

SCHOOL COMMITTEE

SCHOOL COMMITTEE MEMBERS

		Term Expires
Ms. Elizabeth Gibson, Chairman	15 Oakley Road	2006
Mr. John Bowe, Secretary	20 Elizabeth Road	2006
Ms. Kathleen Miller	11 Gale Road	2007
Ms. Ann Rittenburg	42 Farnham Street	2008
Dr. Diane Stafford	9 Temple Street	2007
Mr. Scott Stratford	97 Alexander Avenue	2008

SUPERINTENDENT OF SCHOOLS

Dr. Peter B. Holland

ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION

Dr. Patricia A. Aubin

DIRECTOR OF FINANCE AND ADMINISTRATION

Dr. Gerald E. Missal

Office of the Superintendent of Schools
Open Monday through Friday, From 8:00 a.m. to 4:00 p.m.

To the Citizens of Belmont:

The Belmont Public Schools, the School Committee, and the Belmont community are all committed to the goal of effectively educating all of Belmont's children. Belmont residents have always set high expectations for our school system. We value education because we understand its fundamental importance to our society, to fulfilling our children's potential, and to our collective future.

We take enormous pride in the fact that our school system continues to rank among the top-performing districts in the Commonwealth. This is a tribute not only to our students, but also to the administrators, teachers, parents and citizens of Belmont who create the environment that nurtures and encourages that success.

The mission statement of the Belmont Public Schools is that "with a commitment to teaching and learning, the Belmont Public Schools strive to nurture the intellectual, social, and personal development of each student and to create a dynamic community of lifelong learners who contribute to the common good and are of service to others."

The School Committee is responsible for developing policies that support this mission. The School Committee is also charged with the duty of ensuring, with the Board of Selectmen, the Warrant Committee and the citizens of Belmont, adequate funding for the schools, and the appropriate expenditure of that funding.

Bargaining Teams

			Contract Expires
Unit A	Teachers	Miller /Stratford/Gibson	8/31/07
Unit B	Administrators	Stratford/Rittenburg	6/30/07
Unit D	Education Support	Bowe/Stratford	8/31/05
AFSCME	Custodians/ Cafeteria Workers	Stafford/Gibson	6/30/08
Belmont Secretaries Association	Secretaries	Stratford	6/30/07
Superintendent's Contract		Stratford/Miller	
Principals (advisory)		Gibson	varies

In April, citizens re-elected Scott Stratford and elected Ann Rittenburg to membership on the School Committee. The School Committee elected Elizabeth Gibson as Chairman and John Bowe as Secretary. The following are sub-committee assignments for 2005-2006:

Moderator Appointments

Wellington Building Committee
ESCO

John Bowe
Diane Stafford

Subcommittees of the School Committee

Communications & Community Relations
Crofts Policy Revision
Technology Assessment and Funding

Rittenburg, Stafford, Stratford
Miller/Gibson
Bowe

Representatives

Advisory Council for the Future Needs of
Belmont High School
Capital Budget Committee

Gibson
Bowe - voting member

Community Education
 Council on Aging
 EDCO Board
 ESCO Energy Study
 Foundation for Belmont Education
 Health Advisory Committee
 ITAC (Info. Tech. Advisory Com.)
 Vision 21
 Warrant Committee
 Youth Commission

Stratford
 Rittenburg
 Miller
 Stafford
 Gibson (ex-officio)
 Bowe
 Bowe
 Rittenburg - voting member
 Gibson (ex-officio) - voting member
 Stratford - voting member

Foundation for Belmont Education

Awarding over \$84,371 to the School Department in 2005, the Foundation for Belmont Education is dedicated to raising funds to enrich the Belmont Public Schools. Founded by citizens who wanted to ensure the continued excellence of the school system, the Foundation awarded Learning Excellence Grants to 16 recipients for a total of \$26,532 in the past year and \$57,839 for special initiatives and professional development. The Foundation has awarded over \$200,000 for professional development courses for Belmont teachers and administrators in the past seven years. Since its formation in 1993, the Foundation has awarded over one million dollars for programs in the Belmont Public Schools. The Foundation raises funds in several ways. Many Belmont families made gifts to the STAR (Staff and Teacher Appreciation and Recognition) program to honor more than 600 Belmont educators for their outstanding contributions to the education of Belmont children. The adult and student spelling bees have been very successful, as have special initiatives such as the Friends of Science and the Chenery Read-a-thon. The eighth annual Dinner Dance will be held on Saturday, April 8. The commitment and generosity of the Foundation and the many families who contribute each year enable the Belmont Public Schools to offer many programs that would be otherwise impossible to undertake. The School Committee and system teachers and administrators are very grateful for the ongoing support of the Foundation for Belmont Education.

