

**SCHOOL COMMITTEE**  
OF  
BELMONT, MASSACHUSETTS  
For the year ending December 31, 2007

SCHOOL COMMITTEE MEMBERS

	Term Expires
Mr. John Bowe, Chairman 20 Elizabeth Road	2009
Dr. Diane Stafford, Secretary 9 Temple Street	2010
Ms. Elizabeth Gibson 15 Oakley Road	2009
Ms. Ann Rittenburg 42 Farnham Street	2008
Mr. Scott Stratford 97 Alexander Avenue	2008
Ms. Leslie Walker 23 Douglas Road	2010

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.

Former member Kathy Miller stepped down from the School Committee, after 12 years of committed, outstanding service. In April, the citizens of Belmont re-elected Diane Stafford and elected Leslie Walker to membership on the committee.

The following are liaison assignments and subcommittee and collective bargaining teams.

**Moderator Appointments**

Wellington Building Committee  
ESCO project

John Bowe  
Diane Stafford

**Subcommittees of the School Committee**

Crofts Policy Revision

Gibson, Miller, Emello \*

**Representatives**

Advisory Council for the Future Needs of  
Belmont High School  
Belmont Special Ed Advisory Council (BSEAC)  
Capital Budget Committee  
Community Education

Gibson  
Walker  
Stafford - voting member  
Stratford

Council on Aging  
 EDCO Board  
 EDCO Public Policy  
 Foundation for Belmont Education  
 ITAC (Info. Tech. Advisory Com.)  
 PTO/PTA Liaison  
 Superintendent's Health Advisory Committee  
 Superintendent's Task Force on Challenges  
 Superintendent's Task Force on Full-day Kindergarten  
 Warrant Committee  
 Youth Commission

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

\* Former School Committee members Kathy Miller and Deborah Emello, both attorneys, graciously agreed to continue this long-term task, which was started several years ago.

**Bargaining Teams**

			<u>Expires</u>	Contract
Unit A	Teachers	Stratford/Gibson/Walker		8/31/10
Unit B	Administrators	Stratford/Rittenburg		6/30/10
Unit D	Education Support	Stafford/Walker		8/31/08
AFSCME	Custodians/Caf workers	Gibson/Bowe		6/30/08
Belmont Secretaries Assoc	Secretaries	Gibson/Rittenburg		6/30/10
Superintendent's Contract		Bowe/Gibson		6/30/09
Principals (advisory)		Bowe/Rittenburg		varies

**Foundation for Belmont Education**

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 more than 375 grants totaling over \$1.2 million for programs in the Belmont Public Schools.

The Foundation raises funds in several ways. More than 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 MEMBERS</u>	<u>PARENT MEMBERS</u>	<u>COMMUNITY MEMBERS</u>
BURBANK	Christine Francis, Chairman Suzanne Alcock Sarah McSweeney	Holly Muson Adriana Poole Shauna Townsend	Joyce Messer
BUTLER	Lisa O'Sullivan Bruce MacDonald, Chairman Susan Blanchard Justin Chiu Brian Kane	Mark Sciegaj Coralie DiTommaso Gail Erdos Irene Laing Ann Mahon	TBD
WELLINGTON	Amy Wagner, Chairman Stephanie McLaughlin Michelle Markley Linda Ott	Sylvia Kinn-Edwards Ellen Kassaraba Barbara Selmo - Co-Chairmen	TBD
WINN BROOK	Janet Carey, Chairman Bob Gleason Robin Morrison	Jeff Berger Kristie Armstrong Celine Brabo	JoAnn Miller Jane Murphy

CHENERY MIDDLE SCHOOL	Nancy Martin Deborah Alexander, Chairman Vanessa Bullard Heatherlyn Ames Emily Crowley Katie Kelley	Christine Sandvik Deirdre Savarese Denise Dabney Donata Barber William Messenger	Phyl Solomon Mary Ann Johnson
BELMONT HIGH SCHOOL	Michael Harvey, Chairman 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 2007 the Belmont Public Schools remained committed to universal access to the highest quality curriculum for all students as well as universal proficiency. Staff development programs focused on literacy and mathematics instruction. Teachers worked on expanding their instructional strategies 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 2006-2007 school year.

