211.75 | 0.00 | 52,291.75 | 13,309.16 | 65,600.91 |
| Alley-Violette, Gregory T | Teacher | 78,198.00 | 0.00 | 25,004.00 | 13,919.22 | 5,574.32 | 0.00 | 0.00 | 78,198.00 | 44,497.54 | 122,695.54 |
| Anderson, Mary V | Teacher | 85,554.00 | 1,750.00 | 9,209.40 | 16,237.17 | 6,992.27 | 3,915.75 | 0.00 | 91,219.75 | 32,438.84 | 123,658.59 |
| Andon, Christine S | Nutrition Svcs. Asst. | 8,417.85 | 0.00 | 0.00 | 0.00 | 643.94 | 0.00 | 0.00 | 8,417.85 | 643.94 | 9,061.79 |
| Andrews, Lynne M | Teacher | 75,569.00 | 0.00 | 25,004.00 | 13,451.34 | 5,563.03 | 0.00 | 0.00 | 75,569.00 | 44,018.37 | 119,587.37 |
| Anthony, Judith W | Paraprofessional | 22,003.80 | 0.00 | 0.00 | 0.00 | 1,751.50 | 892.00 | 0.00 | 22,895.80 | 1,751.50 | 24,647.30 |
| Atiya, Atef N | Maintenance Tech. | 49,483.20 | 0.00 | 26,073.58 | 5,900.65 | 3,689.17 | 3,342.53 | 0.00 | 52,825.73 | 35,663.40 | 88,489.13 |
| Avallone, Cynthia A | Teacher | 79,249.00 | 2,250.00 | 25,004.00 | 14,791.18 | 6,142.76 | 1,597.00 | 0.00 | 83,096.00 | 45,937.94 | 129,033.94 |
| Avalos, Kathleen M | Teacher | 56,398.00 | 0.00 | 25,004.00 | 10,360.69 | 4,232.88 | 1,808.00 | 0.00 | 58,206.00 | 39,597.57 | 97,803.57 |
| Baddeley, Elizabeth | Counselor | 75,569.00 | 0.00 | 25,004.00 | 14,271.95 | 5,916.80 | 4,610.19 | 0.00 | 80,179.19 | 45,192.75 | 125,371.94 |
| Bagdovitz, Meghan M | Teacher | 58,473.00 | 0.00 | 24,770.56 | 11,233.89 | 4,611.54 | 4,639.25 | 0.00 | 63,112.25 | 40,615.99 | 103,728.24 |
| Bail, Kimberlee J | Paraprofessional | 19,590.48 | 0.00 | 0.00 | 0.00 | 1,559.26 | 790.28 | 0.00 | 20,380.76 | 1,559.26 | 21,940.02 |
| Bailey, Erin E | Teacher | 48,805.00 | 0.00 | 23,432.00 | 10,339.40 | 4,302.74 | 10,043.64 | 0.00 | 58,848.64 | 38,074.14 | 96,922.78 |
| Baldasaro, Karen A | Dir. Special Education | 86,044.00 | 0.00 | 24,027.90 | 13,620.40 | 6,830.12 | 3,000.00 | 0.00 | 89,044.00 | 44,478.42 | 133,522.42 |
| Bamberg, Kathryn E | Teacher | 72,521.90 | 2,250.00 | 25,004.00 | 13,309.38 | 5,502.05 | 0.00 | 0.00 | 74,771.90 | 43,815.43 | 118,587.33 |
| Barbaro, Debra | Secretary | 17,004.42 | 0.00 | 0.00 | 0.00 | 1,300.85 | 0.00 | 0.00 | 17,004.42 | 1,300.85 | 18,305.27 |
| Barillas, Wendy E | Nutrition Svcs. Asst. | 3,846.75 | 0.00 | 0.00 | 0.00 | 294.26 | 0.00 | 0.00 | 3,846.75 | 294.26 | 4,141.01 |
| Baroni, Kathleen J | Nurse | 65,585.00 | 1,750.00 | 18,228.80 | 12,026.83 | 5,018.98 | 231.00 | 0.00 | 67,566.00 | 35,274.61 | 102,840.61 |
| Barth, Charles W | Teacher | 50,601.00 | 0.00 | 0.00 | 9,055.33 | 4,549.86 | 8,872.05 | 0.00 | 59,473.05 | 13,605.19 | 73,078.24 |
| Bartlett, Jill | Teacher | 85,554.00 | 1,750.00 | 1,572.00 | 17,330.85 | 7,451.31 | 10,060.00 | 0.00 | 97,364.00 | 26,354.16 | 123,718.16 |
| Bartlett, Ryan A | Teacher | 85,554.00 | 2,250.00 | 29,221.96 | 18,392.02 | 7,368.97 | 15,981.97 | 0.00 | 103,785.97 | 54,982.95 | 158,768.92 |
| Bartlett, Susan H | Secretary | 31,763.25 | 0.00 | 19,021.00 | 3,547.97 | 2,173.14 | 0.00 | 0.00 | 31,763.25 | 24,742.11 | 56,505.36 |
| Becht, Kori A | Asst. Superintendent | 120,819.00 | 3,500.00 | 26,073.58 | 14,277.29 | 10,190.48 | 8,646.90 | 3,500.00 | 132,965.90 | 50,541.35 | 183,507.25 |
| Bedard, Jill C | Secretary | 15,048.00 | 0.00 | 0.00 | 0.00 | 1,167.87 | 218.75 | 0.00 | 15,266.75 | 1,167.87 | 16,434.62 |
| Bedard, Shawna | Teacher | 75,569.00 | 1,750.00 | 25,004.00 | 14,081.35 | 6,053.94 | 1,789.50 | 0.00 | 79,108.50 | 45,139.29 | 124,247.79 |
| Belanger, Donna | Paraprofessional | 20,383.09 | 0.00 | 0.00 | 0.00 | 1,593.69 | 447.99 | 0.00 | 20,831.08 | 1,593.69 | 22,424.77 |
| Belanger, Mark A | Master Electrician | 58,635.20 | 0.00 | 19,021.08 | 6,825.13 | 4,420.03 | 2,466.65 | 0.00 | 61,101.85 | 30,266.24 | 91,368.09 |
| Belanger, Paul G | Maintenance Tech.S | 51,209.60 | 0.00 | 26,073.58 | 6,707.72 | 4,594.34 | 8,842.01 | 0.00 | 60,051.61 | 37,375.64 | 97,427.25 |
| Bencal, Paul A | Teacher | 75,569.00 | 1,500.00 | 18,228.80 | 13,811.44 | 5,784.78 | 523.50 | 0.00 | 77,592.50 | 37,825.02 | 115,417.52 |
| Bennett, Harry | Exec. Dir. Technology | 103,000.00 | 0.00 | 24,027.90 | 11,505.00 | 7,823.65 | 2,480.80 | 3,500.00 | 105,480.80 | 43,356.55 | 148,837.35 |
| Bennington, Douglas S | Teacher | 75,569.00 | 0.00 | 1,572.00 | 13,629.52 | 6,453.71 | 9,001.00 | 0.00 | 84,570.00 | 21,655.23 | 106,225.23 |
| Benson, Jessica H | Curriculum Dir. | 90,000.00 | 0.00 | 1,571.96 | 16,019.90 | 7,517.37 | 8,500.00 | 595.00 | 98,500.00 | 25,109.23 | 123,609.23 |
| Berube, Amy B | Teacher | 53,558.00 | 0.00 | 21,708.20 | 10,671.00 | 4,565.35 | 6,391.00 | 0.00 | 59,949.00 | 36,944.55 | 96,893.55 |
| Bishop, Amber L | Teacher | 58,473.00 | 0.00 | 16,725.70 | 11,999.11 | 5,157.40 | 8,938.25 | 0.00 | 67,411.25 | 33,882.21 | 101,293.46 |
| Blair, Christopher P | Asst. Principal | 94,000.00 | 0.00 | 9,525.88 | 16,732.06 | 7,209.87 | 2,307.60 | 0.00 | 96,307.60 | 33,467.81 | 129,775.41 |
| Blais, Mitchell R | Counselor | 6,538.24 | 0.00 | 0.00 | 0.00 | 500.16 | 0.00 | 0.00 | 6,538.24 | 500.16 | 7,038.40 |
| Boermeester, Kristina M | Nutrition Svcs. Super. | 15,151.49 | 0.00 | 0.00 | 0.00 | 1,159.12 | 0.00 | 0.00 | 15,151.49 | 1,159.12 | 16,310.61 |
| Bonasoro, Jacqueline M | Paraprofessional | 19,034.47 | 0.00 | 0.00 | 0.00 | 1,456.14 | 0.00 | 0.00 | 19,034.47 | 1,456.14 | 20,490.61 |
| Bond, Kasey N | Teacher | 45,402.00 | 0.00 | 9,209.40 | 8,119.27 | 3,434.39 | 455.85 | 0.00 | 45,857.85 | 20,763.06 | 66,620.91 |
| Bortz, Cynthia M | Occ. Therapist | 65,585.00 | 2,750.00 | 9,209.40 | 12,951.09 | 5,498.75 | 4,424.00 | 0.00 | 72,759.00 | 27,659.24 | 100,418.24 |
| Boudreau, Katelyn A | Teacher | 40,852.00 | 0.00 | 9,209.40 | 7,364.19 | 3,091.17 | 519.75 | 0.00 | 41,371.75 | 19,664.76 | 61,036.51 |
| Bouley, Patricia S | Teacher | 79,313.00 | 0.00 | 25,004.00 | 14,405.29 | 5,982.23 | 1,615.50 | 0.00 | 80,928.50 | 45,391.52 | 126,320.02 |
| Bourdeau, Nancy M | Teacher | 75,569.00 | 0.00 | 25,004.00 | 13,980.31 | 5,796.43 | 2,971.75 | 0.00 | 78,540.75 | 44,780.74 | 123,321.49 |
| Bourque, Amy K | Teacher | 75,569.00 | 0.00 | 871.80 | 14,191.34 | 6,101.20 | 4,157.26 | 0.00 | 79,726.26 | 21,164.34 | 100,890.60 |
| Bourque, Jeffrey M | Teacher | 70,057.00 | 0.00 | 30,263.16 | 12,837.00 | 5,306.29 | 2,061.03 | 0.00 | 72,118.03 | 48,406.45 | 120,524.48 |
| Bowen, Deborah A | Paraprofessional | 18,006.45 | 0.00 | 0.00 | 0.00 | 1,377.61 | 0.00 | 0.00 | 18,006.45 | 1,377.61 | 19,384.06 |
| Boyd, Laura A | Paraprofessional | 22,351.55 | 0.00 | 0.00 | 0.00 | 1,823.38 | 1,483.25 | 0.00 | 23,834.80 | 1,823.38 | 25,658.18 |
| Brayall, Melissa A | Teacher | 67,570.00 | 0.00 | 18,228.80 | 12,129.90 | 5,054.96 | 575.03 | 0.00 | 68,145.03 | 35,413.66 | 103,558.69 |
| Briere, Jennifer L | Teacher | 56,398.00 | 0.00 | 9,209.40 | 10,127.84 | 4,279.31 | 500.00 | 0.00 | 56,898.00 | 23,616.55 | 80,514.55 |
| Broady, Cynthia A | Secretary | 26,419.50 | 0.00 | 19,021.00 | 2,951.07 | 1,764.33 | 0.00 | 0.00 | 26,419.50 | 23,736.40 | 50,155.90 |
| Brodeur, Anitra | Secretary | 775.00 | 0.00 | 0.00 | 0.00 | 59.30 | 0.00 | 0.00 | 775.00 | 59.30 | 834.30 |
| Bron, Robert R | Custodian | 42,556.80 | 0.00 | 26,073.58 | 5,506.64 | 3,419.37 | 6,741.61 | 0.00 | 49,298.41 | 34,999.59 | 84,298.00 |
| Bruzzese, Kathleen M | Lunch Recess Monitor | 6,858.75 | 0.00 | 0.00 | 0.00 | 524.72 | 0.00 | 0.00 | 6,858.75 | 524.72 | 7,383.47 |
| Bryant, Matthew | Teacher | 75,569.00 | 1,750.00 | 18,228.80 | 14,670.62 | 6,307.45 | 5,100.00 | 0.00 | 82,419.00 | 39,206.87 | 121,625.87 |
| Buckley, William | Teacher | 75,569.00 | 1,750.00 | 21,708.20 | 14,190.02 | 6,004.38 | 2,400.00 | 0.00 | 79,719.00 | 41,902.60 | 121,621.60 |
| Bullis, Jennifer L | Teacher | 77,147.00 | 2,250.00 | 9,209.40 | 14,812.92 | 6,326.50 | 4,236.81 | 0.00 | 83,633.81 | 30,348.82 | 113,982.63 |
| Buonpane, Amy E | Teacher | 39,402.00 | 0.00 | 530.80 | 8,533.15 | 4,295.56 | 16,748.69 | 0.00 | 56,150.69 | 13,359.51 | 69,510.20 |
| Burdette, Joel | Library Media Specialist | 85,554.00 | 1,750.00 | 25,004.00 | 18,088.56 | 7,517.99 | 14,317.31 | 0.00 | 101,621.31 | 50,610.55 | 152,231.86 |
| Burrows, Lauren E | Teacher | 43,915.00 | 0.00 | 0.00 | 7,868.29 | 3,929.27 | 7,448.35 | 0.00 | 51,363.35 | 11,797.56 | 63,160.91 |
| Burzlauff, Judiann | Teacher | 52,464.00 | 0.00 | 25,004.00 | 9,696.86 | 3,947.39 | 2,012.25 | 0.00 | 54,476.25 | 38,648.25 | 93,124.50 |
| Byrne, John M | Teacher | 59,693.00 | 0.00 | 24,632.20 | 12,314.06 | 5,293.11 | 9,486.75 | 0.00 | 69,179.75 | 42,239.37 | 111,419.12 |
| Caddy, Clayton S | Technology Tech. | 57,096.00 | 0.00 | 24,027.90 | 6,381.22 | 4,046.82 | 32.94 | 0.00 | 57,128.94 | 34,455.94 | 91,584.88 |
| Cannon, Sandra E | Teacher | 75,569.00 | 0.00 | 17,953.40 | 13,482.84 | 5,471.60 | 177.00 | 0.00 | 75,746.00 | 36,907.84 | 112,653.84 |
| Carleton, Jessica L | Counselor | 85,554.00 | 0.00 | 25,004.00 | 15,864.75 | 6,478.40 | 3,573.41 | 0.00 | 89,127.41 | 47,347.15 | 136,474.56 |
| Carley, Melissa I | Teacher | 65,171.00 | 0.00 | 18,228.80 | 12,964.88 | 5,413.87 | 7,665.63 | 0.00 | 72,836.63 | 36,607.55 | 109,444.18 |
