

SCHOOL COMMITTEE

SCHOOL COMMITTEE MEMBERS

	Term Expires
Ms. Elizabeth Gibson, Chairman 15 Oakley Road	2009
Mr. John Bowe, Secretary 20 Elizabeth Road	2009
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

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	Stafford/Rittenburg	8/31/05
AFSCME	Custodians/ Cafeteria Workers	Stafford/Bowe	6/30/08
Belmont Secretaries	Secretaries	Bowe/Rittenburg	6/30/07

Association Superintendent's Contract Principals (advisory)	Stratford/Gibson Bowe/Rittenburg	varies
---	-------------------------------------	--------

In April, citizens re-elected Elizabeth Gibson and John Bowe to membership on the School Committee, and the School Committee re-elected Elizabeth Gibson as Chair and John Bowe as Secretary. The following are sub-committee assignments for 2006-2007:

Moderator Appointments

Wellington Building Committee	John Bowe
ESCO	Diane Stafford

Subcommittees of the School Committee

Communications & Community Relations	Rittenburg, Stratford
Crofts Policy Revision	Miller
Technology Assessment and Funding	Bowe

Representatives

Advisory Council for the Future Needs of Belmont High School	Gibson
Capital Budget Committee	Bowe - voting member
Community Education	Stratford
Council on Aging	Rittenburg
EDCO Board	Holland, Rittenburg
ESCO Energy Study	Stafford
Foundation for Belmont Education	Gibson (ex-officio)
Health Advisory Committee	Bowe
ITAC (Info. Tech. Advisory Com.)	Bowe
Vision 21	Rittenburg - voting member
Warrant Committee	Gibson (ex-officio) - voting member
Youth Commission	Stratford - voting member

Foundation for Belmont Education

Awarding over \$108,824 to the School Department in 2006, 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 for a total of \$50,985 in the past year and \$112,726 for special initiatives and professional development.

The Foundation has awarded over \$225,000 for professional development courses for Belmont teachers and administrators in the past eight years. Since its formation in 1993, the Foundation has awarded 375 grants totaling \$1,223,894 for programs in the Belmont Public Schools.

The Foundation raises funds in several ways. Two hundred Belmont families made gifts totaling \$9,000 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 ninth annual Dinner Dance will be held on Saturday, April 28. 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 2006-2007 School Advisory Councils include the following:

<u>SCHOOL</u>	<u>STAFF</u> <u>MEMBERS</u>	<u>PARENT</u> <u>MEMBERS</u>	<u>COMMUNITY</u> <u>MEMBERS</u>
----------------------	--	---	--

BURBANK	Christine Francis, Chair Suzanne Alcock Cliff Gallant Lisa O'Sullivan	Beth Lipson Nancy Reppucci Mark Sciegaj	Joyce Messer
BUTLER	Bruce MacDonald, Chair Justin Chiu Connie Page Audrey Ruddock	Coralie DiTommaso Gail Erdos Irene Laing Li Zhou	TBD
WELLINGTON	Amy Wagner, Chair Kristen Mathews Linda Ott	Ellen Kassaraba Sylvia Kinn-Edwards Barbara Selmo - Co-Chair	TBD
WINN BROOK	Janet Carey, Chair Joanna Colton Nicole Gencarella Robin Morrison	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 Vanessa Bullard	Laurie Graham La'Dawn Hicks-Breneus Margaret Piccione Christine Sandvik Deirdre Savarese	Phyl Solomon Mary Ann Johnson
BELMONT HIGH SCHOOL	Michael Harvey, Chair Patricia Partridge Martha Reagan Andrew Stefano Sherri Turner	Lucia Bernsen Gerry Polcari Wendy Rundle Gail Vasington	Florence Cooperstein Karen Akasaka* Krissy Finn* Claire Machevicius* Bobby McLaughlin* Ned Ohringer*

* Student

PROGRAMS AND INSTRUCTION

In 2006 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 2005-2006 school year.

2005-2006 School Year

Student Choice	SAT Reasoning Test SAT Subject Tests Advanced Placement (AP)	Multiple Admin. Dates
Grades 3, 4, 5, 6 7, 8, 9, 10, 11	Massachusetts Comprehensive Assessment System (MCAS)	Spring

The testing schedule for Belmont students continues to be challenging. Students participated in the SAT Reasoning Test and the SAT Subject Tests. Student involvement in Advanced Placement testing continues to increase, although there was a slight decrease in the number of tests taken. In addition, Belmont participated in the ninth administration of the Massachusetts Comprehensive Assessment System (MCAS). The State testing program involved students in grades 3, 4, 5, 6, 7, 8, 9, 10 and 11. For the first time, a Belmont High School student did not meet the State's testing 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 ten Belmont High School students were named semifinalists and there were twenty commended students in the 2007 National Merit Program.

