

BELLOWS FREE ACADEMY
UNION HIGH SCHOOL
DISTRICT #48
St. Albans, Vermont



2012
ANNUAL REPORT
(School Year Ending June 30, 2012)

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CORE BELIEFS

We believe that all individuals are unique and can learn and grow.

We believe that the education of our youth is the shared responsibility of the individual, family, school, and community.

We believe that the pursuit of truth and knowledge is essential to foster and sustain a democratic society.

MISSION STATEMENT

At Bellows Free Academy, all students learn respect, dependability, and productivity. With academic and social supports, students learn to be effective problem solvers, active community members, and lifelong learners.

Academics

Communication

Advocacy

Dependability

Empathy and

Motivation for

Youth Empowerment

**BELLOWS FREE ACADEMY UNION
HIGH SCHOOL DISTRICT #48
BOARD OF DIRECTORS**

Jim Mercier, Chair (Town)	Term expires 2013
Sally Lindberg (Town)	Term expires 2015
Nilda Gonnella-French, Vice Chair (City)	Term expires 2015
Al Corey, Clerk (City)	Term expires 2014
Bruce Scott (City)	Term expires 2013

The Bellows Free Academy UHSD#48/Northwest
Technical Center Board of Directors meets regularly
on the first Tuesday of every month at 6:30 p.m. in
the BFA Library.

WARNING
FOR THE BELLOWS FREE ACADEMY UNION HIGH SCHOOL DISTRICT #48
ANNUAL MEETING: March 5, 2013

The legal voters of the Bellows Free Academy Union High School District #48, consisting of the City of St. Albans and the Town of St. Albans, Vermont, are hereby notified and warned to meet in the respective polling places and times hereinafter named for each of the above referenced towns on **Tuesday, March 5, 2013**, to vote on the articles herein set forth. Articles I to VI to be voted by the Australian Ballot system. The polls open at seven o'clock (7:00 a.m.) in the morning and close at seven o'clock (7:00 p.m.) in the evening.

ARTICLE I

To elect a clerk.

ARTICLE II

To elect a treasurer.

ARTICLE III

To elect from the legal voters of the City of St. Albans, one (1) School Board Director for a term of three (3) years.

ARTICLE IV

To elect from the legal voters of the Town of St. Albans, one (1) School Board Director for a term of three (3) years.

ARTICLE V

Shall the legal voters of the Bellows Free Academy Union High School District #48 authorize the School Board Directors to borrow money in anticipation of payment from the education fund, as necessary, for the next fiscal year pursuant to Title 16 § 562(9)?

ARTICLE VI

Shall the legal voters of the Bellows Free Academy Union High School District #48 consisting of the City of St. Albans and the Town of St. Albans, Vermont, appropriate \$20,493,411, which is necessary for the support of the 9-12 school system for the year beginning July 1, 2013?

Informational Hearing

The legal voters of the Bellows Free Academy Union High School District #48 consisting of the City of St. Albans and the Town of St. Albans, Vermont, are hereby notified and warned to meet in the Library at Bellows Free Academy, 71 South Main Street, St. Albans, Vermont, on **February 26, 2013, at 6:30 p.m.**, to conduct an informational meeting on the budget.

The budget will be voted on by Australian Ballot on **Tuesday, March 5, 2013.**

Polling Places and Times

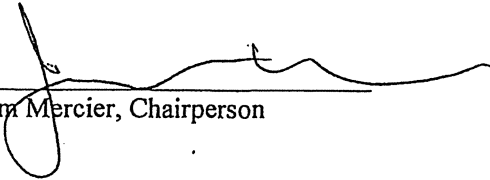
St. Albans City Residents - St. Albans City Hall, 100 North Main Street; polls open at 7:00 a.m. and close at 7:00 p.m.

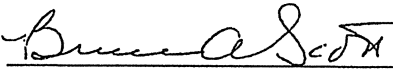
St. Albans Town Residents – Collins Perley Sports Complex, 890 Fairfax Road; polls open at 7:00 a.m. and close at 7:00 p.m.

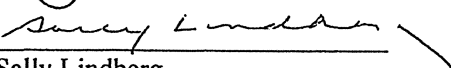
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Dated at St. Albans, Vermont, this 22nd day of January, 2013.


BELLOWS FREE ACADEMY UNION HIGH SCHOOL DISTRICT #48 SCHOOL BOARD


Jim Mercier, Chairperson

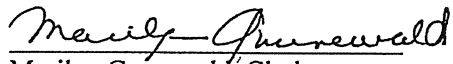

Bruce Scott


Sally Lindberg


Nilda Gonnella-French


Albert Corey

Received for record and recorded prior to the posting this 28th day of January, 2013.

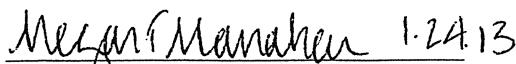

Marilyn Grunewald, Clerk
Bellows Free Academy Union High School District #48

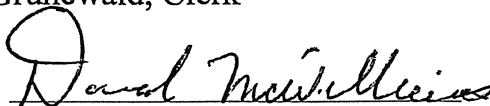
BFA UNION HIGH SCHOOL DISTRICT #48

We certify that on March 6, 2012, the legal voters of BFA Union High School District #48 did vote at properly warned meetings in the members' respective towns and the results were:

- Article 1: Marilyn Grunewald was elected Union District Clerk.
- Article 2: No one was elected to fill the Treasurer's position.
- Article 3: Nilda Gonnella-French was elected Union District School Director for St. Albans City.
- Article 4: Sally Lindberg was elected Union District School Director for St. Albans Town.
- Article 5: To allow Directors to borrow money in anticipation of payment from the education fund, as necessary, for next fiscal year. Article passed.
- Article 6: Budget of \$19,705,254 was passed.
- Article 7: To allow Directors to provide notice of availability of the District's Annual Report and budget, in lieu of distributing the report and budget, by publishing notice of availability in the St. Albans Messenger at least 30 days before the District's annual meeting or other special meeting where approval of the District's budget is an agenda item. Article passed.


Certified by Marilyn Grunewald, Clerk

 1-24-13
St. Albans City Board of Civil Authority


St. Albans Town Board of Civil Authority

FRANKLIN CENTRAL SUPERVISORY UNION SUPERINTENDENT'S REPORT

It is with great hope and gratitude to the City of St. Albans, the Town of St. Albans, and the Town of Fairfield that I write this report on the state of the Franklin Central Supervisory Union (FCSU) and its member schools: Bellows Free Academy Union High School District #48, Northwest Technical Center, Fairfield Center School, St. Albans City School, and St. Albans Town Educational Center. It is my honor to serve you.