| Carnazzo, Emma J | Special Ed. Dir. | 84,000.00 | 0.00 | 24,027.90 | 15,005.47 | 6,181.32 | 800.00 | 0.00 | 84,800.00 | 45,214.69 | 130,014.69 |

| Employee | Assignment | Salary | Long-evity | Medical | NHRS | FICA | Ex Duty/OT/Other | TSA | Gross | Benefits | Salary & Benefits |
|--------------------------|------------------------|-----------|------------|-----------|-----------|----------|------------------|----------|-----------|-----------|-------------------|
| Caron, Debra A | Nutrition Svcs. Superv | 12,217.86 | 0.00 | 0.00 | 0.00 | 934.66 | 0.00 | 0.00 | 12,217.86 | 934.66 | 13,152.52 |
| Carrier, Jamie A | Teacher | 58,473.00 | 0.00 | 9,209.40 | 11,069.41 | 4,684.44 | 3,715.25 | 0.00 | 62,188.25 | 24,963.25 | 87,151.50 |
| Carroll, Lisa | Tutor | 37,268.00 | 0.00 | 0.00 | 0.00 | 2,850.97 | 0.00 | 0.00 | 37,268.00 | 2,850.97 | 40,118.97 |
| Carter, Kelly A | Nurse | 58,642.00 | 0.00 | 25,004.00 | 10,479.36 | 4,284.12 | 231.00 | 0.00 | 58,873.00 | 39,767.48 | 98,640.48 |
| Carter, Patricia | Secretary | 3,450.00 | 0.00 | 0.00 | 0.00 | 263.93 | 0.00 | 0.00 | 3,450.00 | 263.93 | 3,713.93 |
| Catabia, Danielle J | Teacher | 67,570.00 | 0.00 | 25,004.00 | 12,349.48 | 5,088.28 | 1,808.75 | 0.00 | 69,378.75 | 42,441.76 | 111,820.51 |
| Chan, Yim W | Custodian | 32,531.20 | 0.00 | 24,027.90 | 4,288.22 | 2,612.48 | 5,859.14 | 0.00 | 38,390.34 | 30,928.60 | 69,318.94 |
| Chaput, Martin L Jr | Teacher | 60,801.00 | 1,750.00 | 9,209.40 | 12,175.96 | 5,261.44 | 6,180.67 | 0.00 | 68,731.67 | 26,646.80 | 95,378.47 |
| Chartrand, Donna M | Nurse | 60,474.11 | 0.00 | 22,405.96 | 10,764.34 | 4,211.12 | 0.00 | 0.00 | 60,474.11 | 37,381.42 | 97,855.53 |
| Chase, Lauren C | Teacher | 53,558.00 | 0.00 | 7,988.60 | 10,894.30 | 4,682.34 | 7,646.00 | 0.00 | 61,204.00 | 23,565.24 | 84,769.24 |
| Cherbonneau, Mark A | Teacher | 65,585.00 | 2,750.00 | 25,004.00 | 13,519.34 | 5,596.05 | 7,616.61 | 0.00 | 75,951.61 | 44,119.39 | 120,071.00 |
| Chesley, Danielle T | Occ. Therapist | 67,570.00 | 0.00 | 24,537.24 | 12,054.96 | 4,968.14 | 154.00 | 0.00 | 67,724.00 | 41,560.34 | 109,284.34 |
| Childers, Kimberly | Paraprofessional | 19,590.48 | 0.00 | 0.00 | 0.00 | 1,515.24 | 215.28 | 0.00 | 19,805.76 | 1,515.24 | 21,321.00 |
| Chorley, Lea J | Nutrition Svcs. Asst. | 6,707.63 | 0.00 | 0.00 | 0.00 | 513.16 | 0.00 | 0.00 | 6,707.63 | 513.16 | 7,220.79 |
| Chown, Alana C | Teacher | 48,805.00 | 0.00 | 9,209.40 | 8,721.60 | 3,674.52 | 192.50 | 0.00 | 48,997.50 | 21,605.52 | 70,603.02 |
| Christie, Mary E | IT Support Coord.. | 47,340.80 | 0.00 | 24,027.90 | 5,295.51 | 3,242.74 | 68.28 | 0.00 | 47,409.08 | 32,566.15 | 79,975.23 |
| Cirelli, Michael J | Teacher | 75,569.00 | 0.00 | 18,228.80 | 13,825.90 | 5,785.02 | 2,104.25 | 0.00 | 77,673.25 | 37,839.72 | 115,512.97 |
| Clark-Hartshorne, Kara E | Teacher | 75,569.00 | 2,250.00 | 23,432.00 | 13,892.88 | 5,813.54 | 731.00 | 0.00 | 78,550.00 | 43,138.42 | 121,688.42 |
| Claus, Alexandra A | Teacher | 45,532.00 | 0.00 | 7,988.60 | 8,312.98 | 3,572.73 | 1,170.00 | 0.00 | 46,702.00 | 19,874.31 | 66,576.31 |
| Cleasby, Danielle | Secretary | 18,100.00 | 0.00 | 0.00 | 0.00 | 1,402.47 | 233.16 | 0.00 | 18,333.16 | 1,402.47 | 19,735.63 |
| Clement, Elizabeth | Payroll Coord.. | 53,560.00 | 0.00 | 25,373.40 | 6,046.24 | 3,749.58 | 569.72 | 0.00 | 54,129.72 | 35,169.22 | 89,298.94 |
| Clemons, Ashley B | Teacher | 45,532.00 | 0.00 | 15,787.60 | 8,966.02 | 3,841.60 | 4,838.80 | 0.00 | 50,370.80 | 28,595.22 | 78,966.02 |
| Clemons, Cynthia E | Teacher | 61,931.00 | 0.00 | 25,004.00 | 11,641.75 | 4,785.50 | 3,471.96 | 0.00 | 65,402.96 | 41,431.25 | 106,834.21 |
| Clifton, Matthew C | Technology Tech. | 54,641.60 | 0.00 | 0.00 | 6,120.00 | 4,803.59 | 8,147.77 | 0.00 | 62,789.37 | 10,923.59 | 73,712.96 |
| Cobb, Susan M | Teacher | 75,569.00 | 0.00 | 9,071.60 | 14,125.26 | 6,117.36 | 4,192.34 | 0.00 | 79,761.34 | 29,314.22 | 109,075.56 |
| Coish, Jonathan S | Custodian | 34,070.40 | 0.00 | 9,025.47 | 4,341.75 | 2,851.57 | 4,799.34 | 0.00 | 38,869.74 | 16,218.79 | 55,088.53 |
| Coish, Margaret R | Teacher | 42,036.06 | 0.00 | 17,915.51 | 5,656.14 | 3,199.80 | 0.00 | 0.00 | 42,036.06 | 26,771.45 | 68,807.51 |
| Collins, Patricia | Lunch Recess Monitor | 65.66 | 0.00 | 0.00 | 0.00 | 5.02 | 0.00 | 0.00 | 65.66 | 5.02 | 70.68 |
| Comeau, Matthew | Summer Help | 300.00 | 0.00 | 0.00 | 0.00 | 22.95 | 0.00 | 0.00 | 300.00 | 22.95 | 322.95 |
| Commerford, Linda S | Accounting Clerk | 40,913.60 | 0.00 | 26,073.58 | 4,570.02 | 2,777.84 | 0.00 | 0.00 | 40,913.60 | 33,421.44 | 74,335.04 |
| Comtois, Kathleen A | Lunch Recess Monitor | 7,848.75 | 0.00 | 0.00 | 0.00 | 600.46 | 0.00 | 0.00 | 7,848.75 | 600.46 | 8,449.21 |
| Connors, Anne L | Teacher | 60,626.00 | 0.00 | 25,004.00 | 10,805.24 | 4,647.31 | 77.00 | 0.00 | 60,703.00 | 40,456.55 | 101,159.55 |
| Conron, Jessica J | Paraprofessional | 19,034.47 | 0.00 | 0.00 | 0.00 | 1,589.11 | 1,738.29 | 0.00 | 20,772.76 | 1,589.11 | 22,361.87 |
| Conroy, Danielle M | Paraprofessional | 18,791.63 | 0.00 | 0.00 | 0.00 | 1,437.51 | 0.00 | 0.00 | 18,791.63 | 1,437.51 | 20,229.14 |
| Corbin, Lisa H | Teacher | 75,569.00 | 2,750.00 | 9,209.40 | 14,096.90 | 5,990.20 | 877.50 | 0.00 | 79,196.50 | 29,296.50 | 108,493.00 |
| Core, Nancy L | Teacher | 65,171.00 | 0.00 | 9,395.55 | 11,600.41 | 4,820.22 | 0.00 | 0.00 | 65,171.00 | 25,816.18 | 90,987.18 |
| Correia, Leeanne | Lunch Recess Monitor | 7,170.00 | 0.00 | 0.00 | 0.00 | 548.53 | 0.00 | 0.00 | 7,170.00 | 548.53 | 7,718.53 |
| Costa-Dallaire, Nancie | Paraprofessional | 20,974.59 | 0.00 | 0.00 | 0.00 | 1,732.81 | 1,675.58 | 0.00 | 22,650.17 | 1,732.81 | 24,382.98 |
| Courter, Jody S | Teacher | 67,570.00 | 0.00 | 25,004.00 | 12,630.59 | 5,213.61 | 3,388.00 | 0.00 | 70,958.00 | 42,848.20 | 113,806.20 |
| Couser, Adelia S | Teacher | 45,402.00 | 0.00 | 0.00 | 8,174.09 | 3,780.83 | 4,019.75 | 0.00 | 49,421.75 | 11,954.92 | 61,376.67 |
| Cove, Jennifer L | Teacher | 81,350.50 | 2,250.00 | 25,004.00 | 14,880.87 | 6,179.13 | 0.00 | 0.00 | 83,600.50 | 46,064.00 | 129,664.50 |
| Covey, Amy | Teacher | 50,747.00 | 0.00 | 0.00 | 9,118.61 | 4,569.14 | 8,981.25 | 0.00 | 59,728.25 | 13,687.75 | 73,416.00 |
| Creamer, Cecilia I | Teacher | 76,498.00 | 0.00 | 0.00 | 14,061.88 | 6,697.30 | 11,001.00 | 0.00 | 87,499.00 | 20,759.18 | 108,258.18 |
| Crimmin, Kendall E. | Teacher | 58,642.00 | 0.00 | 25,004.00 | 10,620.80 | 4,344.71 | 1,025.50 | 0.00 | 59,667.50 | 39,969.51 | 99,637.01 |
| Cronin, Suzanne | Technology Facilitator | 69,263.00 | 0.00 | 0.00 | 12,395.00 | 5,979.75 | 8,872.38 | 0.00 | 78,135.38 | 18,374.75 | 96,510.13 |
| Croteau, Catherine | Dir. of Mathematics | 88,715.00 | 0.00 | 9,525.88 | 15,791.37 | 6,738.70 | 500.00 | 3,500.00 | 89,215.00 | 32,055.95 | 121,270.95 |
| Crowley, John R | Nutrition Svcs. Asst. | 12,110.49 | 0.00 | 0.00 | 0.00 | 926.44 | 0.00 | 0.00 | 12,110.49 | 926.44 | 13,036.93 |
| Cuneo, Sheila D | Teacher | 75,569.00 | 2,250.00 | 22,745.60 | 15,197.75 | 6,341.57 | 7,561.75 | 0.00 | 85,380.75 | 44,284.92 | 129,665.67 |
| Cuomo, Jessica J | Teacher | 39,402.00 | 0.00 | 0.00 | 7,445.74 | 3,483.93 | 6,140.02 | 0.00 | 45,542.02 | 10,929.67 | 56,471.69 |
| Curry, Steven J | Teacher | 43,915.00 | 0.00 | 9,209.40 | 9,476.46 | 4,016.99 | 9,559.55 | 0.00 | 53,474.55 | 22,702.85 | 76,177.40 |
| Dahar, Hannah J Cole | Teacher | 75,569.00 | 1,750.00 | 25,004.00 | 14,245.51 | 5,905.42 | 2,711.75 | 0.00 | 80,030.75 | 45,154.93 | 125,185.68 |
| Daisy, Robert J | MUSIC Asst. | 768.00 | 0.00 | 0.00 | 0.00 | 58.76 | 0.00 | 0.00 | 768.00 | 58.76 | 826.76 |
| Dalias, Marianne | Secretary | 33,786.75 | 0.00 | 19,021.00 | 3,840.14 | 2,448.49 | 1,576.73 | 0.00 | 35,363.48 | 25,309.63 | 60,673.11 |
| D'Amore, Meghan A | Teacher | 42,865.50 | 0.00 | 4,604.70 | 7,746.56 | 3,577.86 | 3,904.50 | 0.00 | 46,770.00 | 15,929.12 | 62,699.12 |
| Dancy, Janet E | Teacher | 75,569.00 | 0.00 | 0.00 | 13,725.28 | 6,437.27 | 8,445.28 | 0.00 | 84,014.28 | 20,162.55 | 104,176.83 |
| DaSilva, Joseph | Summer Help | 360.00 | 0.00 | 0.00 | 0.00 | 27.54 | 0.00 | 0.00 | 360.00 | 27.54 | 387.54 |
| Davis, Christie M | Teacher | 50,601.00 | 0.00 | 25,004.00 | 9,006.94 | 3,650.72 | 0.00 | 0.00 | 50,601.00 | 37,661.66 | 88,262.66 |
| Davis, Mary E | Paraprofessional | 19,034.47 | 0.00 | 0.00 | 0.00 | 1,579.67 | 1,614.49 | 0.00 | 20,648.96 | 1,579.67 | 22,228.63 |
| delLara, Alyssa J | Teacher | 55,953.47 | 0.00 | 24,303.80 | 10,639.78 | 4,362.64 | 3,820.50 | 0.00 | 59,773.97 | 39,306.22 | 99,080.19 |
| Delgreco, Linda C | Paraprofessional | 22,595.30 | 0.00 | 0.00 | 0.00 | 1,952.92 | 2,932.57 | 0.00 | 25,527.87 | 1,952.92 | 27,480.79 |
| Demattia, Cheyanne S | Tutor | 32,119.92 | 0.00 | 0.00 | 0.00 | 2,458.72 | 20.11 | 0.00 | 32,140.03 | 2,458.72 | 34,598.75 |
| Dennehy, Mary Jane | Paraprofessional | 22,595.30 | 0.00 | 0.00 | 0.00 | 1,785.49 | 744.90 | 0.00 | 23,340.20 | 1,785.49 | 25,125.69 |
| DeRousse, Graham M | Teacher | 56,398.00 | 0.00 | 18,228.80 | 10,826.80 | 4,494.38 | 4,426.50 | 0.00 | 60,824.50 | 33,549.98 | 94,374.48 |