Scholastic Achievement Test I (2005-2006)

MEAN	BPS	State	National
Critical Reading	566	513	503
Mathematics	580	524	518
Writing	563	510	497
Combine	1709	1547	1518

The New SAT Reasoning Test

The SAT Reasoning Test administration for the 2005-2006 school year added a third test to the traditional test of mathematics and verbal reasoning. With the addition of a writing test, the combined score for the new SAT Reasoning Test is 2400

The new SAT writing test requires students to write an essay. The College Board expects students to take a position on an issue and use reasoning and examples to support their position. There is also a multiple choice section where students are asked to identify sentence errors, improve sentences, and improve paragraphs.

Both the math and verbal tests have been modified. The verbal test is now the critical reading test. This test includes both short and long reading passages. The new test eliminates analogies but sentence completion questions remain. The College Board reports that the new math section includes topics from third-year college preparatory math and includes such topics as exponential growth, absolute value, functional notation, and negative and fractional exponents.

The total testing time for the new SAT is 3 hours and 45 minutes. Because of the significant differences in the new SAT with previous administrations, comparison data with previous years is not available.

Student Results

The SAT report summarizes information for seniors who took the SAT Reasoning Test at any time during high school through April, 2006. If a student took the test more than once, the most recent score was used.

Two hundred and eighty three BHS seniors have reported SAT Reasoning Test scores. In Belmont, the critical reading mean is 63 points higher than the national mean and 53 points higher than the state mean. The mathematics mean for Belmont is 56 points higher than the state mean and 62 points higher than the national mean. Belmont's mean for the writing test was 53 points higher than the state mean and 66 points higher than the national mean. The combined mean for Belmont students was 162 points higher than the state mean and 191 points higher than the national mean.

For the 152 students who took any SAT Subject Test and the SAT Reasoning Test, the mean SAT critical reading score was 630 and the mean SAT math score was 651. The writing test mean for those students was 633. 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.

In 2006, 321 students took 650 Advanced Placement Exams in 22 separate subject areas. Of the 650 student scores, 90% were 3, 4, 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 students who are participating in Advanced Placement testing. 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. In 2005-2006 students elected to take AP tests in French Literature, Statistics, and Art History as well.

Massachusetts Comprehensive Assessment System (MCAS)

During the 2005-2006 school year, Belmont students in grades 3, 4, 5, 6, 7, 8, 9, 10 and 11 participated in various disciplined based tests as part of MCAS. An initial review of the results of the ninth 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.

MCAS Test Administration for 2005-2006

Grade Tested In 2005-2006	YOG	Current Grade In 2005-2006	# Tested	Subject Tested
10	2008	11	305 306	English Math
8	2010	9	288 289 288	Math Science English (new)
7	2011	8	303 303	English Math (new)
6	2012	7	277 276	Math English (new)
5	2013	6	273 273 273	Science English (new) Math (new)

4	2014	5	277 278	English Math
3	2015	4	253 254	Reading Math (new)

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	2005-2006
3 Reading 3 Math (new)	85% NA	84% NA	83% NA	84% NA	82% NA	80% 76%
4 English	84%	80%	74%	78%	75%	80%
4 Math	70%	73%	60%	67%	68%	65%
5 Science 5 English (new) 5 Math (new)	NA NA NA	NA NA NA	82% NA NA	81% NA NA	68% NA NA	74% 84% 66%
6 Math 6 English (new)	69% NA	73% NA	72% NA	76% NA	65% NA	69% 90%
7 English 7 Math (new)	72% NA	88% NA	91% NA	89% NA	86% NA	86% 62%
8 Math 8 English (new)	61% NA	58% NA	74% NA	72% NA	76% NA	70% 92%
8 Science	NA	NA	68%	73%	64%	60%
10 English	80%	88%	84%	90%	91%	90%
10 Math	78%	73%	73%	85%	91%	88%

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. 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) toward that goal.

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 \$34,579,499, an increase of 4.8% over the prior year's budget. The budget that was approved by the voters was a reduced-service budget. Double-digit increases in health insurance rates continue to be one of the largest driving factors in the budget increase. The 14% increase in this account for FY 2007 adds nearly 2% to the total budget.

When the State budget was finalized, Chapter 70 Education Aid was increased by \$341,159 over Fiscal Year 2006. Some, but not all, of this increase in State aid had been anticipated by the Warrant Committee for the budgets voted at the annual Town Meeting in April. The amount that was unanticipated was then allocated 50/50 to both the Town and School FY 2007 operating budgets. At a special Town Meeting in November 2006, \$67,295 was added to the FY 2006 School budget, for a new bottom line of \$34,646,794, an increase of 5.0% over FY 2006. These extra funds were used to restore a Middle School librarian that was previously cut, and for an additional 2nd grade teacher at the Burbank School due to higher than expected enrollments.

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 \$8,214 is \$882 below the state average of \$9,096. 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 2006, 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 2007, we fund more than \$1,700,000, approximately 5% of our total budget needs, through fees, building rentals, School Choice, State circuit breaker 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 2007, we expect to have over 22 remaining Choice students at Belmont High School, all in the senior class. As they graduate in June 2007, the School Choice revenue will disappear.