The greater Saint Albans community continues to experience strong economic growth. Our schools are proud to be working with government, business, and industry to support this community development. Our work continues to be to align curriculum, instruction, and learning opportunities that ensure students in this community are ready for college and career opportunities when they leave public school. We are dedicated to improving learning outcomes for students so that our community has workers with the 21st century skills required for success in this knowledge-based economy. We are dedicated to ensuring that each child in this community has opportunities for rigorous and relevant educational experiences to assure success for every learner. We are also dedicated to our schools continuing to engage and support families and community partners. In supporting our local schools, you demonstrate your support for our children and the future prosperity of this community. I personally want to thank the community for its continued generous support of our schools and the children they serve.

While I cannot thank everyone who contributes to the success of our schools, there are some whom I need to thank publicly. First, to the Executive Committee of the FCSU – Michael Malone, Chair; Paul Bourbeau; Jim Mercier; and Jim Farr: Your leadership and support are critical to our continued success. To the Central Office Administrative Team – Stefanie Blouin, Curriculum Director; Joanne Wells, Special Education Administrator; Martha Gagner, Business Manager; and Karen Dantzschler, Human Resources Director: Thank you for your patience, dedication, and vision. To the Principals and Directors – Angela Stebbins of the Town School, Joan Cavallo of the City School, Jennifer Wood of Fairfield Center School, Dennis Hill of BFA, Leeann Wright of NWTC, Michelle Spence of the Early Education Program, and David Kimel of the Collins Perley Sports Center: Thank you for all you and your administrative teams do to support learning.

To all of you whom I have not mentioned – the dedicated professional staff; the support professionals; the many volunteers, parents, and community – I say thank you, as well. Educating and preparing our children for their future, our future, is perhaps our most important job. We could not do it without you.

Respectfully,

Julie Regimbal
Acting Superintendent of Schools

BELLOWS FREE ACADEMY UHSD#48

BOARD REPORT

Bellows Free Academy Union High School District #48 is pleased to share its performance with the St. Albans community through its annual report. The Board of Directors, the staff, and the administration of the school take our role of providing a sound educational institution and outstanding community resource very seriously. We believe that our success is directly reflected in the quality of our graduates and in the community access to our resources.

Bellows Free Academy, along with the Northwest Technical Center, is keenly focused on its mission to provide a quality education to the high school students in St. Albans City, St. Albans Town, and our surrounding communities in Franklin County. The Academy has invested in establishing a balanced curriculum that provides the framework for instructional guidance in order to raise the educational awareness of our students. The staff, along with our administrative team, has relied on quantitative measurements to gauge the effectiveness of our programs. Each year, we continue to fine-tune our delivery of instruction by adapting to the learning needs of our students and maximizing the curriculum at BFA and NWTC. Our goal is to ensure that reflective data is used as a catalyst to drive improvement in both content and delivery of instruction. We recognize our responsibility to prepare our students to be lifelong learners and to flourish in their careers after they graduate.

In addition to the programs within BFA, our curriculum teams have continued to reach out to the various sending schools to share our vision for success and stress how important alignment of curriculum is to the students as they enter BFA. We believe BFA is a clear School of Choice to families in our sending communities, and we thank them for continuing to place their trust in the Academy. BFA and the NWTC annually host our 8th-grade parents from many local communities, allowing us to emphasize all that the Academy has to offer to these future students. Our staff and, more importantly, our students share what it means to be part of the BFA experience. We are committed to growing our academics and co-curricular offerings to meet the needs of 21st Century students. As statewide enrollments decline, our goal of providing educational excellence becomes a significant differentiator to new students choosing where to attend high school. Our ability to be successful provides the tuition revenue to support our costs. This has a direct benefit to St. Albans City and St. Albans Town residents by allowing BFA to manage its costs proportionally. This is reflected in the fact that the FY14 combined tuition and grant funding provides 47% of the revenue to our district, effectively supporting half the cost of operating the Academy.

The Board believes it is our task to present the community of St. Albans and other sending schools with a responsible budget that supports a quality educational program for your children. The Board also feels that it has a fiduciary responsibility to safeguard the fiscal

capabilities of the community. This is especially true in the economic times we face today. We are not immune to the subtle effects of declining enrollments that are modulated by population shifts in our larger St. Albans community. The Board feels that this year's high school budget development reflects that commitment to the community. BFA constructs its budget using intensive interaction with staff, administrators, and Board members in order to examine all proposed expenditures and revenues. The FY14 budget was directly affected by a reduction in the number of students entering the Academy and therefore required a balancing of our expenses while ensuring that we provide educational content that aligns with State and Federal requirements. The Board believes it has accomplished this challenging goal in a manner that will support delivery, yet meet the need to maintain a cost structure the community can bear. Our increase in the proposed budget for FY14 is 4%, which we believe provides financial stability for our residents during this current economy. The Board firmly believes that this proposed budget will continue to strengthen education excellence and, through grants and tuition revenue, support the financial resource of our community.

Lastly, the Board of Directors is also pleased to report that our Technical Center continues to thrive, with demand often greater than available capacity. The Tech Center provides a course of study that can prepare many students for direct employment opportunities or serve as a solid preparation for a technical college upon graduation. The Technical Center has been able to add new programs to reflect what businesses are looking for in graduates and often partners with local industries to create a learning environment that teaches real-world solutions to problems. The collaboration between our local businesses and the Technical Center is a key tool in addressing the importance of education aligning with the needs of business and industry. The Technical Center staff is able to provide all of this, along with being fully integrated with the Academy, thus ensuring seamless delivery of instruction for our students. Finally, the Technical Center is the hub for Adult Learning for our community. We provide numerous classes and space for our adult learners and serve one of the highest number of adult classes in the State of Vermont. All of these facts reflect tremendously well on the resource that BFA is to our community.

On behalf of the Board of School Directors, I want to thank the community, the faculty, and staff for supporting our youth. The Board looks forward to serving the school community during the 2013-14 school year. Please attend the Bellows Free Academy Union High School District informational meeting in the Library at Bellows Free Academy, 71 South Main Street, St. Albans, VT, on February 26, 2013, at 6:30 p.m.

We encourage and remind the community to vote on the budget March 5, 2013 from 7:00 a.m. to 7:00 p.m. at your local polling places.

Sincerely,

James R. Mercier, Chair
Board of School Directors

BELLOWS FREE ACADEMY UHSD #48 PRINCIPAL'S REPORT

Bellows Free Academy, St. Albans continues to move forward into the future. Students are challenged daily, and the opportunities for individual growth are immense and amazing. This year has seen BFA receive national recognition for the growth and improvement in our Advanced Placement program. BFA was one of only five schools in Vermont to receive this honor. We are proud of our students and the teachers that support this fine program. In other academic news, BFA students are delving into science, technology, engineering, and math with a renewed focus and energy. This STEM connection is a big part of the future of education and identified clearly in Governor Shumlin's educational plan. BFA is committed to preparing students for a career in the 21st century. Other academic areas are also part of the fabric of BFA and students here receive the best educational opportunities in the State of Vermont.