#### 2006-2007 School Year

Student Choice	SAT Reasoning Test SAT Subject Tests Advanced Placement (AP)	Multiple Administration 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. The number of AP Tests taken increased by 189. In addition, Belmont participated in the tenth 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 in English, mathematics, and science.

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 eight Belmont High School students were named semifinalists in the 2008 Merit Scholarship Competition. In addition, there were twenty five commended students.

<b>SAT Reasoning Test (2006-07)</b>				
<b>OVERALL</b>				
<b>MEAN</b>	<b>BPS</b>	<b>State</b>	<b>National</b>	
Critical Reading	575	513	502	
Mathematics	592	522	515	
Writing	576	511	494	
<b>Combined</b>	<b>1743</b>	<b>1546</b>	<b>1511</b>	

### The SAT Reasoning Test

The SAT Reasoning Test administration for the 2006-2007 was the second year to include a writing test in addition to the traditional tests of mathematics and verbal reasoning. With the addition of a writing test, the combined score for the new SAT Reasoning Test is 2400. Belmont's combined overall mean is 1743.

As a reminder about the new test, the new SAT adds a third test, the writing test that requires a student 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 were 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 this newer version of the SAT is 3 hours and 45 minutes. We now have two years of data for students at the local, state, and national level.

### Student Results

The SAT report summarizes information for seniors, who took the SAT Reasoning Test at any time during high school through April, 2007. If a student took the test more than once, the most recent score was used.

Two hundred and eighty eight BHS seniors have reported SAT Reasoning Test scores. In Belmont, the critical reading mean is 62 points higher than the state mean and 73 points higher than the national mean. The mathematics mean for Belmont is 70 points higher than the state mean and 77 points higher than the national mean. Belmont's mean for the writing test was 65 points higher than the state mean and 82 points higher than the national mean. The combined mean for Belmont students was 197 points higher than the state mean and 232 points higher than the national mean.

For the 171 students who took over 400 SAT Subject Tests and the SAT Reasoning Test, the mean SAT critical reading score was 629 and the mean SAT math score was 650. The writing test mean for these students was 631. Rigorous academic programs continue to correlate with higher SAT scores. These students had a combined overall mean score of 1910, 167 points higher than the overall mean for Belmont High School students who took only the SAT Reasoning Test.

### 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.

Year	% Students	# Tests	# Subject Areas	% scoring 3,4,5
2002	255	488	21	88%
2003	290	545	21	89%
2004	298	601	23	89%
2005	317	682	26	86%
2006	321	650	22	90%
2007	362	839	26	87%

Belmont High School students took Advanced Placement Exams in 26 areas:

Biology	Calculus AB	Calculus BC
Chemistry	Comp. Science A	Computer Science AB
Econ-MAC	Econ-MICRO	English Lit/Comp
Environ. Science	European History	Studio Art Drawing
Latin	Music Theory	Statistics
Physics B	Physics C	Physics C - Mech
Psychology	Spanish Language	French Literature
Studio Art-Design	Chinese Language	French Language
Japanese Language	US History	

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. A small number of students continue to elect AP tests in areas for which no formal course of study is offered, such as Statistics and Japanese.

### AP Scholar Awards

Belmont High School students are well represented in the AP Scholar Awards Program. The AP Scholar award was granted to 58 students who received grades of 3 or higher on three or more AP Exams. The AP Scholar with Honors Award was granted to 29 students who received an average grade of at least 3.25 on all AP Exams taken and grades of 4 or higher on four or more of these exams. The AP Scholar with Distinction award was granted to 76 students who received an average grade of at least 3.5 on all AP Exams taken and grades of 3 or higher on five or more of these exams. A Belmont High School student earned the AP State Scholar Award which is granted to the one female and one male student in each state with grades of 3 or higher on the greatest number of exams and then the highest average grade on all AP exams taken. Finally, 15 students earned the National AP Scholar Award. This award is granted to students who receive an average grade of at least 4 on all AP Exams taken and grades of 4 or higher on five or more of these exams. A total of 179 Belmont High School students earned AP Scholar Awards.

