



2023 Annual Reports

Town of Windham

New Hampshire

ANNUAL REPORTS
OF THE
OFFICERS, TRUSTEES, AGENTS,
COMMITTEES AND ORGANIZATIONS
OF THE
TOWN OF WINDHAM
NEW HAMPSHIRE



FOR THE YEAR

2023

ON THE COVERS:

Many thanks to *Al Letizio* for this year's cover photo of the Letizio Tower.
The back cover is a picture of the new Inclusive Playground at Griffin Park.

MORE ABOUT WINDHAM

Area	27.2 square miles	Residential Homes	4,582
Population	17,300 +/-	Residential Condos	722
2023 Total Net Valuation	\$3,127,337,390	Multi-Family Units	153
2023 Tax Rate	\$21.40/thousand	Seasonal Homes	166
2023 State Ratio	65% (estimated)	Commercial Property	200
Tax Billing	Semi-Annual	Acres in Current Use	840.46

EMERGENCY: FIRE, POLICE, OR AMBULANCE CALL 9-1-1

Local Departments/Other:

Town Administrator/Selectmen	603 432-7732	Animal Control	603 434-5577
Fire Dept. Business Line	603 434-4907	Community Access Television	603 434-0300
Police Dept. Business Line	603 434-5577	Windham Post Office	603 437-3819
Tax Assessor	603 434-7530	Official Website	WindhamNH.gov
Tax Collector	603 432-7731	Official Facebook	Facebook.com/windhamnh
Town Clerk	603 434-5075	School Department:	
Community Development	603 432-3806	Golden Brook School	603 845-1552
Health Officer	603 432-3806	Center School	603 845-1554
Transfer Station	603 426-5102	Middle School	603 845-1556
General Services Division	603 216-5676	Windham High School	603 845-1558
Recreation Department	603 965-1208	Superintendent of Schools	603 845-1550
Nesmith Library	603 432-7154	Official Website	WindhamSD.org

State/Federal Representatives:

Governor

Chris Sununu - State House, 107 N Main Street, Concord, NH 03301 _____ 603 271-2121

US Congress District 2:

Ann Kuster - 137 Cannon HOB, Washington, DC 20510 _____ 202-225-5206

US Senators:

Maggie Hassan - 330 Hart SOB, Washington, DC 20510 _____ 202-224-3324

Jeanne Shaheen - 520 Hart SOB, Washington, DC 20510 _____ 202-224-2841

State Senator District 19:

Regina Birdsell - State House, Rm 105A, 107 N Main St, Concord, NH 03301 _____ 603 271-4151

State Representatives District 7:

Katelyn Kuttab - 17 Duston Rd, Windham, NH 03087 _____ 603 432-8877

Charles McMahon - 11 Floral Street, Windham, NH 03087 _____ 603 598-1899

Bob Lynn - 6 Dublin Road, Windham, NH 03087 _____ 603 404-1115

Julius Soti - 74 Marblehead Road, Windham, NH 03087 _____
Daniel Popovici-Muller - 12 Clarke Farm Rd, Windham, NH
03087 _____

Executive Councilor District 3:

Janet Stevens - PO Box 687, Rye, NH 03870 _____ 603 498-0546

County Commissioner District 3:

Brian Chirichiello - 119 North Road, Brentwood, NH 03833 _____ 603 679-9350

Official State of New Hampshire Website _____ NH.gov

Visit www.WindhamNH.gov and sign up for "Notify Me" to receive alerts and more!

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DEDICATION



It's 4:00am on Election Day, most of us are still sound asleep, but not Peter J. Griffin. He has been awake and is already at the high school making sure everything is ready for the polls to open at 7:00am. This has been his routine since 1994. Now after 30 years he has decided not to run for the position of Moderator in the coming election.