| Desmarais, Riley R | Summer Help | 420.00 | 0.00 | 0.00 | 0.00 | 32.13 | 0.00 | 0.00 | 420.00 | 32.13 | 452.13 |
| Dileo, Christine | Paraprofessional | 22,595.30 | 0.00 | 0.00 | 0.00 | 2,010.83 | 3,690.30 | 0.00 | 26,285.60 | 2,010.83 | 28,296.43 |
| Diorio, Eileen T | Secretary | 47,132.80 | 0.00 | 23,361.08 | 5,775.39 | 3,898.03 | 4,571.70 | 0.00 | 51,704.50 | 33,034.50 | 84,739.00 |
| Dipietro, Hillary A | Paraprofessional | 19,034.47 | 0.00 | 0.00 | 0.00 | 1,496.15 | 522.90 | 0.00 | 19,557.37 | 1,496.15 | 21,053.52 |
| Dixey, Melissa | Teacher | 68,980.00 | 0.00 | 24,303.80 | 12,278.48 | 4,685.36 | 0.00 | 0.00 | 68,980.00 | 41,267.64 | 110,247.64 |

| Employee | Assignment | Salary | Long- evity | Medical | NHRS | FICA | Ex Duty/ OT/Other | TSA | Gross | Benefits | Salary & Benefits |
|-----------------------|----------------------------|------------|----------------|-----------|-----------|----------|----------------------|----------|------------|-----------|----------------------|
| Dizazzo, Donna | Secretary | 50,405.75 | 0.00 | 9,525.88 | 6,179.68 | 4,103.95 | 4,917.93 | 0.00 | 55,323.68 | 19,809.51 | 75,133.19 |
| Dodge, Stacey L | Nutrition Svcs. Asst. | 10,520.05 | 0.00 | 0.00 | 0.00 | 804.81 | 0.00 | 0.00 | 10,520.05 | 804.81 | 11,324.86 |
| Doherty, Laurie | ESY Teacher | 77.00 | 0.00 | 0.00 | 0.00 | 5.89 | 0.00 | 0.00 | 77.00 | 5.89 | 82.89 |
| Dolce, Linda M | Paraprofessional | 18,054.28 | 0.00 | 0.00 | 0.00 | 1,460.15 | 1,032.40 | 0.00 | 19,086.68 | 1,460.15 | 20,546.83 |
| Dorman, Nancy M | Tutor | 37,248.75 | 0.00 | 0.00 | 0.00 | 3,032.05 | 2,386.00 | 0.00 | 39,634.75 | 3,032.05 | 42,666.80 |
| Doughty, Leah M | Teacher | 75,569.00 | 1,750.00 | 1,572.00 | 13,934.14 | 6,581.75 | 8,962.50 | 0.00 | 86,281.50 | 22,087.89 | 108,369.39 |
| Driscoll, Patricia B | Paraprofessional | 15,301.59 | 0.00 | 0.00 | 0.00 | 1,170.60 | 0.00 | 0.00 | 15,301.59 | 1,170.60 | 16,472.19 |
| Dube, Danielle C | Custodian | 7,632.32 | 0.00 | 2,360.68 | 852.50 | 590.29 | 500.48 | 0.00 | 8,132.80 | 3,803.47 | 11,936.27 |
| Duesing, Kenneth | Exec. Dir. Student Svcs. | 100,858.00 | 0.00 | 17,505.80 | 11,265.81 | 7,726.52 | 2,439.60 | 3,500.00 | 103,297.60 | 36,498.13 | 139,795.73 |
| Dufault, Autumn R | Paraprofessional | 18,442.97 | 0.00 | 0.00 | 0.00 | 1,438.51 | 362.47 | 0.00 | 18,805.44 | 1,438.51 | 20,243.95 |
| Dufault, Virginia A | Paraprofessional | 18,998.98 | 0.00 | 0.00 | 0.00 | 1,522.24 | 899.36 | 0.00 | 19,898.34 | 1,522.24 | 21,420.58 |
| Dumais, Jamie B | Teacher | 60,626.00 | 0.00 | 25,004.00 | 10,836.06 | 4,437.51 | 250.25 | 0.00 | 60,876.25 | 40,277.57 | 101,153.82 |
| Dunn, Christina L | Nurse | 35,965.97 | 0.00 | 0.00 | 6,603.28 | 3,582.19 | 10,843.41 | 0.00 | 46,809.38 | 10,185.47 | 56,994.85 |
| Dunn, Christina R | Counselor | 85,554.00 | 1,750.00 | 23,591.00 | 15,852.85 | 6,816.38 | 1,756.67 | 0.00 | 89,060.67 | 46,260.23 | 135,320.90 |
| Dupuis, Jessica L | Bd. Cert. Behavior Analyst | 69,010.00 | 0.00 | 24,027.80 | 12,293.06 | 5,002.36 | 427.46 | 1,890.00 | 69,437.46 | 41,323.22 | 110,760.68 |
| Dutton-Smith, Kendall | Paraprofessional | 18,442.97 | 0.00 | 0.00 | 0.00 | 1,426.32 | 202.67 | 0.00 | 18,645.64 | 1,426.32 | 20,071.96 |
| Eagen, Katherine M | Teacher | 79,249.00 | 0.00 | 16,674.15 | 14,167.98 | 5,917.61 | 346.50 | 0.00 | 79,595.50 | 36,759.74 | 116,355.24 |
| Elhachem, Jeannine C | Paraprofessional | 19,034.47 | 0.00 | 0.00 | 0.00 | 1,456.19 | 0.00 | 0.00 | 19,034.47 | 1,456.19 | 20,490.66 |
| Ellins, Sarah E | Teacher | 53,001.00 | 0.00 | 24,303.80 | 9,564.34 | 3,899.68 | 731.50 | 0.00 | 53,732.50 | 37,767.82 | 91,500.32 |
| Ellwood, Gayle M | Administrative Asst. | 34,352.00 | 0.00 | 5,544.90 | 3,837.04 | 2,961.07 | 5,333.33 | 0.00 | 39,685.33 | 12,343.01 | 52,028.34 |
| Eng, Donna M | Paraprofessional | 20,105.48 | 0.00 | 0.00 | 0.00 | 1,687.93 | 1,957.80 | 0.00 | 22,063.28 | 1,687.93 | 23,751.21 |
| Engel, Brenda A | Teacher | 67,160.00 | 0.00 | 25,004.00 | 12,098.43 | 4,980.60 | 808.50 | 0.00 | 67,968.50 | 42,083.03 | 110,051.53 |
| Epperson, Judith I | Paraprofessional | 15,301.59 | 0.00 | 0.00 | 0.00 | 1,170.62 | 0.00 | 0.00 | 15,301.59 | 1,170.62 | 16,472.21 |
| Estes, Darlene | Paraprofessional | 18,442.97 | 0.00 | 0.00 | 0.00 | 1,410.98 | 0.00 | 0.00 | 18,442.97 | 1,410.98 | 19,853.95 |
| Fantasia, Jody L | Paraprofessional | 19,590.48 | 0.00 | 0.00 | 0.00 | 1,540.61 | 546.48 | 0.00 | 20,136.96 | 1,540.61 | 21,677.57 |
| Fay, Sherry A | Teacher | 75,569.00 | 2,750.00 | 25,004.00 | 14,091.46 | 5,839.24 | 847.00 | 0.00 | 79,166.00 | 44,934.70 | 124,100.70 |
| Fazlic, Amina | Dir. Human Resources | 65,111.54 | 0.00 | 18,483.00 | 7,272.93 | 4,624.37 | 374.94 | 0.00 | 65,486.48 | 30,380.30 | 95,866.78 |
| Ferdinando, Kelsy L | Teacher | 54,395.00 | 0.00 | 9,071.60 | 10,205.50 | 4,222.97 | 2,939.00 | 0.00 | 57,334.00 | 23,500.07 | 80,834.07 |
| Feyler, Michelle D | Paraprofessional | 19,034.47 | 0.00 | 0.00 | 0.00 | 1,598.99 | 1,866.46 | 0.00 | 20,900.93 | 1,598.99 | 22,499.92 |
| Field, Pauline | Secretary | 44,428.80 | 0.00 | 26,073.58 | 4,970.08 | 3,051.80 | 66.75 | 0.00 | 44,495.55 | 34,095.46 | 78,591.01 |
| Figaro, Diane L | Secretary | 51,143.20 | 0.00 | 17,560.28 | 5,831.26 | 3,994.00 | 1,061.36 | 0.00 | 52,204.56 | 27,385.54 | 79,590.10 |
| Fillion, Brian | Teacher | 82,401.50 | 1,750.00 | 25,004.00 | 15,245.91 | 6,590.57 | 1,959.97 | 0.00 | 86,111.47 | 46,840.48 | 132,951.95 |
| Finn, Cynthia M | School Board | 700.00 | 0.00 | 0.00 | 0.00 | 53.55 | 0.00 | 0.00 | 700.00 | 53.55 | 753.55 |
| Fisher, Gregory D | Teacher | 52,080.00 | 0.00 | 0.00 | 10,224.90 | 4,394.49 | 5,363.00 | 0.00 | 57,443.00 | 14,619.39 | 72,062.39 |
| Flaherty, Sarah | Teacher | 48,805.00 | 0.00 | 9,209.40 | 11,563.78 | 4,969.85 | 16,159.70 | 0.00 | 64,964.70 | 25,743.03 | 90,707.73 |
| Fleet, Stephanie A | Teacher | 67,570.00 | 1,750.00 | 25,004.00 | 13,051.95 | 5,640.99 | 4,368.53 | 0.00 | 73,688.53 | 43,696.94 | 117,385.47 |
| Fleming, Bethany | Exec. Functioning Coach | 29,348.62 | 0.00 | 0.00 | 0.00 | 2,252.82 | 100.00 | 0.00 | 29,448.62 | 2,252.82 | 31,701.44 |
| Fothergill, Nancy | Teacher | 85,554.00 | 2,750.00 | 24,632.20 | 18,849.05 | 7,660.13 | 7,589.97 | 0.00 | 105,893.97 | 51,141.38 | 157,035.35 |
| Freccero, Kimberly M | Asst. Principal | 93,503.00 | 0.00 | 24,027.90 | 16,643.63 | 7,019.91 | 2,298.00 | 3,500.00 | 95,801.00 | 47,691.44 | 143,492.44 |
| Freeman, Habiba J | Reading Specialist | 52,464.00 | 0.00 | 24,632.20 | 9,909.69 | 3,796.81 | 3,208.06 | 0.00 | 55,672.06 | 38,338.70 | 94,010.76 |
| Freisinger, Kerry R | Teacher | 67,570.00 | 0.00 | 15,787.60 | 12,191.15 | 5,256.96 | 1,282.34 | 0.00 | 68,852.34 | 33,235.71 | 102,088.05 |
| French, Melissa A | Summer Help | 3,445.75 | 0.00 | 0.00 | 0.00 | 263.60 | 0.00 | 0.00 | 3,445.75 | 263.60 | 3,709.35 |
| Fritz, Kiera S | Teacher | 56,398.00 | 0.00 | 0.00 | 10,093.69 | 4,988.78 | 8,808.00 | 0.00 | 65,206.00 | 15,082.47 | 80,288.47 |
| Frostick, Mary E | Teacher | 52,464.00 | 0.00 | 9,209.40 | 10,806.33 | 4,570.62 | 8,245.50 | 0.00 | 60,709.50 | 24,586.35 | 85,295.85 |
| Gabriel, Jessica L | Lunch Recess Monitor | 4,545.00 | 0.00 | 0.00 | 0.00 | 347.70 | 0.00 | 0.00 | 4,545.00 | 347.70 | 4,892.70 |
| Galante, Kerri | Nutrition Svcs. Asst. | 6,545.00 | 0.00 | 0.00 | 0.00 | 500.67 | 0.00 | 0.00 | 6,545.00 | 500.67 | 7,045.67 |
| Gallo, Julia G | Paraprofessional | 20,974.59 | 0.00 | 0.00 | 0.00 | 1,639.92 | 460.99 | 0.00 | 21,435.58 | 1,639.92 | 23,075.50 |
| Gamache, Holly B | Theater | 750.00 | 0.00 | 0.00 | 0.00 | 57.38 | 0.00 | 0.00 | 750.00 | 57.38 | 807.38 |
| Garofoli, Rachel | Speech & Language | 75,569.00 | 1,750.00 | 25,004.00 | 13,762.82 | 5,920.22 | 0.00 | 0.00 | 77,319.00 | 44,687.04 | 122,006.04 |
| Gauvin, Karalyn G | Teacher | 59,143.00 | 0.00 | 9,209.40 | 10,986.31 | 4,648.70 | 2,578.00 | 0.00 | 61,721.00 | 24,844.41 | 86,565.41 |
| Genna, Melissa | Paraprofessional | 19,034.47 | 0.00 | 0.00 | 0.00 | 1,455.44 | 522.90 | 0.00 | 19,557.37 | 1,455.44 | 21,012.81 |
| Gerstein, Stephanie | Secretary | 10,136.24 | 0.00 | 0.00 | 469.43 | 1,101.88 | 4,266.67 | 0.00 | 14,402.91 | 1,571.31 | 15,974.22 |
| Gilbert, Veronique | Teacher | 77,147.00 | 2,250.00 | 9,209.40 | 14,132.59 | 6,042.65 | 414.77 | 0.00 | 79,811.77 | 29,384.64 | 109,196.41 |
| Golden, Brenda | Secretary | 41,787.20 | 0.00 | 24,027.90 | 4,667.52 | 2,872.22 | 0.00 | 0.00 | 41,787.20 | 31,567.64 | 73,354.84 |
| Gordon, Robert H | Teacher | 75,569.00 | 0.00 | 0.00 | 13,573.28 | 6,485.63 | 9,185.00 | 0.00 | 84,754.00 | 20,058.91 | 104,812.91 |
| Graff, Eric A | Teacher | 75,569.00 | 2,250.00 | 25,004.00 | 16,021.23 | 6,668.27 | 12,187.66 | 0.00 | 90,006.66 | 47,693.50 | 137,700.16 |
| Graff, Kristen G | Paraprofessional | 22,595.30 | 0.00 | 0.00 | 0.00 | 1,834.79 | 1,388.67 | 0.00 | 23,983.97 | 1,834.79 | 25,818.76 |
| Gratton, Jay E | Asst. Principal | 95,605.00 | 0.00 | 0.00 | 17,017.76 | 8,122.90 | 10,338.40 | 2,240.00 | 105,943.40 | 25,140.66 | 131,084.06 |