### Massachusetts Comprehensive Assessment System (MCAS)

During the 2006-2007 school year Belmont students in grades 3, 4, 5, 6, 7, 8, 9, and 10 participated in various disciplined based tests as part of MCAS. An initial review of the results of the tenth 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 2006-2007

Grade Tested In 2006-2007	YOG	Current Grade In 2007-2008	# Tested	Subject Tested
10	2009	11	288 289	English Math
9/10	2009/ 2010	10/11	277 273 4 5	Physics Chemistry Biology Technology and Engineering
8	2011	9	295 294 294	English Math Science
7	2012	8	275 275	English Math
6	2013	7	271 272	English Math
5	2014	6	277 278 278	English Math Science
4	2015	5	259 260	English Math
3	2016	4	292 290	Reading Math

Students in grades 3 through 8 and 10 were required to participate in English and math testing. A science test is now administered in grades 5, 8, and 9 or 10. During the 2007 spring testing, the vast majority of students at Belmont High School were tested in physics in grade 9 or chemistry in grade 10. Beginning with the class of 2010, the current grade 10 students, in order to graduate with a diploma, students must pass a science test in grade 10 as well as an English and math test. Most members of the class of 2010 took and passed the physics test during the spring 2007 testing and this passing grade will fulfill the science testing requirement.

English Language Learners participate in the MCAS and are tested with two state required instruments: The MELA-O (Massachusetts English Language Assessment – Oral) and MEPA (Massachusetts English Proficiency Assessment)

#### Yearly Comparison of Combined Percentages of Student Performance at Advanced and Proficient for MCAS

Grade	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07
3 Reading	85%	84%	83%	84%	82%	80%	79%
3 Math	NA	NA	NA	NA	NA	76%	80%
4 English	84%	80%	74%	78%	75%	80%	82%
4 Math	70%	73%	60%	67%	68%	65%	74%
5 English	NA	NA	NA	NA	NA	84%	85%
5 Math	NA	NA	NA	NA	NA	66%	74%
5 Science	NA	NA	82%	81%	68%	74%	71%
6 English	NA	NA	NA	NA	NA	90%	88%
6 Math	69%	73%	72%	76%	65%	69%	78%
7 English	72%	88%	91%	89%	86%	86%	91%
7 Math	NA	NA	NA	NA	NA	62%	74%
8 English	NA	NA	NA	NA	NA	92%	92%
8 Math	61%	58%	74%	72%	76%	70%	70%
8 Science	NA	NA	68%	73%	64%	60%	62%
9 Physics	NA	NA	NA	NA	NA	NA	87%
10 Chem	NA	NA	NA	NA	NA	NA	51%
10 English	80%	88%	84%	90%	91%	90%	91%
10 Math	78%	73%	74%	85%	91%	88%	96%

#### 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 the 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.

### **Budget**

At the Annual Town Meeting, postponed for budget articles until June 18, 2007, the Town Meeting approved a school budget of \$37,040,025, an increase of 6.9% over the prior year's budget. Mandated increases in Special Education, medical insurance and utilities, along with contractual salary raises, are the main forces driving the budget. These specific mandated items increased the budget total by 3.2%, while salaries added another 3.2%. A proposal to expand Kindergarten to a full-day program could not be funded and had to be delayed for another year.