Peter has been volunteering since 1973, starting first with being on the committee that wrote Rural Oasis. Since then, he has been committed to volunteering in his town, serving on the Windham Historic District/Heritage Commission, Design Review Committee, Southern NH Planning Commission, Zoning Board, 275th Anniversary Committee, Campbell Farm Committee, Searles School and Chapel Committee and as a Trustee for Searles as well to name a few. He has said, "The best education you can get is volunteering. It exposes you to personalities and different ways of thinking and educates you on government historic preservation and is the opportunity to meet new people." Although he will no longer be the Moderator, Peter will still be active on his volunteer committees.

Peter is passionate about his town and can always tell you what is going on. When he isn't participating in committee meetings or preparing for an election, you can usually find Peter spending time with his friends at the Windham Restaurant, the Nesmith Library or on a Saturday morning at the Village Bean. If you ask him what he wants to be when he grows up, his answer is simple, 'I don't want to grow up'.

For these reasons and more, the Board of Selectmen is honored to dedicate the 2023 Town Report to Peter J. Griffin.

IN MEMORIAM

Eugene “Paul” Zins – 1937-2023

Paul was a life-long resident of Windham. He served as a call fireman for the town for 30 years.

Patricia “Pat” Heenan - 1936-2023

Pat and her husband moved to Windham in 1983. She then became the Deputy Town Clerk and continued on in that position for 15 years.

Mary Louise “Mary Lou” Linnemann – 1946-2023

Mary Lou was a resident of Windham for over 47 years. She was a Registered Nurse for the Windham School District for almost 30 years. Prior to working in the schools, she was a nurse for the Sisters of Mercy in Windham.

Marie M. Johnson – 1942-2023

Marie was a life-long resident of Windham. She was also the very first Miss Cobbett’s Pond.

Elaine Teresa Rittenhouse – 1947-2023

Elaine was a friendly face in the Nesmith Library for many years. She retired from full-time work in 2022 but continued to work there part-time until shortly before her passing.

TOWN OFFICIALS

BOARD OF SELECTMEN

Ross McLeod, Chair – 2024

Heath Partington, Vice Chair – 2025

Bruce Breton – 2026

Roger Hohenberger – 2024

Mark Samsel - 2026

TOWN ADMINISTRATOR

Brian McCarthy

Town Clerk

Nicole Merrill - 2024

Tax Collector

Ruth Robertson

Town Moderator

Peter Griffin - 2024

Treasurer

Robert Coole - 2024

Finance Director

Deb Padykula

Chief of Police

Michael Caron

Fire Chief/Warden

Thomas McPherson, Jr.

Community Development Director

Alex Mello

General Services Director

Dennis Senibaldi

Information Technology

Rockport Technology Group

Human Resources Director

Paula Carmichael

Parks & Recreation Director

Cheryl Haas

Health Officer

Michael McGuire

Nesmith Library Director

Sylvie Brikiatis

Cable Studio Coordinator

Kelly McLaughlin

Community Resource Officer

Jake Hoag

Cable Advisory Board

Margaret Case, Chair – 2024

Bob Coole – 2025

Barbara Coish – 2025

Daniel Pascarella – 2026

Leo Hart – 2026

Tom Nolan - 2026

Roger Hohenberger, Selectman

Capital Improvements Committee

Rob Gustafson, Citizen, Chair

Jennean Mason, Planning Board, Vice Chair

Kathleen Harris, Citizen

Jennifer Simmons, Citizen

Mark Kovacs, Citizen Alt.

Pam McCarthy, Planning Board

Shannon Ulery, School Board

Cynthia Finn, School Board, Alt.

Ross McLeod, Board of Selectmen

Mark Samsel, Board of Selectmen Alt.