BFA continues to be a school of choice in Vermont through a combination of tradition and innovation. Combining the rich history of "The Academy" with research-based best practices and learning opportunities for all students, we are continuously improving learning for all students. In the course of the past year, we have seen significant changes in technology-enabled learning opportunities. BFA now offers up to 400 different online classes. These classes range from algebra to Mandarin Chinese and include Advanced Placement (AP) courses that are available to our students. Several of our classrooms are now "paperless," meaning both teachers and students utilize available technology for teaching and learning. Team teaching and utilizing co-teaching are both part of the experiences that incoming students can expect at BFA. Creating more opportunities for teachers to collaborate around individual student performance has already created improvements in both social and academic outcomes. BFA remains committed to the traditions of academic excellence that has defined the school.

As you review the summary of the revenues and expenditures in our proposed FY14 school budget, you can see that we have worked hard to hold the line on costs for next year. The proposed budget of \$20,493,411 represents a 4% increase over the FY13 budget. As school funding continues to be a major area of discussion and interest across the state, BFA remains committed to presenting a thoughtful and responsible budget that actualizes efficiencies without compromising the amazing opportunities available for our students. This proposed budget supports our programs and initiatives, which continue to be the primary focus of our efforts. With the support of this wonderful community, we are confident our dedicated faculty, administration, and staff can maintain our high standards of academic excellence and prepare our students for all of the challenges they will face in their lives after high school.

Every day, our faculty and staff provide the best learning opportunities for every student here at BFA. BFA continues to be a fantastic place for students to learn, grow, and participate in a variety of co- and extra-curricular activities. Our academics, athletics, and all of the student-centered activities available continue to make BFA the school of choice in this part of the state. We look forward to your continued support and will continue to solicit your input as we move BFA through the exciting opportunities of the 21st century.

After reviewing this report and reflecting on the budget proposal, feel free to contact me at your convenience to share your thoughts or suggestions. My office is always open to our students, their parents, and all community members.

Respectfully,

Dennis M. Hill
Principal

**NORTHWEST TECHNICAL CENTER
DIRECTOR'S REPORT
HIGHLIGHTS OF THE 2012-2013 SCHOOL YEAR**

The Northwest Technical Center provides quality career and technical education to area high school students and adults. At the Northwest Technical Center, students from Bellows Free Academy and Missisquoi Valley Union High School have the opportunity to choose from eleven different full-time technical programs and nine pre-tech programs. Many of our programs allow students to take advantage of dual enrollment opportunities to earn college credit while in their program. In addition, all programs offer the opportunity to earn recognized industry certification, which prepares them for college and careers.

The Northwest Technical Center has been offering technical education since 1977 and, though many things have changed in technical education and the programs we offer, we strive to meet the needs of our regional economy. NWTC works closely with the Franklin County Industrial Development Corporation, listening to the needs of the local employers. Students come from a wide variety of backgrounds, with personal goals ranging from college to immediate employment or apprenticeship. In addition, our vibrant adult education programs offer adults a wide variety of opportunities to meet their unique individual needs.

Highlights of the year include:

Strategic Planning

At the start of this school year, faculty and staff engaged in strategic planning. Our purpose was to look ahead and plan for the success of our school and ultimately our students. During in-service days and independent committee work, the faculty and staff agreed upon and created three goals with strategies and success indicators to implement over the next three years. The goals for our school are:

- Create a Life and Learning Plan for Every Student
- Prepare our Students to be Responsible Citizens and Employees
- Create the Identity of NWTC

Portfolio Project

Several programs are prototyping digital portfolios in their program. The goal is to have a collection of student work and align the state competencies showing evidence of proficiency. At the end of their two-year program, students will present their portfolio to an advisory group consisting of peers, instructors, parents, and local business and industry members.

Cooperative Education

Cooperative Education, or Co-op, is a unique plan of education which integrates classroom study with planned and supervised work experience. This educational pattern allows students to acquire practical skills as well as to be exposed to the reality of the world of work beyond the school campus. This year, it is our objective to provide every

NWTC student with a work experience opportunity, be it job shadows, site visits, internships, or paid, supervised work. We are on our way to achieving this goal.

Public Safety & Fire Services

Our Emergency & Fire Services program will be going through a name change in the 2013/2014 school year. The curriculum of the program will expand next year to satisfy the growing popularity of the public safety employment sector. Aided by Officer Jason Wetherby, our new Public Safety & Fire Services class will be designed to meet the needs of students who are interested in becoming career or volunteer Firefighters, Emergency Medical Technicians, Paramedics, Fire Inspectors, Police Officers, and Border Patrol Officers.

Adult and Continuing Education

Our adult program continues to be very successful for area adult and high school learners. We have offered more than 100 courses this year with 2,100 adult and high school students participating. New courses this year included: Clinical Medical Assisting, Phlebotomy II, and a free workshop series presented by Vermont Small Business Development Center.

Middle School Outreach

In an attempt to expand our presence in local middle schools as well as expose younger students to different career options, the NWTC has partnered with St. Albans City School and Missisquoi Valley Middle School to pilot a NWTC Experience Day. Students from the two schools will be asked to reflect on their career options and desires, and will be given an opportunity to have a hands-on learning experience at our center, in the career field of their choice. We plan to roll out a version of this program to all interested sending middle schools by the end of the 2013/2014 school year.

Academic Skill Development

This school year, we began administering the Accuplacer, a basic skills assessment, to all students enrolled in NWTC programs. If needed, individualized support is given to students to help them become proficient. The Accuplacer is the assessment tool used by many area colleges to assess a student's basic skills as they apply for admission. It is the intent of the NWTC that all program completers and/or graduating students pass the Accuplacer before they head off to their respective college, technical school, or work endeavors.

English Integration

NWTC students may earn their required high school English credit during their program meeting time. The programs that integrate English for credit include Human Services, Emergency & Fire Services, Medical Professions, Digital Arts, and Marketing. Instructors review curriculum and standards, and work together to find the inherent English component in the programs and align the curriculum to identify where English standards fit to make it rigorous and relevant. Our teachers familiarize themselves with the BFA Power Standards, select materials to be used in their programs, and discuss units to be presented.

Dual Enrollment

We continue to offer college credit in many of our programs through dual enrollment. With successful completion of the course work, students will have the transcribed-college credit that can transfer to any college.

I would like to thank the parents and community members who provide ongoing support to the Northwest Technical Center. These community partners include program advisory committees, co-op and program placement sites, industry partners, and youth leadership organizations. With this tremendous support, we will continue to provide quality career and technical education programs that enable our students to be successful in their post-secondary future. I encourage you to visit our center any time to see the great learning that is happening here.