- **Building Maintenance**

The School Department's 2006-07 operating budget included \$1,621,217 (\$665,089 for the maintenance of buildings and grounds plus \$956,128 for custodial services) for the care and upkeep of school facilities. In addition, Town Meeting also approved a Capital Budget of \$2,035,600, which included \$210,000 for school projects. Within the capital budget was \$35,000 for replacing the telephone system at the elementary schools, \$50,000 for masonry repairs to stop leaking through the walls of the Burbank School, \$50,000 for a building envelope study to determine the exterior wall needs of all of our buildings, and \$75,000 for lighting replacement on the driveway at Belmont High School. In total, the School Department received approximately 10% 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 do 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 Bruschi, 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 Rittelmann 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 has met extensively with JLA/Burt Hill and approved a schematic design for a New Wellington Elementary School in March 2006. The target is to submit an application for reimbursement to the new Massachusetts School Building Authority (MSBA) when the moratorium is lifted on July 1, 2007. As of the writing of this Town Report, the MSBA is still in the process of implementing their new regulations. If approved by all parties, a September 2009 completion date for the New Wellington Elementary School is still 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

Forty-one teachers were hired for the 2006-2007 school year to replace the nine teachers who retired, 30 who resigned, and three who were not renewed. One teacher was not replaced due to declining enrollment at a particular grade level. Four

teachers were hired for new positions Three teachers are on career leave during the 2006-2007 school year, and 14 teachers are on maternity leave during parts of the school year. One assistant principal and one curriculum director resigned. One coordinator was not renewed. Michael Harvey replaced Jonathan Landman as Acting High School Principal. Michael McAllister replaced Michael Harvey as Interim Director of Social Studies. Layne Millington replaced Craig Gruber as Assistant Principal of Belmont High School. Diane Wiltshire replaced Maurice Wright as Director of the METCO Program.

- Retirements

Kevin J. Donovan - The Belmont School Committee hereby records the retirement in June 2006 of Kevin J. Donovan, library media specialist at Winthrop L. Chenery Middle School.

Kevin received his Bachelor of Arts degree from Boston College in English, his Masters of Education from Lesley College in Special Education, and his Masters of Science in library science from Simmons College. After teaching for four years in Marlboro and serving for 18 years in the library at Stoneham Middle School, Kevin was hired as library media specialist at Chenery in 1997.

Kevin Donovan had been a vital thread in the fabric of Chenery Middle School for nine years. More than a librarian, Kevin is the go-to person for information, resources, media and technology assistance, whole-class instruction, and the planning and orchestration of author visits. He worked closely with two teachers to develop a successful seventh grade interdisciplinary English/science unit, the Selborne Project, which for several years culminated in an overnight environmental field trip to Cape Cod. Kevin has been a major contributor to eighth grade National History Day and the portfolio project, giving inspiring introductory presentations, assisting students with sources and materials, and serving as a judge for History Day.

Beyond the school day, Kevin has contributed greatly to extra-curricular activities at Chenery. He has been the backbone of the after-school sports program for five years, he coached girls basketball for three years, and he supervised a Step Club. Kevin established Sports Leaders to give girls a chance to show leadership skills as they organized sports activities for fifth graders.

Kevin's greatest strength is his relationship with students. His work with the Sports Leaders has been exemplary. He also takes a special interest in troubled students and makes them feel good about their contribution to Chenery. A number of students have found their niche under the caring and encouraging watch of Kevin Donovan.

Marilyn A. Gay - The Belmont School Committee hereby records the retirement in June 2006, of Marilyn A. Gay, fourth grade teacher at the Winn Brook School.

Marilyn received a Bachelor's of Science degree from Boston State College and a Master's Degree from Lesley College. She began her professional career in the Cambridge Public Schools, working at the third grade level. In 1981, Marilyn was hired by the Belmont Public Schools as a kindergarten teacher for four years at the Wellington School. In 1985, she assumed her current position as a Winn Brook School fourth grade teacher.

Marilyn has given generously of her time in order to support the mission of the Belmont Public Schools. In her role as Technology Leader, Marilyn helped to advance the district's technology goals. The staff has benefited from the "Tech Ten" tips that Marilyn has provided at staff meetings, and she has been instrumental in the creation, organization and running of the technology center. Mrs. Gay has trained her students to serve as "Techies" who prepare the lab in the morning and close down computers at the end of each day. Marilyn has also demonstrated leadership by volunteering to serve, for several years, as a grade level facilitator. The Language Arts Steering Committee also benefited from her years of service and commitment to curriculum development. Marilyn has been the teacher representative to the PTA, as well as assisting in the development of School Improvement Plans through her work on the School Advisory Council.

Marilyn has made a commitment to the future of her profession by assisting both aspiring and novice teachers. Many Winn Brook staff members are grateful for the support and guidance that Marilyn has provided in her role as mentor, and a number of student teachers have honed their craft under her supervision.

Mary Ann Higgins - The Belmont School Committee hereby records the retirement in August 2006 of Mary Ann Higgins, Grade Two teacher at the Daniel Butler School.

