

Office of the Superintendent
Acton Public Schools
Acton-Boxborough Regional School District
<http://ab.mec.edu>
(978) 264-4700 x 3211

TO: Acton Public School Committee Members
FROM: Stephen Mills
ON: March 17, 2011
RE: **ADDENDUM**

APS SC MEETING:

3.0 APPROVAL OF MINUTES

3.1 February 17, 2011

6.0 UNFINISHED BUSINESS

- 6.8 Bullying Prevention and Intervention Policy/Procedures Update – *L. Huber (oral)*
- 6.9 AEA Contract Update – *John Petersen*
 - 6.9.1. Memorandum of Understanding
 - 6.9.2. Press Release
 - 6.9.3. Financial Analysis

7.0 NEW BUSINESS

- 7.1 Participation in School Choice, 2011-2012 (*Moved to end of meeting*)

8.0 FOR YOUR INFORMATION

- 8.1 Monthly APS Financial Reports
 - 8.1.1. Budget Status Summary (*addendum*)
 - 8.1.2. Budget Status Summary – SPED (*addendum*)
 - 8.1.3. Gates School (*addendum*)
- 8.6 Correspondence from the Community
 - 8.6.2. “Teacher Contract and Crossroads Settlement”
 - 8.6.3. “Kindergarten Sections”
 - 8.6.4 “Fundamentals for 21st Century Planning”, for Acton2020

11.0 SCHOOL CHOICE PUBLIC HEARING

- 11.1 Participation in School Choice, 2011-2012 – **VOTE** – *Steve Mills*
 - Motion:*** *To approve the administration’s recommendation that the Acton Public Schools will not accept any School Choice students in academic year 2011-2012 due to our large class sizes.*

**ACTON PUBLIC SCHOOL COMMITTEE MEETING
Draft Minutes**

**Library
R.J. Grey Junior High School**

**February 17, 2011
7:30 p.m.**

Members Present: Michael Coppelino, Herman Kabakoff, Xuan Kong, Sharon Smith
McManus, John Petersen
Members Absent: Terry Lindgren
Others: Don Aicardi, Marie Altieri, Liza Huber, Beth Petr, Steve Mills

The meeting was called to order at 7:35 p.m. by John Petersen, Chair.

The three new candidates for School Committee were introduced: Kim McOsker, Paul Murphy, and Dennis Bruce. The League of Women Voters' Candidates Night is March 17th.

STATEMENT OF WARRANT

Warrant #201116 dated 2/8/11 in the amount of \$172,406.27 was signed by the Chairperson and circulated to the Committee for approval.

APPROVAL OF MINUTES

The minutes of December 16, 2010 were unanimously approved as written.

PUBLIC PARTICIPATION - none

UNFINISHED BUSINESS

1. ALG Report

John Petersen reported on the 1/31/11 meeting which was held prior to the Health Insurance Trust Meeting decision on 2/10/11.

2. Acton Finance Committee Report

Xuan Kong reviewed the discussion document from the Fincom meeting on 2/8/11.

3. BOS Update

Herman Kabakoff reported on the 5 BOS meetings held since the last APS meeting. A hearing was held regarding the Next Generation childcare facility. The BOS decided to have another meeting. The public is encouraged to contact the BOS with their opinions before Feb 28th when they will vote. Mike Coppelino said the primary concern is public safety with hundreds of young children coming and going and subsequent traffic during rush hour. JD Head expressed concern from the schools on this issue in the past.

4. FY'11 and FY'12 Budget Update

Don Aicardi and Steve Mills will present to the Acton Finance Committee on March 8. Dr. Mills highlighted slide #10 "FY'11 Year End Balances: How can they be used to meet our goals?". Based on the stated assumptions (identifying \$691K as the APS and ABRSD share of the current \$850K deficit), the plan to achieve level service in the APS FY'12 budget is:

- 1) To move \$386k in SPED tuition from FY'12 and pay them out of the FY'11 budget capacity in order to help lower the current AB/APS FY'12 deficit of \$691k. (Leaves balance of \$287k for free cash replenishment or additional spending in FY'11 or FY'12, or some combination).

- 2) Once FY'12 budget gap has been closed, we will estimate the potential FY'11 year end capacity and review our FY'12 priority list, weighing the purchase of non-recurring expenditures for school-based technology and textbook purchases.
- 3) If State Aid revenue proves to be higher than the current estimate being assumed, we will continue to work with the leaders of both communities to carefully revisit the FY'12 budget assumptions.

Dr. Mills asked for a vote of \$26,374,059 for next year's APS Budget.

Marie Altieri talked about instructional hours for assistants and kindergarten enrollment. It was noted that additional hours for assistants are not included in the budgets because they are level service only. Kindergarten registration is scheduled for March 15 and 16 so the March meeting will include discussion of enrollment and number of sections. Dr. Mills reminded the Committee that the budgets are fluid and move as time goes by based on the many variables. Deficit spending is not an option. One Committee member urged the Committee not to ask for more than is needed as that would overtax our citizens.

Xuan Kong moved and it was seconded: **to accept the Administration's recommendation that the school year 2011-2012 APS District Budget be set at \$26,374,059. This budget covers the period July 2, 2011 through June 30, 2012.**

A Committee member recommended that the 3% increase that Dr. Mills proposed for Administrators be capped at \$2000 per employee. Another member agreed but felt the Committee had agreed to let Steve use his discretion on this. The Committee discussed the proposed math assistants – if they would be certified, who will manage them, and the job description. We are lucky to have many trained professionals in our community who may be available for these kinds of positions. It was agreed that once kindergarten registration is confirmed, the number of sections would be closely reviewed because sections roll forward and add significantly to total cost.

A Committee member advocated for including classroom and math assistant hours in the proposed budget now, as opposed to waiting until the financial picture is clearer.

Alex Horowitz spoke from the audience saying that too many cuts have been made over the years without restoring important needs. He pointed out all of the changes in library sciences in recent years, while we have not had a certified librarian in our elementary school system for a long time. Capping raises at \$2000 does not make sense to him in this economy, given a 3% inflation rate. He advocated for at least 3% increases.

Maureen Flynn spoke from the audience about the amount of funding provided by the PTOs, particularly for assistants, and stated that as a result this is not a "level funded" budget. She said that it is the responsibility of the town and schools to pay for their staff and spoke of the tremendous pressure on parents to fund these positions every year. She is absolutely in support of the extra 18 hours of assistant time, but stated that even more is needed. The audience applauded.

Nancy Sherburne spoke from the audience emphasizing that level funding the schools is the bare minimum that is acceptable. She said that Town Boards are viewing the money that Dr. Mills has set aside as "excess" but it is not. She said that fundamental needs exist for math assistants for identified blocks of students at each of the elementary schools. She supports Xuan's proposal of a higher number for the budget.

Paul Murphy asked from the audience if any of the “Needs” list items are included in the proposed budget. Steve said that virtually none are because it is level service.

Steve acknowledged the difficulties of the large amounts of fundraising being done for years by the PTOs and said that the Community Education Program is starting to help with some funding. Steve respectfully requested that the Committee leave in the terminology as he has it for the 54 people non union salaried Administrators’ increases. (He also requested that his own salary not be included in this discussion.) The difference between \$2000 or 3% whichever is larger, is \$16,000 for this group of staff.

Herman called the question and the Committee unanimously **VOTED** to do so.

It was moved, seconded and

VOTED: to accept the Administration’s recommendation that the school year 2011-2012 APS District Budget be set at \$26,374,059. This budget covers the period July 2, 2011 through June 30, 2012.
(YES: Coppolino, Kabakoff, Petersen, McManus NO: Kong)

It was requested that the Committee discuss the budget again in the future. The Chair agreed.

5. Health Trust Report

John Petersen reported on the 2/10/11 HIT meeting. They will meet again on Feb 24 to finalize the rates.

6. Subcommittee Updates

1. Class Size

Amy Hedison said that they will have a full report very soon. They have met with all the administrators and many teachers, as well as gathered parent and student comments.

2. Long-Range Strategic Planning

Steve Mills reported that this is an exciting group doing important work. They will be converting values into goals and doing a survey soon. Next year is considered the first year of the five year plan.

3. Policy

5.6.3.1. Recommendation to Approve New School Committee Policy on Admission of Exchange Students (File: JFABB) – **FIRST READING**

Marie Altieri asked the Committee if they wanted to discuss this new policy even though it probably would not involved elementary students. John reminded the Subcommittee that policies should not drop down into the procedure level. He thinks the decision making level for procedures should be at the building level. The Committee suggested that the policy be clearer that it is 3 students per district, not per school. One member requested a more extensive discussion about the cost of exchange students. Principal Chris Whitbeck said that in the past 7 years, there have been no exchange students in our elementary schools. It was the consensus of the APS Committee that they do not need to review this policy further.

4. Cost Savings Task Force – Xuan reported that the task force met on 2/16/11 and the current plan was to have a preliminary report ready for public comments by Town Meeting.

FOR YOUR INFORMATION

1. Superintendent’s Updates

Dr. Mills thanked people for their positive responses to his recent memos regarding

School Cancellations and Determining the Last Day of School (June 21, 2011) as well as Roof Safety and Snow Removal. His Interschool Council will meet on 2/9/11. He highlighted the showing of *Race To Nowhere* and the Panel Discussion to follow on March 15 at 7 p.m. in High School Auditorium. <http://www.racetonowhere.com/home>

6. Curriculum Update

Dr. Mills thanked Eileen Sullivan for bringing the Giant Traveling Map of Asia to the Acton and Boxborough Schools. Regarding the change in the McCarthy-Towne School NCLB Accountability Status, Dr. Mills said that an adjustment has been made by the DESE and the issue has been resolved. A letter has been sent by Principal David Krane to his school community.

7. APS Food Services Reports

Dr. Mills thanked Food Services Director, Kirsten Nelson for her excellent leadership. She is researching electronic payment. Food prices are not expected to change.

8. Correspondence from the Community

John Petersen thanked all of the community members who emailed their comments and questions to the Committee.

NEXT MEETINGS

March 3 at 7:30 pm AB SC at R.J. Grey Junior High School Library

March 17 at 7:30 pm APS SC at GATES SCHOOL

March 24 at 7:30 pm Joint AB/APS SC at RJG JH Library (serves as April meetings)

(Note: January 20, 2011 APS SC meeting was cancelled.)

The School Committee adjourned at 9:38 p.m.

Respectfully submitted,
Beth Petr

List of Documents Used: See agenda attached.

ACTON PUBLIC SCHOOL COMMITTEE MEETING

Library
R.J. Grey Junior High School

February 17, 2011
7:30 p.m.

AGENDA

- 1.0 CALL TO ORDER
- 2.0 CHAIRPERSON'S INTRODUCTION
- 3.0 APPROVAL OF MINUTES of December 16, 2010 (addendum) and STATEMENT OF WARRANT
- 4.0 PUBLIC PARTICIPATION
- 5.0 UNFINISHED BUSINESS
 - 5.1 ALG Report – *John Petersen/Xuan Kong (7:35)*
 - 5.1.1. Draft Minutes of 1/31/11 meeting
 - 5.2 Acton Finance Committee Report – *Sharon McManus/Xuan Kong (oral) (7:40)*
 - 5.2.1 Discussion Document from Fincom 2/8/11 meeting (addendum)
 - 5.3 BOS Update – *Herman Kabakoff (oral) (7:45)*
 - 5.4 FY'11 and FY'12 Budget Update – *Steve Mills/Don Aicardi (7:50)*
 - 5.4.1. Classroom Assistants
 - 5.4.2. Number of Kindergarten Sections (oral)
 - 5.4.3. Presentation slides (brought to meeting)
 - 5.4.4. Recommendation to Approve FY'12 APS Budget – **VOTE** – *Steve Mills*
 - 5.5 Health Trust Report – *John Petersen (8:20)*
 - 5.5.1. 2/10/11 meeting
 - 5.6 Subcommittee Updates (8:25)
 - 5.6.1. Class Size – *Terry Lindgren (oral)*
 - 5.6.2. Long-Range Strategic Planning – *Steve Mills (oral)*
 - 5.6.3. Policy – *Sharon McManus*
 - 5.6.3.1. Recommendation to Approve New School Committee Policy on Admission of Exchange Students (File: JFABB) – **FIRST READING** – *Marie Altieri*
- 6.0 NEW BUSINESS (8:35)
- 7.0 FOR YOUR INFORMATION
 - 7.1 Superintendent's Updates, *Steve Mills*
 - 7.1.1. School Cancellations and Determining the Last Day of School (June 21, 2011)
 - 7.1.2. Roof Safety and Snow Removal
 - 7.1.3. Interschool Council meeting on 2/9/11
 - 7.1.4. Race To Nowhere Panel, March 15 at 7 p.m. in High School Auditorium
<http://www.racetonowhere.com/home> (addendum)
 - 7.2 ELL Student Population Report – January 1 and February 1, *Liza Huber*
 - 7.3 FY'11 Monthly APS Financial Reports, *Don Aicardi*
 - 7.3.1. Budget Status Summary
 - 7.3.2. Budget Status Summary - SPED
 - 7.4 Student Enrollment Numbers/Class Size Info - February 1, 2011, *Marie Altieri*
 - 7.5 Kindergarten Information Night Slides (1/11/11), *Marie Altieri*
 - 7.6 Curriculum Update, *Deborah Bookis*