| Greenleaf, Dalisa K | Asst. Business Admin. | 85,490.00 | 0.00 | 26,073.58 | 9,549.27 | 6,370.23 | 2,144.00 | 0.00 | 87,634.00 | 41,993.08 | 129,627.08 |
| Greenleaf, Diana C | Teacher | 69,263.00 | 2,250.00 | 17,953.40 | 13,099.01 | 5,313.74 | 2,076.88 | 0.00 | 73,589.88 | 36,366.15 | 109,956.03 |
| Greiner, Kerry N | Human Resources Coord. | 42,736.32 | 0.00 | 21,255.45 | 4,774.95 | 3,169.57 | 2,448.44 | 0.00 | 45,184.76 | 29,199.97 | 74,384.73 |
| Grube, Amy J | Paraprofessional | 18,791.63 | 0.00 | 0.00 | 0.00 | 1,445.51 | 104.58 | 0.00 | 18,896.21 | 1,445.51 | 20,341.72 |
| Grzesik, Jacqueline Y | Nutrition Svcs. Asst. | 10,646.68 | 0.00 | 0.00 | 0.00 | 814.47 | 0.00 | 0.00 | 10,646.68 | 814.47 | 11,461.15 |
| Guerrero, Luis A | Custodian | 32,531.20 | 0.00 | 17,505.35 | 3,661.27 | 2,271.48 | 246.33 | 0.00 | 32,777.53 | 23,438.10 | 56,215.63 |
| Haarlander, Lindsay R | Teacher | 58,473.00 | 0.00 | 530.80 | 10,867.92 | 5,283.37 | 0,583.25 | 0.00 | 69,056.25 | 16,682.09 | 85,738.34 |
| Habib, Kristina T | Teacher | 52,464.00 | 0.00 | 9,209.40 | 9,352.36 | 3,999.70 | 782.56 | 0.00 | 53,246.56 | 22,561.46 | 75,808.02 |
| Hachey, Michael R | Teacher | 85,554.00 | 1,750.00 | 17,887.80 | 16,252.17 | 6,840.39 | 4,000.00 | 0.00 | 91,304.00 | 40,980.36 | 132,284.36 |
| Haegle, Gary E | Custodian | 32,801.60 | 0.00 | 8,768.24 | 4,073.27 | 2,671.28 | 3,664.57 | 0.00 | 36,466.17 | 15,512.79 | 51,978.96 |

| Employee | Assignment | Salary | Long-evity | Medical | NHRS | FICA | Ex Duty/OT/Other | TSA | Gross | Benefits | Salary & Benefits |
|-----------------------------|-----------------------------|------------|------------|-----------|-----------|----------|------------------|----------|------------|-----------|-------------------|
| Haegle, Glenn J | Custodian | 33,030.40 | 0.00 | 19,021.08 | 4,469.74 | 2,804.44 | 6,985.47 | 0.00 | 40,015.87 | 26,295.26 | 66,311.13 |
| Haemker, Andrew J | Teacher | 75,569.00 | 0.00 | 25,004.00 | 13,647.15 | 5,706.62 | 1,506.28 | 0.00 | 77,075.28 | 44,357.77 | 121,433.05 |
| Hagerty, Erin K | Dir. Assess. Accountability | 76,500.00 | 0.00 | 0.00 | 8,545.03 | 6,638.17 | 10,230.80 | 0.00 | 86,730.80 | 15,183.20 | 101,914.00 |
| Haggerty, Jeanette M | Paraprofessional | 20,383.09 | 0.00 | 0.00 | 0.00 | 1,780.84 | 2,894.55 | 0.00 | 23,277.64 | 1,780.84 | 25,058.48 |
| Hajjar, Susana | Nutrition Svcs. Asst. | 4,320.25 | 0.00 | 0.00 | 0.00 | 330.50 | 0.00 | 0.00 | 4,320.25 | 330.50 | 4,650.75 |
| Haky, Anne | Teacher | 58,473.00 | 0.00 | 0.00 | 11,384.43 | 5,543.47 | 13,985.00 | 0.00 | 72,458.00 | 16,927.90 | 89,385.90 |
| Hall, Jon A | Teacher | 65,585.00 | 0.00 | 25,004.00 | 13,495.49 | 5,581.88 | 10,232.61 | 0.00 | 75,817.61 | 44,081.37 | 119,898.98 |
| Hampoian, Jocelyn M | Behavior Coach | 71,297.00 | 1,500.00 | 26,073.60 | 13,019.56 | 5,651.96 | 846.50 | 3,500.00 | 73,643.50 | 44,745.12 | 118,388.62 |
| Hanlon, Jill M | Asst. Principal | 97,700.00 | 1,500.00 | 26,073.58 | 18,013.66 | 7,613.97 | 4,378.80 | 3,500.00 | 103,578.80 | 51,701.21 | 155,280.01 |
| Hans, Anthony R | Teacher | 50,747.00 | 0.00 | 0.00 | 9,445.02 | 4,709.58 | 10,815.16 | 0.00 | 61,562.16 | 14,154.60 | 75,716.76 |
| Hanson, Carolyn | Paraprofessional | 22,595.30 | 0.00 | 0.00 | 0.00 | 1,785.50 | 744.90 | 0.00 | 23,340.20 | 1,785.50 | 25,125.70 |
| Harbilas, Ruth E | Paraprofessional | 22,595.30 | 0.00 | 0.00 | 0.00 | 1,775.99 | 620.75 | 0.00 | 23,216.05 | 1,775.99 | 24,992.04 |
| Hardiman, Scott | Custodian | 49,358.40 | 0.00 | 24,027.90 | 6,758.58 | 4,304.38 | 11,148.20 | 0.00 | 60,506.60 | 35,090.86 | 95,597.46 |
| Hart O'Connor, Lisa M | Paraprofessional | 18,442.97 | 0.00 | 0.00 | 0.00 | 1,410.98 | 0.00 | 0.00 | 18,442.97 | 1,410.98 | 19,853.95 |
| Hartmann, Julie | Teacher | 79,249.00 | 1,750.00 | 25,004.00 | 14,959.23 | 6,386.05 | 3,041.82 | 0.00 | 84,040.82 | 46,349.28 | 130,390.10 |
| Hartnett, Sean A | Network Admin. | 72,629.00 | 0.00 | 26,073.58 | 8,112.78 | 5,215.08 | 0.00 | 0.00 | 72,629.00 | 39,401.44 | 112,030.44 |
| Hathway, Pamela J | Technology Facilitator | 62,858.00 | 0.00 | 17,953.40 | 11,188.79 | 4,476.48 | 0.00 | 0.00 | 62,858.00 | 33,618.67 | 96,476.67 |
| Hemmer, Robert W | Teacher | 43,144.00 | 0.00 | 25,004.00 | 8,087.13 | 3,255.20 | 2,289.25 | 0.00 | 45,433.25 | 36,346.33 | 81,779.58 |
| Hennigar, Catherine | Dir. Human Resources | 11,692.31 | 0.00 | 2,005.66 | 1,387.65 | 953.62 | 730.72 | 0.00 | 12,423.03 | 4,346.93 | 16,769.96 |
| Hickey, William | Exec. Diir. Bus./Fin./Ops. | 115,734.00 | 0.00 | 19,021.08 | 20,600.57 | 8,904.72 | 2,725.60 | 3,500.00 | 118,459.60 | 48,526.37 | 166,985.97 |
| Hoag, Cheryl A | Paraprofessional | 8,681.75 | 0.00 | 0.00 | 0.00 | 664.18 | 0.00 | 0.00 | 8,681.75 | 664.18 | 9,345.93 |
| Holland, Christina B | Paraprofessional | 19,590.48 | 0.00 | 0.00 | 0.00 | 1,624.18 | 1,639.44 | 0.00 | 21,229.92 | 1,624.18 | 22,854.10 |
| Hope, Deborah | Teacher | 75,569.00 | 1,750.00 | 17,953.40 | 13,955.47 | 5,671.70 | 1,082.40 | 0.00 | 78,401.40 | 37,580.57 | 115,981.97 |
| Hopkins-Smith, Colleen | Teacher | 75,569.00 | 1,750.00 | 25,004.00 | 15,836.70 | 6,809.62 | 11,650.88 | 0.00 | 88,969.88 | 47,650.32 | 136,620.20 |
| Horaj, Mary Ann | Secretary | 2,282.58 | 0.00 | 79.68 | 0.00 | 511.89 | 4,408.89 | 0.00 | 6,691.47 | 591.57 | 7,283.04 |
| Horigan, Patricia D | Paraprofessional | 19,590.48 | 0.00 | 0.00 | 0.00 | 1,515.30 | 215.28 | 0.00 | 19,805.76 | 1,515.30 | 21,321.06 |
| Hunt, Christopher C | Principal | 105,060.00 | 0.00 | 24,027.90 | 18,700.75 | 7,928.46 | 2,520.40 | 0.00 | 107,580.40 | 50,657.11 | 158,237.51 |
| Hurley, Kaitlin | Paraprofessional | 19,034.47 | 0.00 | 0.00 | 0.00 | 1,568.85 | 1,472.24 | 0.00 | 20,506.71 | 1,568.85 | 22,075.56 |
| Husson, Kari E | Paraprofessional | 18,998.98 | 0.00 | 0.00 | 0.00 | 1,469.40 | 208.78 | 0.00 | 19,207.76 | 1,469.40 | 20,677.16 |
| Hyde-Berger, Amanda R | Teacher | 52,464.00 | 0.00 | 15,787.60 | 10,842.96 | 4,648.25 | 8,452.00 | 0.00 | 60,916.00 | 31,278.81 | 92,194.81 |
| Iannazzi, Rosemary | Tutor | 36,671.25 | 0.00 | 0.00 | 0.00 | 2,805.35 | 0.00 | 0.00 | 36,671.25 | 2,805.35 | 39,476.60 |
| Iannuzzi, Lisa | Teacher | 85,554.00 | 2,750.00 | 25,004.00 | 16,725.18 | 6,979.46 | 5,658.00 | 0.00 | 93,962.00 | 48,708.64 | 142,670.64 |
| Igoe, Karen | Secretary | 42,912.08 | 0.00 | 15,485.90 | 5,764.40 | 3,738.85 | 8,693.57 | 0.00 | 51,605.65 | 24,989.15 | 76,594.80 |
| Imlach, Alan D | Custodian | 31,076.47 | 0.00 | 19,021.08 | 3,509.25 | 2,146.59 | 340.17 | 0.00 | 31,416.64 | 24,676.92 | 56,093.56 |
| Jack, Wendy | Dir. of English | 90,801.00 | 0.00 | 17,505.80 | 10,421.82 | 7,172.78 | 3,000.00 | 3,500.00 | 93,801.00 | 35,100.40 | 128,901.40 |
| Jakubec, Theresa R | Teacher | 85,554.00 | 0.00 | 1,572.00 | 15,228.69 | 7,140.68 | 8,000.00 | 0.00 | 93,554.00 | 23,941.37 | 117,495.37 |
| Jendrasko, Natalie A | Communication Liaison | 69,010.00 | 0.00 | 24,027.90 | 7,708.48 | 5,199.65 | 2,982.84 | 0.00 | 71,992.84 | 36,936.03 | 108,928.87 |
| Jenkins, Beth E | Nutrition Svcs. Asst. | 12,759.75 | 0.00 | 0.00 | 0.00 | 999.01 | 300.00 | 0.00 | 13,059.75 | 999.01 | 14,058.76 |
| Jepsen, Rebecca D | Teacher | 48,805.00 | 0.00 | 9,209.40 | 9,398.18 | 3,965.33 | 3,993.89 | 0.00 | 52,798.89 | 22,572.91 | 75,371.80 |
| Jodoin, Elizabeth A | Counselor | 70,433.65 | 1,750.00 | 25,004.00 | 13,698.75 | 5,668.85 | 4,775.84 | 0.00 | 76,959.49 | 44,371.60 | 121,331.09 |
| Jodrey, Elise F | Tutor | 35,035.00 | 0.00 | 0.00 | 0.00 | 2,680.17 | 0.00 | 0.00 | 35,035.00 | 2,680.17 | 37,715.17 |
| Johnson, Christine L | Teacher | 62,858.00 | 0.00 | 25,004.00 | 11,373.82 | 4,890.40 | 1,039.50 | 0.00 | 63,897.50 | 41,268.22 | 105,165.72 |
| Johnson, Rebecca L | Counselor | 54,395.00 | 0.00 | 24,303.80 | 10,353.66 | 4,239.05 | 3,771.34 | 0.00 | 58,166.34 | 38,896.51 | 97,062.85 |
| Jortberg, Suzanne D | Secretary | 4,666.49 | 0.00 | 0.00 | 0.00 | 356.98 | 0.00 | 0.00 | 4,666.49 | 356.98 | 5,023.47 |
| Jozokos, Christina M | Paraprofessional | 2,229.37 | 0.00 | 0.00 | 0.00 | 170.56 | 0.00 | 0.00 | 2,229.37 | 170.56 | 2,399.93 |
| Kamenarova, Renata | Paraprofessional | 18,442.97 | 0.00 | 0.00 | 0.00 | 1,410.78 | 0.00 | 0.00 | 18,442.97 | 1,410.78 | 19,853.75 |
| Kaplan, Heidi | Paraprofessional | 18,442.97 | 0.00 | 0.00 | 0.00 | 1,410.78 | 0.00 | 0.00 | 18,442.97 | 1,410.78 | 19,853.75 |
| Kaplo, Patrick J | Teacher | 77,147.00 | 0.00 | 1,572.00 | 14,589.71 | 6,863.96 | 12,818.00 | 0.00 | 89,965.00 | 23,025.67 | 112,990.67 |
| Katsohis, Katelyn | Teacher | 68,636.00 | 0.00 | 9,209.40 | 13,371.26 | 5,776.37 | 6,852.78 | 0.00 | 75,488.78 | 28,357.03 | 103,845.81 |
| Keane, Edward F | Custodian | 32,531.20 | 0.00 | 11,967.14 | 3,955.83 | 2,547.64 | 2,883.64 | 0.00 | 35,414.84 | 18,470.61 | 53,885.45 |
| Kelliher, Dana L | Tutor | 4,504.50 | 0.00 | 0.00 | 0.00 | 344.59 | 0.00 | 0.00 | 4,504.50 | 344.59 | 4,849.09 |
| Keshigian, Michael R | Counselor | 61,582.00 | 0.00 | 16,441.42 | 12,425.64 | 5,205.88 | 8,225.00 | 0.00 | 69,807.00 | 34,072.94 | 103,879.94 |