Mary Ann received her Bachelor's Degree in Education from Westfield State College in 1970, and her Master's Degree from Cambridge College in 1974. Mary Ann began her teaching career in the Norwalk, Connecticut, Public Schools in 1970. She joined the Belmont Public Schools in September of 1974, beginning her tenure in Belmont at the Wellington School and moving the Daniel Butler School in 1979. During her time at the Butler School, Mary Ann taught in all grade levels second through fifth.

Mary Ann's dedication to her profession is evidenced by several important achievements. She received the prestigious Presidential Award for Excellence in Elementary Science Teaching in 1990. Mary Ann also instructed fellow teachers in both Science methodology for the classroom and in alternative assessment. She was appointed as Butler's Head Teacher in 1991, a position she held until her retirement.

Mary Ann will be remembered at the Butler School for the contributions she made to both the school's community and to its professional life. She was seen as a skilled teacher by parents and was particularly popular among students who enjoyed the many interesting topics that she wove into her classroom program. Mary Ann was a leader in the Butler School's efforts to improve the quality of both curriculum and instruction. She was instrumental in the adoption of both a more effective Mathematics program and more current teaching modes for reading and writing. Mary Ann's pro-active example in these areas will serve as a model for those teachers who continue in the profession.

Sara F. Houk - The Belmont School Committee hereby records the retirement in June 2006 of Sara F. Houk, music teacher at Winthrop L. Chenery Middle School.

Sara received her Bachelor of Arts degree in music from Randolph-Macon Woman's College in Virginia, her Master of Education in music education from the University of Michigan, Ann Arbor, and her C.A.G.S. from Fitchburg State College. Sara was hired by the Belmont Public Schools in 1972 as an elementary music teacher. During her 34 years of service, she has taught at Winn Brook, Butler, and Burbank, and she served for seven years as the Colorettes advisor at Belmont High School. Sara became a music teacher at the Chenery Middle School in 1992, after having served as advisor to the middle school theater productions since 1985.

Sara's work in both vocal music and theatre has challenged and delighted students and their families for more than three decades. When Sara was first hired, one of her charges was to develop a general music curriculum for the school district. It is because of those efforts that students have the opportunities that they benefit from today. At the Chenery Middle School, she developed one of the first electronic music labs of its kind in Massachusetts. That program has now expanded to the high school. As a result of this program, every student in the school district has access to authentic music learning experiences through our general music curriculum. Sara continues to serve as a mentor, and role model for countless music educators. Her dedication to the students and music program of the Belmont Public Schools is deeply appreciated by the entire community.

Mary S. Mahony - The Belmont School Committee hereby records the retirement of Mary S. Mahony, a Special Education Educator at the Roger Wellington School, effective June 2006.

Mary graduated from Southern Connecticut State College in 1970. She continued her graduate studies at Northeastern University where she received a Masters of Education degree in 1977 and then on to Boston College where Mary earned a CAES in 1989. Mary began her association with Belmont as a parent and continued on professionally as a French Tutor, aide and Special Education Teacher – ending her 24 year association at the Roger Wellington School – where she began as a parent!

We recognize Mary as a "life-long learner." She has participated in countless professional development offerings both within and beyond the district. It is evident that Mary enjoys supporting and collaborating with her colleagues. She has acted both formally and informally as a mentor and shares ideas, resources and compliments with those with whom she works. Mary has consistently looked for ways to ensure the success of those students she refers to as "my kids" and she is always ready to give of herself for what she sees as the most important thing – her kids. She has been a strong advocate of METCO and has had a positive outlook in her commitment to public education.

Mary's dedication and skill are recognized and appreciated by the staff, students and parents with whom she has worked. She has taught hundreds of students the strategies needed to achieve success in school and function as increasingly independent learners. Noted in a letter in her file, Mary has "given in so many ways to make the Belmont Schools better for all children." Mary's love for her students, respect for her colleagues and care for her community have touched the lives of hundreds of Belmont Public Schools community members and will be both remembered and missed.

The Belmont School Committee hereby records the retirement in June 2006 of Mary Ann Miller, Special Education Clerical Aide in the Belmont Public Schools since 1976.

Mary Ann Miller - Mary Ann began her thirty-year career as a one-on-one aide for a Belmont student attending the Plympton School in Waltham, Massachusetts, riding the bus daily with this student and assisting him in school. In September 1976, she accepted a position as a pre-school aide at the Butler School where she remained for two years. In September 1978, Mary Ann accepted an assignment at the Chenery Middle School and Central Office as a clerical aide where she remained for the next 27 years.

A Belmontian from birth, Mary Ann's warmth, compassion, and sense of humor have comforted many fledgling teachers and colleagues alike. She has an ability to manage many tasks at the same time coupled with an unflappable demeanor. Mary Ann's decorating sense is renown and appreciated system-wide, often elevated to maximum heights during the changing seasons. Her wit and happy attitude will be missed.

Marilyn J. Poole - The Belmont School Committee hereby records the retirement of Marilyn J. Poole, a Language Arts teacher at the Roger Wellington Elementary School, effective June 2006.