Respectfully submitted,

Leeann Wright, Director
Northwest Technical Center



Collins Perley Sports & Fitness Center

ANNUAL REPORT COLLINS PERLEY SPORTS & FITNESS CENTER

FY 2012

The Collins Perley Sports & Fitness Center has had an outstanding year. We have seen a significant increase in use by both the community and the school. We feel this is as a result of increased emphasis on wellness and facility improvements.

During the past year we were able to utilize Grants and Incentives to complete the last phase of upgrades identified by the Opportunities for Growth Committee. This work added locker room space, upgraded the trainers' room, expanded the coaches' room, and upgraded the laundry facility.

We were pleased to work with the Agency of Natural Resources and the Franklin County Industrial Development Corporation to remove a 300-foot culvert and convert a channel back to the original meandering brook. This is a demonstration project that will show the effects that this type of stream can have on decreasing the flow of sediment and pollutants downstream. The project also includes wildlife buffers.

Collins Perley is owned by BFA. It is BFA's primary facility for physical education and athletics. It hosts other, non-athletic BFA activity. The goal of its independent Board of Directors is to meet the needs of BFA while also serving as a community center for the greater St. Albans region. Toward that end, we offer our facilities for Fitness, Athletics, Expositions, Shows, Fairs, Conventions, Concerts, Business Meetings, Parties, Health Clinics, Voting, and more.

This combination of school ownership along with community use and commitment results in excellent facilities at a low cost. The Collins and Perley Trusts paid the debt for the original construction of the facility. They continue to pay part of the operating costs of the facility while the balance in the Trusts increases to meet future demands. Collins Perley operates as a non-profit entity (501 c 3) and sets fees sufficient to cover costs of operation. Operating costs are kept at essential levels without frills.

As stewards for one of Franklin County's greatest assets, we work hard to insure the facility is properly maintained – inside and out. With 52 total acres and 40 acres of sports and support fields, maintaining a balance of use, care and environmental impact is challenging but vitally important.

Fitness is critically important to people of all ages. While we are proud of our world champion weight lifters, we are just as proud of those who take a regular walk around the Rotary Fitness Path that surrounds the 52-acre site or those who walk inside during inclement weather. We encourage all of our neighbors to do some kind of aerobic exercise for at least one hour three times per week. In addition to walking, jogging and running on our outdoor path and track, we offer tennis, racquetball, wallyball, skating, aerobics, martial arts and a complete fitness gym with highly skilled trainers. Exercise programs include Tai Chi, Zumba, Aerobics, Belly Dancing, Boot Camp, and more. We are excited about our new, free, indoor walking/jogging program.

Athletics is for more than the athletes. We encourage everyone to either participate in or watch any number of sports events. We host a wide number of athletic camps in the summer. Fall, winter, and spring bring both youth and adult teams to the ice or to the tennis courts/field house where they can participate in youth or adult tennis, soccer or lacrosse. Newcomers to every sport are welcome. Of course, a highlight of every summer is the Vermont Voltage semi-professional men's and women's soccer games.

As a Community Center, Collins Perley is flexible and active. Our location and our facility work well for business meetings, expositions, and conventions.

We invite you to check our website for more information: www.collinsperley.com

On behalf of the staff and the Board of Directors of Collins Perley, it is my pleasure to invite everyone to stop in to see what we have to offer. Please let us know how we can serve you better.

Sincerely,

Harold Hebert, President
David Kimel, Manager
Collins Perley Sports Center, Inc.

BFA Union High School District #48
Summary of Proposed Expenditures

Department	FY 2012 Actual	FY 2013 Budget	FY 2014 Proposed
Regular Instruction Program	\$7,593,247	\$7,429,904	\$7,716,959
Student Support Center	\$302,650	\$316,671	\$374,745
Co-Curricular Program	\$120,645	\$100,910	\$89,187
Athletics Program	\$541,260	\$570,484	\$589,270
Adult Education Program	\$395,828	\$139,043	\$147,398
Attendance Services	\$119,150	\$137,095	\$136,275
Student Assistance Program	\$41,720	\$0	\$0
Guidance Services	\$538,874	\$533,788	\$565,485
Health Services	\$141,308	\$142,206	\$127,241
Library Services	\$129,044	\$138,404	\$150,691
Information Technology	\$506,756	\$488,086	\$511,186
School Board of Directors	\$69,958	\$157,050	\$148,071
Office of the Superintendent Services	\$366,461	\$386,922	\$413,833
Principals Office	\$512,237	\$584,130	\$554,775
Assistant Principal's Office	\$314,367	\$328,143	\$349,123
Plant Operation	\$1,087,095	\$1,179,859	\$1,199,880
Plant Operation (CPSC)	\$380,346	\$409,808	\$432,251
Student Resource Officer	\$65,092	\$67,045	\$70,398
Student Transportation	\$161,493	\$151,810	\$195,936
Cafeteria	\$0	\$22,992	\$13,553
Debt Service (Short Term)	\$73,621	\$66,000	\$47,850
Debt Service (LongTerm)	\$613,556	\$660,155	\$638,922
Sub Total General Operating Expenses	\$14,074,708	\$14,010,505	\$14,473,029
Learning Center	\$1,361,768	\$1,853,415	\$1,805,952
Community Intergration Program	\$1,007,000	\$462,124	\$514,573
NOVUS Program	\$268,838	\$224,121	\$228,728
Outside Placements	\$760,375	\$585,264	\$793,845
Support Services/Administration	\$91,072	\$194,693	\$239,880
Sub Total Special Education Expenses	\$3,489,053	\$3,319,617	\$3,582,978
Northwest Technical Center			
Instructional Program	\$1,487,164	\$1,540,750	\$1,585,400
NWTC Administration	\$212,012	\$270,564	\$267,168
NWTC Guidance	\$96,016	\$98,368	\$100,256
Indirect Expenses	\$402,188	\$422,705	\$433,625
Student Transportation	\$33,177	\$42,745	\$50,955
Sub Total Technical Center Expenses	\$2,230,557	\$2,375,132	\$2,437,404
Total Expenses to be Voted	\$19,794,318	\$19,705,254	\$20,493,411