| Kiley, Julianne M | Paraprofessional | 18,998.98 | 0.00 | 0.00 | 0.00 | 1,578.36 | 1,631.02 | 0.00 | 20,630.00 | 1,578.36 | 22,208.36 |
| Kingsley, Craig A | Teacher | 67,570.00 | 2,250.00 | 1,572.00 | 13,094.80 | 6,220.95 | 11,746.25 | 0.00 | 81,566.25 | 20,887.75 | 102,454.00 |
| Kirley, Denise S | Paraprofessional | 22,003.80 | 0.00 | 0.00 | 0.00 | 1,851.17 | 2,194.80 | 0.00 | 24,198.60 | 1,851.17 | 26,049.77 |
| Klemm, Donald J | Custodian | 33,967.46 | 0.00 | 26,073.58 | 4,064.27 | 2,783.49 | 2,418.25 | 0.00 | 36,385.71 | 32,921.34 | 69,307.05 |
| Kleyensteuber, Katja | MUSIC Asst. | 618.00 | 0.00 | 0.00 | 0.00 | 47.30 | 0.00 | 0.00 | 618.00 | 47.30 | 665.30 |
| Kosik, Jenna L. | Teacher | 58,473.00 | 0.00 | 0.00 | 10,408.10 | 5,123.87 | 8,500.00 | 0.00 | 66,973.00 | 15,531.97 | 82,504.97 |
| Koski, Michael | Dir. of Science | 88,715.00 | 0.00 | 24,027.90 | 16,236.37 | 6,770.85 | 3,000.00 | 3,500.00 | 91,715.00 | 47,035.12 | 138,750.12 |
| Kovaliv, Nicholas | Teacher | 67,570.00 | 0.00 | 0.00 | 13,726.71 | 6,551.32 | 18,046.20 | 0.00 | 85,616.20 | 20,278.03 | 105,894.23 |
| Krishnamoorthy, Alexandra E | Teacher | 62,858.00 | 0.00 | 7,988.60 | 11,690.75 | 5,025.47 | 2,820.00 | 0.00 | 65,678.00 | 24,704.82 | 90,382.82 |
| Kuenzler, Lisa A | Teacher | 61,258.00 | 0.00 | 22,909.02 | 11,017.07 | 4,535.05 | 635.25 | 0.00 | 61,893.25 | 38,461.14 | 100,354.39 |
| Lacaille, Morgan | Teacher | 47,073.00 | 0.00 | 9,209.40 | 8,610.28 | 3,626.72 | 1,299.39 | 0.00 | 48,372.39 | 21,446.40 | 69,818.79 |
| Laferriere, Cynthia | Nutrition Svcs. Mgr. | 26,760.96 | 0.00 | 0.00 | 3,005.40 | 2,211.42 | 2,145.44 | 0.00 | 28,906.40 | 5,216.82 | 34,123.22 |
| Lamb, Tracey M | Teacher | 56,398.00 | 0.00 | 20,136.20 | 11,257.01 | 4,800.45 | 7,343.75 | 0.00 | 63,741.75 | 36,193.66 | 99,935.41 |
| Lanagan, Kayla | Counselor | 45,402.00 | 0.00 | 9,209.40 | 8,372.68 | 3,524.63 | 1,635.42 | 0.00 | 47,037.42 | 21,106.71 | 68,144.13 |
| Landry, Courtney R | Teacher | 65,585.00 | 2,250.00 | 25,004.00 | 12,421.75 | 5,119.42 | 1,950.00 | 0.00 | 69,785.00 | 42,545.17 | 112,330.17 |
| Langlais, Stephanie A | Paraprofessional | 19,034.47 | 0.00 | 0.00 | 0.00 | 1,456.14 | 0.00 | 0.00 | 19,034.47 | 1,456.14 | 20,490.61 |

| Employee | Assignment | Salary | Long- evity | Medical | NHRS | FICA | Ex Duty/ OT/Other | TSA | Gross | Benefits | Salary & Benefits |
|------------------------|------------------------|------------|----------------|-----------|-----------|-----------|----------------------|----------|------------|-----------|----------------------|
| Langlois, Richard P | Superintendent | 155,000.00 | 0.00 | 0.00 | 18,028.17 | 11,175.93 | 6,399.00 | 0.00 | 161,399.00 | 29,204.10 | 190,603.10 |
| Lapadula, Jenna | Teacher | 42,356.00 | 0.00 | 15,446.60 | 8,671.21 | 3,726.69 | 6,358.85 | 0.00 | 48,714.85 | 27,844.50 | 76,559.35 |
| LaRoche, Denise | Nutrition Svcs. Asst. | 2,877.88 | 0.00 | 0.00 | 0.00 | 220.15 | 0.00 | 0.00 | 2,877.88 | 220.15 | 3,098.03 |
| Larsen, Samantha R | Teacher | 58,473.00 | 0.00 | 25,004.00 | 10,408.10 | 4,274.62 | 0.00 | 0.00 | 58,473.00 | 39,686.72 | 98,159.72 |
| Latour, Nathan A | Custodian | 33,696.00 | 0.00 | 9,525.88 | 3,846.12 | 2,505.36 | 737.10 | 0.00 | 34,433.10 | 15,877.36 | 50,310.46 |
| Latvis, Stephen R | Teacher | 79,249.00 | 0.00 | 9,209.40 | 14,975.77 | 6,400.47 | 5,310.71 | 0.00 | 84,559.71 | 30,585.64 | 115,145.35 |
| Lavoie, Cady A | Teacher | 50,601.00 | 0.00 | 9,209.40 | 9,824.32 | 4,148.44 | 4,592.00 | 0.00 | 55,193.00 | 23,182.16 | 78,375.16 |
| Lavoie, Joshua D | Teacher | 65,171.00 | 0.00 | 25,004.00 | 11,954.04 | 5,138.79 | 1,986.63 | 0.00 | 67,157.63 | 42,096.83 | 109,254.46 |
| Leberman, P Russell | Teacher | 75,569.00 | 1,750.00 | 25,004.00 | 15,446.99 | 6,457.58 | 9,868.03 | 0.00 | 87,187.03 | 46,908.57 | 134,095.60 |
| Leischner, Suellen | Nurse Asst. | 25,860.38 | 0.00 | 0.00 | 0.00 | 1,978.33 | 0.00 | 0.00 | 25,860.38 | 1,978.33 | 27,838.71 |
| Lemay, Jordan M | Teacher | 52,464.00 | 0.00 | 9,209.40 | 10,709.47 | 4,528.93 | 7,701.25 | 0.00 | 60,165.25 | 24,447.80 | 84,613.05 |
| Lemmon, Morgan A | Teacher | 56,398.00 | 0.00 | 9,209.40 | 10,196.47 | 4,308.82 | 885.50 | 0.00 | 57,283.50 | 23,714.69 | 80,998.19 |
| Lena, Rita C | Teacher | 79,249.00 | 0.00 | 0.00 | 14,592.87 | 6,928.03 | 11,233.50 | 0.00 | 90,482.50 | 21,520.90 | 112,003.40 |
| Lerra, Kieu Em | Lunch Recess Monitor | 8,249.04 | 0.00 | 0.00 | 0.00 | 631.13 | 0.00 | 0.00 | 8,249.04 | 631.13 | 8,880.17 |
| Les, Janice L | Teacher | 65,171.00 | 0.00 | 18,228.80 | 11,618.21 | 5,025.95 | 450.38 | 0.00 | 65,621.38 | 34,872.96 | 100,494.34 |
| Letizio, Katie M | Kindergarten Teacher | 39,402.00 | 0.00 | 0.00 | 7,027.27 | 3,670.46 | 8,577.00 | 0.00 | 47,979.00 | 10,697.73 | 58,676.73 |
| Leuteritz, Kimber L | Paraprofessional | 19,034.47 | 0.00 | 0.00 | 0.00 | 1,489.73 | 438.48 | 0.00 | 19,472.95 | 1,489.73 | 20,962.68 |
| Lichtmann, Julie E | Dir. of Guidance | 95,605.00 | 3,500.00 | 19,021.08 | 18,130.26 | 8,030.79 | 4,838.40 | 3,500.00 | 103,943.40 | 45,182.13 | 149,125.53 |
| Liddy, Laurie L | Paraprofessional | 19,590.48 | 0.00 | 0.00 | 0.00 | 1,587.10 | 2,181.78 | 0.00 | 21,772.26 | 1,587.10 | 23,359.36 |
| Lindner, Thomas Jr | Custodian | 41,080.00 | 0.00 | 26,073.58 | 4,754.12 | 2,903.91 | 1,481.28 | 0.00 | 42,561.28 | 33,731.61 | 76,292.89 |
| Lingley, Eileen M | Teacher | 77,147.00 | 1,750.00 | 25,004.00 | 14,177.15 | 5,876.28 | 750.00 | 0.00 | 79,647.00 | 45,057.43 | 124,704.43 |
| Lisa, Kristen L | Paraprofessional | 19,034.47 | 0.00 | 0.00 | 0.00 | 1,456.22 | 0.00 | 0.00 | 19,034.47 | 1,456.22 | 20,490.69 |
| Lister, Jocelyn | Speech & Language | 75,569.00 | 0.00 | 9,209.40 | 14,352.49 | 6,124.30 | 5,062.75 | 0.00 | 80,631.75 | 29,686.19 | 110,317.94 |
| Logue, Matthew F | Summer Help | 420.00 | 0.00 | 0.00 | 0.00 | 32.13 | 0.00 | 0.00 | 420.00 | 32.13 | 452.13 |
| Magnuson, Russell T | Theater Tech. | 46,904.00 | 0.00 | 871.78 | 5,490.46 | 4,219.27 | 8,249.39 | 0.00 | 55,153.39 | 10,581.51 | 65,734.90 |
| Magown, Peter | Custodian | 32,531.20 | 0.00 | 9,188.66 | 3,813.02 | 2,487.43 | 1,605.06 | 0.00 | 34,136.26 | 15,489.11 | 49,625.37 |
| Malila, Matthew J | Asst. Principal | 97,706.00 | 0.00 | 26,073.58 | 17,391.67 | 7,332.00 | 2,378.80 | 3,500.00 | 100,084.80 | 50,797.25 | 150,882.05 |
| Mallett, Renee A | Secretary | 1,762.50 | 0.00 | 0.00 | 0.00 | 134.83 | 0.00 | 0.00 | 1,762.50 | 134.83 | 1,897.33 |
| Maloney, Terry A | Paraprofessional | 19,034.47 | 0.00 | 0.00 | 0.00 | 1,602.54 | 1,912.74 | 0.00 | 20,947.21 | 1,602.54 | 22,549.75 |
| Malynn, Alicia R | Paraprofessional | 15,301.59 | 0.00 | 0.00 | 0.00 | 1,170.62 | 0.00 | 0.00 | 15,301.59 | 1,170.62 | 16,472.21 |
| Maple, Cynthia L. | Paraprofessional | 19,590.48 | 0.00 | 0.00 | 0.00 | 726.42 | 219.42 | 0.00 | 19,809.90 | 726.42 | 20,536.32 |
| Marinelli, Debra A | Teacher | 75,569.00 | 2,250.00 | 25,004.00 | 13,851.76 | 5,742.72 | 0.00 | 0.00 | 77,819.00 | 44,598.48 | 122,417.48 |
| Maroon, Donna | Tutor | 34,631.50 | 1,375.00 | 0.00 | 0.00 | 2,786.38 | 417.19 | 0.00 | 36,423.69 | 2,786.38 | 39,210.07 |
| Marsh, Susan | Paraprofessional | 19,034.47 | 0.00 | 0.00 | 0.00 | 1,456.14 | 0.00 | 0.00 | 19,034.47 | 1,456.14 | 20,490.61 |
| Martin, Billie-Jo | Asst. Principal | 93,500.00 | 1,500.00 | 24,027.90 | 16,909.91 | 6,999.75 | 500.00 | 3,500.00 | 95,500.00 | 47,937.56 | 143,437.56 |
| Martin, Juliana L | Teacher | 56,398.00 | 0.00 | 18,228.80 | 10,951.41 | 4,547.94 | 5,126.63 | 0.00 | 61,524.63 | 33,728.15 | 95,252.78 |
| Martin, Lisa | Nutrition Svcs. Asst. | 11,938.16 | 0.00 | 0.00 | 0.00 | 913.29 | 0.00 | 0.00 | 11,938.16 | 913.29 | 12,851.45 |
| Matthews, Joan P | Teacher | 65,585.00 | 2,750.00 | 17,953.40 | 14,859.99 | 6,084.42 | 15,500.60 | 0.00 | 83,835.60 | 38,897.81 | 122,733.41 |
| Matthews, Nicole R | Teacher | 56,398.00 | 0.00 | 18,228.80 | 10,059.43 | 4,164.59 | 115.50 | 0.00 | 56,513.50 | 32,452.82 | 88,966.32 |
| Maynard, Maria T | Secretary | 42,244.80 | 0.00 | 19,021.08 | 4,865.93 | 3,075.72 | 1,317.62 | 0.00 | 43,562.42 | 26,962.73 | 70,525.15 |
| McAllister, Keleigh | School Board | 700.00 | 0.00 | 0.00 | 0.00 | 53.55 | 0.00 | 0.00 | 700.00 | 53.55 | 753.55 |
| McCafferty, John L | Teacher | 26,757.59 | 0.00 | 12,502.00 | 4,786.75 | 1,947.81 | 134.14 | 0.00 | 26,891.73 | 19,236.56 | 46,128.29 |
| McCaffrey, Michael J | Athletic Dir. | 87,500.00 | 0.00 | 26,073.58 | 9,773.68 | 6,400.80 | 2,182.80 | 0.00 | 89,682.80 | 42,248.06 | 131,930.86 |
| McCarthy, Robyn L | Teacher | 62,858.00 | 0.00 | 25,004.00 | 11,420.20 | 4,909.18 | 1,300.00 | 0.00 | 64,158.00 | 41,333.38 | 105,491.38 |
| McCarthy, Tiffany | Teacher | 52,464.00 | 0.00 | 24,303.80 | 9,554.42 | 3,909.58 | 1,398.56 | 0.00 | 53,862.56 | 37,767.80 | 91,630.36 |
| Mccauley, Sharon B | Psychologist | 85,554.00 | 2,250.00 | 25,004.00 | 15,642.82 | 6,508.99 | 77.00 | 0.00 | 87,881.00 | 47,155.81 | 135,036.81 |
| Mccorkle, Michelle M | Teacher | 79,249.00 | 2,750.00 | 25,004.00 | 14,840.05 | 6,196.35 | 1,797.96 | 0.00 | 83,796.96 | 46,040.40 | 129,837.36 |