Marilyn earned her bachelor's degree from the University of Lowell in 1962 and her master's degree from Lesley College in 1992. She continued her studies throughout her entire teaching career both at local universities and through programs offered by the school system. Marilyn often speaks of her teaching career as a journey during which learning how to be a better teacher never stops.

Marilyn began her career in Belmont as a professional aide. She joined the Wellington faculty as a teacher of Grade 3 in 1988. Marilyn taught every grade level at the Roger Wellington. In addition, she served most recently as a special subject teacher of reading. Marilyn has been a model of life-long learning, sharing both her new learning and her love of learning with all of her students and with her colleagues.

Forty-four years ago, Marilyn took an oath before a Massachusetts municipal court judge to "take each child of the Commonwealth and move him or her to fullest potential." She maintained this oath throughout all of her years of teaching. Marilyn's classroom lessons are models of skillful teaching. She differentiates for every child, incorporates new instructional strategies to match learning needs, and finds the resources needed to support student learning. Marilyn challenged all of us to see children and learning in new ways. She leaves a legacy at the Wellington School that will continue to serve children for many years to come.

In 2004, Marilyn was named a semi-finalist in the Massachusetts Teacher of the Year Program. This was a truly fitting honor for this teacher of teachers. Marilyn was one of the founders of the current Mentor Program. She served on the planning committee, organized and facilitated training for new mentors, and led workshops for new teachers. Marilyn was a leader on the Staff Development Council. She understood the connection between the implementation of major curriculum and instructional initiatives and the need for professional development programs for teachers. She emphasized the link between quality teaching and improved student achievement. Marilyn was always willing to look beyond current practice to programs that would help us investigate new and promising practice.

Carolyn S. Rooney - The Belmont School Committee hereby records the retirement in June 2006 of Carolyn S. Rooney, Grade One teacher at the Daniel Butler School.

Ms. Rooney received her Bachelor of Arts degree in Education from Hofstra University in Hempstead, New York in 1968. Following graduation, she taught first grade for four years in North Babylon, New York. Carol joined the staff of the Belmont Public School in September of 1972. Her tenure in Belmont has been entirely at the Daniel Butler Elementary School where she has taught both first and second grade. At the time of her retirement, Carol will be the longest serving staff member at the Daniel Butler School, having completed 34 years of service.

Ms. Rooney will be remembered as being both a competent instructor and a curricular leader. Students left her classroom at the end of the year having fully mastered the foundational literacy and numeracy skills and with knowledge needed for further study. Carol was particularly successful in mathematics where she incorporated highly effective daily routines that helped students to develop strong understandings in such areas as money and time.

Ms. Rooney's work in the area of curriculum helped to move the system into a more current mode of instruction. She was one of the earliest Belmont teachers to explore wholistic forms of teaching in both reading and writing. Carol also was a pioneer in employing the developmental models of classroom instruction that began to emerge in the late eighties. The result of both of these was a more forward looking educational program across the system.

Margaret A. Stoddard - The Belmont School Committee hereby records the retirement in June 2006 of Margaret A. Stoddard, Secretary to the Assistant Principal at Belmont High School.

Having served 38 years for the John Hancock Insurance Company, Margie took early retirement in 2001 and began her five year career in the Belmont Public Schools as a substitute teacher. In August 2003, she accepted a position as a long-term substitute part-time secretary to the Assistant Principal at Belmont High School. In September 2004, Margie was appointed a full-time Main Office Secretary at Belmont High School. She has an ability to manage many tasks at the same time coupled with an unflappable demeanor, a necessary asset when working in a busy high school office. Her wit and happy attitude will be missed.

Joan A. Watts - The Belmont School Committee hereby records the retirement in June 2006 of Joan A. Watts, third grade teacher at the Winn Brook School.

Joan graduated from Wheelock College with a Bachelor's of Science and a Master's degree in Education. She began her professional career in 1965 as a second grade teacher in Wausau, Wisconsin. Upon moving to Massachusetts, she was employed by the Wellesley Public Schools. Joan began her service with the Belmont Public Schools in 1982 as a second grade teacher at the Burbank School. She joined the Winn Brook Staff in 1983 where she has remained for the past 23 years serving at a variety of grade levels.

Joan takes pride in, and is grateful for, the fine training which she received from Wheelock College. She supports the institution and those aspiring teachers which it serves, through her active participation on a number of committees and boards. Joan has served as the Alumni Trustee to the Board of Trustees, Chair of the College Alumni Association's Endowment Fund, member of the Long Range Planning Committee, and as a member of the Alumni Association's Executive Board. Joan is also involved in the college's Ferry Beach Ecology School Board.

Joan Watts is a life-long learner who is always on the lookout for new ways to motivate and instruct her students. She has taken advantage of a great many professional development offerings provided by the Belmont Public Schools. Joan will long be remembered for her unique method of increasing students' understanding of large numbers. In 1997, she embarked on a mission to collect one million aluminum can tabs. The collection is still in progress and on display for the benefit of all Winn Brook students.