When the State budget was finalized, Chapter 70 Education Aid was increased by \$513,409 over Fiscal Year 2007. This increase was the first year of a five-year phase-in of additional Chapter 70 aid resulting from legislation passed by in 2007. The legislative intent was to increase Chapter 70 aid for all school districts to a minimum of 17.5% of each district's Foundation budget. For Belmont, the Fiscal Year 2007 ratio of Chapter 70 aid to our Foundation budget was 11.6%. To reach 17.5% would require an increase of \$1,711,365. The additional \$513,409 for FY 2008 represented a 30% first year "down payment" on this legislative commitment. Whether or not the commitment would be funded in future years depends upon each year's State 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 from all sources of funds of \$10,374 is \$837 below the state average of \$11,211. It should be noted that the Department of Education (DOE) has shifted to a new per pupil calculation, where they take the expenditures from "all sources of funds". This means that they are now including expenditures from all grants, State and Federal, all fees such as athletic and busing, all private donations such as the Foundation for Belmont Education, and the Town Department accounts in support of the Public Schools such as a portion of the Accountant's and Treasurer's Offices and specific items like crossing guards. This new methodology by the DOE resulted in the per-pupil calculation for all districts in the State increasing and thus the State average. Unfortunately, our relative rank as being over \$800 below the State average remained the same as previous years. Yet our school system's performance, by any objective measure, is among the best in the Commonwealth. Belmont High School's Class of 2007, 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 2008, we are funding \$1,875,300, approximately 5% of our total budget needs, through fees, building rentals, balances in the School Choice revolving account, State circuit breaker aid for Special Education, and other sources.

### **Building Maintenance**

The School Department's 2007-08 operating budget included \$1,784,131 (\$799,594 for the maintenance of buildings and grounds plus \$984,537 for custodial services) for the care and upkeep of school facilities. In addition, Town Meeting also approved a Capital Budget of \$3,125,000, which included \$1,324,500 for school projects. Within this Capital Budget was \$1,000,000 to be bonded for replacement of the HVAC units on top of Belmont High School. From direct appropriations, school projects included \$77,500 for IT data integration and backend services projects to support our network, \$46,000 to replace the telephone system at the Chenery Middle School, \$125,000 as the third phase of an ongoing project to replace the translucent panels in the High School gymnasium, \$48,500 to repair the surface of the tennis courts, and \$27,500 to insulate the windows in the School Administration Building which could not be done through the Town Hall Complex Project due to a lack of funds. Also appropriated directly from Free Cash for FY 2008 were \$125,000 to replace all of the carpeting at the Butler Elementary School and \$40,000 to repaint the wooden trim on the exterior of the Burbank Elementary School.

### **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:

Member	Occupation and Committees
Mark Haley, Chair	Engineer
Pat Bruschi, Vice-Chair	Permanent Building Committee, Warrant Committee, Capital Budget 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, 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 was to submit an application for reimbursement to the new Massachusetts School Building Authority (MSBA) when the moratorium lifted on July 1, 2007.

At their meeting of November 28, 2007, The MSBA Board reviewed 162 applications for building projects. They had previously narrowed down the 423 applications (Statements of Interest - SOI) by requiring that any school district submitting more than one SOI pick only one as their top priority. For Belmont, the School Committee selected the Wellington Project over the Belmont High School renovation. Of the 162 applications, the MSBA Board approved 83 to go forward for possible funding, including the Wellington Elementary School Project. While still not guaranteeing State funding, the Wellington is now among the projects issued an "Invitation to Collaborate on a Feasibility Study". This is one step forward in the process to obtain State reimbursement for a new Wellington Elementary School. The School Committee, School Administration and members of the Wellington building Committee will be meeting with officials of the MSBA to push the project forward to a decision by the MSBA Board to approve funding. Once this is done, the new regulations state that the Town of Belmont would have 120 days to approve funding for the project, including both a Town Meeting vote and a debt exclusion ballot question.