- 7.6.1 Teacher-to-Teacher Initiative, Session I Feedback Sampling
- 7.6.2 Giant Traveling Map of Asia Coming to Acton and Boxborough Schools
- 7.6.3 Mapping the Past – Free workshop for Educators and Map Lovers, 3/3/11
- 7.6.4 McCarthy-Towne School Change in NCLB Accountability Status 1/27/11
 - 7.6.4.1. Letter to McT Families from D.Krane re Change in NCLB Status
- 7.6.5 AB Star Party on February 28th 6:30 – 9:00 p.m. Parker Damon Building
- 7.6.6 5th Grade Market Math Mania was February 8th
- 7.6.7 3rd Grade Market Math Mania on April 13th 4:30 – 7:30 p.m. at Roche Bros.
- 7.7 APS Food Services Reports, *Kirsten Nelson*
 - 7.7.1. Annual Food Services Update and Point of Sale System
 - 7.7.2. APS Food Services Balances FY'08 – FY'10
 - 7.7.3. FY'10 APS Food Services Report (*same as 1/22/11 binder*)
- 7.8 Correspondence from the Community
 - 7.8.1 “Please Fund Teaching Assistants”
 - 7.8.2 “Vote to Fund Additional School Assistant Hours”
 - 7.8.3 “Proposed Funding of Teachers Assistants”
 - 7.8.4 “Waterfall Cascade?”
 - 7.8.5 “Do not want to see school funds reallocated to town reserves”
 - 7.8.6 “Globe article: Residents face \$20b retiree health tab”
 - 7.8.7 “Budget Priorities”
- 7.9 Links to School Newsletters:
 - Acton Public School Preschool: <http://ab.mec.edu/Preschool/index.htm>
 - Conant Crier: <http://conant.ab.mec.edu/pto/newsletter.html>
 - Douglas Digest: <http://douglas.ab.mec.edu/index.html?pto/pto>
 - Gates Gazette: <http://gates.ab.mec.edu/gazette.html>
 - McCarthy-Towne Bulletin: <http://www.mctptso.org/bulletin/>
 - Merriam Community News: <http://merriam.ab.mec.edu/newsletters.html>
- 7.10 *Lamplighter*, December 2010, posted at www.ab.mec.edu
- 8.0 NEXT MEETINGS
 - March 3 at 7:30 pm AB SC at R.J. Grey Junior High School Library
 - March 17 at 7:30 pm APS SC at GATES SCHOOL
 - March 24 at 7:30 pm Joint AB/APS SC at RJG JH Library (serves as April meetings)
 - (Note: January 20, 2011 APS SC meeting was cancelled.)
- 9.0 ADJOURNMENT (8:45)

**Acton Education Association
- and -
Acton School Committee/Acton-Boxborough Regional School District Committee
Memorandum of Agreement**

The bargaining committees of the Acton Education Association, the Acton School Committee and the Acton-Boxborough Regional School District Committee having completed negotiations for a successor agreement to their 2008 – 2010 collective bargaining agreement (extending their 2005 – 2008 agreement) (the 2005 – 2008 agreement, as so-extended, referred to herein as the “Agreement”) have agreed, subject to ratification by the bargaining unit and approval by the School Committees, to amend the Agreement as follows:

1. Article 7.1 and Schedule A: Salaries

- a. Fiscal Year 2011 – no change to Schedule A.
- b. Fiscal Year 2012 – increase each cell on the 10 step salary grid by \$750.
- c. Fiscal Year 2013 – increase each cell on the 10 step salary grid by \$1000.

2. Article 7.2 and RDL/BDL Side letter

Delete Letter of Agreement Regarding RDLs and BDLs. Replace Article 7.2 with the following:

7.2 (a) Regional Department Leader (RDL)

The Regional Department Leader (RDL) assists in hiring, oversees ABRHS staff and develops curriculum consistent with K-12 goals and objectives. The RDL is paid a stipend and a supervisory stipend based on the number of ABRHS departmental teachers.

Stipend:	2010-2011	\$5,001
	2011-2012	\$5,500
	2012-2013	\$5,500

Supervisory Stipend: \$100 for each ABRHS departmental teacher with professional status, \$175 for each ABRHS departmental teacher without professional status and \$100 for each Jr. High departmental teacher without professional status¹.

(b) Jr. High Department Leader (JHDL)

The Jr. High Department Leader assists in hiring, oversees Jr. High staff and curriculum content consistent with K-12 goals and objectives. The JHDL is paid a stipend and a supervisory stipend based on the number of Jr. High departmental teachers.

Stipend:	2010-2011	\$2,305
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2011-2012	\$3,500
2012-2013	\$3,500

Supervisory Stipend: \$100 for each Jr. High departmental teacher with professional status and \$175 for each Jr. High departmental teacher without professional status¹.

(c) Chairperson

A counseling Chairperson, nurse leader or P.E./Health Chairperson will have roles and responsibilities defined through his or her supervisor. The chairperson will be paid a stipend and a supervisory stipend for each staff member for whom the chairperson has supervisory responsibility.

Stipend:	2010-2011	\$2,687
	2011-2012	\$2,687
	2012-2013	\$2,687

Supervisory Stipend: \$100 for each teacher/nurse/counselor with professional status and \$175 for each teacher/nurse/counselor without professional status¹.

Experience Factor: \$50 for each consecutive year as Department Chairperson, etc. for a maximum of \$600.

¹ *A supervisor who has a supervisee working less than a 0.5 FTE will receive compensation for this part of the formula, according to a prorated FTE employee. All other supervisees will be treated as a 1.0 FTE."*

3. New Article 7.4(b): Experience Increments

Effective for the first fiscal year following ratification of the agreement, add the following new Article 7.4(b): "In recognition of service as a teacher in the Acton and/or Acton-Boxborough Regional School Districts, including authorized paid leaves of absence, teachers shall receive yearly Experience Increments, which shall be payable in equal installments on the School District's regular pay days during the applicable year of service, as follows:

Year of Service*	% of Bachelor Step 10
10 – 14	2%
15 – 24	3%
25 or more	4%

* By way of example, a teacher who has completed 9 years of service with the Acton and/or Acton-Boxborough Regional Schools would, on each regular pay day of the subsequent school year, receive equal installment payments totaling for the entire school year 2% of the Bachelor Step 10 rate. A teacher who has completed 14 years of service with the Acton and/or Acton-Boxborough Regional Schools would, on each regular pay day of the subsequent school year, receive equal installment payments totaling for the entire school year 3% of the Bachelor Step 10 rate.”

4. Article 7.13: Early Retirement Incentive

Rewrite the last sentence of Article 7.13.1 to read as follows: “Compensation for extra duty activities (e.g. department chair, coaching stipends, etc.) and Experience Incentive payments under Article 7.4(b) shall not be considered.”

Add new Article 7.13.5, as follows: “No teacher retiring subsequent to June 30, 2021 shall be eligible for benefits under any provision of this Article 7.13, and Article 7.13 shall expire as of that date.”

Add new Article 7.13.6, as follows: “Any amounts otherwise payable to a teacher under any provisions of this Article 7.13 shall be reduced, on a dollar for dollar basis, by the gross amounts payable to such teacher as Experience Increments under Article __, and such Experience Increments payments shall be deemed to have been paid as an advance against the amounts payable to such teacher under this Article.”

5. Article 8.12 Other Leaves

Change deadline from March 1 to February 1.

6. Article 8.13 Conditions Pertaining to Leaves

Change deadline from March 1 to February 1

7. Article 8.9.5: Spousal/Partner Leave

Replace with the following: “A teacher whose spouse or partner has given birth shall be granted two additional days of paid personal leave which may be combined with up to 8 sick or personal days for a total of ten days of spousal leave to be used within twelve weeks of the birth. A request for spousal leave must be made in writing at least two weeks before the anticipated date of birth.”

8. Article 8.9.3: Childrearing Leave:

Add at the end of this Article the following:

“A teacher who has completed a child-rearing leave shall not be eligible to commence another child-rearing leave under this Article until the teacher has completed at least one full school year of active employment as a teacher following the earlier leave.”

9. Article 9.2: Start Date of the School Year

In the second sentence, change "September 5" to "September 3". After the second sentence, add a new sentence as follows: "In the event that school begins prior to Labor Day, schools will be closed on the Friday preceding Labor Day".

10. Article 9.12 b) 3)

Delete Article 9.12 b) 3)

11. Article 11.4 Non-Teaching Duties

Delete Article 11.4

12. Article 17.6: Teacher Evaluation

In Appendix C, modify "a written observation report will be shared with the teacher within five (5) school days", each time it appears, to read "a written observation report will be shared with the teacher within seven (7) school days".

Side Letter Agreement: "The parties have appointed representatives to consider possible revisions to the Teacher Evaluation process. Such representatives shall present to the Association and to the Committees any joint recommendations they may reach. By mutual agreement of the parties, the Teacher Evaluation Procedures may be opened for the purpose of negotiating changes thereto (but this shall not constitute a general reopener of the agreement). Any such changes must be ratified by the Association and approved by the School Committees."

13. Article 24: Health Insurance.

Effective (i) July 1, 2011, if the agreement is ratified no later than March 31, 2011 or (ii) starting fiscal year 2012 – 2013, if ratification occurs after March 31, 2011, replace Article 24.1 – 24.1.2 with the following:

"24.1 The Committees will pay:

- a) Fifty percent (50%) of the cost of a \$15,000 term life insurance plan of the type presently available to teachers;
- b) Fifty percent (50%) of the cost of individual or family coverage, whichever applies in the particular case, for the Blue Cross and Blue Shield Master Medical plan, or a substantially equivalent plan with benefits not less than presently realized to be mutually agreed; 50% for any other indemnity plans the Districts may offer from time to time; 50% for any preferred provider PPO plans the Districts may offer from time to time, and seventy-five percent (75%) for any HMO plans the Districts may offer from time to time.

- c) Health insurance premiums shall be paid with pre-tax dollars in accordance with Massachusetts General Laws.
- d) For employees participating in any of the foregoing health insurance plans and affected by the changes in health insurance contributions effected by paragraph (b) above, the Schools shall provide, in September of the first fiscal year in which the changes take effect, a one time payment of \$1200 for those receiving family plan coverage and \$500 for those receiving individual coverage and shall further provide, in September of the second fiscal year in which the changes take effect, a one time payment of \$600 for those receiving family plan coverage and \$300 for those receiving individual coverage, provided that each such payment shall be made only to employees actively participating in such plans on the respective payment dates.
- e) If any of the changes in health insurance contributions effected by paragraph (b) above are successfully challenged and, therefore, cannot be implemented, the one-time checks provided in paragraph (d) that have already been paid will be recovered from future salary payments otherwise due to affected employees and any such checks that have not already been paid will not be paid."

14. Article 30.1 Staff Children Tuition

Change notification deadline from, "no later than the annual date of Kindergarten registration" to "no later than November 1 of the year before the child would attend school in Acton."

15. Add new Article 30.3: Staff Children Tuition

Insert new article 30.3 between 30.2 and current 30.3 (and renumber subsequent articles) as follows:

"Staff children admitted under article 30 will be subject to any conditions, fees and tuition charged to other Acton and/or Acton-Boxborough students."

16. Schedule A: Nurse's Salary Schedule

Effective the first fiscal year after ratification, the nurses' salary schedule will be eliminated and nurses will be placed fully on the Teachers' salary schedule. Remove Nurses salary scale from the contract.

17. Schedule B

Side Letter Agreement: "Promptly following ratification of the 2010 – 2013 agreement, the parties shall appoint representatives to consider issues of internal and external equity with respect to the salaries provided under Schedule B. Such representatives shall present to the Association and to the Committees any joint recommendations they may reach. By mutual agreement of the parties, Schedule B salaries may be opened for the purpose of negotiating changes thereto (but this shall not constitute a general reopener of

the agreement). Any such changes must be ratified by the Association and approved by the School Committees. Schedule B Salaries as set forth in the 2008 – 2010 extension agreement will be modified only as the parties may thereafter agree. Any schedule B side letters will be incorporated into schedule B.”

18. Appendix C: Teacher Evaluation:

Effective July 1, 2011, modify appendix C evaluation timeline from “Oct/Nov, Feb/March, April/May” to “Oct/Nov, Jan/Feb, March/April.”