Joan's career as a teacher has been the fulfillment of a life-long dream. She has maintained her passion and dedication to the profession throughout her career. Joan cares deeply for those students in her charge, and goes to great lengths to establish personal relationships with each child who is fortunate enough to be a member of her class. Each day ends with a handshake and a personal, positive interaction. She also reaches out to connect with the families of those she serves. The impact that Joan has on her students and their families is reflected in a letter which was presented to her by her class in 2004. The letter closed:

"You are thoughtful, caring and sensitive and take the time to connect with each individual child in a tender, loving manner... You have made a lasting impression on our lives and we will never forget you".

Conclusion

In 2006, 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

STAFF FTE SUMMARY	BUR	BUT	WELL	WB	CMS	BHS	SYS	FY 2007
TEACHERS <i>(includes 2.4 High School teachers for FY07 funded by School Choice)</i>								
ENGLISH 5-12					11.75	12.40		24.15
READING K-12	1.00	1.30	1.60	1.40	2.00			7.30
ELEMENTARY 1-4	12.00	10.00	16.00	15.00				53.00
ART 1-12	0.50	0.60	0.80	0.60	3.60	4.40		10.50
MUSIC K-12	0.95	1.05	1.25	1.05	3.80	2.00		10.10
THEATER ARTS						0.20		0.20
FOREIGN LANGUAGE 5-12					7.40	9.80		17.20
KINDERGARTEN	2.10	2.10	3.50	2.80				10.50
MATHEMATICS 5-12					11.75	12.00		23.75
PHYSICAL ED K-12	0.60	0.60	1.00	0.90	3.00	0.70		6.80
SCIENCE 5-12					11.75	13.95		25.70
HEALTH EDUCATION 6-12					1.00	0.70		1.70
TECHNOLOGY EDUCATION					1.60	0.25		1.85
SOCIAL STUDIES 5-12					11.75	11.40		23.15
ENGLISH LANGUAGE LEARNERS (E L L)							1.00	1.00
EARLY CHILDHOOD/PRE-K				5.00				5.00
SPECIAL EDUCATION	1.70	1.70	2.90	2.20	7.40	3.10		19.00
GUIDANCE	0.40	0.60	1.00	0.50	4.00	5.00		11.50
PSYCHOLOGICAL SERVICES	0.40	0.40	0.60	0.60		0.73		2.73
LIBRARY	0.00	0.00	0.00	0.00	0.80	1.00		1.80
TOTAL	19.65	18.35	28.65	30.05	81.60	77.63	1.00	256.93
AIDES / ASSISTANTS / TUTORS								
KINDERGARTEN								0.00
ESL / ELL	0.20	0.42	0.67	0.20	0.83	0.83		3.15
EARLY CHILDHOOD/PRE-K				6.57				6.57
SPECIAL EDUCATION	4.76	1.34	6.91	9.44	10.43	1.00		33.88
LIBRARY	0.65	0.65	0.92	0.78	1.10	3.00		7.10
BUILDING ADMINISTRATION (Lunch Aides)	1.26	1.32	1.64	1.32	0.68			6.22
TOTAL	6.87	3.73	10.14	18.31	13.04	4.83	0.00	56.92
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	0.00		0.42
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	5.00	11.70	26.11
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							5.63	5.63
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							3.83	3.83
TOTAL	3.00	3.00	4.00	3.00	3.78	10.83	12.73	40.34
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 & ASSISTANT							2.00	2.00
SUPERVISOR OF BUILD & GROUNDS							1.00	1.00
TOTAL	1.00	1.00	1.00	1.00	3.00	3.00	13.60	23.60
BUDGET FY 2007	31.52	27.08	45.44	54.03	105.51	101.29	39.03	403.90

Appendix No. 2

BELMONT PUBLIC SCHOOLS

TEACHING FACULTY BY DEGREE AND YEARS OF EXPERIENCE

2006-07

(by FTE)

Step	B	B+15	M	M+15	M+30	M+45	D	TOTALS	% of Total
1	6.0	3.1	9.0	0.0	0.8	0.0	0.0	18.9	6.9%
2	4.5	0.0	13.7	0.0	0.0	0.0	1.0	19.2	7.0%
3	4.0	0.0	16.4	0.0	1.0	1.0	0.0	22.4	8.1%
4	4.0	2.0	8.0	2.0	5.0	1.0	0.0	22.0	8.0%
5	0.0	2.7	14.9	3.0	3.0	0.0	0.0	23.6	8.6%
6	0.7	1.0	13.7	1.0	3.0	1.0	0.0	20.4	7.4%
7	1.0	3.0	9.4	1.9	0.0	4.8	0.0	20.1	7.3%
8	2.0	0.0	6.0	6.0	1.0	3.0	1.0	19.0	6.9%
9	0.0	0.0	5.1	3.0	1.0	1.0	0.0	10.1	3.7%
10	0.0	1.0	2.0	4.0	2.0	1.0	0.0	10.0	3.6%
11	1.0	0.0	1.0	3.0	0.0	0.0	0.0	5.0	1.8%
12	0.0	0.0	1.6	5.0	0.0	2.0	0.0	8.6	3.1%
13	1.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.4%
14	4.8	5.2	8.6	10.6	12.2	32.1	1.7	75.2	27.3%
TOTALS	29.0	18.0	109.4	39.5	29.0	46.9	3.7	275.5	100.0%
% of Total	11%	7%	40%	14%	11%	17%	1%	100%	