Cemetery Trustees

Wendi Devlin, Chair – 2025

Barbara Coish – 2026

Frank Farmer – 2024

Conservation Commission

Mike Specian, Chair – 2026

Dave Curto, Vice Chair – 2024

Lisa Ferrisi – 2025

Wayne Morris – 2026

Kara Feldberg – 2024

Pam Skinner, Alt. – 2025

Brian McFarland, Alt. – 2025

Mark Wimmer, Alt. – 2026

Depot Advisory Committee

Mark Samsel, Chair

Wayne Morris

John Mangan

Norm Babineau

Roger Hohenberger, Selectman

Design Review Sub-Committee

Peter Griffin, Chair – 2025

David Blundell – 2024

Aaron Maynard – 2025

Renee Mallett – 2026

Corey Porter, Alt – 2026

Alexandra Tokanel, Alt - 2026

Economic Development Committee

Dave Valvo, Chair - 2024
Gary Garfield, Vice Chair - 2024
Kristi St. Laurent - 2026
Mitchell Jacoby - 2024
Matthew Swoboda - 2025
Clare Macoul - 2025
Paul Brozo - 2026
Theodore Moser, Alt - 2024
Mark Samsel, Selectman
Bruce Breton, Selectman Alt
Jake Cross, Planning Board Member

Forestry Committee

Wanda Rice, Chair - 2026
Norm Babineau, Vice Chair - 2024
Jacob Cross - 2025
Dave Curto, Conservation Commission
Brian McFarland, Conservation Commission

Highway Safety Committee

Tom Sharpe, Sr., Citizen, Chair
Thomas McPherson, Jr., Fire Chief
Michael Caron, Police Chief
Dennis Senibaldi, General Svcs. Director
Jack Cartland, Citizen
Robert Coole, Citizen
Mike Geha, Citizen

Historic District/Heritage Commission

Renee Mallett, Chair - 2025
Peter Griffin - 2024
Carol Pynn - 2026
Derek Saffie - 2026
Frank Farmer, Alt. - 2024
Brad Dinsmore, Alt. - 2025
Heath Partington, Selectman

Housing Authority

Charles McMahon, Chair - 2026
Andy Dufour - 2025
Rita Ryan - 2026
Kristi St. Laurent - 2024
Mark Kovacs - 2025

Local Energy Committee

Mark Kovacs, Chair - 2025
John Gage - 2024
Joel Taft - 2024
Allen Reed - 2026
Swapnil Saket - 2026
Patrick Manzo - 2026
Kyle Gschwend, Alt. - 2026
John Klyop, Alt. - 2024
Dennis Senibaldi, General Svcs. Dir.

Museum Trustees

Jean Manthorne, Chair - 2025
Linda Janulis - 2024
Carol Pynn - 2024
Derek Saffie - 2026
Bob Coole, Alt. - 2026
Diane Farmer, Alt. - 2026

Nesmith Library Trustees

Theresa Abbamondi, Chair - 2025
Karen Moltenbrey, Asst Chair - 2025
James Murphy - 2025
Jennifer Lopez - 2026
Catherine Girata - 2026
Tara Picciano - 2024
Beth Talbott - 2024

Planning Board

Tom Earley, Chair - 2025
Alan Carpenter - 2026
Derek Monson - 2024
Jennean Mason - 2025
Jacob Cross - 2026
Matt Rounds - 2024
Roger Hohenberger, Selectman
Bruce Breton, Selectman Alt.
Pam McCarthy, Alt. - 2025
Tim Zurowski, Alt. - 2026

Record Retention Committee

Nicole Bottai, Town Clerk, Chair
Ross McLeod, Selectman
Bob Coole, Town Treasurer
Ruth Robertson, Tax Collector
Daniel Popovici-Muller, Finance Dir.
Julie Suech, Community Development
Jennifer Hardy, Police Records Clerk
Margaret Case, Citizen
Doreen Demone, Citizen
Kathleen DiFruscia, Alt., Citizen

Route 111 Beautification Sub-Committee

Al Letizio, Jr., Chair
Anthony Berni
Bill Deluca
Jay Yennaco

Searles School & Chapel Trustees

Peter Griffin, Chair – 2025
Lisa Thornton, Vice Chair – 2024
Frank Merchel – 2024
Neil Fallon – 2024
Elizabeth Gill – 2025
Rich Parow – 2025
Mike Mazalewski – 2025
Jim Bull - 2026