School Advisory Councils

As a result of the 1993 Education Reform Act, School Advisory Councils have been established at each of Belmont's schools. The Advisory Councils have taken an active role in addressing policy issues at the site level. Members of the 2005-2006 School Advisory Councils include the following:

<u>SCHOOL</u>	<u>STAFF MEMBERS</u>	<u>PARENT MEMBERS</u>	<u>COMMUNITY MEMBERS</u>
BURBANK	Christine Francis, Chair Suzanne Alcock Cliff Gallant Eileen Winslow	Robbie Catchings Beth Lipson Barbara Owens Nancy Reppucci	Joyce Messer
BUTLER	Bruce MacDonald, Chair Andrea DePhillips Ellen Goldshine Audrey Ruddock	Kevin Cunningham Gail Erdos Irene Laing Jim Schor	TBD
WELLINGTON	Amy Wagner, Chair Stephanie Ford Kristen Mathews Linda Ott	Ron LaRussa Lynn Polcari Laurie Slap	Ellen Canepa
WINN BROOK	Janet Carey, Chair Nicole Gencarella Robin Morrison Deborah Napolitano	Kristi Armstrong Jeff Berger Celine Brabo Lisa Miller Kaplan	JoAnn Miller Jane Murphy
CHENERY MIDDLE SCHOOL	Deborah Alexander, Chair Joanne Doblecki Jessica Garrett Jill MacKinnon Michael McAllister	Paula Caruso Laurie Graham Deborah Lockett Margaret Piccione	Jean Hall Phyl Solomon
BELMONT HIGH SCHOOL	Jonathan Landman, Chair Jill Hawley Catherine Larkin Mary Kate Leos Patricia Partridge Martha Reagan Andrew Stefano	Lucia Bernsen Paula Caruso Jeanne Domeniconi Arn Howitt Mary Johnston Peter Mili Wendy Rundle Ann Levis Smart Gail Vasington	Florence Cooperstein Karen Akasaka* Krissy Finn* Robert Forrester* Sarah Mooney*

* Student

PROGRAMS AND INSTRUCTION

In 2005 the Belmont Public Schools remained committed to universal access to the highest quality curriculum for students as well as universal proficiency. Staff development programs focused on improving student literacy at all grade levels and advancing faculty expertise in differentiating instruction to meet the learning needs of a diverse student body.

Assessment

This annual report on the results of standardized testing in the Belmont Public Schools includes information on standardized tests which students took as a result of state mandate and student choice during the 2004-2005 school year.

2004-2005 School Year

Student Choice	SAT I SAT II Advanced Placement (AP)	Multiple Admin. Dates
Grades 3, 4, 5, 6 7, 8, 10, 11	Massachusetts Comprehensive Assessment System (MCAS)	Spring

The testing schedule for Belmont students continues to be challenging. Students participated in the Scholastic Achievement Tests, Parts I and II. Student involvement in Advanced Placement testing continues to increase. In addition, Belmont participated in the eighth administration of the Massachusetts Comprehensive Assessment System (MCAS). State testing involved students in grades 3, 4, 5, 6, 7, 8, 10 and 11. All seniors passed the English and math MCAS, a requirement for graduation.

Belmont High School students also participate in the Preliminary Scholastic Achievement Tests. This test is the basis for the National Merit Scholarship Program. This year nine Belmont High School students were named semifinalists. In the last five years Belmont High School has had thirty-four national merit scholar semifinalists in the competition.

Scholastic Achievement Test I (2004-2005)

	<u>BPS</u>			<u>State</u>			<u>National</u>		
Mean	V	M	C	V	M	C	V	M	C
(V = Verbal)	575	594	1169	520	527	1047	508	520	1028
(M = Math)									
(C = Combined)									

The SAT I report summarized information for seniors who took the SAT I: Reasoning Test at any time during high school through March, 2005. If a student took the test more than once, the most recent score was used.

All scores reflect the recentered SAT scaled score. All student scores from the administrations prior to April, 1995, when the recentered scale was introduced, have been converted to order to summarize data across the cohort.

Two hundred and sixty two BHS seniors have reported SAT I scores. In Belmont, the verbal mean is 67 points higher than the national mean and 55 points higher than the state mean. The mathematics mean for Belmont is 67 points higher than the state mean and 74 points higher than the national mean. The combined mean for Belmont students was 122 points higher than the state mean and 141 points higher than the national mean.

For the 155 students who took any SAT Subject Test and the SAT Reasoning Test, the mean SAT Reasoning Test verbal score was 622 and the mean SAT Reasoning Test math score was 657. Rigorous academic programs continue to correlate with higher SAT scores.