19. Throughout Agreement: Conform contract language and appendices to reflect terms of memorandum of agreement.

20. Clerical changes/corrections: In addition to the foregoing, the parties have agreed, subject to ratification by the Association and approval by the School Committees, to the following clerical changes and corrections to the Agreement:

<p>ARTICLE 1 (Recognition and Representation) The Association is recognized by the Committees (pursuant to Chapter 150 (E), Massachusetts General Laws) as the Exclusive representative for the purpose of collective bargaining with respect to wages, hours and other conditions of employment for all professional employees employed by the Committees including classroom teachers, specialized teaching personnel, school counselors, department chairpersons, assistant department chairpersons, librarians and nurses, but excluding Superintendent, Assistant Superintendents, Principals, Vice Principals, Director of Pupil Services, Administrative Assistant and other administrative personnel, per diem substitute teachers and all other employees. The terms “teacher” and “teachers” as used hereafter in this Agreement refer only to such persons as at the time in question fall within the bargaining unit as defined in this Article.</p>	<p>Clerical changes: 1. After the word <i>including</i>, modify to read, “classroom teachers, specialized teaching personnel, school counselors, department chairpersons, Regional Department Leaders, Junior High Department Leaders, librarians and nurses”. 2. Change “Vice” Principals to “Assistant” Principals 3. Add a new section with definitions: “ARTICLE 1.2 “Days” shall mean only days on which teachers are required to report and, in addition, days other than weekends or legal holidays during the summer vacation period. “Districts” means the Acton Public School District and the Acton-Boxborough Regional School District.”</p>
<p>ARTICLE 4.8 (Grievance Procedure) “Days” shall mean only days on which teachers are required to report and, in addition, days other than weekends or legal holidays during the summer vacation period.</p>	<p>Clerical Change: This definition of “days” applies to all parts of the contract. Delete article 4.8 and move language to a new definitions section of Article 1.</p>

<p>ARTICLE 7.4 (Salaries) Salaries will be increased as shown in Schedule C.</p>	<p>Clerical Changes:</p> <ol style="list-style-type: none"> 1. 7.4 will now contain 7.4 (a) and (b). 2. 7.4 (a) will contain the current contract language with two changes: Remove “Salaries will be increased as shown in Schedule C.” and add the following: “The amount under Supermax 1 is added as part of the regular salary in the year following step 10. The amount under Supermax 2 is added as part of the regular salary in the year following Supermax 1. The amount under Supermax 3 is added each year as part of the regular salary in all of the years following Supermax 2.” 3. 7.4 (b): see text for Experience Increments, above.
<p>ARTICLE 7.11 (Salaries) A teacher who is designated by either of the Committees to serve as a tutor and who serves in such capacity shall receive twelve dollars and fifty cents (\$12.50) per hour for such services.</p>	<p>Clerical Change: Delete this section from the contract.</p>
<p>ARTICLE 8.1.1 (Sick Leave) Each teacher shall be entitled to twelve (12) days of sick leave without loss of pay per year.</p>	<p>Clerical Change: Add word “school” to read “per school year.”</p>
<p>ARTICLE 8.1.2 (Sick Leave) ... and if the absence continues in excess for three (3) days or other unusual circumstances exist, shall furnish upon request evidence satisfactory to the Committee or its designated representative that he or she was prevented from working by the illness or injury.</p>	<p>Clerical Change: Change “Committee or its designated representative” to “the Superintendent or his/her designee.”</p>
<p>ARTICLE 9.4 Department chairpersons will be provided with adequate time to perform their supervisory duties.</p>	<p>Clerical Change: Change “Department chairpersons” to “Regional Department Leaders and Junior High Department Leaders.”</p>

<p>ARTICLE 9.7 (a) The teaching schedules of elementary school specialist teachers will be arranged among specialists, teachers, and the appropriate Administrators.</p>	<p>Clerical Change: Change to read: “(a) The teaching schedules of elementary school specialist teachers, such as music, art, and physical education teachers, will be arranged among specialists, teachers, and the appropriate Administrators.”</p>
<p>ARTICLE 9.10 (Teaching Hours and Loads) A Department Chairperson shall have overall responsibility with his or her subject area for grades 7 through 12.</p>	<p>Clerical Change: Remove 9.10 from the contract.</p>
<p>ARTICLE 9.11 (Teaching Hours and Loads) Personnel other than classroom teachers will at work their assigned tasks for the length of the regular teacher’s workday, as per contract or at the discretion of the supervisor.</p>	<p>Clerical Change: Change “at work” to “work at”</p>
<p>ARTICLE 9.12 (Teaching Hours and Loads) b) To provide support to teachers, it is agreed 1. To insure access to telephones for staff.</p>	<p>Clerical Change: Change “insure” to “ensure”</p>
<p>ARTICLE 9.12 (Teaching Hours and Loads) b) To provide support to teachers, it is agreed 3. A minimum of one full time clerical aide will be employed to provide school year support for regional academic departments. The AEA recognizes that the position noted in this section will be reduced before any certified staff will be RIF’ed.</p>	<p>Clerical Change: Remove this section from the contract.</p>
<p>ARTICLE 9.18 (Teaching Hours and Loads) Every effort shall be made by the teacher to insure that no pupil is denied a reasonable amount of special and individual attention outside of regular class periods when sought by a pupil or parent or when thought necessary by a teacher.</p>	<p>Clerical Change: Change “insure” to “ensure”</p>

<p>ARTICLE 10.2 (Class Size) . . . insure that class size is of the most effective number for both the teacher and pupils.</p>	<p>Clerical Change: Change “insure” to “ensure”</p>
<p>ARTICLE 13.4 (Teacher Assignment) Teachers who are assigned to more than one school in any one school day will receive twenty-seven cents (\$0.27) per mile for all inter-school driving done by them.</p>	<p>Clerical Change: Change “twenty-seven cents (\$0.27)” to “the current IRS rate”</p>
<p>ARTICLE 14.1 (Transfers) Although the Committees and the Association recognize that some transfer of teachers from one school to another is unavoidable, they also recognize that frequent transfer of teachers is disruptive of the educational process and interferes with optimum teacher performance.</p>	<p>Clerical Change: Change “disruptive of the” to “disrupts”</p>
<p>ARTICLE 14.3 (Transfers) When involuntary transfers are necessary, the educational needs of the students, a teacher’s area of competence, major and/or minor field of study, quality of teaching performance, length of service in the Acton Public Schools and the Acton-Boxborough Regional School District and other relevant considerations will be considered in determining which teacher is to be transferred.</p>	<p>Clerical Change: Change “considerations” to “factors”</p>
<p>ARTICLE 14.4 (Transfers) A list of open positions the Acton Public Schools or the Acton-Boxborough Regional School District . . .</p>	<p>Clerical Change: Add word “in” after “A list of open positions”</p>

ARTICLE 17.2 (Teacher Evaluation)

Each teacher shall, upon request, be permitted to review the contents of both of his or her personnel files and to file a written answer to any material which the teacher deems to be derogatory or factually inaccurate. Such teacher shall be entitled to have a representative of the Association present during such review. No material which the Superintendent or the appropriate Principal determines to be derogatory to a teacher's conduct, service, character or personality shall be placed in such teacher's personnel file unless such teacher has had an opportunity to review the material. The teacher shall acknowledge having had the opportunity to review such material by affixing his or her signature to the copy to be filed; however, such signature shall not indicate agreement with the content thereof.

Any complaint emanating from outside the school which may result in a formal oral reprimand, a written reprimand, disciplinary action or which may be used as a basis to formulate an objective under the evaluation procedure shall be brought to the teacher's attention in writing, including the identification of the complainant, within five (5) days (as defined in Section 4.8) of the receipt of said complaint by the Administration.

Clerical Change:

Remove bold-faced section from 17.2 and place it in 17.4. (See 17.4)

<p>ARTICLE 17.4 (Teacher Evaluation) Complaints from within the school that may result in a reprimand or disciplinary action shall be communicated to the teacher in writing within five (5) days (as defined in Section 4.8) of the occurrence/event giving rise to said complaint. Said complaint shall include the name(s) of the person(s) making the complaints. The School Committee and the Association agree that the professional staff will recognize its responsibility to demonstrate sage professional judgment in dealing with such complaints and the individuals involved.</p>	<p>Clerical Changes: Combine with bold-faced language in 17.2 to read: “Any complaint emanating from outside the school or within the school which may result in a formal oral reprimand, a written reprimand, disciplinary action or which may be used as a basis to formulate an objective under the evaluation procedure shall be brought to the teacher’s attention in writing, including the identification of the complainant, within five (5) days of the receipt of said complaint by the Administration. The School Committee and the Association agree that the professional staff will recognize its responsibility to demonstrate sage professional judgment in dealing with such complaints and the individuals involved.”</p>
<p>ARTICLE 18.1 (Teacher Facilities) The Committees shall maintain the following types of facilities at each school substantially to the extent as now provided: c) An appropriately furnished room which will include a pay telephone</p>	<p>Clerical Change: Remove “pay”</p>
<p>ARTICLE 21.2 (Course Reimbursement) Such reimbursement shall be received by the teacher by October 1 of the following school year or upon the receipt of the transcript by the Superintendent, whichever is later.</p>	<p>Clerical Change: Change to read: “Such reimbursement shall be received by the nurse within two months after receipt of the transcript by the Superintendent.”</p>
<p>ARTICLE 21.4 (Course Reimbursement/Nurses) Such reimbursement shall be received by October 1.</p>	<p>Clerical Change: Change to read: “Such reimbursement shall be received by the nurse within two months after receipt of the transcript by the Superintendent.”</p>

<p>ARTICLE 22.1 A Research and Development Program shall exist to take fuller advantage of teacher resources for the improvement of the schools by affording personnel opportunities to work on self-initiated proposals.</p> <p>Proposals consistent with the Committee's Five Year Curriculum Needs Program will have preference.</p>	<p>Clerical Changes:</p> <ol style="list-style-type: none"> 1. Take out "fuller" 2. Take out "Proposals consistent with the Committee's Five Year Curriculum Needs Program will have preference."
<p>ARTICLE 22.2 (R & D Program) Any teacher or teachers may submit to the appropriate Committee through the appropriate Administrators, a proposal in which the following are indicated:</p>	<p>Clerical Change: Remove "the appropriate Committee through"</p>
<p>ARTICLE 22.2 (R & D Program) b) Describe the procedures that will be used to achieve the objectives including: 4. An estimate of expenses for supplies, materials, typist, travel, consultants, teachers' salaries (at the rate given in 22.11), and Chairperson's salary (at the rate given in 22.11) with subtotals and a grand total for the cost of the proposed project.</p>	<p>Clerical Changes:</p> <ol style="list-style-type: none"> 1. Remove "typist" 2. Change "Chairperson's" to "R&D leader's"
<p>ARTICLE 22.3 (R & D Program) The released time plan allows a teacher . . .</p>	<p>Clerical Change: Change "released" to "release"</p>
<p>ARTICLE 22.11 (R & D Program) Teachers working on an extended time plan will receive additional compensation at the per diem rate of \$194 for the chairperson and \$170 for non-chairpersons . . .</p>	<p>Clerical Changes:</p> <ol style="list-style-type: none"> 1. Change "chairperson" to "R&D leader" 2. Change "non-chairpersons" to "other R&D participants"

<p>ARTICLE 22.12 (R & D Program) A Chairperson of a Department may, pursuant to this Article, submit a proposal for one additional work period beyond the end of the school year which work period shall be not less than one (1) week, nor more than two (2) weeks in duration.</p>	<p>Clerical Changes: 1. Change "Chairperson of a Department" to: "A Regional Department Leader, Junior High Department Leader, Pupil Services Chairperson, and Nurse Leader" 2. Remove "be not less than one (1) week, nor" to read: "submit a proposal for one additional work period beyond the end of the school year which shall not be more than two (2) weeks in duration."</p>
<p>ARTICLE 23.1 (Protection) Teachers will immediately report all cases of assault suffered by them in connection with their employment to the Principal concerned and to the Superintendent in writing.</p>	<p>Clerical Change: After "assault" add: "harassment or bullying, including electronic forms of communication"</p>
<p>ARTICLE 25.1 (Textbooks) The Committees shall continue to provide sufficient textbooks to insure that each student in a classroom has textbooks for his or her own use.</p>	<p>Clerical Change: Change "insure" to "ensure"</p>
<p>ARTICLE 27.1 (Credit Union) The Committees agree to deduct from the salaries of teachers who have on file with the Committees</p>	<p>Clerical Changes: Change language to read "Deductions will be taken from the salaries of teachers who have on file with the Districts"</p>
<p>ARTICLE 27.4 (Credit Union) The Association shall indemnify and hold the Committees harmless against any claim, demand, suit or other form of liability that may arise out of or by reason of, action taken by either or both of the Committees for the purpose of complying with this Article or in compliance with any authorization furnished to either or both of the Committees.</p>	<p>Clerical Change: Change "either or both of the Committees" to "either or both of the Committees and the Districts" (2X)</p>
<p>ARTICLE 28.1 (Personal Injury and Property Loss) A claim under this section must be supported by satisfactory evidence if the Committees so request. The Committees reserve the right to retain a physician at their own expense who may determine the condition of the teacher.</p>	<p>Clerical Changes: 1. Change "Committees so request" to "Superintendent so requests" 2. Change "Committees reserve" to "Superintendent reserves"</p>

<p>ARTICLE 29.5 (General) At the discretion of the Principal, class field trips shall be encouraged to the extent of the budget allocated to each school for such purposes.</p>	<p>Clerical Change: Remove from Article 29.5 and add to Article 9</p>
<p>ARTICLE 29.6 (General) The Association recognizes that the Committees may make curriculum changes from time to time. It is the intention of the Committees, to the extent practicable, to announce any such changes prior to April 15 of the school year preceding the school year in which such changes are to become effective.</p>	<p>Clerical Change: Remove from Article 29.6 and add to Article 22</p>
<p>ARTICLE 31 (No Discrimination) There shall be no discrimination, restraint or coercion by either of the Committees or the Association against any teacher because of membership or non-membership in the Association or participation in its affairs or because of a teacher's race, color, creed, national origin, age, gender, sexual orientation, marital status or the lawful exercise by a teacher of political activity outside of school, as provided by law.</p>	<p>Clerical Change: Add "gender identity" and "disability" to list of protected characteristics.</p> <p>Add at the end the following: "Grievances alleging violations of this article shall not be advanced beyond Level Three of Article 4 and shall not be subject to arbitration under Article 5, but other remedies may be pursued as provided by law."</p>
<p>ARTICLE 33.1 (Duration) This Agreement shall become effective as of September 1, 2005, and shall remain in effect to and including August 31, 2008.</p>	<p>Clerical Change: Change beginning and ending years to 2010 and 2013</p>
<p>ARTICLE 34.2 (Kindergarten Teaching Positions) During fall and spring conference time, a double session kindergarten teacher shall receive two sessions of leave from the classroom to conduct conferences. A substitute teacher shall be hired in his or her place. A single session kindergarten teacher shall receive one session of leave.</p>	<p>Clerical Change: Change "double session kindergarten teacher" to: "A kindergarten teacher who teaches both the morning and the afternoon sessions of half day kindergarten"</p>

ARTICLE 34.3 (Kindergarten Teaching Positions)

Double session kindergarten teachers shall have a forty (40) minute duty-free intersession period between sessions provided the administration can arrange the schedule consistent with other requirements.