### 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.

In April 2007, a *Second Superintendent's Advisory Council on the Future Needs of Belmont High School* was formed. The Second Advisory Council reviewed the status of the entire Master Plan in light of the most critical needs to maintain the school. It was decided that the construction of new science labs and some significant work on the infrastructure head-end of the heating and electrical systems were the highest priority. Most of these needs had been scheduled to be met in Phase I of the four-phased Master Plan. Treating a modified Phase I as a stand-alone project, the Second Advisory Council asked the architect to cost out this one portion of the Master Plan. The analysis showed that a modified Phase I, including a new Science Wing, would cost \$22,290,000 if bid in March 2009. A revised Statement of Interest was then approved by the School Committee to file with the MSBA for future funding once the Wellington School is approved.

#### **Personnel and Staff**

Thirty-eight teachers were hired for the 2007-2008 school year to replace eight teachers who retired and thirty who resigned. Nine teachers were hired for new positions. Two Directors retired. Kenneth Kramer replaced Sally Smith as Director of Student Services. Benadette Conroy was hired as Assistant Director of Student Services to replace Kenneth Kramer. Patricial Soliozy was hired as Director of Mathematics to replace Evagrio Mosca who retired. Nine teachers are on career leaves. Four teachers are on year-long maternity leaves.

#### **Retirements**

The School Committee recognized the retirements to the following staff members at a ceremony during a regular School Committee meeting:

**Barbara F. (Bobbie) Brennan** - Seventh grade English teacher at Chenery Middle School. Joined BPS in 1971.

**Jeanne M. Hansen** - Third grade teacher at the Roger Wellington School in 1976.

**Susan T. Jones** - Second grade teacher at the Roger Wellington School. Joined BPS in 1974.

**Susan L. Kemp** - Speech and Language Specialist for the Belmont Public Schools. Joined BPS in 1973.

**Sandra Morgan** - Choral Director at Belmont High School. Joined BPS in 1997.

**Evagrio (Vaag) Mosca** - Director of Mathematics. Joined BPS in 2005.

**Frances K. Perlman** - Resource teacher at the Daniel Butler School. Joined BPS in 1984.

**Sally Smith** – Director of Student Services. Joined BPS in 1981.

#### **Statistics**

The following pages contain excerpts from the budget book and other documents summarizing student enrollment; staffing, by school and department; wages; and the school year calendar.

#### **Conclusion**

In 2007, 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,  
John Bowe, Chairman

STAFF FTE SUMMARY	BUR	BUT	WELL	WB	CMS	BHS	SYS	FY 2008
<b>TEACHERS</b> (includes 2.2 High School teachers for FY08 funded by School Choice)								
ENGLISH 5-12					11.75	12.60		24.35
READING K-12	1.00	1.40	1.60	1.50	2.40			7.90
ELEMENTARY 1-4	12.00	12.00	16.00	15.00				55.00
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	2.80	2.80				9.80
MATHEMATICS 5-12					12.55	11.80		24.35
PHYSICAL ED K-12	0.60	0.60	1.00	0.90	3.00	0.70		6.80
SCIENCE 5-12					11.75	14.70		26.45
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	1.80	3.20	2.10	7.40	3.80		20.00
GUIDANCE	0.40	0.60	1.00	0.50	4.00	5.00	1.00	12.50
PSYCHOLOGICAL SERVICES	0.40	0.40	0.60	0.60		0.73		2.73
LIBRARY	0.00	0.00	0.00	0.00	1.00	1.00		2.00
<b>TOTAL</b>	<b>19.65</b>	<b>20.55</b>	<b>28.25</b>	<b>30.05</b>	<b>83.00</b>	<b>79.08</b>	<b>2.00</b>	<b>262.58</b>
<b>AIDES / ASSISTANTS / TUTORS</b>								
KINDERGARTEN								0.00
ESL / ELL	0.20	0.50	0.67	0.20	0.83	0.67		3.07
EARLY CHILDHOOD/PRE-K				5.87				5.87
SPECIAL EDUCATION	6.07	2.83	6.83	13.54	8.70	1.53		39.50
LIBRARY	0.65	0.65	0.83	0.78	1.10	2.00		6.01
BUILDING ADMINISTRATION (Lunch Aides)	1.32	1.32	1.64	1.32	0.34			5.94
<b>TOTAL</b>	<b>8.24</b>	<b>5.30</b>	<b>9.97</b>	<b>21.71</b>	<b>10.97</b>	<b>4.20</b>	<b>0.00</b>	<b>60.39</b>
<b>SECRETARIES / CLERICAL AIDES</b>								
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
<b>TOTAL</b>	<b>1.00</b>	<b>1.00</b>	<b>1.65</b>	<b>1.67</b>	<b>4.09</b>	<b>5.50</b>	<b>11.70</b>	<b>26.61</b>
<b>OTHER PERSONNEL</b>								
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							6.13	6.13
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 MONITORS & SCHOOL RESOURCE OFFICER						4.33		4.33
<b>TOTAL</b>	<b>3.00</b>	<b>3.00</b>	<b>4.00</b>	<b>3.00</b>	<b>3.78</b>	<b>11.33</b>	<b>13.23</b>	<b>41.34</b>
<b>SUPERVISORY PERSONNEL</b>								
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
<b>TOTAL</b>	<b>1.00</b>	<b>1.00</b>	<b>1.00</b>	<b>1.00</b>	<b>3.00</b>	<b>3.00</b>	<b>13.60</b>	<b>23.60</b>
<b>BUDGET FY 2008</b>	<b>32.89</b>	<b>30.85</b>	<b>44.87</b>	<b>57.43</b>	<b>104.84</b>	<b>103.11</b>	<b>40.53</b>	<b>414.52</b>