4.00%

BFA Union High School District #48
Summary of Estimated Revenues

Revenue Category	FY 2012 Actual	FY 2013 Adopted	FY 2014 Proposed	
Collins Perley Trust Fund Income	\$87,846	\$75,000	\$75,000	
Investment Income	\$63,717	\$60,000	\$50,000	
St of VT High School Completion Program	\$201,454	\$0	\$0	
Driver Education Reimbursement	\$13,551	\$12,000	\$12,000	
Adult Ed Income	\$302,292	\$200,000	\$200,000	
Tuition Income	\$4,599,868	\$4,397,475	\$4,338,518	
Education Spending/on Behalf of State Tech	\$9,570,062	\$10,223,940	\$10,923,451	
Misc./Grant Income	\$62,318	\$50,000	\$50,000	
Food Service Program Guarantee	\$20,000	\$0	\$0	
Sub Total General Operating Income	\$14,921,108	\$15,018,415	\$15,648,969	
Mainstream Excess Cost Income	\$335,257	\$288,210	\$234,575	
CIP Excess Cost Income	\$321,245	\$316,936	\$294,076	
NOVUS Excess Cost Income	\$95,637	\$79,949	\$54,729	
One on One Para Income	\$0	\$63,337	\$68,635	
Mainstream Block Grant	\$229,196	\$231,751	\$235,395	
Extraordinary Reimbursement	\$82,335	\$139,154	\$106,448	
Sp. Ed. Expenditure Reimbursement	\$1,244,194	\$1,088,370	\$1,308,180	
State Placed Reimbursement	\$72,812	\$104,000	\$105,000	
Sub Total Special Education	\$2,380,676	\$2,311,707	\$2,407,038	
Northwest Technical Center				
State Basic Education Grant	\$1,070,129	\$1,061,397	\$1,085,382	
State Tuition Assistance Grant	\$430,470	\$426,999	\$436,648	
Tuition Income	\$646,357	\$699,736	\$683,499	
Childcare	\$0	\$12,000	\$12,000	
Other Grants	\$273,960	\$175,000	\$219,875	
Sub Total Technical Center	\$2,420,916	\$2,375,132	\$2,437,404	
Total Estimated Revenues	\$19,722,700	\$19,705,254	\$20,493,411	4.00%

Bellows Free Academy Union High School District #48 FY12 Audit was incomplete at the time of this printing. Complete copy of the FY12 Audit may be obtained by calling the Supervisory Union Office at 524-2600.

The Franklin Central Supervisory Union Board has changed its procedures regarding presenting and adopting the Supervisory Union Budget. The SU budget will be adopted after Town Meeting; therefore, there will not be a Supervisory Union budget printed in this report. A copy of the adopted budget may be obtained, after Town Meeting Day, by calling the Supervisory Union Office at 524-2600.

**Comparative Data for Cost-Effectiveness
16 V.S.A. § 165(a)(2)(K)**

School: Bellows Free Academy UHSD #48
S.U.: Franklin Central S.U.

A list of schools and school districts in each cohort may be found on the DOE website under "School Data and Reports":
<http://www.state.vt.us/educ/>

FY2012 School Level Data

Cohort Description: Senior high school (28 schools in cohort)		Cohort Rank by Enrollment (1 is largest) 3 out of 28						
School level data		Grades Offered	Enrollment	Total Teachers	Total Administrators	Stu / Tchr Ratio	Stu / Admin Ratio	Tchr / Admin Ratio
Smaller →	Rutland High School	9 - 12	970	73.31	4.00	13.23	242.50	18.33
	Mt Anthony Senior UHSD #14	9 - 12	992	69.93	2.60	14.19	381.54	26.90
	Burlington Senior High School	9 - 12	1,045	87.44	3.00	11.95	348.33	29.15
	Bellows Free Academy UHSD #48	9 - 12	1,064	98.95	4.00	10.75	266.00	24.74
	Essex Community Education Center UHSD #46	9 - 12	1,309	113.90	5.00	11.49	261.80	22.78
← Larger	Champlain Valley UHSD #15	9 - 12	1,321	97.32	6.92	13.57	190.90	14.06
Averaged SCHOOL cohort data			651.29	56.15	2.89	11.60	225.02	19.40

School District: Bellows Free Academy UHSD
LEA ID: U048

Special education expenditures vary substantially from district to district and year to year. Therefore, they have been excluded from these figures.

The portion of current expenditures made by supervisory unions on behalf of districts varies greatly. These data include district assessments to SUs. Doing so makes districts more comparable to each other.

FY2011 School District Data

Cohort Description: Senior high school district
(25 school districts in cohort)

School district data (local, union, or joint district)		Grades offered in School District	Student FTE enrolled in school district	Current expenditures per student FTE EXCLUDING special education costs	Cohort Rank by FTE (1 is largest) 4 out of 25
Smaller →	U-32 High School (UHSD #32)	7-12	765.66	\$13,355	Current expenditures are an effort to calculate an amount per FTE spent by a district on students enrolled in that district. This figure excludes tuitions and assessments paid to other providers, construction and equipment costs, debt service, adult education, and community service.
	Missisquoi Valley UHSD #7	7-12	839.10	\$11,406	
	Middlebury UHSD #3	7-12	860.27	\$14,878	
	Bellows Free Academy UHSD	9-12	957.28	\$13,172	
	Brattleboro UHSD #6	7-12	1,020.49	\$14,380	
	Essex Comm. Ed. Ctr. UHSD #46	9-12	1,253.95	\$12,760	
← Larger	Champlain Valley UHSD #15	9-12	1,275.99	\$11,829	
Averaged SCHOOL DISTRICT cohort data			630.6	\$13,482	

FY2013 School District Data

LEA ID	School District	Grades offered in School District	School district tax rate			Total municipal tax rate, K-12, consisting of prorated member district rates		
			SchlDist Equalized Pupils	SchlDist Education Spending per Equalized Pupil	SchlDist Equalized Homestead Ed tax rate	MUN Equalized Homestead Ed tax rate	MUN Common Level of Appraisal	MUN Actual Homestead Ed tax rate
	U004 Woodstock UHSD #4	7-12	525.31	15,086.58	1.5472	-	-	-
	U005 Vergennes UHSD #5	7-12	624.32	12,441.67	1.2694	-	-	-
	U008 Otter Valley UHSD #8	7-12	645.27	13,152.76	1.3420	-	-	-
	U048 Bellows Free Academy UH	9-12	732.51	13,957.41	1.4241	-	-	-
	U019 Harwood UHSD #19	7-12	780.44	12,792.71	1.3052	-	-	-
← Larger	U032 U-32 High School (UHSD #	7-12	784.43	14,199.02	1.4487	-	-	-
	U028 Mount Abraham UHSD #28	7-12	834.52	13,960.27	1.4244	-	-	-

The Legislature has required the Department of Education to provide this information per the following statute:
16 V.S.A. § 165(a)(2) The school, at least annually, reports student performance results to community members in a format selected by the school board. . . . The school report shall include:

(K) data provided by the commissioner which enable a comparison with other schools, or school districts if school level data are not available, for cost-effectiveness. The commissioner shall establish which data are to be included pursuant to this subdivision and, notwithstanding that the other elements of the report are to be presented in a format selected by the school board, shall develop a common format to be used by each school in presenting the data to community members. The commissioner shall provide the most recent data available to each school no later than October 1 of each year. Data to be presented may include student-to-teacher ratio, administrator-to-student ratio, administrator-to-teacher ratio, and cost per pupil.