Clerical Change:

Change entire section to read: "A kindergarten teacher who teaches both the morning and the afternoon sessions of half day kindergarten shall have a forty (40) minute duty-free period between sessions provided the administration can arrange the schedule consistent with other requirements."

The Acton Education Association

Mark Lewis 3/11/11
[Signature] 3/11/11

The Acton School Committee

Tony Truby
[Signature]

The Acton-Boxborough Regional District Committee

Tony Rudigan
[Signature]

For Immediate Release:

Sunday, March 13, 2011

Contact: Brigid Bieber, ABRSD School
Committee Chair

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SCHOOL COMMITTEES and ACTON EDUCATION ASSOCIATION RATIFY 3-YEAR CONTRACT AGREEMENT

ACTON – The Acton Public School Committee, Acton-Boxborough Regional School Committee and Acton Education Association (AEA) today announced the ratification of a three-year contract for the districts' educators.

The major financial terms of the agreement include no cost of living adjustment during this current school year and an increase of \$750 and \$1,000 during each of the next two school years respectively. Salary steps and lanes, traditional salary increases for each year of service and educational advancement, will be in effect in each of the three contract years.

The settlement increases the employee contributions on the Blue Cross and Blue Shield Master Medical health insurance plan from 15% to 50% and from 15% to 25% on the HMO plans offered by the districts. This change in contribution rates represents a savings for the school districts and aligns the teachers' health insurance contributions with those of all other school district employees.

The contract agreement also calls for the elimination of the Early Retirement Incentive (ERI) in June, 2021. In its place, the contract will award teachers "Experience Increments," or Longevity, as is common in many Massachusetts teacher contracts. These Experience Increments will serve to reduce the value of the Early Retirement Incentive during the transition period.

AEA President Marc Lewis placed this agreement in the context of the national debate around public employee contracts. "What we've achieved here is a testament to the importance of collective bargaining and an understanding that both sides can emerge from the process with a strengthened relationship and agreement that is fair to both employees and taxpayers."

Regional School Committee Chair Brigid Bieber commented, "We are very pleased with the outcome of this negotiation process. The structural changes in employee health insurance rates and ERI/longevity payments are very important and will help to balance

(continued)

expenditures by the school districts over time. As a result, we believe the school districts are well positioned to continue to provide our children with the high-quality education we have come to know. I would like to thank the AEA for its willingness to work constructively and cooperatively with us in reaching a balanced and responsible agreement under extremely challenging fiscal conditions.”

The agreement expires at the end of the 2012-13 school year.

The Acton Education Association is the professional organization of over 375 classroom teachers, specialized teaching personnel, school counselors, department chairpersons, librarians, and nurses who work in the five Acton Public Schools and two Acton-Boxborough Regional Schools. It is the local affiliate of the Massachusetts Teachers Association (MTA) and National Education Association (NEA).

###

School Committee – AEA Language Summary

The School Committee was able to negotiate several language changes many of which are important to our administrative team. They include:

- **Childrearing Leave**
In the current contract, teachers may take two full years of childrearing leave. If they have another child while on leave, they may take two more years, etc. While on leave, they preserve the right to return to a teaching position, sometimes bumping somebody out of a position. The new language requires a teacher who has taken a leave to return and teach for a full year before taking another leave.
- **Deadline to Request Leave**
The current contract gives teachers until March 1 to let us know if they are going to request or extend a leave of absence for the following year. The AEA has agreed to change that deadline to February 1. We begin job fairs in February, but we don't know who is returning and if we have to bump any teachers.
- **Spousal/Partner Leave**
The current contract gives teachers 2 additional days if their spouse/partner has a baby. Many of them augment that with sick days, and it is not clear if there is a limit to that. We have made it clear with language that says that they may combine these two days with up to 8 personal/sick days for a total of ten days.
- **Start Date of the School Year**
The current contract says that if Labor Day is September 5 or later the School Committee may start school before Labor Day. To give the School Committee more flexibility, the teachers agreed to change September 5 to September 3. As a result, at least for the length of this contract, the School Committee can vote to start school before or after Labor Day. They expect to discuss a more permanent solution within the next two years.
- **Teacher Evaluation**
Two deadline changes that will help administrators: 1) The AEA agreed to give administrators 7 days instead of 5 to give teachers written observation reports; and 2) The second observation for new teachers is moved one month earlier to give administrators more time to work with any teacher for whom there are concerns.

Meanwhile, an evaluation task force has been formed to review the existing evaluation tool and process. This committee will look at several evaluation models and make a recommendation back to the School Committee and the AEA regarding a new tool/process in about a year. The task force has 15 members representative of teachers, principals, department leaders and Central Office administrators.

- RDL/BDL Update and Review

A task force was formed and met last year to review the RDL and BDL roles, responsibilities, compensation and job descriptions. The job descriptions were fully updated to reflect the actual responsibilities of the positions. The BDL position has been renamed "Jr. High Department Leader." The compensation has been slightly modified. RDLs no longer receive stipends for Jr. High teachers unless they are new teachers for whom the RDL will observe. The stipends for each position were increased, with a greater increase for the JHDL. The total cost of these changes was \$9,000.

- Schedule B

Schedule B lists salaries for all coaches and activity advisors. In prior contracts, these stipends increased by the year to year cost of living percentage increase. Since in this contract we do not have a percentage increase, the School Committee held firm that the schedule B stipends stay flat at FY '10 rates. The Committee did agree to form a committee to review schedule B salaries as compared to other districts and for internal equity over the next few months. Any recommendations from this committee will come back to the School Committee for approval.

Don
5-11-11
(2)

Teachers' Salaries and Health (In Thousands)				
	FY11 (Year One)	FY12 (Year Two)	FY13 (Year Three)	FY11 to FY13 %
Salary	\$26,553	\$27,282	\$28,594	
Steps	\$626	\$605	\$605	
Lanes	\$103	\$115	\$115	
NEW: Longevity as of FY12 & FY13	\$0	\$312	\$13	
NEW: COLA \$750 in FY12; \$1,000 in FY13	\$0	\$280	\$373	
Total Salaries	\$27,282	\$28,594	\$29,701	8.86%
Health Insurance (75%/25%) with MHP/PPO (50%/50%) Both Beginning In FY12 and FY13	\$4,491	\$3,852	\$4,122	-8.22%
Total Salaries Plus Health Ongoing	\$31,773	\$32,446	\$33,822	6.45%
Health Insurance Mitigation Checks (For FY12 & FY13 only)*	\$0	\$255	\$150	
Total Salaries, Health plus "One Time"	\$31,773	\$32,701	\$33,972	6.92%
<i>Annual Percentage Increase Steps/Lanes</i>		2.64%	2.57%	
<i>Annual Percentage Increase Other</i>		0.28%	1.32%	
<i>Year to Year % Change</i>		2.92%	3.89%	

*\$1,200 for Family/\$600 for Individual in FY12, \$600 for Family/\$300 for Individual in FY13, \$0 in FY14

3/11/11 Exec.
Session
Handout
Peter

Summary
FINANCIAL COMPONENTS OF AEA MEMORANDUM OF AGREEMENT

A. Increases to Salary Scale

1. FY 11: 0%
2. FY 12: \$750 added to each cell on the 10 step salary grid.
3. FY 13: \$1,000 added to each cell on the 10 step salary grid.

B. Health Insurance

Effective July 1, 2011, the employee contribution for Blue Cross Blue Shield Master Health Plus and for Blue Cross Blue Shield PPO will increase to 50%, and employee contributions to all other health insurance plans will increase to 25%. One time checks of \$1200 for family plan participants and \$500 individual plan participants will be paid September 2011. One time checks of \$600 for family plan participants and \$300 for individual plan participants will be paid September 2012.

C. Elimination of ERI/Creation of Experience Increments

1. The Early Retirement Incentive will expire on June 30, 2021.
2. Effective July 1, 2011, in recognition of service as a teacher in the Acton and/or Acton-Boxborough School Districts, including authorized paid leaves of absence, teachers will receive yearly Experience Increments as follows:

Year of Service	% of Bachelor Step 10
10-14	2%
15-24	3%
25 or more	4%

3. The Early Retirement Incentive paid to a teacher will be reduced by the gross amount of Experience Increments payable to the teacher.

8.1.1.

03/16/2011 09:20 | TOWN OF ACTON / ACTON PUBLIC SCHOOLS
dkelly | FY11 OBJECT SUMMARY

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MARCH 16, 2011

FOR 2011 13

	ORIGINAL APPROP	TRANFRS/ ADJUSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED

1005 GENERAL FUND SCHOOL							

01 SALARIES, TEACHING	12,053,190	-120,182	11,933,008	6,604,409.50	4,884,509.49	444,089.01	96.3%
02 SALARIES, PRINCIPALS	532,710	173,477	706,187	488,406.00	217,781.00	.00	100.0%
03 SALARIES, CENTRAL AD	405,664	0	405,664	276,610.92	119,520.56	9,532.52	97.7%
04 SALARIES, SUPP STAFF	2,949,771	-63,295	2,886,476	1,607,354.96	1,016,617.37	262,503.67	90.9%
06 SALARIES, BUILDINGS	247,342	0	247,342	184,497.87	65,182.62	-2,338.49	100.9%
07 SALARIES, CUSTODIAL	658,951	0	658,951	421,663.62	152,462.25	84,825.13	87.1%
08 SALARIES, HOME INSTR	1,019	0	1,019	.00	.00	1,019.00	.0%
09 SALARIES, SUBSTITUTE	265,973	1,000	266,973	214,600.63	3,356.28	49,016.09	81.6%
10 FRINGES, COURSE REIM	17,000	0	17,000	9,068.25	.00	7,931.75	53.3%
11 FRINGES, HEALTH INSU	3,628,313	0	3,628,313	2,831,084.14	.00	797,228.86	78.0%
16 INSTRUCTIONAL SUPPLI	232,400	-4,052	228,348	178,804.35	19,320.95	30,222.93	86.8%
17 INSTRUCTIONAL TEXTBO	83,379	3,552	86,931	57,105.31	7,747.40	22,078.06	74.6%
18 INSTRUCTIONAL, LIBRA	17,042	0	17,042	12,072.68	4,660.98	308.34	98.2%
19 OTHER, CAPITAL OUTLA	262,688	-500	262,188	199,984.85	11,210.96	50,992.19	80.6%
23 OTHER, MAINTENANCE B	211,468	0	211,468	139,516.16	20,770.40	51,181.44	75.8%
24 OTHER, MAINTENANCE O	83,998	0	83,998	60,854.60	13,575.12	9,568.28	88.6%
26 OTHER, LEGAL SERVICE	65,000	0	65,000	11,311.25	120.00	53,668.75	17.6%
27 OTHER, ADMIN SUPPLIE	189,879	10,000	199,879	115,082.23	15,700.46	69,096.31	65.4%
29 OTHER, CUSTODIAL SUP	45,100	0	45,100	38,544.21	3,122.47	3,433.32	92.4%
30 OTHER, SPED TRANSPOR	446,033	0	446,033	446,033.00	.00	.00	100.0%
31 OTHER, STUDENT TRANS	338,716	0	338,716	288,960.49	7,559.29	42,196.22	87.5%
32 OTHER, TRAVEL	11,761	0	11,761	8,374.22	180.00	3,206.78	72.7%
33 OTHER, SPED TUITION/	2,192,407	0	2,192,407	1,220,706.69	781,766.04	189,934.27	91.3%
34 OTHER, UTILITIES	970,645	0	970,645	488,588.96	14,327.20	467,728.84	51.8%
TOTAL GENERAL FUND SCHOOL	25,910,449	0	25,910,449	15,903,634.89	7,359,490.84	2,647,323.27	89.8%
GRAND TOTAL	25,910,449	0	25,910,449	15,903,634.89	7,359,490.84	2,647,323.27	89.8%

** END OF REPORT - Generated by Denise Kelly **

Note: The following will be reclassified from Appropriated once monies are received and processed:

Circuit Breaker Reimbursement	\$171,409
ARRA SPED IDEA	\$ 12,317
ED JOBS	\$353,078

8.1.2.