BELMONT PUBLIC SCHOOLS
 Belmont, Massachusetts
 School Calendar for 2006 – 2007

August 2006				
M	T	W	Th	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	NS	NS	

September 2006				
M	T	W	Th	F
				X
X	T	6●E*	7●●☺	8☺
11	12	13	14	15
18	19	20	21	22
25	26	27H	28	29

October 2006				
M	T	W	Th	F
2	3	4	5	6
X	10	11	12	13
16	17	C	19	20
23	24	25EMH	26	27
30	31			

November 2006				
M	T	W	Th	F
		1EMH	2	3
6	7	8EM	9	10
13	14	15EM	16	17
20	21	22*	X	X
27	28	29M	30	

- T School Closed for Students-Teachers Report
- X Closed for Pupils and Staff
- NS New Staff Report (Aug. 30 & 31)
- * Early Release Day
- C School Closed For Students
(Curriculum Day K-12)
- + High School Graduation – June 3, 2007

- E Elementary Schools Early Release Day
- H High School Early Release Day
- M Middle School Early Release Day
- Day 1 for Gr. 1-4; *5(early release) & 7; 9 & 12
- Day 2: All Students K-12
- ☺ Half of Kindergarten students each day
(Notices will be sent home by each school.)
- ☼ Last day of school – early release – all grades
(Subject to change depending on snow days)

School Hours:

- Burbank 8:40 a.m. - 2:40 p.m. (K 11:55 a.m.)
- Butler 8:40 a.m. – 2:40 p.m. (K 11:55 a.m.)
- Wellington 8:35 a.m. – 2:35 p.m. (K 11:50 a.m.)
- Winn Brook 8:50 a.m. – 2:50 p.m. (K 12:05 p.m.)
- Chenery Middle School 7:55 a.m. – 2:15 p.m.
- Belmont High School 7:35 a.m. – 2:25 p.m.

HOLIDAYS

- Labor Day – September 4, 2006
- Columbus Day – October 9, 2006
- Veterans' Day – November 11, 2006
- Thanksgiving Recess* – November 23 & 24, 2006
(beginning with early release on November 22)
- Winter Recess – Dec. 23, 2006 – Jan. 1, 2007
- Martin Luther King Day – January 15, 2007
- February Recess – Feb. 17 – Feb. 25, 2007
- Good Friday *- April 6, 2007 (early release)
- April Recess – April 14 – 22, 2007
- Memorial Day – May 28, 2007

December 2006				
M	T	W	Th	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
X	X	X	X	X

January 2007				
M	T	W	Th.	F
X	2	3	4	5
8	9	10M	11	12
X	16	17	18	19
22	23	24M	25	26
29	30	31		

February 2007				
M	T	W	Th	F
			1	C
5	6	7	8	9
12	13	14	15	16
X	X	X	X	X
26	27	28		

March 2007				
M	T	W	Th	F
			1	2
5	6	7EH	8	9
12	13	14E	15	16
19	20	21E	22	23
26	27	28E	29	30

April 2007				
M	T	W	Th	F
2	3	4	5	6*
9	10	11	12	13
X	X	X	X	X
23	24	25	26	27
30				

May 2007				
M	T	W	Th	F
	1	2E	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
X	29	30	31	

June 2007				
M	T	W	Th	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22☼
25	26	27	28	29

July 2007				
M	T	W	Th	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

LAST DAY OF SCHOOL IN JUNE SUBJECT TO CHANGE

**BELMONT PUBLIC SCHOOLS
10/2/2006**

APPENDIX 4

	Pre	K	1	2	3	4	<u>TOTALS:</u> <u>10/2/2006</u>
BURBANK		18	21	19	20	22	
		18	21	20	20	21	
		18	22	20	19	21	
		54	64	59	59	64	300
BUTLER		22	24	21	18	19	
		23	24	20	19	19	
		22		20	18		
		67	48	61	55	38	269
LABBB	15						15
							284
WELLINGTON		19	24	22	24	20	
		18	23	23	25	22	
		18	23	22	24	21	
		18	24	21	25	21	
		73	94	88	98	84	437
WINN BROOK	11	20	22	21	21	20	
	12	20	24	21	21	19	
	9	19	24	21	21	20	
	13	21	22		21	20	
	12						
		80	92	63	84	79	398
	57						57
							455
	<u>Pre</u>	<u>K</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	
	57	274	298	271	296	265	1461
LABBB	15						15
							1476
<u>CHENERY MIDDLE</u>							
	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>			
	269	273	281	298			1121
LABBB	27						27
							1148
<u>HIGH SCHOOL</u>							
	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>			
	287	290	286	288			1151
LABBB	34						34
							1185
TOTAL ELEMENTARY		1476					
TOTAL SECONDARY		2333					
TOTAL ENROLLMENT		3809					