Advanced Placement

The Advanced Placement Program offers 35 discipline-based examinations. These exams consist of multiple choice and open response questions. The examinations are graded on a 5-point scale. Most of the nation's colleges and universities award credit for grades of 3 or higher. The values of an Advanced Placement Program are many. First, AP courses offer a standard curriculum that is used across the country and acknowledged throughout the world for its quality and rigor. Second, the AP curriculum tends to raise the quality of curriculum throughout the entire high school. Finally, the AP courses at Belmont High School are aligned with university standards and expectations.

In 2002, 255 students took 488 Advanced Placement Exams in 21 separate subject areas. Of the 488 student scores, 88% were 3, 4, or 5.

In 2003, 290 students took 545 Advanced Placement Exams in 21 separate subject areas. Of the 545 student scores, 89% were 3, 4, or 5.

In 2004, 298 students took 601 Advanced Placement Exams in 23 separate subject areas. Of the 601 student scores, 89% were 3, 4, or 5

In 2005, 317 students took 682 Advanced Placement Exams in 26 separate subject areas. Of the 682 student scores, 86% were 3, 4, or 5.

Students take Advanced Placement Exams in twenty-six areas:

Biology	Calculus AB	Calculus BC
Chemistry	Comp.Sci. A	Comp. Sci. AB
Econ-MAC	Econ-MICRO	English Lit/Comp
Environ. Sci.	European His.	French Language
U.S. Government	Latin/Vergil	Music Theory
Physics B	Physics C-E&M	Physics C-MECH
Psychology	Spanish Language	Studio Art-Drawing
Studio Art-Design	US History	Art History
French Literature	Statistics	

Longitudinal data indicates a steady increase in the number of Advanced Placement tests taken and the number of student participants. During the 1999-2000 school year, AP Studio Art was added to the curriculum. During the 2000-2001 school year, AP Economics, AP Environmental Science, and AP Computer Science were added. During the 2001-2002 school year, AP Music Theory was included. During the 2002-2003 school year, students had the opportunity to elect AP Latin. Last year students elected to take AP tests in French literature, statistics, and art history as well.

Massachusetts Comprehensive Assessment System (MCAS)

During the 2004-2005 school year, Belmont students in grades 3, 4, 5, 6, 7, 8, 10 and 11 participated in various disciplined-based tests as part of MCAS. An initial review of the results of the eighth administration of the Massachusetts Comprehensive Assessment System (MCAS) indicates an overall positive performance for Belmont students. Belmont students are meeting the learning standards of the State Curriculum Frameworks.

Individual school reports, system wide data, and state scores allow for a comparison of the percentage of Belmont students in each of four performance levels with the statewide percentages in each performance level. At all grade levels and in all subject areas, the percentage of Belmont students who scored at advanced and proficient levels was significantly higher than the statewide percentages in the same performance categories.

Students must meet the minimum needs improvement score of 220 to graduate from high school. The federal mandates of *No Child Left Behind* require that all students reach the proficient level in math and English. The proficient standard for Massachusetts is a score of 240 on MCAS.

Performance level descriptions were also written for each content area, based on the core concepts included in the content specific test and on the subtest reporting categories for each content area.

MCAS Test Administration for 2004-2005

Grade Tested In 2004-2005	YOG	Current Grade In 2005-2006	# Tested	Subject Tested
10	2007	11	292	English/Math
8	2009	9	292	Math/Science
7	2010	8	284	English
6	2011	7	298	Math
5	2012	6	271	Science
4	2013	5	271	English/Math
3	2014	4	280	Reading

Five Year Comparison of Combined Percentages of Student Performance at Advanced and Proficient for MCAS

Grade	2000-2001	2001-2002	2002-2003	2003-2004	2004-2005
3 Reading	85%	84%	83%	84%	82%
4 English	84%	80%	74%	78%	75%
4 Math	70%	73%	60%	67%	68%
5 Science	NA	NA	82%	81%	68%
6 Math	69%	73%	72%	76%	65%
7 English	72%	88%	91%	89%	86%
8 Math	61%	58%	74%	72%	76%
8 Science	NA	NA	68%	73%	64%

10 English	80%	88%	84%	90%	91%
10 Math	78%	73%	73%	85%	91%

MCAS Testing 2004-2005

Number of Students in Warning Category

Grade 3	Reading	3
Grade 4	English	6
Grade 4	Math	5
Grade 5	Science	11
Grade 6	Math	35
Grade 7	English	3
Grade 8	Math	20
Grade 8	Science	14
Grade 10	English	7
Grade 10	Math	8

Almost all special needs students were included in the testing. Accommodations were made to ensure a high percentage of participation. Accommodations took the form of additional time, a separate or less distracting test climate, or teacher intervention to clarify directions. These and other accommodations are included in a student's education plan. Some special needs students participated in an alternative assessment. In addition, all students with limited English proficiency were also tested. Both the federal and the state regulations insist on the testing of all English Language Learners.