| Mccrean, Heather | Teacher | 77,147.00 | 1,750.00 | 1,572.00 | 14,519.62 | 6,834.84 | 10,674.00 | 0.00 | 89,571.00 | 22,926.46 | 112,497.46 |
| Mckenna, Shannan G | Dir. of Social Studies | 88,715.00 | 1,500.00 | 26,073.58 | 16,058.19 | 6,604.29 | 500.00 | 1,300.00 | 90,715.00 | 48,736.06 | 139,451.06 |
| Mechin, Thomas A | Teacher | 39,402.00 | 0.00 | 0.00 | 7,034.08 | 3,673.29 | 8,615.50 | 0.00 | 48,017.50 | 10,707.37 | 58,724.87 |
| Mendes, Dora F | Nutrition Svcs. Superv | 17,371.09 | 0.00 | 0.00 | 1,954.85 | 1,491.83 | 2,130.00 | 0.00 | 19,501.09 | 3,446.68 | 22,947.77 |
| Merchel, Kathleen M | Secretary | 22,800.00 | 0.00 | 0.00 | 2,627.29 | 2,411.43 | 8,721.13 | 0.00 | 31,521.13 | 5,038.72 | 36,559.85 |
| Mercier, Rose | Teacher | 75,569.00 | 2,750.00 | 18,228.80 | 14,310.15 | 5,991.00 | 2,075.50 | 0.00 | 80,394.50 | 38,529.95 | 118,924.45 |
| Merrill, Patricia M | Secretary | 38,272.00 | 0.00 | 17,505.80 | 4,274.92 | 2,916.16 | 0.00 | 0.00 | 38,272.00 | 24,696.88 | 62,968.88 |
| Messina, Stephanie M | Psychologist | 57,278.00 | 0.00 | 9,209.40 | 11,463.31 | 4,876.73 | 7,430.44 | 0.00 | 64,708.44 | 25,549.44 | 90,257.88 |
| Meuse, Jill A | Paraprofessional | 19,590.48 | 0.00 | 0.00 | 0.00 | 1,515.31 | 215.28 | 0.00 | 19,805.76 | 1,515.31 | 21,321.07 |
| Micalizzi, Kristina | Teacher | 58,473.00 | 0.00 | 24,513.86 | 10,699.76 | 4,385.47 | 1,638.51 | 0.00 | 60,111.51 | 39,599.09 | 99,710.60 |
| Michalik, Sarah A | Paraprofessional | 19,590.48 | 0.00 | 0.00 | 0.00 | 1,609.61 | 1,449.00 | 0.00 | 21,039.48 | 1,609.61 | 22,649.09 |
| Michaud, Kristina G | Tutor | 20,000.75 | 0.00 | 0.00 | 0.00 | 1,530.06 | 0.00 | 0.00 | 20,000.75 | 1,530.06 | 21,530.81 |
| Michaud, Regina | Teacher | 75,569.00 | 2,250.00 | 21,708.20 | 13,872.32 | 5,867.40 | 115.50 | 0.00 | 77,934.50 | 41,447.92 | 119,382.42 |
| Mikula, Rachael S | Paraprofessional | 18,941.95 | 0.00 | 0.00 | 0.00 | 1,449.06 | | 0.00 | 18,941.95 | 1,449.06 | 20,391.01 |
| Miller, Kristin | Teacher | 69,263.00 | 1,750.00 | 25,004.00 | 12,691.72 | 5,456.41 | 288.75 | 0.00 | 71,301.75 | 43,152.13 | 114,453.88 |
| Miller, Timothy | Paraprofessional | 8,680.56 | 0.00 | 0.00 | 0.00 | 717.42 | 698.13 | 0.00 | 9,378.69 | 717.42 | 10,096.11 |
| Misiaszek, Katherine E | Teacher | 68,344.00 | 0.00 | 21,708.20 | 12,483.76 | 5,345.32 | 1,789.25 | 0.00 | 70,133.25 | 39,537.28 | 109,670.53 |
| Misra, Joann L | Teacher | 68,344.00 | 0.00 | 18,228.80 | 12,638.36 | 5,281.31 | 2,657.75 | 0.00 | 71,001.75 | 36,148.47 | 107,150.22 |
| Missert, Deanna L | Paraprofessional | 20,974.59 | 0.00 | 0.00 | 0.00 | 1,664.86 | 789.00 | 0.00 | 21,763.59 | 1,664.86 | 23,428.45 |
| Mitchell, Jaclyn R | Nutrition Svcs. Asst. | 6,589.00 | 0.00 | 0.00 | 0.00 | 504.03 | 0.00 | 0.00 | 6,589.00 | 504.03 | 7,093.03 |
| Mitchell, Jennifer M | Paraprofessional | 18,442.97 | 0.00 | 0.00 | 0.00 | 1,418.53 | 101.33 | 0.00 | 18,544.30 | 1,418.53 | 19,962.83 |

| Employee | Assignment | Salary | Long-evity | Medical | NHRS | FICA | Ex Duty/ OT/Other | TSA | Gross | Benefits | Salary & Benefits |
|---------------------------|------------------------------|------------|------------|-----------|-----------|----------|----------------------|----------|------------|-----------|----------------------|
| Mitkonis, Krystal A | Mental Health Counselor | 75,569.00 | 0.00 | 1,572.00 | 13,671.36 | 6,468.53 | 9,236.06 | 0.00 | 84,805.06 | 21,711.89 | 106,516.95 |
| Morabito, Donna M | Receptionist | 23,931.25 | 0.00 | 0.00 | 2,129.14 | 1,971.43 | 1,222.49 | 0.00 | 25,153.74 | 4,100.57 | 29,254.31 |
| Morehead, Kevin W | Teacher | 75,569.00 | 0.00 | 0.00 | 13,652.09 | 6,368.03 | 7,627.75 | 0.00 | 83,196.75 | 20,020.12 | 103,216.87 |
| Morin, Deborah | Teacher | 63,849.00 | 0.00 | 25,004.00 | 12,256.77 | 5,193.06 | 5,009.25 | 0.00 | 68,858.25 | 42,453.83 | 111,312.08 |
| Morris, Mark D | HEAD Custodian | 22,466.40 | 0.00 | 11,529.94 | 2,827.24 | 1,780.65 | 2,844.37 | 0.00 | 25,310.77 | 16,137.83 | 41,448.60 |
| Morrison, Darlene M | Teacher | 79,249.00 | 1,750.00 | 24,632.20 | 14,544.56 | 5,601.02 | 712.25 | 0.00 | 81,711.25 | 44,777.78 | 126,489.03 |
| Morrow, Brenda | Principal | 108,212.00 | 1,500.00 | 26,073.58 | 19,528.62 | 8,618.07 | 2,581.20 | 3,500.00 | 112,293.20 | 54,220.27 | 166,513.47 |
| Morse, AnnMarie | Teacher | 85,554.00 | 0.00 | 18,228.80 | 15,640.85 | 6,584.26 | 2,315.50 | 0.00 | 87,869.50 | 40,453.91 | 128,323.41 |
| Morse, Carolyn | Teacher | 75,569.00 | 0.00 | 25,004.00 | 13,489.03 | 5,578.97 | 211.75 | 0.00 | 75,780.75 | 44,072.00 | 119,852.75 |
| Moyer, Kevin C | Teacher | 65,171.00 | 0.00 | 25,004.00 | 12,345.68 | 5,086.72 | 4,186.89 | 0.00 | 69,357.89 | 42,436.40 | 111,794.29 |
| Mullen, Adam J | Teacher | 52,464.00 | 0.00 | 7,988.60 | 9,585.36 | 4,119.63 | 1,386.00 | 0.00 | 53,850.00 | 21,693.59 | 75,543.59 |
| Mullen, Mary | Paraprofessional | 19,034.47 | 0.00 | 0.00 | 0.00 | 1,456.14 | 0.00 | 0.00 | 19,034.47 | 1,456.14 | 20,490.61 |
| Munsey, Michael D | Teacher | 56,398.00 | 0.00 | 9,209.40 | 10,210.90 | 4,315.07 | 966.50 | 0.00 | 57,364.50 | 23,735.37 | 81,099.87 |
| Murphy, Caleigh A | Teacher | 38,003.00 | 0.00 | 0.00 | 6,964.71 | 3,260.93 | 4,625.00 | 0.00 | 42,628.00 | 10,225.64 | 52,853.64 |
| Murray, Nicole M | Psychologist | 68,344.00 | 0.00 | 25,004.00 | 3,091.81 | 5,092.96 | 1,097.25 | 0.00 | 69,441.25 | 33,188.77 | 102,630.02 |
| Murray, Sandra | Administrative Asst. | 20,512.32 | 0.00 | 0.00 | 287.74 | 1,708.20 | 1,815.98 | 0.00 | 22,328.30 | 1,995.94 | 24,324.24 |
| Murray, Susan E | Teacher | 54,395.00 | 0.00 | 7,988.60 | 10,534.80 | 4,550.30 | 5,081.45 | 0.00 | 59,476.45 | 23,073.70 | 82,550.15 |
| Napierkoski, Katie L | School to Career Tran. Spec. | 50,000.00 | 0.00 | 25,004.00 | 5,585.04 | 3,559.66 | 0.00 | 0.00 | 50,000.00 | 34,148.70 | 84,148.70 |
| Nartiff, Hailey E | Paraprofessional | 18,791.63 | 0.00 | 0.00 | 0.00 | 1,437.51 | 0.00 | 0.00 | 18,791.63 | 1,437.51 | 20,229.14 |
| Newcomb, Judith | SAIF Evaluator | 50,872.08 | 0.00 | 0.00 | 0.00 | 3,891.66 | 0.00 | 0.00 | 50,872.08 | 3,891.66 | 54,763.74 |
| Newman Sandberg, Tricia M | Teacher | 13,804.62 | 0.00 | 5,468.64 | 2,457.25 | 1,008.58 | 0.00 | 0.00 | 13,804.62 | 8,934.47 | 22,739.09 |
| Noel, Helen | Teacher | 62,858.00 | 0.00 | 25,004.00 | 12,945.10 | 5,593.45 | 10,205.60 | 0.00 | 73,063.60 | 43,542.55 | 116,606.15 |
| Nolan, Susan E | Teacher | 54,962.00 | 0.00 | 25,004.00 | 10,065.63 | 4,106.60 | 1,586.59 | 0.00 | 56,548.59 | 39,176.23 | 95,724.82 |
| Nordengren, Donna | Paraprofessional | 20,974.59 | 0.00 | 0.00 | 0.00 | 1,678.83 | 970.73 | 0.00 | 21,945.32 | 1,678.83 | 23,624.15 |
| Nordengren, Edward M | Teacher | 46,627.00 | 0.00 | 25,004.00 | 9,357.49 | 3,801.17 | 5,942.75 | 0.00 | 52,569.75 | 38,162.66 | 90,732.41 |
| O'Brien, Alison R | Teacher | 54,386.19 | 0.00 | 24,603.60 | 10,496.31 | 4,340.77 | 5,081.75 | 0.00 | 59,467.94 | 39,440.68 | 98,908.62 |
| O'Connor, Kelly M | Teacher | 56,650.00 | 0.00 | 0.00 | 10,375.87 | 4,459.90 | 1,641.00 | 0.00 | 58,291.00 | 14,835.77 | 73,126.77 |
| O'Connor, Rachel T | Paraprofessional | 18,442.97 | 0.00 | 0.00 | 0.00 | 1,410.98 | 0.00 | 0.00 | 18,442.97 | 1,410.98 | 19,853.95 |
| O'Connor, Rory D | Principal | 106,111.00 | 1,500.00 | 1,091.12 | 19,777.74 | 9,257.21 | 9,873.73 | 3,304.80 | 117,484.73 | 30,126.07 | 147,610.80 |
| O'Connor, Ryan | Teacher | 85,554.00 | 1,750.00 | 30,263.16 | 17,380.73 | 7,451.73 | 10,340.26 | 0.00 | 97,644.26 | 55,095.62 | 152,739.88 |
| O'Neil, Anne-Marie B | Nurse Asst. | 28,978.02 | 0.00 | 0.00 | 0.00 | 2,216.66 | 0.00 | 0.00 | 28,978.02 | 2,216.66 | 31,194.68 |
| O'Neil, Kristine P | Teacher | 75,569.00 | 2,250.00 | 25,004.00 | 14,389.45 | 5,816.32 | 3,020.75 | 0.00 | 80,839.75 | 45,209.77 | 126,049.52 |
| Pacheco, Heather L | Teacher | 75,569.00 | 2,250.00 | 25,004.00 | 14,844.96 | 6,161.99 | 5,579.70 | 0.00 | 83,398.70 | 46,010.95 | 129,409.65 |
| Palmer, Denise | Teacher | 69,263.00 | 2,750.00 | 17,953.40 | 12,898.26 | 5,227.46 | 449.28 | 0.00 | 72,462.28 | 36,079.12 | 108,541.40 |
| Pantazis, Mary E | Administrator | 87,035.00 | 0.00 | 26,073.58 | 15,492.36 | 6,355.33 | 500.00 | 0.00 | 87,535.00 | 47,921.27 | 135,456.27 |
| Parker, Tracy | Teacher | 47,208.00 | 0.00 | 24,303.80 | 8,485.20 | 3,053.27 | 462.00 | 0.00 | 47,670.00 | 35,842.27 | 83,512.27 |
| Paulsen, Danielle E | Custodian | 10,785.39 | 0.00 | 2,878.92 | 1,320.87 | 919.77 | 1,745.71 | 0.00 | 12,531.10 | 5,119.56 | 17,650.66 |
| Peckham, Rhonda A | Manager of Nutrition Svcs. | 78,535.00 | 0.00 | 19,021.00 | 8,772.34 | 5,853.17 | 500.00 | 3,500.00 | 79,035.00 | 33,646.51 | 112,681.51 |
| Pellerin, Bethany | Teacher | 73,783.00 | 0.00 | 25,004.00 | 13,567.87 | 5,833.14 | 2,441.00 | 0.00 | 76,224.00 | 44,405.01 | 120,629.01 |
| Peterson, Donna P | Paraprofessional | 22,595.30 | 0.00 | 0.00 | 0.00 | 1,775.99 | 620.75 | 0.00 | 23,216.05 | 1,775.99 | 24,992.04 |
| Phillips, Kristin L | Counselor | 50,601.00 | 0.00 | 25,004.00 | 9,359.15 | 3,801.88 | 1,978.71 | 0.00 | 52,579.71 | 38,165.03 | 90,744.74 |