Appendix No. 2

BELMONT PUBLIC SCHOOLS  
TEACHING FACULTY BY DEGREE AND YEARS OF EXPERIENCE  
2007-2008  
(by FTE)

Step	B	B+15	M	M+15	M+30	M+45	D	TOTALS	% of Total
1	10.4	6.8	19.4	1.0	3.0	0.4	1.0	42.0	14.8%
2	3.5	1.0	10.2	3.0	0.0	0.0	2.0	19.7	6.9%
3	4.0	4.0	17.7	2.0	1.0	0.0	0.0	28.7	10.1%
4	3.0	1.0	7.0	3.0	4.0	0.4	0.0	18.4	6.5%
5	1.0	3.5	16.1	4.0	3.0	1.0	0.0	28.6	10.0%
6	0.7	0.0	8.9	2.0	4.0	0.0	0.0	15.6	5.5%
7	1.0	2.0	7.4	4.6	0.0	3.8	0.0	18.8	6.6%
8	1.0	0.0	5.0	5.0	2.0	3.0	0.0	16.0	5.6%
9	0.0	0.0	3.1	2.0	1.0	1.0	0.0	7.1	2.5%
10	0.0	2.0	2.8	4.0	2.0	1.0	0.0	11.8	4.1%
11	0.0	0.0	1.0	2.0	0.0	0.0	0.0	3.0	1.1%
12	0.0	0.0	1.6	2.0	1.0	2.0	0.0	6.6	2.3%
13	1.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.4%
14	4.0	5.2	5.2	12.3	11.5	27.4	1.7	67.3	23.7%
<b>TOTALS</b>	<b>29.6</b>	<b>25.5</b>	<b>105.4</b>	<b>46.9</b>	<b>32.5</b>	<b>40.0</b>	<b>4.7</b>	<b>284.6</b>	<b>100.0%</b>
<b>% of Total</b>	<b>10%</b>	<b>9%</b>	<b>37%</b>	<b>16%</b>	<b>11%</b>	<b>14%</b>	<b>2%</b>	<b>100%</b>	

Appendix 3

**BELMONT PUBLIC SCHOOLS**  
Belmont, Massachusetts  
School Calendar for 2007 – 2008

August 2007				
M	T	W	Th	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	NS	NS	31

September 2007				
M	T	W	Th	F
X	T	5 ●EMH	6 ●●⊙	7 ⊙
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