The ultimate goal of the Education Reform Act initiatives regarding curriculum frameworks and a comprehensive testing system is to improve the academic performance for all students. School systems will make every effort to have as many students as possible perform at the advanced and proficient levels

Adequate Yearly Progress

While the state determines graduation status through the Massachusetts Comprehensive Assessment System (MCAS), the federal No Child Left Behind law outlines the criteria for assigning adequate yearly progress (AYP) to a school or school system.

Under federal No Child Left Behind (NCLB) legislation, every state must work toward the goal of having all students gain proficiency in both English language arts and mathematics by the year 2014. In Massachusetts "proficiency " is defined by a score of 240 or more on the MCAS tests. Students score in one of four categories: Warning, Needs Improvement, Proficient, or Advanced. A score of 240 places a student in the proficient category.

Students, schools, and school systems are expected to make progress toward this goal of 100% proficiency by the year 2014. Each year scores are analyzed to determine if students, schools, school systems, and states are making "Adequate Yearly Progress" (AYP)

In 2004-2005, as in previous years, Belmont students scored well on standardized tests. These norm referenced tests represent one means of measuring a student's achievement. The Massachusetts Comprehensive Assessment System (MCAS) provides another means of measuring achievement through its criterion referenced tests. This standards based assessment developed by the state is now in its eighth iteration and will continue to provide data for the district on student achievement as it relates to the newly instituted curriculum in the state curriculum frameworks.

Belmont Boston METCO Program

The Belmont Boston METCO program welcomes 121 students in grades K-12 from communities within the city of Boston. Parents choose to send their children to Belmont because of the many educational opportunities offered including a strong academic program and a wide array of extra curricular activities. Student progress and test scores are monitored to ensure positive achievement and to identify needs for support. Summer programs are designed to assist students in transition to a new grade or school and to provide for academic enrichment.

BUSINESS AND FINANCE

Budget

At the annual meeting in April, Town Meeting approved a school budget of \$33,005,399, an increase of 6.5% over the prior year's budget. The budget that was approved by the voters was a level-service budget. Double-digit increases in health insurance rates continue to be one of the largest driving factors in the budget increase. The 12% increase in this account for FY 2006 adds nearly 2% to the total budget.

The Belmont Public Schools continue to provide outstanding value for Belmont and its citizens. According to the most recent information from the state Department of Education, our per-pupil cost of \$7,816 is \$775 below the state average of \$8,591. This gap has widened for the past several years, since we were last at the State average in FY 1998. Yet our school system's performance, by any objective measure, is among the best in the Commonwealth. Belmont High School's Class of 2005, now

accountable under the Massachusetts "high-stakes" graduation requirement of passing the English and Mathematics MCAS tests, has a 100% success rate in satisfying this new mandate.

The School Department has made great efforts to reduce costs wherever possible, including membership in purchasing collaboratives and competitive bidding for many services. Perhaps our most important cost-saving venture, the LABBB Collaborative, achieves substantial cost savings by pooling resources with Lexington, Arlington, Bedford, and Burlington to administer special-needs programs that would be far more expensive in other settings, while providing a high level of service for our students.

In addition, the School Committee and School Administration have worked to generate significant revenues to help fund Belmont's school system. For FY 2006, we have committed to raise more than \$1,500,000, nearly 5% of our total budget needs, through fees, building rentals, School Choice, and other means. Among our revenue-generating initiatives is the School Choice program, which brings approximately \$5,000 to Belmont for each student we accept. The decision to enter the School Choice program was not an easy one. At one level, it shows that Belmont must rely on students from other districts to help pay for our schools. No other school system in Greater Boston has entered the Choice program. For FY 2006, we expect to have over 40 Choice students at Belmont High School, all in the junior and senior classes. As they graduate over the next two years, the School Choice revenue will disappear.

Building Maintenance

The School Department's 2005-06 operating budget included \$1,545,2964 (\$706,368 for the maintenance of buildings and grounds plus \$838,928 for custodial services) for the care and upkeep of school facilities. In addition, Town Meeting also approved a Capital Budget of \$1,766,700, which included \$200,000 for school projects. Within the capital budget was \$95,000 for replacing the telephone system at the High School plus voice mail at other schools, \$85,000 for public address system upgrades at the Burbank, Winn Brook and High School, and \$25,000 to replace a burner at the Winn Brook. In addition to the \$1.7M approved under Capital Budget, \$207,000 was transferred from Capital Budget to the School Operating Budget to fund the Technology Asset Renewal Program (TARP) within our Technology program. In total, the School Department received approximately 20% of the Capital funds for our needs.