| Pierce, Rebecca L | Teacher | 61,323.96 | 0.00 | 25,004.00 | 12,165.32 | 4,970.56 | 7,020.25 | 0.00 | 68,344.21 | 42,139.88 | 110,484.09 |
| Pierpont, Sonia J | Teacher | 67,160.00 | 1,750.00 | 22,293.92 | 12,752.37 | 5,288.38 | 2,732.50 | 0.00 | 71,642.50 | 40,334.67 | 111,977.17 |
| Pignone, Lisa E | Paraprofessional | 22,595.30 | 0.00 | 0.00 | 0.00 | 1,775.99 | 620.75 | 0.00 | 23,216.05 | 1,775.99 | 24,992.04 |
| Pingree, Katie M | Teacher | 54,395.00 | 0.00 | 18,228.80 | 10,782.15 | 4,475.03 | 6,178.63 | 0.00 | 60,573.63 | 33,485.98 | 94,059.61 |
| Pleva, Maura A | Paraprofessional | 22,003.80 | 0.00 | 0.00 | 0.00 | 1,739.01 | 730.05 | 0.00 | 22,733.85 | 1,739.01 | 24,472.86 |
| Plummer, Matthew D | Custodian | 36,400.00 | 0.00 | 9,525.88 | 4,469.61 | 2,932.48 | 3,614.18 | 0.00 | 40,014.18 | 16,927.97 | 56,942.15 |
| Pohlmeyer, Casey L | Teacher | 50,601.00 | 0.00 | 7,988.60 | 9,500.36 | 4,082.97 | 2,772.05 | 0.00 | 53,373.05 | 21,571.93 | 74,944.98 |
| Ponzini, Christine A | Paraprofessional | 18,442.97 | 0.00 | 0.00 | 0.00 | 1,422.70 | 155.90 | 0.00 | 18,598.87 | 1,422.70 | 20,021.57 |
| Poteat, Tracy L | Nutrition Svcs. Asst. | 7,594.43 | 0.00 | 0.00 | 0.00 | 580.99 | 0.00 | 0.00 | 7,594.43 | 580.99 | 8,175.42 |
| Pratte, Patricia M | Teacher | 48,805.00 | 0.00 | 23,432.00 | 9,203.05 | 3,794.28 | 3,397.25 | 0.00 | 52,202.25 | 36,429.33 | 88,631.58 |
| Preston, Roger C III | Manager of Facilities | 91,087.00 | 0.00 | 24,027.90 | 10,174.31 | 6,834.47 | 2,251.60 | 3,500.00 | 93,338.60 | 41,036.68 | 134,375.28 |
| Proulx, Jennifer R | Teacher | 69,263.00 | 2,250.00 | 25,004.00 | 14,849.98 | 6,164.32 | 11,913.60 | 0.00 | 83,426.60 | 46,018.30 | 129,444.90 |
| Provost, Victoria A | Data Coord.. | 62,600.00 | 0.00 | 26,073.58 | 6,992.45 | 4,794.41 | 0.00 | 0.00 | 62,600.00 | 37,860.44 | 100,460.44 |
| Putnam, Lauri D | Teacher | 85,554.00 | 2,750.00 | 25,004.00 | 18,282.33 | 7,648.19 | 14,405.47 | 0.00 | 102,709.47 | 50,934.52 | 153,643.99 |
| Quaglietta, Laura | Teacher | 60,051.00 | 0.00 | 0.00 | 10,798.77 | 5,291.32 | 9,116.00 | 0.00 | 69,167.00 | 16,090.09 | 85,257.09 |
| Quinn, Tara M | Teacher | 27,245.97 | 0.00 | 0.00 | 4,863.50 | 2,416.05 | 4,327.00 | 0.00 | 31,572.97 | 7,279.55 | 38,852.52 |
| Radabaugh, Bethany J | Teacher | 33,838.80 | 0.00 | 15,000.00 | 0.00 | 2,664.78 | 1,600.00 | 0.00 | 35,438.80 | 17,664.78 | 53,103.58 |
| Rattigan, Linda P | Teacher | 65,171.00 | 0.00 | 1,179.00 | 11,846.98 | 5,727.14 | 9,885.25 | 0.00 | 75,056.25 | 18,753.12 | 93,809.37 |
| Rawley, Kathleen A | Nurse | 75,569.00 | 2,250.00 | 18,228.80 | 14,537.57 | 6,113.48 | 3,852.88 | 0.00 | 81,671.88 | 38,879.85 | 120,551.73 |
| Redard, Christopher E | Summer Help | 1,122.48 | 0.00 | 0.00 | 0.00 | 85.88 | 0.00 | 0.00 | 1,122.48 | 85.88 | 1,208.36 |
| Reddig, Lisa E | Teacher | 79,249.00 | 2,250.00 | 24,632.20 | 14,935.54 | 5,962.06 | 2,408.00 | 0.00 | 83,907.00 | 45,529.80 | 129,436.80 |
| Reddy, Savannah L | Paraprofessional | 15,301.59 | 0.00 | 0.00 | 0.00 | 1,209.64 | 510.60 | 0.00 | 15,812.19 | 1,209.64 | 17,021.83 |
| Reills, Jessica B | Teacher | 59,214.66 | 0.00 | 1,572.00 | 10,893.79 | 5,274.05 | 9,986.50 | 0.00 | 69,201.16 | 17,739.84 | 86,941.00 |
| Reynolds, Mary C | Paraprofessional | 18,720.73 | 0.00 | 0.00 | 0.00 | 1,432.22 | 0.00 | 0.00 | 18,720.73 | 1,432.22 | 20,152.95 |
| Ridlon, Diane M | Paraprofessional | 20,974.59 | 0.00 | 0.00 | 0.00 | 1,646.18 | 542.69 | 0.00 | 21,517.28 | 1,646.18 | 23,163.46 |
| Rioux, David R | Systems Administrator | 66,522.00 | 0.00 | 26,073.58 | 7,430.53 | 5,092.36 | 0.00 | 0.00 | 66,522.00 | 38,596.47 | 105,118.47 |
| Ripley, Pilar M | Teacher | 75,569.00 | 2,250.00 | 18,228.80 | 13,959.98 | 5,854.01 | 608.00 | 0.00 | 78,427.00 | 38,042.79 | 116,469.79 |

| Employee | Assignment | Salary | Long-evity | Medical | NHRS | FICA | Ex Duty/OT/Other | TSA | Gross | Benefits | Salary & Benefits |
|----------------------------|------------------------|------------|------------|-----------|-----------|----------|------------------|------|------------|-----------|-------------------|
| Ritchey, Adrienne M | Nutrition Svcs. MGR | 24,407.32 | 0.00 | 16,527.20 | 2,737.03 | 1,563.34 | 96.08 | 0.00 | 24,503.40 | 20,827.57 | 45,330.97 |
| Rivers, Vilma | Paraprofessional | 19,034.47 | 0.00 | 0.00 | 0.00 | 1,456.22 | 0.00 | 0.00 | 19,034.47 | 1,456.22 | 20,490.69 |
| Robbins, Janet D | Teacher | 75,569.00 | 0.00 | 25,004.00 | 13,956.28 | 5,818.90 | 3,243.03 | 0.00 | 78,812.03 | 44,779.18 | 123,591.21 |
| Robertson, Gayle A | Paraprofessional | 18,998.98 | 0.00 | 0.00 | 0.00 | 1,530.73 | 1,009.45 | 0.00 | 20,008.43 | 1,530.73 | 21,539.16 |
| Robinson, Kayleigh | Teacher | 52,464.00 | 0.00 | 25,004.00 | 9,691.58 | 3,944.86 | 1,982.75 | 0.00 | 54,446.75 | 38,640.44 | 93,087.19 |
| Rogers, Cheryl A | Paraprofessional | 22,595.30 | 0.00 | 0.00 | 0.00 | 1,776.00 | 620.75 | 0.00 | 23,216.05 | 1,776.00 | 24,992.05 |
| Rogers, Karin B | Teacher | 75,569.00 | 2,250.00 | 25,004.00 | 14,886.79 | 6,181.24 | 5,814.75 | 0.00 | 83,633.75 | 46,072.03 | 129,705.78 |
| Romaniak, Robyn M | Nutrition Svcs. Asst. | 7,678.00 | 0.00 | 0.00 | 0.00 | 587.40 | 0.00 | 0.00 | 7,678.00 | 587.40 | 8,265.40 |
| Rosinski, Gina | Tutor | 14,610.75 | 0.00 | 0.00 | 0.00 | 861.15 | 772.50 | 0.00 | 15,383.25 | 861.15 | 16,244.40 |
| Ross, Elizabeth A | Teacher | 65,171.00 | 0.00 | 9,209.40 | 11,779.29 | 4,990.06 | 1,004.88 | 0.00 | 66,175.88 | 25,978.75 | 92,154.63 |
| Ross, Lindsay R | Occ. Therapist | 54,962.00 | 0.00 | 9,209.40 | 10,617.61 | 4,489.85 | 4,687.54 | 0.00 | 59,649.54 | 24,316.86 | 83,966.40 |
| Roy, Jennie L | Technology Facilitator | 78,226.26 | 0.00 | 15,787.60 | 13,924.30 | 5,913.81 | 0.00 | 0.00 | 78,226.26 | 35,625.71 | 113,851.97 |
| Russell, Erin | Teacher | 68,636.00 | 0.00 | 25,004.00 | 12,789.50 | 5,498.21 | 3,215.50 | 0.00 | 71,851.50 | 43,291.71 | 115,143.21 |
| Russo, Michelle | Paraprofessional | 18,138.97 | 0.00 | 0.00 | 0.00 | 1,387.64 | 0.00 | 0.00 | 18,138.97 | 1,387.64 | 19,526.61 |
| Ryan, Anna O | Teacher | 47,073.00 | 0.00 | 9,209.40 | 8,499.85 | 3,579.23 | 679.00 | 0.00 | 47,752.00 | 21,288.48 | 69,040.48 |
| Ryan, Russell C | Music Asst. | 5,385.00 | 0.00 | 0.00 | 0.00 | 411.98 | 0.00 | 0.00 | 5,385.00 | 411.98 | 5,796.98 |
| Rylant, Holly | Occ. Therapist | 75,162.72 | 2,250.00 | 25,004.00 | 13,779.44 | 5,704.07 | 0.00 | 0.00 | 77,412.72 | 44,487.51 | 121,900.23 |
| Salvo-O'Connell, Elizabeth | Teacher | 58,473.00 | 0.00 | 0.00 | 11,292.78 | 5,351.10 | 1,470.14 | 0.00 | 69,943.14 | 16,643.88 | 86,587.02 |
| Sampson, Maura | Teacher | 79,249.00 | 0.00 | 0.00 | 15,262.90 | 6,829.73 | 14,997.75 | 0.00 | 94,246.75 | 22,092.63 | 116,339.38 |
| Santana, Roberta | Paraprofessional | 17,429.57 | 0.00 | 0.00 | 0.00 | 1,403.11 | 912.10 | 0.00 | 18,341.67 | 1,403.11 | 19,744.78 |
| Sapochetti, Jillian R | Counselor | 52,464.00 | 0.00 | 21,708.20 | 9,514.44 | 4,089.13 | 987.60 | 0.00 | 53,451.60 | 35,311.77 | 88,763.37 |
| Satkwich, Linda A | Teacher | 82,401.50 | 2,250.00 | 17,953.40 | 15,149.92 | 6,185.63 | 459.97 | 0.00 | 85,111.47 | 39,288.95 | 124,400.42 |
| Sawyer, Lisa M | Paraprofessional | 18,442.97 | 0.00 | 0.00 | 0.00 | 1,474.56 | 831.25 | 0.00 | 19,274.22 | 1,474.56 | 20,748.78 |
| Schaible, Pamela L | Paraprofessional | 22,595.30 | 0.00 | 0.00 | 0.00 | 1,874.89 | 1,913.02 | 0.00 | 24,508.32 | 1,874.89 | 26,383.21 |
| Scharff, Nicole | Lunch Recess Monitor | 8,595.84 | 0.00 | 0.00 | 0.00 | 657.52 | 0.00 | 0.00 | 8,595.84 | 657.52 | 9,253.36 |
| Schimank, Cheryl A | Nutrition Svcs. Asst. | 6,505.12 | 0.00 | 0.00 | 0.00 | 497.63 | 0.00 | 0.00 | 6,505.12 | 497.63 | 7,002.75 |
| Schneider, Rebecca L | Teacher | 56,398.00 | 0.00 | 3,215.00 | 10,162.22 | 4,897.26 | 8,026.33 | 0.00 | 64,424.33 | 18,274.48 | 82,698.81 |
| Sears, Eileen | Paraprofessional | 19,034.47 | 0.00 | 0.00 | 0.00 | 1,456.14 | 0.00 | 0.00 | 19,034.47 | 1,456.14 | 20,490.61 |
| Senibaldi, Dennis J | School Board | 700.00 | 0.00 | 0.00 | 0.00 | 53.55 | 0.00 | 0.00 | 700.00 | 53.55 | 753.55 |
| Serian, Stephanie | Teacher | 62,858.00 | 0.00 | 25,004.00 | 11,435.32 | 4,144.29 | 1,385.00 | 0.00 | 64,243.00 | 40,583.61 | 104,826.61 |
| Serra, India M | Paraprofessional | 18,442.97 | 0.00 | 0.00 | 0.00 | 1,410.98 | 0.00 | 0.00 | 18,442.97 | 1,410.98 | 19,853.95 |
| Serra, Tammy I | Counselor | 82,401.50 | 0.00 | 1,572.00 | 15,045.59 | 7,064.04 | 10,124.47 | 0.00 | 92,525.97 | 23,681.63 | 116,207.60 |
| Severance, Deborah | Tutor | 37,152.50 | 0.00 | 0.00 | 0.00 | 2,842.16 | 0.00 | 0.00 | 37,152.50 | 2,842.16 | 39,994.66 |
| Shaka, Katherine A | Teacher | 75,569.00 | 0.00 | 9,209.40 | 14,416.39 | 6,124.38 | 5,421.78 | 0.00 | 80,990.78 | 29,750.17 | 110,740.95 |
| Sharma, Amit | Teacher | 75,569.00 | 0.00 | 18,228.80 | 13,451.34 | 5,656.38 | 406.28 | 0.00 | 75,975.28 | 37,336.52 | 113,311.80 |
| Shea, Kimberly A | Paraprofessional | 22,003.80 | 0.00 | 0.00 | 0.00 | 1,811.29 | 1,673.20 | 0.00 | 23,677.00 | 1,811.29 | 25,488.29 |