District: Bellows Free Academy UHSD		U048		Enter base education amount. See note at bottom of page.	Enter estimated homestead base rate for FY2014. See note at bottom of page.
County: Franklin		Franklin Central		8,915	0.92
Expenditures					
1.	Adopted or warned union district budget (including special programs and full technical center expenditures)	\$19,172,502	\$19,526,369	\$19,705,254	\$20,493,411
2.	<i>plus</i> Sum of separately warned articles passed at union district meeting	-	-	-	-
3.	Adopted or warned union district budget plus articles	\$19,172,502	\$19,526,369	\$19,705,254	\$20,493,411
4.	<i>plus</i> Obligation to a Regional Technical Center School District if any	-	-	-	-
5.	<i>plus</i> Prior year deficit reduction if not included in expenditure budget	-	-	-	-
6.	Gross Union Budget	\$19,172,502	\$19,526,369	\$19,705,254	\$20,493,411
7.	S.U. assessment (included in union budget) - informational data	-	-	-	-
8.	Prior year deficit reduction (if included in union expenditure budget) - informational data	-	-	-	-
Revenues					
9.	Union revenues (categorical grants, donations, tuitions, surplus, federal, etc.)	\$9,745,394	\$9,956,307	\$9,481,314	\$9,569,960
10.	<i>plus</i> Prior year deficit reduction if included in revenues (negative revenue instead of expenditures)	-	-	-	-
11.	Total union local revenues	\$9,745,394	\$9,956,307	\$9,481,314	\$9,569,960
12.	Education Spending	\$9,427,108	\$9,570,062	\$10,223,940	\$10,923,451
13.	Bellows Free Academy UHSD equalized pupils	722.29	729.41	732.51	763.53
14.	Education Spending per Equalized Pupil	\$13,052	\$13,120	\$13,957	\$14,306.51
15.	<i>minus</i> Less eligible net construction costs (or P&I) per equalized pupil	-\$334.20	-\$293.45	-\$288.76	-\$285
16.	<i>minus</i> Less share of SpEd costs in excess of \$50,000 for an individual	-\$7.98	-\$10.49	-\$18.13	-\$12
17.	<i>plus</i> Excess Spending per Equalized Pupil over threshold (if any)	-	-	-	-
18.	Per pupil figure used for calculating District Adjustment	\$13,052	\$13,120	\$13,957	\$14,306.51
19.	Union spending adjustment (minimum of 100%) (\$14,307 / \$8,915)	152.759% <small>based on \$8,544</small>	153.561% <small>based on \$8,544</small>	160.007% <small>based on \$8,723</small>	160.477% <small>based on \$8,915</small>
20.	Anticipated equalized union homestead tax rate to be prorated (160.477% x \$0.92)	\$1.3137 <small>based on \$0.86</small>	\$1.3360 <small>based on \$0.87</small>	\$1.4241 <small>based on \$0.89</small>	\$1.4764 <small>based on \$0.92</small>
Prorated homestead union tax rates for members of Bellows Free Academy UHSD					
		FY2011	FY2012	FY2013	FY2014
T176	St. Albans City	0.4486	0.4696	0.4986	0.4978
T177	St. Albans Town	0.4111	0.4152	0.4507	0.5043
		-	-	-	-
		-	-	-	-
		-	-	-	-
		-	-	-	-
		-	-	-	-
		-	-	-	-
		-	-	-	-
		-	-	-	-
21.	Anticipated income cap percent to be prorated from Bellows Free Academy UHSD (160.477% x 1.80%)	2.75%	2.76%	2.88%	2.89% <small>based on 1.80%</small>
Prorated union income cap percentage for members of Bellows Free Academy UHSD					
		FY2011	FY2012	FY2013	FY2014
T176	St. Albans City	0.94%	0.97%	1.01%	0.97%
T177	St. Albans Town	0.86%	0.86%	0.91%	0.99%
		-	-	-	-
		-	-	-	-
		-	-	-	-
		-	-	-	-
		-	-	-	-
		-	-	-	-
		-	-	-	-
		-	-	-	-

- Following current statute, the base education amount would be \$9,151 That would require base education tax rates of \$0.94 and \$1.43. The tax commissioner has suggested allowing one year of inflation, resulting in a base amount of \$8,915 and base tax rates of \$0.92 and \$1.41. The administration also has stated that tax rates could remain flat at \$0.89 and \$1.38 if statewide education spending is level and the base education amount is set at \$8,915. Final figures will be set by the Legislature during the legislative session and approved by the Governor.
 - The base income percentage cap is 1.80%.

Bellows Free Academy UHS 48/ Northwest Technical Center Wages
Fiscal Year 2011-2012
 July 1, 2011 - June 30, 2012

Name	Position	FTE	Salary
<u>Administrative/Clerical</u>			
Hill, Dennis M	Principal	100%	\$102,655
Keating, Linda M	Assistant Principal	100%	\$92,000
Lyons, Geoffrey W	Assistant Principal	100%	\$87,890
Cross, Rebecca	Assistant Principal	100%	\$85,000
Raymond, Shirley	Administrative Assistant	100%	\$47,288
Brunelle, Teri L	Secretary, Principals Office	100%	\$23,127
Fraser, Debra L	Secretary, Support Services	100%	\$23,580
Goldsbury, Margaret R	Secretary, Main Office	100%	\$33,014
Turner, Judy L	Secretary, Main Office	100%	\$22,816
<u>Guidance/Other Support</u>			
Breitmeyer, Judith J	Guidance Counselor	100%	\$71,091
Hutchinson, Katharine B	Guidance Counselor	100%	\$87,407
Perkins, William B	Guidance Counselor	100%	\$78,202
Randall, Preston E	Guidance Counselor	100%	\$63,449
Turner, Amy H	Guidance Counselor	100%	\$51,768
Gardner, Lindsay F	Attendance	100%	\$27,966
Lord, Suzanne Y	Attendance	100%	\$28,999
Morgan, Paul R	Attendance	80%	\$20,409
Nielsen, Jonathan P	Attendance	20%	\$6,979
Gissel, Ellen M	Cafeteria Monitor	100%	\$8,225
Bostwick, Claudette	Career Coach	100%	\$22,108
Harris, Debra A	Piano Accompanist	32%	\$10,336
Kalkstein Lamb, Deborah	Student Assistance Counselor	50%	\$37,867
Ostrander, Carol Ann M	Tutor	100%	\$27,507
Gratton, Penelope Ann E	Tutor	100%	\$30,290
Doig, Deborah J	Secretary, Guidance	100%	\$28,368
Hirss, Kelly J	Secretary, Guidance	100%	\$34,120
<u>Information Technology/Library</u>			
Steel, Alan G	Director of Information Technology	100%	\$70,635
Hebert, Thomas	Network Administrator	100%	\$63,390
Jones, Peter M	Librarian	100%	\$58,520
Muren, Claire M	IT Services	100%	\$56,217
Mercier, William J	IT Services	100%	\$43,723
Matthews, Heather	IT Services	50%	\$13,286
Davis, Steven S.	Technology Integration	100%	\$49,845
Gaudreau, Mary J	Secretary, Library	100%	\$36,762
<u>Nurse</u>			
Saint Joseph, Michael	Nurse	100%	\$68,516
Hardy, Rachael R	Nurse	100%	\$34,163
Sartwell, Melanie L	Nurse	100%	\$34,163
<u>Teachers</u>			
Christie, Diane M	Arts	100%	\$68,517
Grant, Joan S	Arts	50%	\$33,563
Pellman, Manon E	Arts	100%	\$54,839
Spencer Altman, Dana M	Arts	100%	\$38,065