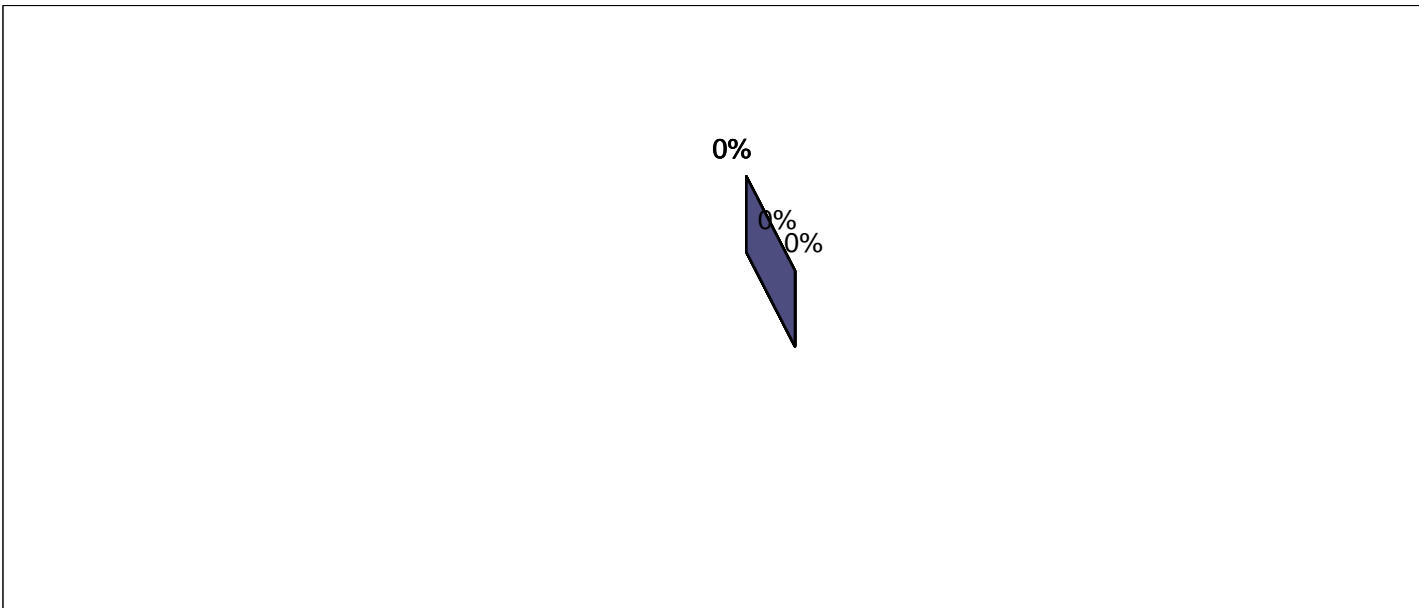
TOTALS: OOD	OOD*	PRE	ELEM	CMS	BHS
76	25	57	1476	1148	1185

OOD* - OUT OF DISTRICT - ON SITE BELMONT STUDENTS:

BUTLER	LABBB	10	CMS	LABBB	5	HS	LABBB: 10
---------------	--------------	-----------	------------	--------------	----------	-----------	------------------

**BELMONT PUBLIC SCHOOLS
FY2007 APPROVED BUDGET
as per Special Town Meeting, Novemeber 2006**

	<u>Personnel</u>	<u>Non-salary</u>	<u>Other</u>	<u>Total</u>
Regular Instruction	13,438,891	418,927		13,857,818
Special Instruction	2,690,948	34,265	4,258,189	6,983,402
Student & Instructional Services	2,953,041	515,840	747,490	4,216,371
Operation Services	853,405	66,000	2,030,740	2,950,145
Policy & Administration	2,209,780	315,616		2,525,396
Contractual Allowance	177,151			177,151
Fringe Benefits			5,869,556	5,869,556
Revolving Offset	(234,759)		(1,476,144)	(1,710,903)
FY 2007 TOTAL	22,088,457	1,350,648	11,429,831	34,868,936
FY 2006 Appoved	21,466,660	1,174,753	10,363,986	33,005,399
FY 2005 Appoved	20,556,111	868,736	9,498,919	30,923,766



COMPENSATION SCHEDULES

Appendix 6

Category	Low	High
Cafeteria Workers	10.09	10.95
Head Cooks: Elementary	10.59	11.50
Head Cooks: Middle & High School	12.40	13.39
Assistant Custodian	14.86	16.99
Custodian: Class A	18.69	20.35
Custodian: Class B	17.66	19.20
Maintenance: Class A	18.53	20.09
Maintenance: Class B	16.70	18.55
Classroom Assistants	12.23	13.21
Campus Monitors	15.25	15.54
Professional Aides	15.21	20.29
Secretaries Class I	15.89	21.34
Secretaries Class II	14.87	20.31
Secretaries Class III	13.86	19.21
Teachers annual	38,462	81,456