03/16/2011 09:22 | TOWN OF ACTON / ACTON PUBLIC SCHOOLS
 dkelly | FY11 SPED PROGRAMS

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 glytdbud

MARCH 16, 2011

FOR 2011 13

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	RNC/REQ	AVAILABLE BUDGET	PCT USED

1005 GENERAL FUND SCHOOL							

05 SW SPECIAL EDUCATION							

05010501 52401 SPED LEGAL SERVICES	45,000	0	45,000	375.00	120.00	44,505.00	1.1%
11040501 51502 PS:SECRETARY	47,020	0	47,020	42,729.39	24,603.39	-20,312.78	143.2%*
14040501 51411 SPED CHAIRPERSON	92,000	0	92,000	63,446.20	28,551.80	.00	100.0%
14040524 51419 COORDINATOR	27,104	0	27,104	18,692.10	8,411.40	.50	100.0%
14050503 51433 SUMMER PROGRAM STIPE	38,800	15,450	54,250	54,297.00	.00	-47.00	100.1%*
14050504 51615 SUMMER SPED ASST	38,800	38,000	76,800	61,317.49	.00	15,482.51	79.8%
14050505 52468 TRANSLATION	0	10,000	10,000	9,310.00	690.00	.00	100.0%
14050509 54305 SPED TEXTBOOKS	2,371	0	2,371	2,566.60	.00	-195.60	108.2%*
14050510 54302 OCCUPATIONAL THERAPY	822	0	822	796.28	.00	25.72	96.9%
14050511 52409 IN SERVICE CONFERENC	1,152	0	1,152	125.00	.00	1,027.00	10.9%
14050520 51409 REFERRAL TO SPECIALI	0	0	0	19,370.54	2,022.50	-21,393.04	100.0%*
14050521 52443 SPED REFERRAL TO SPE	114,586	-10,000	104,586	55,252.85	50,290.03	-956.88	100.9%
14050521 52452 SUMMER PROGRAM, CS	43,650	-53,450	-9,800	.00	.00	-9,800.00	.0%*
14050522 52462 PS SEC 504 CONTR SVC	996	0	996	.00	.00	996.00	.0%
TOTAL SW SPECIAL EDUCATION	452,301	0	452,301	328,280.45	114,689.12	9,331.43	97.9%

18 SPECIAL EDUCATION							

05051801 52416 SPED INDEP EVALUATIO	4,840	0	4,840	900.00	.00	3,940.00	18.6%
05051802 52404 SPED PERIODICALS/SUB	780	0	780	773.87	76.25	-70.12	109.0%*
05051802 52406 SPED POSTAGE	2,614	0	2,614	2,614.00	.00	.00	100.0%
05051802 52407 SPED INSVC CONFERENC	341	0	341	420.00	.00	-79.00	123.2%*
05051802 52408 SPED TRAVEL - LOCAL	176	0	176	.00	.00	176.00	.0%
05051802 52410 SPED DUES & FEES	296	0	296	430.00	.00	-134.00	145.3%*
05051802 52455 SPED MNT COPY EQUIP	3,371	0	3,371	3,503.72	2,462.28	-2,595.00	177.0%*
05051802 52456 SPED MNT OFFICE EQUI	275	0	275	285.00	.00	-10.00	103.6%*
05051803 54301 SPED OFFICE SUPPLIES	3,402	0	3,402	3,086.78	736.46	-421.24	112.4%*
05051804 58708 SPED OUTLAY EQUIP	10,650	0	10,650	26,985.24	75.50	-16,410.74	254.1%*
05051805 52424 MEDICAID SERVICES	1,040	0	1,040	.00	.00	1,040.00	.0%
05051806 52413 SPED MEDICAL SERVICE	2,421	0	2,421	.00	.00	2,421.00	.0%
05051807 52425 SPED TUITION - CASE	501,007	0	501,007	452,545.00	.00	48,462.00	90.3%
05051808 52426 SPED TUITION PRIVATE	1,163,435	0	1,163,435	274,754.60	518,408.66	370,271.74	68.2%
05051808 52465 CIRCUIT BREAKER TUIT	-321,575	0	-321,575	.00	.00	-321,575.00	.0%*
05051810 52430 CO: SPED CASE TRANSP	446,033	0	446,033	446,033.00	.00	.00	100.0%

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	ORIGINAL APPROP	TRANSFRS/ ADJUSTMENTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED
06041801 51408 SPED TEACHER	281,717	0	281,717	153,500.34	131,571.66	-3,355.00	101.2%*
06041802 51418 SPEECH TEACHER	75,135	0	75,135	40,457.47	34,677.77	- .24	100.0%*
06041803 51624 SPED EDUCATION ASST	210,246	0	210,246	77,279.53	60,021.74	72,944.73	65.3%
06051801 54305 RES TEXTBOOKS	521	0	521	659.29	.00	-138.29	126.5%*
06051802 54332 EDUC NEEDS SUPPLIES	575	0	575	1,207.47	.00	-632.47	210.0%*
06051802 54333 SPEECH SUPPLIES	429	0	429	258.60	.00	170.40	60.3%
07041801 51408 SPED TEACHER	156,169	0	156,169	94,578.40	63,139.60	-1,549.00	101.0%*
07041802 51418 SPEECH TEACHER	90,863	0	90,863	48,926.22	41,936.78	.00	100.0%
07041803 51624 SPED EDUCATION ASST	85,689	0	85,689	35,217.21	23,542.47	26,929.32	68.6%
07051801 54305 RES TEXTBOOKS	521	0	521	429.57	.00	91.43	82.5%
07051801 54334 EDUC NEEDS TEXTS	330	0	330	331.33	.00	-1.33	100.4%*
07051802 54330 RESOURCE SUPPLIES	0	0	0	112.20	.00	-112.20	100.0%*
07051802 54332 EDUC NEEDS SUPPLIES	575	0	575	881.06	.00	-306.06	153.2%*
07051802 54333 SPEECH SUPPLIES	423	0	423	351.38	.00	71.62	83.1%
08041801 51408 SPED TEACHER	233,740	-22,733	211,007	108,839.78	93,291.22	8,876.00	95.8%
08041802 51418 SPEECH TEACHER	87,246	0	87,246	47,812.66	40,982.34	-1,549.00	101.8%*
08041803 51624 SPED EDUCATION ASST	187,102	0	187,102	64,766.64	47,083.51	75,251.85	59.8%
08051801 54305 RES TEXTBOOKS	521	0	521	1,017.70	.00	-496.70	195.3%*
08051802 54332 EDUC NEEDS SUPPLIES	479	0	479	593.07	.00	-114.07	123.8%*
08051802 54333 SPEECH SUPPLIES	429	0	429	305.35	.00	123.65	71.2%
09041801 51408 SPED TEACHER	260,502	0	260,502	140,819.14	120,701.86	-1,019.00	100.4%*
09041802 51418 SPEECH TEACHER	87,634	0	87,634	34,715.70	19,458.30	33,460.00	61.8%
09041803 51624 SPED EDUCATION ASST	87,351	0	87,351	37,575.85	27,823.79	21,951.36	74.9%
09051801 54334 EDUC NEEDS TEXTS	622	0	622	627.33	.00	-5.33	100.9%*
09051802 54330 RESOURCE SUPPLIES	479	0	479	477.43	91.98	-90.41	118.9%*
09051802 54333 SPEECH SUPPLIES	429	0	429	864.67	.00	-435.67	201.6%*
10041801 51408 SPED TEACHER	291,873	0	291,873	152,050.60	127,595.75	12,226.65	95.8%
10041802 51418 SPEECH TEACHER	76,289	0	76,289	41,078.66	35,210.34	.00	100.0%
10041803 51624 SPED EDUCATION ASST	187,385	0	187,385	91,053.99	62,030.90	34,300.11	81.7%
10051801 54334 EDUC NEEDS TEXTS	622	0	622	.00	.00	622.00	.0%
10051802 54332 EDUC NEEDS SUPPLIES	571	0	571	593.07	.00	-22.07	103.9%*
10051802 54333 SPEECH SUPPLIES	429	0	429	.00	.00	429.00	.0%
14041801 51416 SPED OCCUP THERAPIST	210,901	0	210,901	115,509.32	94,397.20	994.48	99.5%
14041801 51417 PHYSICAL THERAPIST	75,372	0	75,372	40,584.88	34,787.12	.00	100.0%
14051801 51407 HOME INSTRUCT TEACHE	1,019	0	1,019	.00	.00	1,019.00	.0%
14051803 54338 SPED EDUC SUPPLIES	3,104	0	3,104	3,251.54	53.80	-201.34	106.5%*
TOTAL SPECIAL EDUCATION	4,516,398	-22,733	4,493,665	2,549,058.66	1,580,157.28	364,449.06	91.9%

51 AUTISTIC SERVICES

14045101 51436 AUTISTIC COORDINATOR	35,000	0	35,000	30,754.35	21,580.65	-17,335.00	149.5%*
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	ORIGINAL APPROP	TRANSFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED
14045102 51616 TRAINER	658,220	0	658,220	322,531.14	233,365.33	102,323.53	84.5%
14055103 52463 AUTISTIC CONTRACT SE	1,106	0	1,106	.00	.00	1,106.00	.0%
TOTAL AUTISTIC SERVICES	694,326	0	694,326	353,285.49	254,945.98	86,094.53	87.6%
TOTAL GENERAL FUND SCHOOL	5,663,025	-22,733	5,640,292	3,230,624.60	1,949,792.38	459,875.02	91.8%
TOTAL EXPENSES	5,663,025	-22,733	5,640,292	3,230,624.60	1,949,792.38	459,875.02	
GRAND TOTAL	5,663,025	-22,733	5,640,292	3,230,624.60	1,949,792.38	459,875.02	91.8%

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Note: The following will be reclassified from Appropriated once monies are received and processed:
Circuit Breaker Reimbursement \$171,409
ARRA SPED IDEA \$ 12,317

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	ORIGINAL APPROP	TRANFRS/ ADJUSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED

1005 GENERAL FUND SCHOOL							

1450 SW INFO MGMT AND TECH							

08060901 52415 EQUIPMENT MAINTENANC	2,378	0	2,378	189.00	.00	2,189.00	7.9%
TOTAL SW INFO MGMT AND TECH	2,378	0	2,378	189.00	.00	2,189.00	7.9%
2210 SCHOOL BLDG LEADERSHIP							

08040902 51406 PRINCIPAL	105,560	44,573	150,133	103,539.96	46,593.04	.00	100.0%
08040903 51502 SECRETARY	56,934	0	56,934	28,071.62	14,311.98	14,550.40	74.4%
08040903 51503 SECRETARY, SUB	525	0	525	220.44	.00	304.56	42.0%
08120401 52410 DUES & MEMBERSHIPS	760	0	760	765.00	.00	-5.00	100.7%*
08120901 52403 PRINTING	700	0	700	102.94	.00	597.06	14.7%
08120901 52406 POSTAGE	400	0	400	58.39	.00	341.61	14.6%
08120902 54301 OFFICE SUPPLIES	2,000	0	2,000	1,978.56	.00	21.44	98.9%
TOTAL SCHOOL BLDG LEADERSHIP	166,879	44,573	211,452	134,736.91	60,905.02	15,810.07	92.5%
2250 BLDG TECHNOLOGY							

08045401 51601 COMPUTER ASSISTANT	16,155	0	16,155	9,778.50	6,376.84	-.34	100.0%*
08045401 51635 G WEBSITE/MCAS COOR	1,500	0	1,500	.00	.00	1,500.00	.0%
TOTAL BLDG TECHNOLOGY	17,655	0	17,655	9,778.50	6,376.84	1,499.66	91.5%
2305 TEACHERS CLASSROOM							

08041201 51408 ART TEACHER	69,900	0	69,900	37,638.44	32,261.56	.00	100.0%
08041501 51408 MUSIC TEACHER	64,919	0	64,919	32,506.52	27,934.22	4,478.26	93.1%
08041801 51408 SPED TEACHER	233,740	-22,733	211,007	108,839.78	93,291.22	8,876.00	95.8%
08042101 51408 KINDERGARTEN TEACHER	92,918	0	92,918	50,032.78	42,885.22	.00	100.0%
08045501 51408 READING TEACHER	53,427	0	53,427	42,528.78	36,453.22	-25,555.00	147.8%*
08045601 51408 ELEM ED TEACHER	1,231,749	0	1,231,749	657,578.92	532,985.02	41,185.06	96.7%

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	ORIGINAL APPROP	TRANFRS/ ADJSTMIS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED
TOTAL TEACHERS CLASSROOM	1,746,653	-22,733	1,723,920	929,125.22	765,810.46	28,984.32	98.3%
2310 TEACHERS SPECIALISTS							
08041802 51418 SPEECH TEACHER	87,246	0	87,246	47,812.66	40,982.34	-1,549.00	101.8%*
TOTAL TEACHERS SPECIALISTS	87,246	0	87,246	47,812.66	40,982.34	-1,549.00	101.8%
2330 PARAPROF/INSTR ASSTS							
08041803 51624 SPED EDUCATION ASST	187,102	0	187,102	64,766.64	47,083.51	75,251.85	59.8%
08045502 51601 RDG/CLSSRM ASSISTANT	26,394	0	26,394	21,978.56	10,063.32	-5,647.88	121.4%*
TOTAL PARAPROF/INSTR ASSTS	213,496	0	213,496	86,745.20	57,146.83	69,603.97	67.4%
2353 TEACHER/INSTR PROF DAYS							
08120402 51412 PROF/AA SUB TEACHER	3,750	0	3,750	1,966.25	.00	1,783.75	52.4%
TOTAL TEACHER/INSTR PROF DAYS	3,750	0	3,750	1,966.25	.00	1,783.75	52.4%
2355 SUBSTITUTES FOR PROF DEV							
08120403 52447 TEACHER SUB, CS	820	1,000	1,820	.00	.00	1,820.00	.0%
TOTAL SUBSTITUTES FOR PROF DEV	820	1,000	1,820	.00	.00	1,820.00	.0%
2357 PROF DRVELOPMENT							
08120404 52407 CONFERENCES	808	0	808	3,599.00	.00	-2,791.00	445.4%*
08120405 54312 PERIODICALS	143	0	143	.00	.00	143.00	.0%
TOTAL PROF DEVELOPMENT	951	0	951	3,599.00	.00	-2,648.00	378.4%
2410 TEXTS, SOFTWARE, MEDIA							