Supervisors of the Checklist

Eileen Mashimo, Chair – 2024
Jamison Tomasek – 2028
Roy Dennehy – 2026

Town Center Beautification Sub-Committee

Kathleen DiFruscia
Frank Farmer
Peter Griffin
Siri Wilbur
Brian McCarthy, Town Administrator
Cheryl Haas, Parks & Recreation Director
Mark Samsel – Selectman
Dennis Senibaldi

Trustees of the Trust Funds

Jacob Cross – 2025
Tom Earley – 2024
Alberto Chang – 2026

Zoning Board of Adjustment

Michelle Stith, Chair – 2024
Betty Dunn, Vice Chair – 2025
Pam Skinner – 2024
Neelima Gogumalla – 2025
Mark Brockmeier – 2026
Michael Scholz, Alt.
Galen Stearns, Alt.

HOW TO VOLUNTEER: Volunteers are always needed and welcomed! Most volunteer positions are appointed in June of each year by the Board of Selectmen, including the: Beautification committees, Cable Advisory Board, Conservation Commission, Depot Advisory Committee, Economic Development Committee, Historic District/Heritage Commission, Housing Authority, Searles School & Chapel Trustees, and Trustees of the Museum. If you are interested in volunteering your time to any of these groups, an application should be submitted to Town Administration. Applications can be found on the Town Website (under “I Want to”) and should be submitted to the Administrative Office, Attn: Jamie Pelletier, 3 North Lowell Road, or via email to JPelletier@WindhamNH.gov (*note: submission of your interest is not a guarantee of appointment*).

Elected volunteer positions include: Board of Selectmen, Planning Board, Zoning Board of Adjustment, Town Moderator, Trustees of the Cemeteries, Trustees of the Trust Funds, Supervisors of the Checklist, and Nesmith Library Trustees. The filing period for candidacy opens in January of each year, and interested parties should contact the Town Clerk’s Office at that time to file.

ANNUAL SENATE BILL 2 SESSIONS

Town of Windham, New Hampshire
Town Deliberative Session
Windham High School
Auditorium February 11, 2023

Town Moderator Peter Griffin opened the first session of the Windham, NH Town Meeting at 9:00 am with the Pledge of Allegiance, followed by introductions of the panel. Present were Chairman Heath Partington, Vice-Chair Jennifer Simmons, Ross McLeod, Bruce Breton, and Roger Hohenberger. Town Administrator Brian McCarthy, Finance Director Deborah Padykula, Town Clerk Nicole Merrill, Town Council Bernard Campbell, were also included in the introductions.

Moderator Griffin explained the rules of conduct of how the Deliberative Session operates under SB2. He explained that Article 1 (voting of Town officers) has already been filed, and Article 2 has also been discussed at a prior Planning Board public hearing, and that they will also be voted on voting day, the second part of this meeting.

A motion was made and seconded to allow nonresidents to participate.

Business portion and discussion to follow:

ARTICLE 3: To see if the Town will vote to authorize the Selectmen pursuant to RSA 33:7-e to enter into a (5) five-year lease purchase agreement for the sum of \$200,000 for the purpose of lease purchasing body worn cameras and replacing the audio/visual equipment for the interview room for the Police Department, and to appropriate the sum of \$40,000 for the first year's payment, and raise the same by application of \$10,000 through acceptance of a grant from the New Hampshire Department of Safety, as part of the Body Worn and Dashboard Grant (said grant in total of \$50,000 with \$10,000 received each year), with the balance of \$30,000 to be raised by taxation.

<u>FY23</u>	<u>FY24</u>	<u>FY25</u>	<u>FY26</u>	<u>FY27</u>	<u>Total</u>
\$40,000	\$40,000	\$40,000	\$40,000	\$40,000	\$200,000

2023 Estimated Tax Impact per thousand: \$0.01. Recommended by the Board of Selectmen 5-0

Selectman Roger Hohenberger motioned the Article to be put on the floor for discussion, seconded by Selectman Bruce Breton.