Wellington Elementary School Project

A Superintendent's Advisory Council on the Future Building Needs of the Wellington School was established during the 1999-2000 school year. The charge of this committee was to conduct an in-depth study of the various options for the Wellington School presented in the Facility Audit Report. Serving on this committee were the building principal, a teacher representative, Wellington parents, a member of the town's Permanent Building Committee and a resident architect. The Advisory Committee conducted a search for a feasibility study architect consultant. The Newton firm of Drummey Rosanne and Anderson, Inc. was appointed by the School Committee to assist in the Wellington School Study.

Numerous meetings of the Advisory Council and architects were held during the fall of 2000, all of which were posted and open to the public. The Council considered three options: (1) full renovation with the building unoccupied, (2) renovations with an addition with the building either occupied or unoccupied, and (3) new construction on site with the building either occupied or unoccupied. After reviewing costs comparisons of each of these options, the Council voted to recommend to the School Committee the single option of new construction with the existing building occupied during the construction. This recommendation was first presented to the School Committee at their meeting of January 9, 2001. After further discussion at their meeting of January 16, 2001, the School Committee unanimously voted to accept and support the recommendation of the School Advisory Council and to "recommend to the Selectmen and Town Meeting that a new Wellington School be constructed at the Wellington site while the present building is occupied."

Four years later, at a Special Town Meeting on February 7, 2005, Town Meeting voted to appoint a Wellington School Building Committee and to authorize \$350,000 for design services to develop schematic designs and provide for owner's costs during this preliminary stage of the project. Appointed by the Moderator to serve on the Building Committee are:

Mark Haley, Chair	engineer
Pat Brusch, Vice-Chair	Permanent Building Committee
John Bowe	School Committee
Phil Curtis	Warrant Committee
Mary McHugh	former parent & Advisory member
Joel Mooney	Permanent Building Committee
Greg Poulos	parent & information technology
Karen Pressey	Permanent Building Committee
Lucy Pullen	parent and abutter
Rob Wollner	accountant

The Building Committee had twenty meetings as of January 9, 2006. After going through two Request for Proposals processes, including site visits and interviews of finalists, they have hired an architectural firm and a project manager. The architectural firm is the combination of Jonathan Levi Architects (JLA), in conjunction with Burt Hill Kosar Rittellmann Associates. As required by the new State construction law to have a project manager, the firm of Turner construction Company was chosen for this role. The Building Committee is in the process of reviewing schematic designs produced by JLA/Burt Hill and plan to have a chosen plan for the spring of 2006. It is anticipated that a debt exclusion vote will go on the ballot at a fall 2006 election. The target is to submit an application for reimbursement to the new Massachusetts School Building Authority when the moratorium is lifted on July 1, 2007. If approved by all parties, a September 2009 completion date for the New Wellington Elementary School is the goal.

Belmont High School Project

At a Special Town Meeting in November 2003, the Town voted to appropriate \$90,000 for design services for the development of a Master Plan for future renovations to Belmont High School. The intent of developing the Master Plan is to identify and prioritize necessary renovations while waiting for a comprehensive renovation some time beyond 2010. The architectural firm of Design Partnership of Cambridge, Inc. was hired to work with the *Superintendent's Advisory Council on the Future Needs of Belmont High School*, which was co-chaired by Jenny Fallon and Gerry Missal.

In October 2004, Design Partnership presented the Master Plan and Feasibility Study for Renovations to Belmont High School to the Advisory Council. The Master Plan presented several options to accomplish the renovation necessary to support the academic program at Belmont High School and meet current building codes. All options contained price estimates, based upon the assumption that the project would be bid in the spring of 2008, with an annual inflation factor of 5% built into the projections. The options presented were:

- | | |
|---|---------------|
| 1. assumes a single continuous construction sequence under a single general contractor | \$ 62,353,000 |
| 2. assumes separate project phases done non-sequentially by separate general contractors | \$ 73,964,000 |
| 3. assumes replacement of existing facility with new construction (except renovate the existing field house and pool) | \$ 88,570,000 |

The Advisory Council recommended the first option, one construction contract, to the School Committee. The estimated time to accomplish this single project would be four years, doing the work in four phases while students are in the building. The second option would allow down-time between phases and would stretch the project out to nearly ten years. The School Committee accepted the recommendation and placed the High School project on hold until work on the Wellington Elementary School was underway.