Bellows Free Academy UHS 48/ Northwest Technical Center Wages
Fiscal Year 2011-2012
 July 1, 2011 - June 30, 2012

Name	Position	FTE	Salary
Stoner, Gerald K	Arts	100%	\$61,963
Yandow, Karen Anne	Arts	100%	\$60,903
Marlow, Dan A	Athletic Director/PE	100%	\$74,011
Brouillette, Mary R	Business	64%	\$37,029
Charron, Elaine A	Business	100%	\$68,516
Fraser, Barbara S	Business	100%	\$48,193
McArtor, Edee K	Business	100%	\$61,963
Crawford, Robert S	Design & Tech Ed	100%	\$59,381
Symula, Peter G	Design & Tech Ed	100%	\$59,381
Walker, Brett A	Design & Tech Ed	100%	\$39,587
Bove, Perry E	Driver Education	100%	\$75,733
Ackley, Jamie A	English	100%	\$45,618
Archambault, Nathan K	English	100%	\$44,751
Bancroft, Erin	English	100%	\$35,019
Carlton, Keith J	English	100%	\$57,842
Cavanaugh, Mary C	English	100%	\$67,126
Conte, Lauren R	English	50%	\$15,226
Grant, Joan S	English	50%	\$31,842
Hebert, Larissa M	English	100%	\$48,723
Hill, James E	English	100%	\$70,568
Kaufman, Jacqueline	English	100%	\$60,248
Kivlehan, Kieran A	English	100%	\$38,065
Perrin, Jodeen L	English	100%	\$44,155
Rico, Polly G	English	100%	\$54,813
Riegelman, Peter A	English	100%	\$57,858
Telfer, Eric T	English	100%	\$51,768
Tinney, Donald L	English	100%	\$67,126
Tourville, MaryEllen	English	100%	\$48,723
Berthiaume, Richard J	Math	100%	\$75,732
Cioffi, Luke A	Math	100%	\$65,471
Goodland, Skyanna M	Math	100%	\$48,723
Gray, Tonja A	Math	100%	\$65,471
Hunter, Gregory L	Math	100%	\$67,126
Jackson, Keith A	Math	100%	\$41,110
Kane, Karla D	Math	100%	\$63,949
McDonald, Thomas J	Math	100%	\$66,995
Parent, Jennifer SS	Math	100%	\$50,245
Pomichter, Annelie H	Math	100%	\$68,847
Rheaume, Jana M	Math	100%	\$56,799
Sturgeon, Mead J	Math	100%	\$39,587
Bushey, Eric J	Music	100%	\$59,381
Messier, Armand B	Music	100%	\$58,520
Fabrizio, Sarah C	PE	100%	\$41,110
Fairchild, Kenneth D	PE	100%	\$72,290
Lefebvre, Shawn C	PE	100%	\$45,677
Mashtare, Michael T	PE	100%	\$67,126
Aylward, Alisa B	Real Life	100%	\$52,562
Bettinger, Patricia L	Real Life	100%	\$52,421
Clements, Ryan M	Real Life	100%	\$36,145

Bellows Free Academy UHS 48/ Northwest Technical Center Wages
Fiscal Year 2011-2012
 July 1, 2011 - June 30, 2012

Name	Position	FTE	Salary
Norton, Krystal L	Real Life	100%	\$79,175
Eldred, Emily S	Science	100%	\$47,200
Fugere, Timothy	Science	100%	\$59,381
Gamm, Paul R	Science	100%	\$75,733
Godin, Margaret M	Science	100%	\$49,914
Hungerford, Christopher M	Science	100%	\$44,138
Kamitses, Alexis	Science	100%	\$36,542
Koldys, Thomas J	Science	100%	\$38,121
McCabe, Glenn N	Science	100%	\$50,245
Plimpton, Daniel S	Science	100%	\$49,914
Rouleau, Jeffrey J	Science	100%	\$57,858
Smith, Ian D	Science	100%	\$47,529
Stinnett, Michelle L.	Science	100%	\$46,472
Bedell, Justin S	Social Studies	100%	\$51,768
Campbell, Michael J	Social Studies	100%	\$56,336
Howard, Sara F	Social Studies	100%	\$61,963
Moore, Christopher L	Social Studies	100%	\$38,121
Moulton, Jeffrey A	Social Studies	100%	\$51,874
Murray, Geoffrey M	Social Studies	100%	\$47,929
Potter, Meredith A	Social Studies	100%	\$53,290
Rider, David T	Social Studies	100%	\$59,381
Trombley, Larry L	Social Studies	100%	\$68,516
True, Mitchell E	Social Studies	100%	\$54,813
Bernardini, Sage A	Special Education	100%	\$44,138
Bilodeau, Kasia M	Special Education	100%	\$56,335
Bonsall, Gerald A	Special Education	100%	\$72,290
Cain, William J	Special Education	100%	\$66,995
Champagne, Jennifer M	Special Education	100%	\$44,155
Clark, Randall J	Special Education	100%	\$50,444
Cooledge, Scott A	Special Education	100%	\$67,126
Donlon, Mary C	Special Education	100%	\$72,290
Dunigan, Heather L	Special Education	100%	\$62,426
Johnson, Alice W	Special Education	100%	\$72,290
MacAndrews, Daniel R	Special Education	100%	\$35,019
Martell, Cathy L	Special Education	100%	\$75,733
Ord, Amy	Special Education	100%	\$44,155
Pikna, Nancy B	Special Education	100%	\$66,994
Plante, Laura M	Special Education	100%	\$68,847
Reed, Susan B	Special Education	100%	\$59,381
Scofield, Walter F	Special Education	100%	\$75,733
Shail, Laura A	Special Education	100%	\$56,336
Smith, Neal F	Special Education	100%	\$68,004
Szewko, Michael A	Special Education	100%	\$60,241
Trombley, Christine A	Special Education	100%	\$51,768
Wilson, Jessica L	Special Education	100%	\$47,200
Gaudreau, Suzanne	World Language	100%	\$66,995
Jensen, Kianna	World Language	54%	\$18,709
Johnson, Paula B	World Language	100%	\$66,994
Lapierre, George O	World Language	100%	\$41,308