Selectman Hohenberger explained that this is part of the Capital Improvement Program. These items will enhance the police department's ability to develop and prosecute cases and increase transparency by reducing time and errors associated with physically logging and storing the evidence, and it would be more uniformly available to prosecutors as they pursue cases. With body worn cameras, all police interactions with citizens involved in stops and responses would be recorded, giving the public and officers a clear record of events that occur during police stops and responses. The cameras would also have GPS, to ensure officer safety. The State has a grant program that will pay for \$50,000 of this part of the CIP item.

Selectman Hohenberger included background, that the CIPs intention was to propose this fully funded, but the Board of Selectmen, decided to spread it out over 5 years.

No further discussion transpired. Article 3 to be put on the ballot. AS STATED.

ARTICLE 4. To see if the Town will vote to raise and appropriate the sum of \$75,000 to be added to the Property Maintenance Expendable Trust Fund.

2023 Estimated Tax Impact per thousand: \$0.02. Recommended by the Board of Selectmen 5-0

Motion made and seconded to put the Article to the floor for discussion.

Chairman Heath Partington explained that the Property trust is for the purposes of funding necessary infrastructure projects for our Town properties. Projects completed in 2022 included renovations to the kitchen at the Fire Station, replacing the roof over the Town Hall records vault, replacing gutters on the Police Station and Air quality testing.

No further discussion transpired. Article 4 to be put on the ballot. AS STATED.

ARTICLE 5. To see if the Town will vote to raise and appropriate the sum of up to \$32,500, said

amount to be withdrawn from the balance in the previously established Searles Special Revenue Fund for payment of both marketing related and maintenance related costs associated with the Searles Building.

No Tax Impact.

Recommended by the Board of Selectmen 5-0

Motion made and seconded to put the Article to the floor for discussion.

Selectman Jennifer Simmons explained that some of the specific expenses paid from these funds include the coordinator's salary for marketing/showing the building, advertising costs, maintenance-related projects, and services to upkeep the building, and "set ups" for events. The Searles Revenue Fund also offsets up to half of the costs associated with the annual bond payments (\$14,385) for the Searles Building bond approved in 2020. As of 1/3/23, the revenue fund has approximately \$21,555.

No further discussion transpired. Article 5 to be put on the ballot, AS STATED.

ARTICLE 6. To see if the Town will vote to approve the cost items included in the latest tentative bargaining agreement reached between the Selectmen and members of Local Union No. 1801 AFSCME (Municipal Union) and to further raise and appropriate the sum of \$54,015 representing the amount of the increased cost attributable to the increase in salaries and benefits to said members for the fiscal year 2023. Said contract to expire on March 31, 2025, with the additional cost for 2024 to be \$90,055 and \$38,835 for 2025 at the current staffing level.

2023 Estimated Tax Impact per thousand: \$0.02. Recommended by the Board of Selectmen 5-0

Motion made and seconded to put the Article to the floor for discussion.

Selectman Hohenberger explained that this is a 2-year contract that includes a 5% cost of living increase in year one, and for the remaining year, increases no more than 5% and no less than 2% according to the Boston Consumer Price Index (CPI). Increase in incentives include academic reimbursement program and a new cell phone stipend for all on call employees.

No further discussion transpired. Article 6 to be put on the ballot, AS STATED.

ARTICLE 7. To see if the Town will vote to approve the cost items included in the latest tentative bargaining agreement reached between the Selectmen and members of Local Union No. 2915 IAFF (Fire Union) and to further raise and appropriate the sum of \$205,257.00 representing the amount of the increased cost attributable to the increase in salaries and benefits to said members for the fiscal year 2023. Said contract to expire on March 31, 2026, with the additional cost for 2024 to be \$143,560, \$182,760 for 2025, and \$55,224 for 2026 at the current staffing level.