PERSONNEL AND STAFF

Fifty-seven teachers were hired for the 2005-2006 school year to replace the 13 teachers who retired, 31 who resigned, and six who were not renewed. Seven teachers were hired for new positions, two teachers are on career leave during the 2005-2006 school year, and 12 teachers are on maternity leave during parts of the school year. One assistant principal and one curriculum director resigned. Evagrio Mosca replaced Larry Adler as Curriculum Director of Mathematics; Larry Weathers replaced Liz Sorrell who resigned in July, 2004 as Curriculum Director of Science; and, Daniel Richards replaced Christine Kirkpatrick as Assistant Principal at Belmont High School.

Retirements

Lawrence Adler - The Belmont School Committee hereby records the retirement in June 2005 of Dr. Lawrence R. Adler, Director of Mathematics for the Belmont Public Schools.

Charles Brown - The Belmont Public Schools hereby records the retirement in June 2005 of Dr. Charles D. Brown, a school psychologist at the Winn Brook and Butler Schools.

Jane Callanan - The Belmont Public School Committee hereby records the retirement in June 2005 of Jane L. Callanan, a Kindergarten teacher at the Roger Wellington Elementary School.

Pat Connolly - The Belmont School Committee hereby records the retirement in November 2005 of Patricia M. Connolly, fifth grade teacher at Winthrop L. Chenery Middle School.

Sally Hawksworth - The Belmont School Committee hereby records the retirement in June 2005 of Sally W. Hawksworth, fourth grade teacher at the Mary Lee Burbank School.

Nancy Horrall - The Belmont School Committee hereby records the retirement in June 2005 of Nancy Horrall, Art teacher at the Wellington School.

Susan Karaczkowski - The Belmont School Committee hereby records the retirement in June 2005, of Susan Karaczkowski, special education teacher at Winthrop L. Chenery Middle School.

John Kearney - The Belmont School Committee hereby records the retirement in June 2005, of Dr. John P. Kearney, School Psychologist.

Joan MacClary - The Belmont School Committee hereby records the retirement in June 2005 of Joan MacClary, physical education teacher at Winthrop L. Chenery Middle School.

Diane Marston - The Belmont School Committee hereby records the retirement of Dianne Marston, a third grade teacher at the Roger Wellington Elementary School, in June 2005.

Christine Patsos - The Belmont School Committee hereby records the retirement in June 2005 of Christine L. Patsos, Speech and Language teacher at the Chenery Middle School and the Daniel Butler Elementary School.

Susan Rosenberg - The Belmont School Committee hereby records the retirement of Susan Rosenberg, a first grade teacher at the Roger Wellington School, in June 2005.

Mary Faas Shea - The Belmont School Committee hereby records the retirement in June 2005 of Mary Faas Shea, second grade teacher at the Winn Brook School.

June Yacubian - The Belmont School Committee hereby records the retirement in June 2005 of June H. Yacubian, kindergarten teacher at the Winn Brook School.

Conclusion

In 2005, as in years past, Belmont has every reason to be proud of its schools and its students. Our schools operate very efficiently, with a minimum of administrative overhead, and our teaching staff and administrators are dedicated.

However, the challenges facing Belmont's school system are greater than at any previous time in its history. We are caught between the pressure of every-increasing expectations, on the one hand, and steadily increasing financial, political, regulatory, social, and developmental constraints on the other. Our schools are increasingly fragile and they are in need of adequate and sustainable resources in order to meet the many challenges they face.

Please join us in renewing our commitment to maintain the strength of our schools.

Respectfully submitted,
 Elizabeth Gibson, Chairman
 John Bowe, Kathleen Miller, Anne Rittenburg, Diane Stafford, Scott Stratford