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	ORIGINAL APPROP	TRANFRS/ ADJUSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED
08051801 54305 RES TEXTBOOKS	521	0	521	1,017.70	.00	-496.70	195.3%*
08081501 54305 TEXTBOOKS	1,099	0	1,099	1,027.96	.00	71.04	93.5%
08091201 54305 TEXTBOOKS	920	0	920	293.14	3.02	623.84	32.2%
08122302 54305 LANGUAGE ART TEXTBOO	1,362	0	1,362	1,024.18	.00	337.82	75.2%
08122602 54305 SOCIAL STUDIES TEXTB	760	0	760	523.20	.00	236.80	68.8%
08125502 54305 READING TEXTBOOKS	600	3,552	4,152	4,126.87	.00	24.90	99.4%
08125702 54331 MEDIA CENTER TEXTBOO	2,000	0	2,000	366.23	1,515.77	118.00	94.1%
TOTAL TEXTS, SOFTWARE, MEDIA	7,262	3,552	10,814	8,379.28	1,518.79	915.70	91.5%
2415 OTHER INSTR MATERIALS							
08051802 54332 EDUC NEEDS SUPPLIES	479	0	479	593.07	.00	-114.07	123.8%*
08051802 54333 SPEECH SUPPLIES	429	0	429	305.35	.00	123.65	71.2%
08081502 54302 EDUCATION SUPPLIES	1,127	0	1,127	1,121.53	.00	5.47	99.5%
08091202 54302 EDUCATION SUPPLIES	5,000	0	5,000	4,074.61	1,055.32	-129.93	102.6%*
08122301 54302 LANGUAGE ART SUPPLIE	13,955	-4,884	9,071	5,202.08	420.00	3,449.41	62.0%*
08122401 54302 MATH SUPPLIES	12,000	0	12,000	12,146.19	.00	-146.19	101.2%*
08122501 54302 SCIENCE SUPPLIES	3,000	0	3,000	2,305.10	125.00	569.90	81.0%
08122601 54302 SOCIAL STUDIES SUPPL	1,000	0	1,000	110.78	26.37	862.85	13.7%
08125501 54302 READING SUPPLIES	1,200	332	1,532	1,444.38	.00	87.36	94.3%
08125601 54302 ELEM ED SUPPLIES	15,000	0	15,000	12,500.24	2,124.61	375.15	97.5%
08125701 54329 MEDIA CENTER SUPPLIE	950	0	950	.00	.00	950.00	.0%
TOTAL OTHER INSTR MATERIALS	54,140	-4,552	49,588	39,803.33	3,751.30	6,033.60	87.8%
2440 OTHER INSTR SERVICES							
08045701 51601 MEDIA CTR ASST	20,027	0	20,027	11,613.94	8,538.91	-125.85	100.6%*
TOTAL OTHER INSTR SERVICES	20,027	0	20,027	11,613.94	8,538.91	-125.85	100.6%
2451 CLASSROOM INSTR TECHNOLOGY							
08060903 54327 TECHNOLOGY SUPPLIES	1,284	0	1,284	1,164.63	.00	119.37	90.7%
TOTAL CLASSROOM INSTR TECHNOLOGY	1,284	0	1,284	1,164.63	.00	119.37	90.7%

2710 GUIDANCE/ADJUST COUNSELORS

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	ORIGINAL APPROP	TRANFRS/ ADJUSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED
08040401 51423 COUNSELOR	50,449	0	50,449	27,164.90	23,284.10	.00	100.0%
08050901 54336 COUNSELING SUPPLIES	184	0	184	129.18	.00	54.82	70.2%
TOTAL GUIDANCE/ADJUST COUNSELORS	50,633	0	50,633	27,294.08	23,284.10	54.82	99.9%
3200 MEDICAL/HEALTH SVCS							
08043101 51414 NURSE	62,807	0	62,807	45,280.90	34,718.90	-17,192.80	127.4%*
08050903 54303 HEALTH SUPPLIES	520	0	520	210.67	309.33	.00	100.0%
TOTAL MEDICAL/HEALTH SVCS	63,327	0	63,327	45,491.57	35,028.23	-17,192.80	127.1%
3300 TRANSPORTATION SVCS							
08081504 51605 BUS DRIVER	90	0	90	.00	.00	90.00	.0%
08081505 52429 STUDENT TRANSPORTATI	91	0	91	.00	.00	91.00	.0%
TOTAL TRANSPORTATION SVCS	181	0	181	.00	.00	181.00	.0%
3400 FOOD SERVICES							
08040908 51618 MONITOR	14,494	0	14,494	8,499.86	4,846.53	1,147.61	92.1%
TOTAL FOOD SERVICES	14,494	0	14,494	8,499.86	4,846.53	1,147.61	92.1%
3510 ATHLETICS							
08041601 51408 PHYSICAL ED TEACHER	54,495	0	54,495	29,949.69	25,671.10	-1,125.79	102.1%*
08121601 54302 PHYSICAL ED SUPPLIES	750	0	750	674.72	.00	75.28	90.0%
TOTAL ATHLETICS	55,245	0	55,245	30,624.41	25,671.10	-1,050.51	101.9%
4110 CUSTODIAL SERVICES							
08071302 54304 CUSTODIAL SUPPLIES	8,200	0	8,200	6,579.33	955.02	665.65	91.9%

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	ORIGINAL APPROP	TRANFRS/ ADJUSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED

TOTAL CUSTODIAL SERVICES	8,200	0	8,200	6,579.33	955.02	665.65	91.9%
4120 HEATING OF BUILDINGS							

08071303 52504 GAS HEAT	77,260	0	77,260	39,214.17	.00	38,045.83	50.8%
TOTAL HEATING OF BUILDINGS	77,260	0	77,260	39,214.17	.00	38,045.83	50.8%
4130 UTILITY SERVICES							

08030901 52507 TELEPHONE	2,500	0	2,500	1,282.89	1,105.11	112.00	95.5%
08030901 52512 CELLULAR PHONES	1,800	0	1,800	1,007.63	.00	792.37	56.0%
08071304 52501 ELECTRICITY	65,083	0	65,083	33,711.25	.00	31,371.75	51.8%
08071304 52508 WATER	3,286	0	3,286	1,300.92	.00	1,985.08	39.6%
TOTAL UTILITY SERVICES	72,669	0	72,669	37,302.69	1,105.11	34,261.20	52.9%
4210 MAINT OF GROUNDS							

08071306 52414 FAC PREVENT MNT	7,271	0	7,271	12,143.51	378.63	-5,251.14	172.2%*
TOTAL MAINT OF GROUNDS	7,271	0	7,271	12,143.51	378.63	-5,251.14	172.2%
4220 MAINT OF BUILDINGS							

08041301 51604 CUSTODIAN	90,685	0	90,685	62,559.81	27,993.31	131.88	99.9%
08041301 51625 CUSTODIAL SUBSTITUTE	7,350	0	7,350	.00	.00	7,350.00	.0%
08071307 52411 HVAC SERVICES	1,487	0	1,487	.00	1,119.52	367.48	75.3%
08071307 52414 FAC PREVENT MNT	5,357	0	5,357	.00	.00	5,357.00	.0%
08071307 52460 CUSTODIAN CONTRACT S	7,880	0	7,880	7,787.15	.00	92.85	98.8%
08071308 54308 BUILDINGS SUPPLIES	882	0	882	264.00	.00	618.00	29.9%
TOTAL MAINT OF BUILDINGS	113,641	0	113,641	70,610.96	29,112.83	13,917.21	87.8%
4225 BLDG SECURITY SYSTEMS							

08041302 51620 SECURITY OT	6,300	0	6,300	3,273.44	.00	3,026.56	52.0%

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	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED
TOTAL BLDG SECURITY SYSTEMS	6,300	0	6,300	3,273.44	.00	3,026.56	52.0%
4230 MAINT OF EQUIPMENT							
08030902 52510 TELEPHONE MAINTENANC	4,900	0	4,900	6,519.07	.00	-1,619.07	133.0%*
08081506 52415 EQUIPMENT MAINTENANC	409	0	409	409.00	.00	.00	100.0%
08120905 52456 MAINT OFFICE EQUIPME	5,035	0	5,035	3,461.02	144.98	1,429.00	71.6%
08125703 52459 MAINT MEDIA CTR EQUI	1,200	0	1,200	.00	.00	1,200.00	.0%
TOTAL MAINT OF EQUIPMENT	11,544	0	11,544	10,389.09	144.98	1,009.93	91.3%
7100 PURCHASE OF LAND							
08070901 58710 OUTLAY GROUNDS	1,948	0	1,948	2,377.91	.00	-429.91	122.1%
TOTAL PURCHASE OF LAND	1,948	0	1,948	2,377.91	.00	-429.91	122.1%
7200 PURCHASE OF BUILDINGS							
08070902 58710 OUTLAY BUILDINGS	4,366	0	4,366	3,248.45	31.94	1,085.61	75.1%
TOTAL PURCHASE OF BUILDINGS	4,366	0	4,366	3,248.45	31.94	1,085.61	75.1%
7400 REPLACEMENT OF EQUIPMENT							
08120906 58712 OUTLAY/REPLC EQUIP	10,633	-1,000	9,633	9,921.96	.00	-288.96	103.0%*
TOTAL REPLACEMENT OF EQUIPMENT	10,633	-1,000	9,633	9,921.96	.00	-288.96	103.0%
TOTAL GENERAL FUND SCHOOL	2,820,253	20,840	2,841,093	1,581,885.35	1,065,588.96	193,618.69	93.2%
TOTAL EXPENSES	2,820,253	20,840	2,841,093	1,581,885.35	1,065,588.96	193,618.69	
GRAND TOTAL	2,820,253	20,840	2,841,093	1,581,885.35	1,065,588.96	193,618.69	93.2%

** END OF REPORT - Generated by Denise Kelly **

8.6.2.

From: [REDACTED] <mbrandon... 3/11/201... [REDACTED]
 "Maynard G. (Brandy) Brandon" <Maynard.Brandon@...
 "Maynard G. (Brandy) Brandon" <Maynard.Brandon@...
 Subject: Teacher Contract and Crossroads Settlement
 To: [REDACTED] APS School Committee [REDACTED] <abrsc@town.acton.ma.us>
 Cc: [REDACTED] "Board of Selectman" <bos@acton-ma.gov> [REDACTED] <fincom@acton-ma.gov>
 Attachments: [REDACTED] Attach0.html 11K

After seeing the actions taken by the Board of Selectmen concerning the settlement with Fenton, Jeanson, and Crossroads [comments below on that], I thought it necessary to urge you, the Acton Public School Committee and the Acton-Boxborough Region School Committee, to provide disclosure and opportunity for public comment before voting on the contract with the NEA. Town Meeting will be asked to appropriate funds for the first year of the contract and will most likely not have the opportunity to assess the effect of the contract on subsequent years of the Town's finances. This would be a big mistake. Please consider the following:

1. Labor costs are the preponderance of the Town's expenditures and these are substantially understated by the lack of provision for the funding of at least \$125 million of unfunded liabilities.
2. A multi-year commitment deserves a thoughtful analysis of its long-term effects, not a Yes/No vote on its first year effect, which may or may not be indicative of the long term.
3. At a time when public employee unions are under increasing scrutiny for their effects on public finances, to neglect to conduct public and thoughtful deliberation on this major component of the Town's ongoing and rising expenditures would be reprehensible.

I was very disappointed with the settlement with Fenton, Jeanson, and Crossroads, for the following reasons:

1. It reeks of an end run around Town Meeting's authority to appropriate resources.
2. There was no opportunity for public comment or review by other boards or committees.
3. The Town received relatively little to compensate for a relatively large loss. Since the Town already owns the land, \$763,000 should buy a whole lot more than some renovations on a house that should have been demolished.
4. It would not be unreasonable to assume that Schedule A of the Agreement for Dismissal and Releases will result in the use of "Building #19" class materials in the renovation. Shame on those who drafted that and agreed to it.
5. This is not the first time that these developers have been caught abusing the affordable housing process. Fool me once, shame on you. Fool me twice, shame on me. When does this rise to the level of criminal fraud?

6. How many affordable housing developments have these developers built in Acton and how many have been thoroughly audited? If the answers to those two questions are not the same, why not?



Maynard G. (Brandy) Brandon



- name -

Acton, MA 01720

- address -

8.6.3.

From:  Michele Caterina <michelecaterina@acton-ma.gov>
Subject: Kindergarten Sections
To:  <apsc@acton-ma.gov>

Mon, Mar 14, 2011 12:58:31...  