| Shea, Morgan L | Teacher | 39,402.00 | 0.00 | 6,907.05 | 7,047.79 | 3,122.87 | 2,145.49 | 0.00 | 41,547.49 | 17,077.71 | 58,625.20 |
| Sheehan, Bevin E | Teacher | 85,554.00 | 0.00 | 9,209.40 | 15,577.29 | 6,624.00 | 1,958.50 | 0.00 | 87,512.50 | 31,410.69 | 118,923.19 |
| Sheehan, Lisa M | Teacher | 75,569.00 | 2,250.00 | 18,228.80 | 18,811.02 | 7,955.04 | 27,861.03 | 0.00 | 105,680.03 | 44,994.86 | 150,674.89 |
| Shoubash, Katherine | Teacher | 67,160.00 | 1,750.00 | 25,004.00 | 12,485.18 | 5,149.88 | 1,232.00 | 0.00 | 70,142.00 | 42,639.06 | 112,781.06 |
| Sierpina, Stephen M | Principal | 120,819.00 | 0.00 | 24,027.90 | 21,505.67 | 9,476.97 | 2,823.60 | 0.00 | 123,642.60 | 55,010.54 | 178,653.14 |
| Sillo, Jeremy | Custodian | 30,481.44 | 0.00 | 8,793.12 | 3,575.68 | 2,330.22 | 1,529.39 | 0.00 | 32,010.83 | 14,699.02 | 46,709.85 |
| Simard, Tanya | Teacher | 52,080.00 | 0.00 | 0.00 | 9,307.97 | 4,000.21 | 211.75 | 0.00 | 52,291.75 | 13,308.18 | 65,599.93 |
| Smith, Katherine S | Teacher | 56,398.00 | 0.00 | 25,004.00 | 12,616.46 | 5,204.26 | 14,480.95 | 0.00 | 70,878.95 | 42,824.72 | 113,703.67 |
| Smith, Lisa M | Secretary | 27,375.00 | 0.00 | 0.00 | 3,102.66 | 2,354.33 | 3,401.50 | 0.00 | 30,776.50 | 5,456.99 | 36,233.49 |
| Smith, Matthew G | Paraprofessional | 18,998.98 | 0.00 | 0.00 | 0.00 | 1,484.70 | 410.22 | 0.00 | 19,409.20 | 1,484.70 | 20,893.90 |
| Solorzano, Audrey A | Lunch Recess Monitor | 7,552.37 | 0.00 | 0.00 | 0.00 | 577.76 | 0.00 | 0.00 | 7,552.37 | 577.76 | 8,130.13 |
| Soucy, Carol J | Paraprofessional | 22,595.30 | 0.00 | 0.00 | 0.00 | 387.08 | 2,564.18 | 0.00 | 25,159.48 | 387.08 | 25,546.56 |
| Soucy, Elaine C | Secretary | 27,887.25 | 0.00 | 17,505.80 | 3,132.49 | 2,291.24 | 2,064.33 | 0.00 | 29,951.58 | 22,929.53 | 52,881.11 |
| Sousa, Charlene | Nurse | 48,946.00 | 0.00 | 25,004.00 | 9,554.15 | 3,885.82 | 4,729.15 | 0.00 | 53,675.15 | 38,443.97 | 92,119.12 |
| Souza, Mikayla E | Teacher | 50,747.00 | 0.00 | 9,209.40 | 9,098.02 | 3,836.27 | 365.75 | 0.00 | 51,112.75 | 22,143.69 | 73,256.44 |
| Spinazola, Kerrienne | Paraprofessional | 15,721.49 | 0.00 | 0.00 | 0.00 | 1,298.51 | 1,251.10 | 0.00 | 16,972.59 | 1,298.51 | 18,271.10 |
| St. Onge, Candace | Teacher | 75,569.00 | 1,750.00 | 25,004.00 | 14,527.28 | 6,026.53 | 4,294.79 | 0.00 | 81,613.79 | 45,557.81 | 127,171.60 |
| Stahlheber, Douglas J | Teacher | 58,555.50 | 0.00 | 25,004.00 | 11,158.95 | 4,576.64 | 4,135.25 | 0.00 | 62,690.75 | 40,739.59 | 103,430.34 |
| Steffanides, Todd | Teacher | 75,569.00 | 1,750.00 | 24,632.20 | 14,348.65 | 6,168.57 | 3,291.28 | 0.00 | 80,610.28 | 45,149.42 | 125,759.70 |
| Steward, Kellie Ann | Counselor | 85,554.00 | 1,750.00 | 25,004.00 | 16,669.03 | 6,948.53 | 6,341.91 | 0.00 | 93,645.91 | 48,621.56 | 142,267.47 |
| Stockwell, Stefanie J | Teacher | 52,464.00 | 0.00 | 9,209.40 | 10,341.47 | 4,370.77 | 5,633.81 | 0.00 | 58,097.81 | 23,921.64 | 82,019.45 |
| Stoddard, Michelle | Teacher | 75,569.00 | 2,750.00 | 25,004.00 | 13,954.41 | 5,780.33 | 77.00 | 0.00 | 78,396.00 | 44,738.74 | 123,134.74 |
| Stone, Jessica E | Teacher | 56,398.00 | 0.00 | 9,209.40 | 10,641.67 | 4,500.23 | 3,386.50 | 0.00 | 59,784.50 | 24,351.30 | 84,135.80 |
| Stoodley, Danielle | Paraprofessional | 8,264.80 | 0.00 | 0.00 | 0.00 | 632.26 | 0.00 | 0.00 | 8,264.80 | 632.26 | 8,897.06 |
| Stoyak, Natasha L | Teacher | 50,601.00 | 0.00 | 7,988.60 | 9,041.21 | 3,885.64 | 192.50 | 0.00 | 50,793.50 | 20,915.45 | 71,708.95 |
| Strang, Colleen R | Theater | 3,100.00 | 0.00 | 0.00 | 0.00 | 237.16 | 0.00 | 0.00 | 3,100.00 | 237.16 | 3,337.16 |
| Streechon, Cecilia D | Nutrition Svcs. Asst. | 7,344.72 | 0.00 | 0.00 | 0.00 | 561.87 | 0.00 | 0.00 | 7,344.72 | 561.87 | 7,906.59 |
| Stuart, Cathleen P | Teacher | 64,168.00 | 0.00 | 25,004.00 | 11,534.91 | 4,768.98 | 980.24 | 0.00 | 65,148.24 | 41,307.89 | 106,456.13 |
| Sudhalter, Anna | Paraprofessional | 8,262.22 | 0.00 | 0.00 | 0.00 | 632.05 | 0.00 | 0.00 | 8,262.22 | 632.05 | 8,894.27 |
| Sullivan, Kristen J | Teacher | 68,344.00 | 0.00 | 25,004.00 | 13,188.93 | 5,449.64 | 5,751.63 | 0.00 | 74,095.63 | 43,642.57 | 117,738.20 |
| Szynkiewicz, Nicole R | Paraprofessional | 19,034.47 | 0.00 | 0.00 | 0.00 | 1,567.61 | 1,456.15 | 0.00 | 20,490.62 | 1,567.61 | 22,058.23 |
| Taddonio, Mark P | Teacher | 43,915.00 | 0.00 | 9,209.40 | 9,331.92 | 3,936.73 | 8,511.75 | 0.00 | 52,426.75 | 22,478.05 | 74,904.80 |

| Employee | Assignment | Salary | Long- evity | Medical | NHRS | FICA | Ex Duty/ OT/Other | TSA | Gross | Benefits | Salary & Benefits |
|----------------------|-----------------------------|-----------|----------------|-----------|-----------|----------|----------------------|----------|-----------|-----------|----------------------|
| Talon, Elizabeth A | Teacher | 76,498.00 | 0.00 | 0.00 | 14,224.13 | 6,765.71 | 11,912.50 | 0.00 | 88,410.50 | 20,989.84 | 109,400.34 |
| Tanguay, Christine E | Teacher | 65,585.00 | 0.00 | 23,962.80 | 11,826.08 | 5,085.39 | 853.11 | 0.00 | 66,438.11 | 40,874.27 | 107,312.38 |
| Taylor, Erin G | Teacher | 52,464.00 | 0.00 | 0.00 | 9,338.65 | 4,663.83 | 8,500.00 | 0.00 | 60,964.00 | 14,002.48 | 74,966.48 |
| Tenhagen, Karen | Teacher | 58,473.00 | 0.00 | 21,708.20 | 10,812.08 | 4,460.14 | 2,583.87 | 0.00 | 61,056.87 | 36,980.42 | 98,037.29 |
| Tewksbury, Deanna | Teacher | 75,569.00 | 1,750.00 | 24,632.20 | 14,311.06 | 6,155.85 | 3,080.00 | 0.00 | 80,399.00 | 45,099.11 | 125,498.11 |
| Thompson, Carolyn A | Paraprofessional | 19,590.48 | 0.00 | 0.00 | 0.00 | 1,499.40 | 8.28 | 0.00 | 19,598.76 | 1,499.40 | 21,098.16 |
| Thompson, Heather M | Executive Asst. | 42,428.00 | 0.00 | 24,027.90 | 4,962.67 | 3,034.58 | 2,000.00 | 0.00 | 44,428.00 | 32,025.15 | 76,453.15 |
| Thorn, Katherine M | Teacher | 45,402.00 | 0.00 | 7,988.60 | 8,143.32 | 3,534.57 | 802.35 | 0.00 | 46,204.35 | 19,666.49 | 65,870.84 |
| Thorpe, Elizabeth | MUSIC Asst. | 3,348.00 | 0.00 | 0.00 | 0.00 | 256.12 | 0.00 | 0.00 | 3,348.00 | 256.12 | 3,604.12 |
| Tilly, Jacqueline C | Paraprofessional | 19,590.48 | 0.00 | 0.00 | 0.00 | 1,557.73 | 770.04 | 0.00 | 20,360.52 | 1,557.73 | 21,918.25 |
| Tobin, Amanda K | Paraprofessional | 3,118.50 | 0.00 | 0.00 | 0.00 | 238.57 | 0.00 | 0.00 | 3,118.50 | 238.57 | 3,357.07 |
| Tolla, Hannah R | Dir. Assess. Accountability | 10,910.08 | 0.00 | 3,454.76 | 1,218.66 | 786.99 | 727.34 | 0.00 | 11,637.42 | 5,460.41 | 17,097.83 |
| Toohey, Veronica M | Paraprofessional | 16,821.61 | 0.00 | 0.00 | 0.00 | 1,292.79 | 77.96 | 0.00 | 16,899.57 | 1,292.79 | 18,192.36 |
| Toth, Kelly B | Nutrition Svcs. Asst. | 10,759.82 | 0.00 | 0.00 | 0.00 | 823.21 | 0.00 | 0.00 | 10,759.82 | 823.21 | 11,583.03 |
| Travis, Joy R | Paraprofessional | 17,359.23 | 0.00 | 0.00 | 0.00 | 1,315.05 | 336.00 | 0.00 | 17,695.23 | 1,315.05 | 19,010.28 |
| Troy, Jill | Teacher | 48,085.00 | 0.00 | 25,004.00 | 9,350.28 | 3,817.86 | 4,702.81 | 0.00 | 52,787.81 | 38,172.14 | 90,959.95 |
| Tubbs, Judith E | Tutor | 36,093.75 | 0.00 | 0.00 | 0.00 | 2,797.25 | 471.63 | 0.00 | 36,565.38 | 2,797.25 | 39,362.63 |
| Ulery, Shannon L | School Board | 700.00 | 0.00 | 0.00 | 0.00 | 53.55 | 0.00 | 0.00 | 700.00 | 53.55 | 753.55 |
| Urquhart, Deanne E | Teacher | 48,805.00 | 0.00 | 9,209.40 | 9,416.96 | 3,993.43 | 4,361.42 | 0.00 | 53,166.42 | 22,619.79 | 75,786.21 |
| Urquhart, Jill E | Paraprofessional | 19,034.47 | 0.00 | 0.00 | 0.00 | 1,456.14 | 0.00 | 0.00 | 19,034.47 | 1,456.14 | 20,490.61 |
| Vastl, Jessica L | Teacher | 48,805.00 | 0.00 | 0.00 | 9,389.92 | 4,552.89 | 10,709.89 | 0.00 | 59,514.89 | 13,942.81 | 73,457.70 |
| Veilleux, Susan E | Dir. Fine Arts | 92,700.00 | 0.00 | 8,768.24 | 16,500.63 | 7,053.58 | 500.00 | 3,500.00 | 93,200.00 | 32,322.45 | 125,522.45 |
| Viel, Maureen A | Paraprofessional | 8,366.80 | 0.00 | 0.00 | 0.00 | 654.81 | 193.08 | 0.00 | 8,559.88 | 654.81 | 9,214.69 |
| Wactowski, Laura C | Teacher | 79,249.00 | 0.00 | 25,004.00 | 14,373.30 | 5,959.34 | 1,500.00 | 0.00 | 80,749.00 | 45,336.64 | 126,085.64 |
| Wahlgren, Ashley A | Paraprofessional | 9,308.07 | 0.00 | 0.00 | 0.00 | 811.19 | 1,295.25 | 0.00 | 10,603.32 | 811.19 | 11,414.51 |
| Ward, Allyna E | Teacher | 61,582.00 | 0.00 | 25,004.00 | 12,077.10 | 4,894.41 | 6,267.00 | 0.00 | 67,849.00 | 41,975.51 | 109,824.51 |
| Warner, Daniel D | Paraprofessional | 2,505.00 | 0.00 | 0.00 | 0.00 | 191.66 | 0.00 | 0.00 | 2,505.00 | 191.66 | 2,696.66 |
| Weilbrenner, Zachary | Teacher | 66,530.00 | 0.00 | 25,004.00 | 13,965.56 | 5,782.89 | 11,927.78 | 0.00 | 78,457.78 | 44,752.45 | 123,210.23 |
| Welch, Melissa A | Counselor | 52,464.00 | 0.00 | 24,303.80 | 9,856.80 | 4,025.26 | 2,911.00 | 0.00 | 55,375.00 | 38,185.86 | 93,560.86 |
| Welch, Michael K | Teacher | 79,249.00 | 0.00 | 25,004.00 | 14,441.83 | 5,989.91 | 1,885.00 | 0.00 | 81,134.00 | 45,435.74 | 126,569.74 |
| Wells, Todd L | Custodian | 52,707.20 | 0.00 | 9,525.88 | 6,092.63 | 4,045.73 | 1,837.17 | 0.00 | 54,544.37 | 19,664.24 | 74,208.61 |

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