Bellows Free Academy UHS 48/ Northwest Technical Center Wages
Fiscal Year 2011-2012
 July 1, 2011 - June 30, 2012

<u>Name</u>	<u>Position</u>	<u>FTE</u>	<u>Salary</u>
Morten, Katherine	World Language	36%	\$16,052
Saldarriaga, Olga L	World Language	100%	\$42,632
Timpson, Clifford A	World Language	100%	\$61,963
<u>Educational Support Personnel</u>			
Allmon, Angela D	Educational Support Personnel	100%	\$19,527
Ashton, Amanda J	Educational Support Personnel	100%	\$16,736
Blais, Tammy F	Educational Support Personnel	100%	\$19,030
Branon, Stephanie L	Educational Support Personnel	100%	\$18,768
Burns, Martha A	Educational Support Personnel	100%	\$19,404
Calano, Brenda R	Educational Support Personnel	100%	\$19,141
Calano, Lindsey E	Educational Support Personnel	100%	\$18,741
Coburn, Vanessa R	Educational Support Personnel	100%	\$17,269
Fournier, Maureen L	Educational Support Personnel	100%	\$17,115
Hall, Nikki L	Educational Support Personnel	100%	\$18,906
Harris, Debra A	Educational Support Personnel	68%	\$11,913
Hodet, Carol A	Educational Support Personnel	100%	\$19,030
King, Deborah A	Educational Support Personnel	100%	\$18,906
LaMarche, Jana L	Educational Support Personnel	100%	\$18,826
Lebel, Danielle L	Educational Support Personnel	100%	\$19,789
Lumbra, Maria C	Educational Support Personnel	100%	\$19,089
Mercier, Eileen M	Educational Support Personnel	100%	\$17,090
Painter, Casey M	Educational Support Personnel	100%	\$19,490
Patterson, Lee C	Educational Support Personnel	100%	\$17,273
Pelkey, Carolyn A	Educational Support Personnel	100%	\$18,380
Ploof, Lori D	Educational Support Personnel	100%	\$19,466
Rawson, Sarah S	Educational Support Personnel	100%	\$18,870
Scofield, Cynthia J	Educational Support Personnel	100%	\$20,672
Smith, Nicola A	Educational Support Personnel	100%	\$19,241
Therrien, Hilary A	Educational Support Personnel	100%	\$18,768
Thompson, Patric A	Educational Support Personnel	100%	\$17,395
Trombly, Carla M	Educational Support Personnel	100%	\$19,954
West, Julie A	Educational Support Personnel	100%	\$18,768
<u>Custodians/Maintenance</u>			
Patnode, Garry R	Maintenance	100%	\$38,356
Plant, Geoffrey A	Custodial Supervisor	100%	\$51,660
Barnes, Dawn R	Custodian	100%	\$30,672
Brier, David N	Custodian	100%	\$52,066
Brown, Norman G	Custodian	100%	\$29,914
King, Gary G	Custodian	65%	\$21,787
Luman, Michael K	Custodian	100%	\$34,650
Parrotte, Pauline L	Custodian	100%	\$32,736
Raymond, Terrence	Custodian	100%	\$38,381
Seguin, Lorraine A	Custodian	100%	\$29,982
Seiferth, John M	Custodian	100%	\$30,772
Smith, Vernon J	Custodian	100%	\$31,649
Wells, Leslie J	Custodian	100%	\$35,321
Wells, Lisa A	Custodian	100%	\$30,379
Bashaw, Richard M	Custodian	36%	\$4,721

Bellows Free Academy UHS 48/ Northwest Technical Center Wages
Fiscal Year 2011-2012
 July 1, 2011 - June 30, 2012

Name	Position	FTE	Salary
Labombard, Bird J	Maintenance CPSC	100%	\$43,139
Bray, Charles R	Custodian CPSC	100%	\$32,163
Campbell, David A	Custodian CPSC	100%	\$32,872
Sill, Marie	Custodian CPSC	100%	\$34,638
Stevens, Jeffrey S	Custodian CPSC	100%	\$32,601
<u>Northwest Technical Center</u>			
Wright, Leeann R	Director, Northwest Technical Center	100%	\$94,967
Savoy, Marilyn G	Adult Education Coordinator	100%	\$62,574
Empel, Agnieszka	Outreach Coordinator	100%	\$22,733
Bosland, Susan S	Guidance Counselor	100%	\$62,605
Naylor, James L	Co-Op Coordinator	100%	\$65,471
Langlois, Mary Anne E	Secretary	100%	\$35,451
Mapes, Joanne M	Secretary	100%	\$26,384
Antoniak, Michael A	Emergency & Fire Services Teacher	100%	\$67,126
Barton, John	Culinary Arts Teacher	100%	\$67,126
Bell, Douglass R	Tech Connections Teacher	100%	\$67,126
Bouchard, Lynn A	NWTC Spec Needs Teacher	100%	\$48,723
Brouillette, Mary R	Pre Tech Marketing Teacher	36%	\$20,829
Capsey, Mark E	Building Trades Teacher	100%	\$58,520
Faas, Julie D	Allied Health Teacher	100%	\$57,585
Habecker, Mary F	Cosmetology Teacher	100%	\$50,392
Kemp, Joyce M	Digart Teacher	100%	\$75,733
Price, Melissa J	Human Services Teacher	100%	\$63,949
Ritter, Shannon S	Marketing Teacher	100%	\$54,332
Sorrentino, Anthony E	Video Production Teacher	100%	\$37,866
Vincelette, Adam B	Auto Tech Teacher	100%	\$58,520
Wiggin, Sal J	Human Services Teacher	100%	\$59,381
Wunsch, Steven	Building Trades Teacher	100%	\$61,944
Rondo, Kristen R	Educational Support Personnel	100%	\$17,395
Thomas, Marie	Educational Support Personnel	100%	\$19,904
West, Nancy L	Educational Support Personnel	100%	\$15,621

This list contains individuals that were paid during the 2011-2012 school year. All individuals may not have worked a full year or at full time.

Some positions may have been fully or partially grant funded.