Dear Acton School Committee,

I urge you to vote to maintain 16 sections of kindergarten in the Acton Elementary Schools for the 2011-2012 school year. Our schools are already overcrowded with large class sizes; reducing the number of kindergartens in the elementary schools will only exacerbate the problem. As a mom of an entering kindergartener, I know my son would greatly benefit from smaller class sizes, which would enable him to have more teacher attention and less disturbance and distraction in the classroom.

Thank you for considering this request. I look forward to hearing about the decision after your meeting on Thursday.

Best,

Michele Caterina
McCarthy-Towne parent

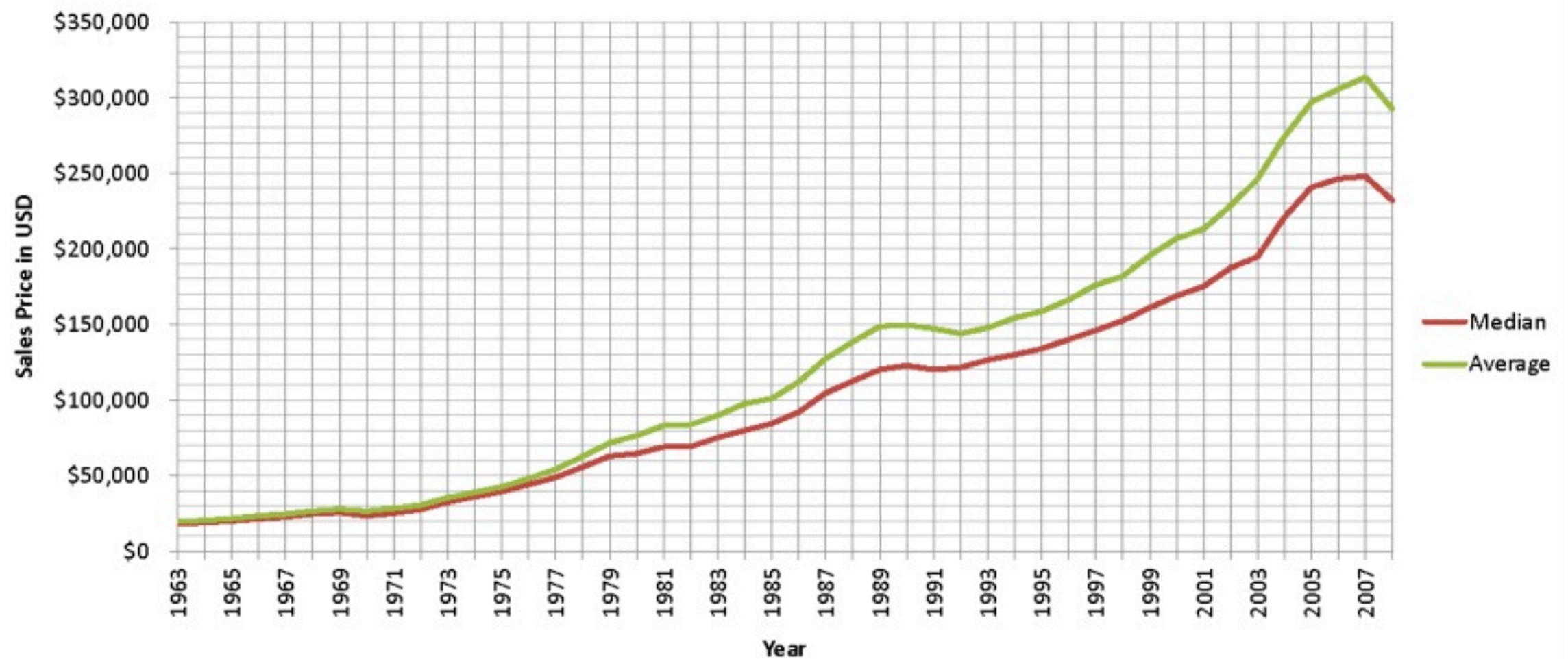
FUNDAMENTALS FOR 21ST CENTURY PLANNING

prepared by Ann Sussman, RA LEED AP
for Acton 2020

3/2011

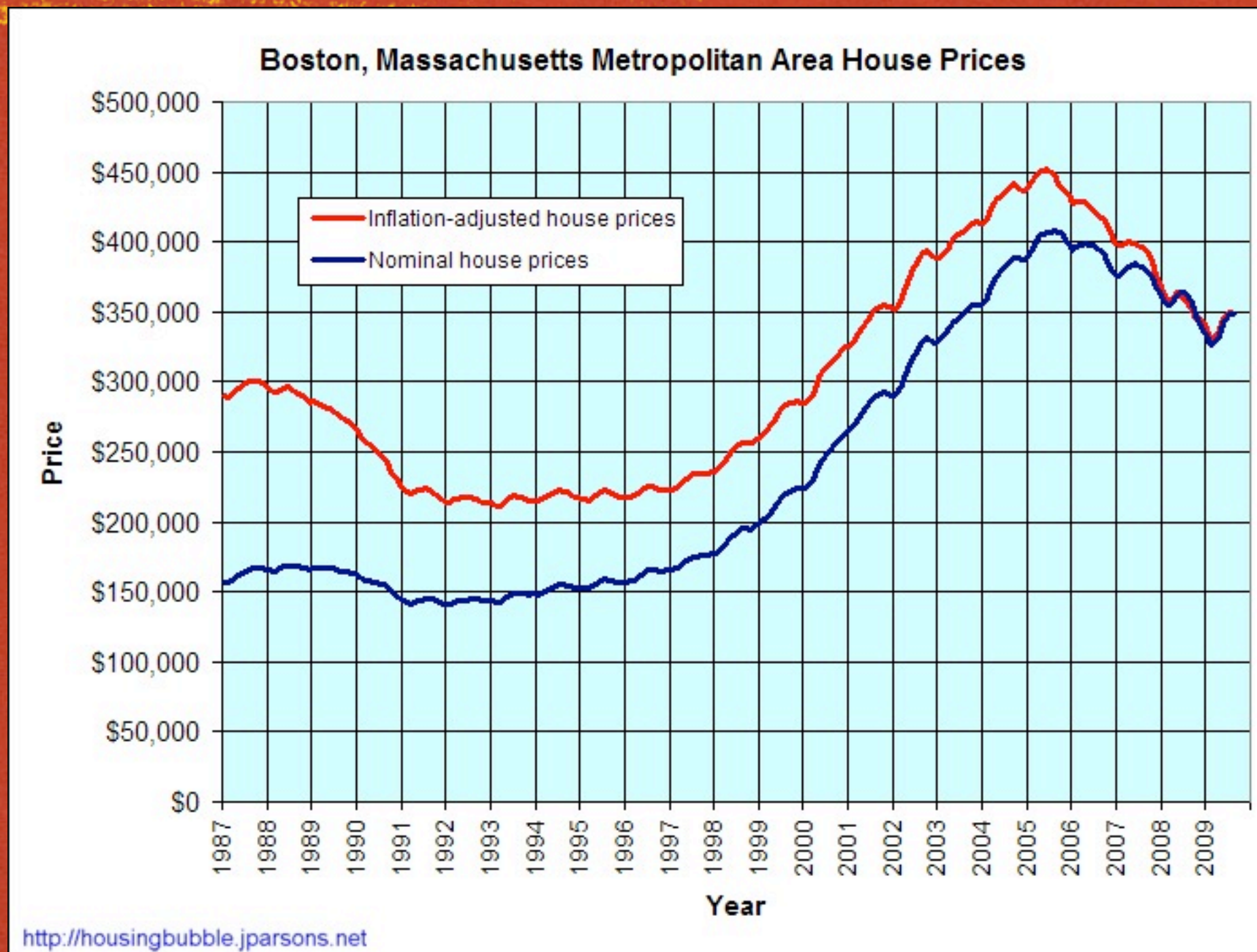
U.S. HOME PRICE SALES

**Median and Average Sales Prices of New Homes Sold in United States
1963-2008 Annual Data**

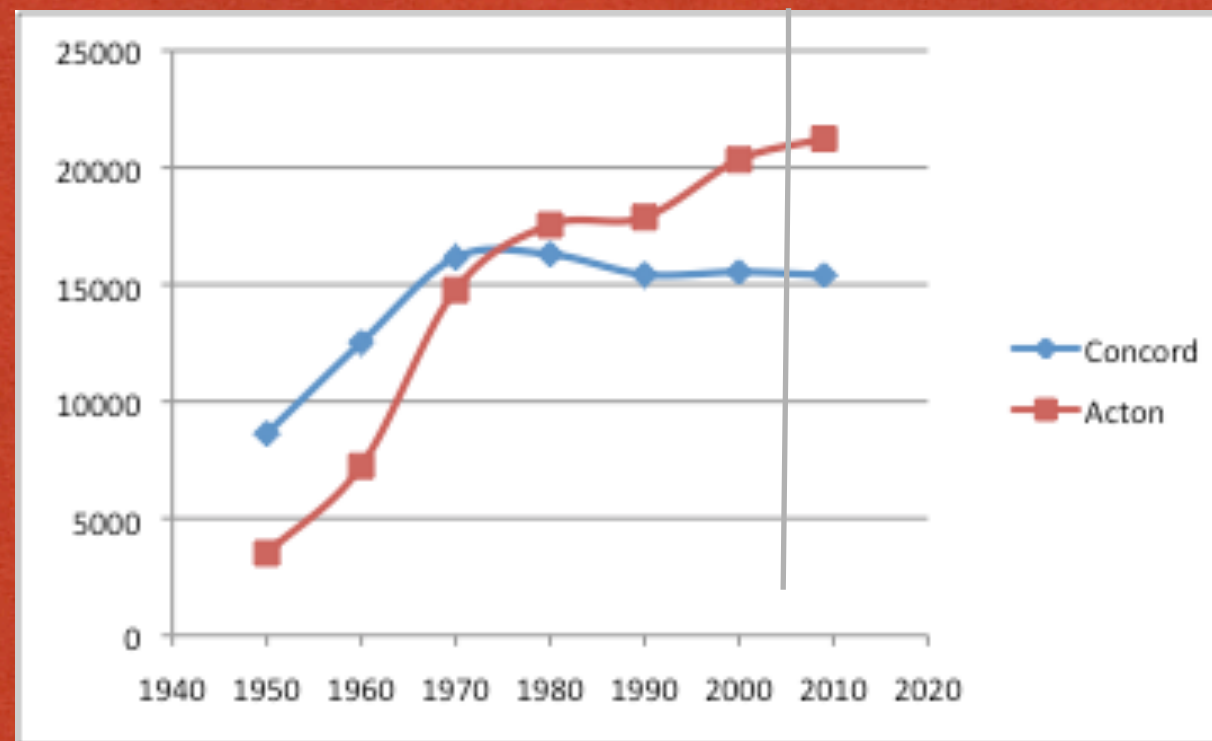


source: us census (not adjusted for inflation)

BOSTON AREA HOME PRICES



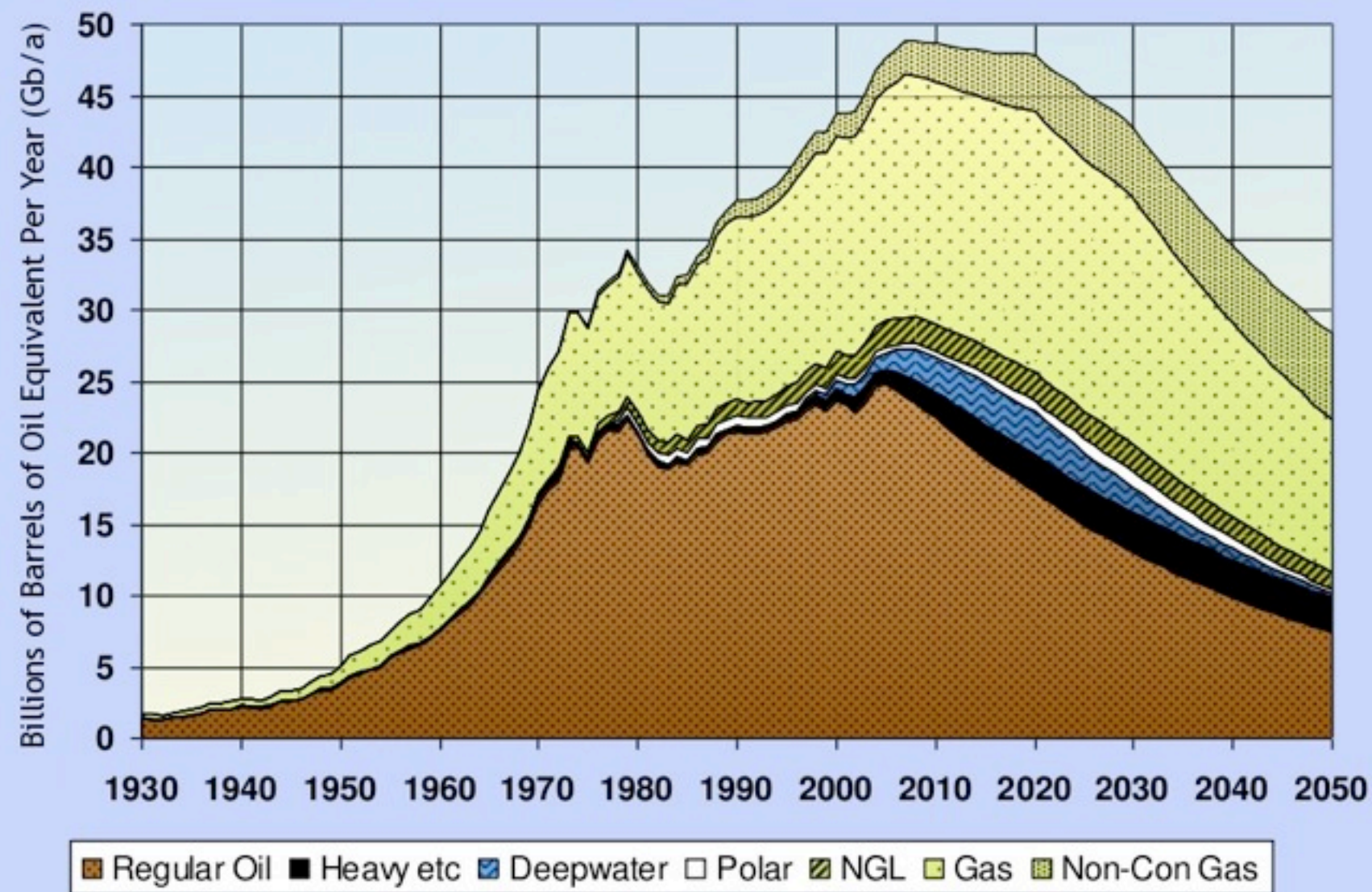
ACTON'S POPULATION GROWTH



1. Acton's growth from 3,500 in 1950 to 20,000 in 2000 tracks with largest expansion of real estate values in US history (see previous slide).
2. Acton's growth continues post 2006 housing bubble; Concord's does not.
3. Per Town Hall, Acton on average has 60 building permits for new homes per year; for comparison, Concord had 8 in 2009; Carlisle 10.
(source: Concord, Carlisle Town Hall)