APPENDIX 1

STAFF FTE SUMMARY	BUR	BUT	WELL	WB	CMS	BHS	SYS	FY 2006
T E A C H E R S (includes 4.8 High School teachers for FY06 funded by School Choice)								
ENGLISH 5-12					11.75	12.60		24.35
READING K-12	1.00	1.30	1.00	1.40	2.00			6.70
ELEMENTARY 1-4	12.00	11.00	17.00	15.00				55.00
ART 1-12	0.50	0.60	0.80	0.65	3.60	4.80		10.95
MUSIC K-12	0.95	1.05	1.25	1.05	3.60	2.00		9.90
THEATER ARTS						0.20		0.20
FOREIGN LANGUAGE 5-12					7.60	9.80		17.40
KINDERGARTEN	2.10	2.10	3.50	2.80				10.50
MATHEMATICS 5-12					11.75	11.80		23.55
PHYSICAL ED K-12	0.75	0.50	1.00	1.00	3.00	0.85		7.10
SCIENCE 5-12					11.75	14.20		25.95
HEALTH EDUCATION 6-12					1.00	0.40		1.40
TECHNOLOGY EDUCATION					1.60	0.20		1.80
SOCIAL STUDIES 5-12					11.75	11.40		23.15
ENGLISH LANGUAGE LEARNERS (E L L)							1.00	1.00
EARLY CHILDHOOD/PRE-K				4.40				4.40
SPECIAL EDUCATION	1.60	1.70	3.25	2.40	7.60	3.40	0.00	19.95
GUIDANCE (including Behavioral Specialists)	0.65	0.85	1.25	0.75	4.00	5.00		12.50
PSYCHOLOGICAL SERVICES	0.40	0.40	0.60	0.60		0.60		2.60
LIBRARY	0.00	0.00	0.00	0.00	1.00	1.00		2.00
TOTAL	19.95	19.50	29.65	30.05	82.00	78.25	1.00	260.40
AIDES / ASSISTANTS / TUTORS								
KINDERGARTEN								0.00
ESL / ELL	0.20	0.50	0.67	0.20	0.83	0.80		3.20
EARLY CHILDHOOD/PRE-K				5.50				5.50
SPECIAL EDUCATION	3.75	1.34	7.27	8.85	8.43	1.00		30.64
LIBRARY	0.65	0.65	0.92	0.78	1.10	2.00		6.10
BUILDING ADMINISTRATION (Lunch Aides)	1.32	1.32	1.32	1.32	0.68			5.96
TOTAL	5.92	3.81	10.18	16.65	11.04	3.80	0.00	51.40
SECRETARIES / CLERICAL AIDES								
CURRICULUM COOR & DIR OFFICES							4.00	4.00
SPECIAL EDUCATION OFFICE							1.00	1.00
GUIDANCE OFFICE						1.00		1.00
LIBRARY					0.42	0.50		0.92
PRINCIPAL OFFICES	1.00	1.00	1.65	1.67	3.67	4.00		12.99
CENTRAL OFFICE							6.70	6.70

SCHOOL COMMITTEE							0.00	0.00
TOTAL	1.00	1.00	1.65	1.67	4.09	5.50	11.70	26.61
OTHER PERSONNEL								
ELEM. SCIENCE CONSULTANT							0.50	0.50
COMMUNITY SERVICE SUPERVISOR						1.00		1.00
OCCUPATIONAL THERAPIST							2.60	2.60
SCHOOL NURSES	1.00	1.00	1.00	1.00	1.43	1.00		6.43
NETWORK MANAGER/TECHNICIAN/ TECHNOLOGY AIDE							5.50	5.50
AUDIO VISUAL TECH						1.00		1.00
MAINTENANCE WORKERS							4.00	4.00
CUSTODIANS	2.00	2.00	3.00	2.00	2.35	4.00		15.35
CAMPUS AND FITNESS CENTER MONITORS							3.33	3.33
TOTAL	3.00	3.00	4.00	3.00	3.78	10.33	12.60	39.71
SUPERVISORY PERSONNEL								
PRINCIPALS & ASSISTANTS	1.00	1.00	1.00	1.00	3.00	3.00		10.00
SUPERINTENDENT							1.00	1.00
ASSISTANT SUPERINTENDENT							1.00	1.00
DIRECTOR FINANCE & ADMIN							1.00	1.00
MANAGER HUMAN RESOURCES							1.00	1.00
CURRICULUM DIRECTORS							6.60	6.60
DIRECTOR OF STUDENT SERVICES							1.00	1.00
SUPERVISOR OF BUILD & GROUNDS							1.00	1.00
TOTAL	1.00	1.00	1.00	1.00	3.00	3.00	12.60	22.60
BUDGET FY 2006	30.87	28.31	46.48	52.37	103.91	100.88	37.90	400.72