October 2007				
M	T	W	Th	F
1	2	3	4	5
X	C	10	11	12
15	16	17	18	19
22	23	24MH	25	26
29	30	31EMH		

November 2007				
M	T	W	Th	F
			1	2
5	6	7EM	8	9
X	13	14EM	15	16
19	20	21+	X	X
26	27	28EM	29	30

- T School Closed for Students-Teachers Report
- X Closed for Pupils and Staff
- NS New Staff Report (Aug. 29 & 30)
- \* Early Release Day
- C School Closed For Students  
(Curriculum Day K-12)
- + High School Graduation – June 8, 2008

- 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 & 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 3, 2007
- Columbus Day – October 8, 2007
- Veterans' Day – November 11 (observed 11/12/07)
- Thanksgiving Recess\* – November 22 & 23, 2007  
(beginning with early release on November 21)
- Winter Recess – Dec. 22, 2007– Jan. 1, 2008
- Martin Luther King Day – January 21, 2008
- February Recess – Feb. 16 – Feb. 24, 2008
- Good Friday\* - March 21, 2008 (early release)
- April Recess – April 19 – 27, 2008
- Memorial Day – May 26, 2008

December 2007				
M	T	W	Th	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
X	X	X	X	X
X				

January 2008				
M	T	W	Th	F
	X	2	3	4
7	8	9M	10	11
14	15	16	17	18
X	22	23M	24	25
28	29	30	31	

February 2008				
M	T	W	Th	F
				C
4	5	6H	7	8
11	12	13	14	15
X	X	X	X	X
25	26	27	28	29

March 2008				
M	T	W	Th	F
3	4	5E	6	7
10	11	12E	13	14
17	18	19E	20	21*
24	25	26E	27	28
31				

April 2008				
M	T	W	Th	F
	1	2H	3	4
7	8	9	10	11
14	15	16	17	18
X	X	X	X	X
28	29	30		

May 2008				
M	T	W	Th	F
			1	2
5	6	7E	8	9
12	13	14	15	16
19	20	21	22	23
X	27	28	29	30

June 2008				
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				

July 2008				
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	30	31	



**BELMONT PUBLIC SCHOOLS  
FY2008 APPROVED BUDGET  
as per Town Meeting, June 2007**

	<u>Personnel</u>	<u>Non-salary</u>	<u>Other</u>	<u>Total</u>
Regular Instruction	13,729,826	521,760		14,251,586
Special Instruction	2,971,766	40,532	4,654,164	7,666,462
Student & Instructional Services	3,065,819	524,115	797,945	4,387,879
Operation Services	878,417	75,500	2,339,207	3,293,124
Policy & Administration	2,303,322	375,613		2,678,935
Contractual Allowance	695,883			695,883
Fringe Benefits			5,941,456	5,941,456
Revolving Offset	(187,768)		(1,687,532)	(1,875,300)
<hr/>				
FY 2008 TOTAL	23,457,265	1,537,520	12,045,240	37,040,025
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FY 2007 Approved	22,088,457	1,350,648	11,207,689	34,646,794
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FY 2006 Approved	21,466,660	1,174,753	10,363,986	33,005,399
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**COMPENSATION SCHEDULES**

Appendix 6

Category	Low	High
Cafeteria Workers	10.29	11.40
Head Cooks: Elementary	10.80	11.97
Head Cooks: Middle & High School	12.65	13.93
Assistant Custodian	15.21	17.73
Custodian: Class A	19.12	21.24
Custodian: Class B	18.07	20.04
Maintenance: Class A	18.95	20.97
Maintenance: Class B	17.09	19.35
Classroom Assistants	12.59	13.60
Campus Monitors	15.70	16.01
Professional Aides	15.67	20.90
Secretaries Class I	16.88	23.35
Secretaries Class II	15.80	22.23
Secretaries Class III	14.73	21.02
Teachers annual	42,087	87,085