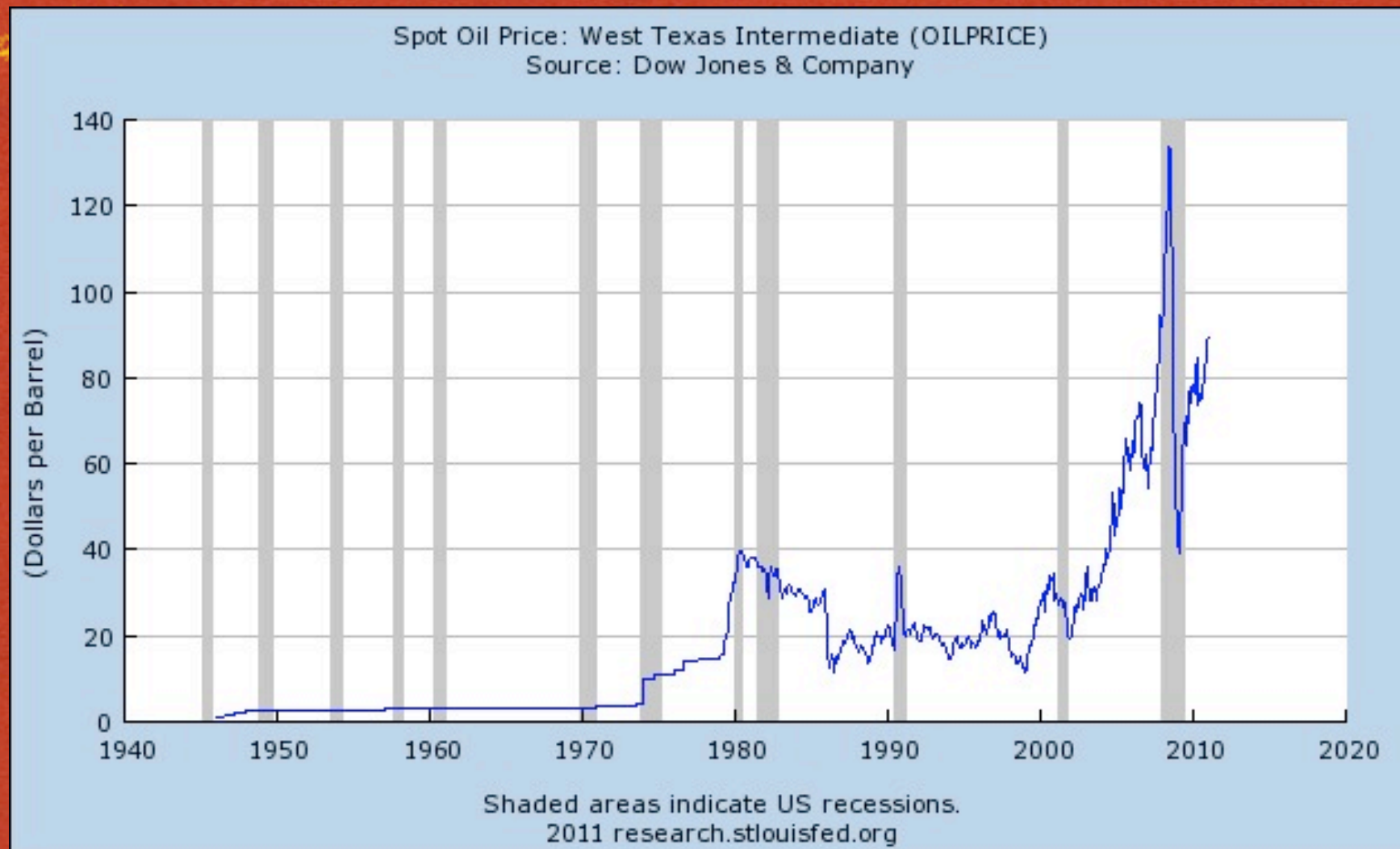
OIL

Global Oil & Gas Production Profiles



Note: US peak oil 1970; world peak oil circa 2006;

OIL PRICE



1. Acton's growth (1950-2000) tracks with cheap oil (1950-2000);
2. Acton's previous 1990 + 1998 master plans were prepared when oil relatively stable at \$20/barrel; gas at pump about \$1/gallon;

ACTON SCHOOLS

ACTON-BOXBOROUGH REGIONAL HIGH SCHOOL

ACTON, MASSACHUSETTS

- OWNER
Town of Acton
- ARCHITECT
Design Partnership of Cambridge, Inc.
- CONSTRUCTION COST
\$52,000,000
- GENERAL CONTRACTOR
TLT Construction Corp.



Photos by Design Partnership of Cambridge, Inc.

PROJECT DESCRIPTION

A new two-story addition and several other small additions were added to the existing high school totaling approximately 104,000 square feet. The existing 222,500 square foot school was also renovated to accommodate a projected school population of 2,050 students by 2010-2011.

The new additions were constructed of a concrete slab and steel joist floor system supported by concrete masonry bearing walls. The building was founded on conventional poured in place concrete spread footings.

Extensive structural renovations to the existing building were required to accommodate new architectural and MEP upgrade requirements. Lateral wind and seismic loads are resisted by concrete masonry shear walls.

DMBC
STRUCTURAL ENGINEERS
DM BERG CONSULTANTS, P.C.
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By 2010, the Acton schools take 83% of municipal taxes, (including debt servicing) 87% of which comes from residential real estate.

By 2011, AB High School, expanded in 2006, is at capacity;

With 1,950 students today, ABRHS is larger than many city high schools (e.g. Cambridge, Newton) but without city infrastructure or tax base to support it; AB size also exceeds other regional schools. (e.g. Lincoln-Sudbury or Concord-Carlisle)

STRUCTURAL WEAKNESS

BEST PUBLIC HIGH SCHOOLS

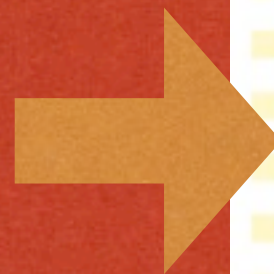
RESEARCH BY ALICIA BUCHL PEREZ, SHANNON FISCHER, BORANA GREKU, LAUREN MIFSUD, GREGORY MONIZ, KORI PERTEN, TALIA RALPH, AND STEPHANIE RINEMAN

RANK	SCHOOL	ENROLLMENT	STUDENT-TO-TEACHER RATIO	PER-PUPIL SPENDING	MCAS SCORES			SAT SCORES			GRADUATION RATE
					ENGLISH	MATH	SCIENCE	READING	WRITING	MATH	
1	WESTON HIGH SCHOOL	715	10.8:1	\$18,023	98	96	86	604	611	626	97.1
2	DOVER-SHERBORN REGIONAL HIGH SCHOOL	608	11.3:1	\$15,787	99	98	98	596	593	607	100
3	LEXINGTON HIGH SCHOOL	1,955	12.4:1	\$15,368	97	96	94	614	618	631	95.4
4	WELLESLEY SENIOR HIGH SCHOOL	1,220	11.1:1	\$14,330	97	96	76	601	608	613	96.9
5	CONCORD-CARLISLE HIGH SCHOOL	1,245	13.9:1	\$18,328	96	88	93	593	593	611	96.7
6	BEDFORD HIGH SCHOOL	769	10.9:1	\$15,616	96	93	86	566	562	592	95.1
7	BROOKLINE HIGH SCHOOL	1,760	11.7:1	\$16,847	92	89	80	571	569	587	91.2
8	WAYLAND HIGH SCHOOL	891	13.2:1	\$14,342	95	97	89	589	581	608	98.2
9	NEWTON NORTH HIGH SCHOOL	1,770	11:1	\$16,243	91	90	80	587	583	600	93.8
10	NEWTON SOUTH HIGH SCHOOL	1,719	12.7:1	\$16,243	93	90	82	596	599	615	96.3
11	WESTWOOD HIGH SCHOOL	857	12.5:1	\$13,839	96	95	90	547	558	576	98.6
12	HAMILTON-WENHAM REGIONAL HIGH SCHOOL	698	11.5:1	\$13,955	98	92	87	565	565	561	97.8
13	MANCHESTER ESSEX REGIONAL HIGH SCHOOL	439	12.2:1	\$13,684	99	97	92	540	534	550	95.1
14	SHARON HIGH SCHOOL	1,155	13.5:1	\$14,334	98	96	88	579	575	584	95.7
15	BROMFIELD SCHOOL	744	14.5:1	\$12,968	94	94	93	609	613	597	93.5
16	CAMBRIDGE RINDGE AND LATIN SCHOOL	1,583	9.7:1	\$26,337	74	68	47	465	460	468	89.3
17	COHASSET HIGH SCHOOL	682	12.3:1	\$13,136	98	98	79	549	560	562	92.5
18	WESTBOROUGH HIGH SCHOOL	1,073	13.3:1	\$13,357	96	96	95	557	562	581	95.4
19	NEEDHAM HIGH SCHOOL	1,434	14.3:1	\$12,955	97	96	90	577	576	578	98.1
20	LINCOLN-SUDBURY REGIONAL HIGH SCHOOL	1,615	12.9:1	\$15,775	94	92	53	573	575	600	96.4
21	HOLLISTON HIGH SCHOOL	877	13:1	\$11,413	94	99	93	541	551	581	96.4
22	BOSTON LATIN SCHOOL	1,622	22:1	\$17,900	99	100	96	624	614	628	95.4
23	MARBLEHEAD HIGH SCHOOL	944	13.2:1	\$13,338	95	93	80	554	548	554	88.8
24	HOPKINTON HIGH SCHOOL	1,021	13.7:1	\$11,555	97	94	95	548	549	566	97.8
25	WINCHESTER HIGH SCHOOL	1,072	13.9:1	\$11,373	95	93	83	577	584	596	96.6
26	ACTON-BOXBOROUGH REGIONAL HIGH SCHOOL	1,953	16.8:1	\$12,733	96	96	96	606	609	640	97.6
27	ANDOVER HIGH SCHOOL	1,799	14.5:1	\$13,122	96	94	88	557	551	574	96.6
28	ALGONQUIN REGIONAL HIGH SCHOOL	1,409	13.9:1	\$13,396	95	92	87	546	547	564	96.4
29	BELMONT HIGH SCHOOL	1,119	15.3:1	\$11,653	96	97	91	575	576	592	96.1
30	DUXBURY HIGH SCHOOL	1,002	12.9:1	\$10,598	97	92	85	557	550	568	95.3
31	MEDFIELD SENIOR HIGH SCHOOL	921	14.6:1	\$10,542	97	95	93	562	562	568	97.7
32	NEWBURYPORT HIGH SCHOOL	726	12.8:1	\$12,523	96	93	81	538	539	547	93.4
33	NORWELL HIGH SCHOOL	654	14.4:1	\$11,167	99	98	83	537	542	551	99.4
34	HINGHAM HIGH SCHOOL	1,098	14.2:1	\$10,816	97	92	92	555	558	570	96.8
35	ARLINGTON HIGH SCHOOL	1,162	12.9:1	\$11,813	95	90	83	541	542	553	93.4

AB has:

1. Large class size
2. Low per pupil spending

Source: Boston Magazine, Babson statistician Recck



FINDINGS

- In the 20th century, cheap oil + rapidly rising home prices promoted Acton's rapid housing + large school development;
- In the 21st century, these fundamental drivers of Acton prosperity no longer exist; these shifts will continue to impact both homeowners and schools as well as the Town at large.