APPENDIX 2

**TEACHING FACULTY
BY DEGREE AND YEARS OF EXPERIENCE
2005-2006**

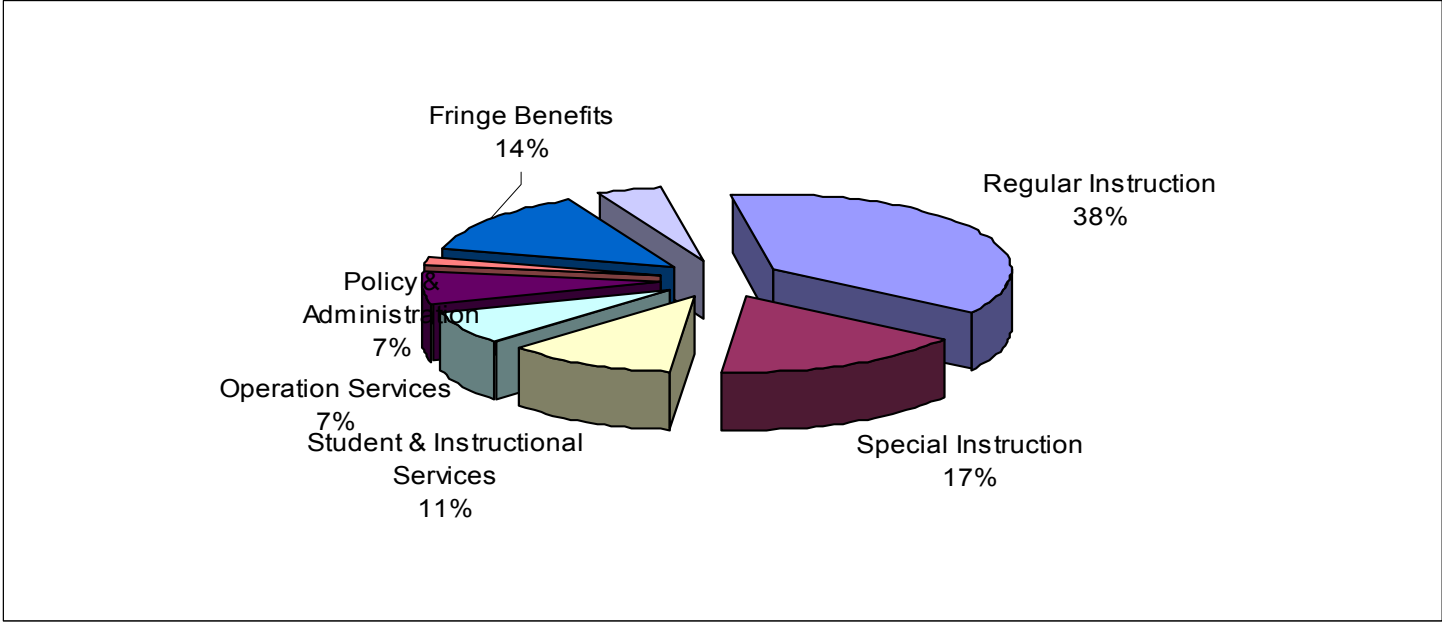
Step	BA	BA+15	MA	MA+15	MA+30	MA+45	DOCT.	TOTALS	% of Total
1	5	3	18	1	0	0	1	28	9.3%
2	5	1	13	0	1	1	0	21	7.0%
3	5	0	12	2	5	1	0	25	8.3%
4	0	5	17	1	2	0	0	25	8.3%
5	2	1	12	4	2	1	0	22	7.3%
6	2	4	10	3	0	5	0	24	7.9%
7	2	0	11	4	1	2	1	21	7.0%
8	0	0	7	3	1	2	0	13	4.3%
9	0	1	4	3	3	2	0	13	4.3%
10	1	1	3	3	0	0	0	8	2.6%
11	0	0	3	4	1	1	0	9	3.0%
12	1	0	0	1	0	0	0	2	0.7%
13	1	0	0	2	1	1	1	6	2.0%
14	4	7	11	12	13	36	2	85	28.1%
TOTALS	28	23	121	43	30	52	5	302	100.0%
% of Total	9.3%	7.6%	40.1%	14.2%	9.9%	17.2%	1.7%	100.0%	

APPENDIX 3

SCHOOL CALENDAR FOR 2005-2006

2005					2006				
M	Tu	W	Th	F	M	Tu	W	Th	F
Aug./Sept.					February				
		NS	NS	X			1	2	3
X	T	7•E*	8••☺	9☺	6	7	8H	9	10
12	13	14	15	16	13	14	15	16	17
19	20	21	22	23	X	X	X	X	X
26	27	28H	29	30	(18)	27	28		(15)

Revolving Offset	(298,035)		(1,285,712)	(1,583,747)
FY 2006 TOTAL	21,466,660	1,174,753	10,363,986	33,005,399
FY 2005 Approved	20,556,111	868,736	9,498,919	30,923,766
FY 2004 Approved	19,912,785	803,141	8,939,374	29,655,300



APPENDIX 6

COMPENSATION SCHEDULES - 2005

CATEGORY	LOW	HIGH
Cafeteria Workers	9.99	10.63
Head Cooks: Elementary	10.48	11.17
Head Cooks: Middle & High School	12.28	13.00
Assistant Custodian	14.54	16.30
Custodian: Class A	18.29	19.52
Custodian: Class B	17.28	18.42
Maintenance: Class A	18.13	19.28
Maintenance: Class B	16.34	17.79
Classroom Assistants	11.58	12.51
Campus Monitors	14.44	14.72
Professional Aides	14.41	19.22
Secretaries Class I	15.81	20.72
Secretaries Class II	14.80	19.72
Secretaries Class III	13.79	18.65
Teachers annual	37,192	78,933