2023 Estimated Tax Impact per thousand: \$0.07. Recommended by the Board of Selectmen 5-0

Motion made and seconded to put the Article to the floor for discussion.

Selectman Breton explained that this is a 3-year contract that includes a 6% cost of living increase in year one, and for the remaining two years increases no more than 5% and no less than 2% according to the Boston Consumer Price Index (CPI). Employees can buy out up to 80 hours of accrued earned time each year, reducing future earned time liability to the Town. The contract also includes adjustments to the Paramedic and AEMT incentives.

Resident Galen Stearns of Bridle Bridge Road asked if there was a present cap for earned time.

Selectman Breton responded yes- employees would have an opportunity to buy, but the Town would be presented an overall savings.

Resident Stearns followed up that if the employees reach their cap, then they can build it back up? Breton- No

Selectman Hohenberger offered additional clarity, earned time is at a use or lose basis. When the employee opts to take their time off because of the potential loss, the department needs coverage and back fill on shifts.

Chairman Partington added that increased employees are taking their time off, instead of banking hours.

No further discussion transpired. Article 7 to be put on the ballot, AS STATED.

ARTICLE 8. To see if the Town will vote to approve the cost items included in the latest tentative bargaining agreement reached between the Selectmen and members of Local Union No. 213 NEPBA (Police Union) and to further raise and appropriate the sum of \$209,870 representing the amount of

the increased cost attributable to the increase in salaries and benefits to said members for the fiscal year 2023. Said contract to expire on March 31, 2027, with the additional cost for 2024 to be \$142,890, \$184,005 for 2025, \$161,555 for 2026 and \$44,405 for 2027 at the current staffing level.

2023 Estimated Tax Impact per thousand: \$0.07. Recommended by the Board of Selectmen 5-0

Motion made and seconded to put the Article to the floor for discussion.

Selectman Hohenberger explained that this is a 4-year contract that includes a 7% cost of living increase in year one, and for the remaining three years increases no more than 5% and no less than 2% according to the Boston Consumer Price Index (CPI). Going forward, the contracts will be based on a staggering structure so that all contracts do not expire at the same time, and the costs will not spike.

No further discussion transpired. Article 8 to be put on the ballot, AS STATED.

ARTICLE 9. Shall the Town of Windham, if Article(s) #6, 7, or 8, are defeated, authorize the governing body to call one special meeting, at its option, to address Article(s) #6, 7, or 8, cost items only.

No Tax Impact.

Recommended by the Board of Selectmen 5-0

Motion made and seconded to put the Article to the floor for discussion.

Resident Elizabeth Dunn of Woodvue Road, asked if what is being shown, will cover Article #'s. Town Attorney Bernard Campbell answered yes.

No further discussion transpired. Article 9 to be put on the ballot, AS STATED.

ARTICLE 10. To see if the Town will vote to authorize the Selectmen pursuant to RSA 33:7-e to enter into a three-year lease purchase agreement for the sum of \$402,000 for the purpose of lease

purchasing one ambulance with equipment for the Fire Department, and to raise and appropriate the sum of \$134,000 for the first year's payment for that purpose. This lease purchase agreement contains a non-appropriation clause.

<u>FY23</u>	<u>FY24</u>	<u>FY25</u>	<u>Total</u>
\$134,000	\$134,000	\$134,000	\$402,000

2023 Estimated Tax Impact per thousand: \$0.04. Recommended by the Board of Selectmen 5-0

Motion made and seconded to put the Article to the floor for discussion.

Chairman Partington explained that this article is part of the Capital Improvement Program. These funds will be used to purchase a new ambulance with equipment for the Fire Department through a capital lease.

Resident Galen Stearns asked why the Town would spend the extra \$27,000 due to the lease option. If it was in CIP, why not just recoup those savings.

Chairman Partington answered that it was the Selectboard's response to keep the budgets number lower.

Selectman Ross Mcleod added that this strategy enabled the Board to allocate funding in other areas that needed to be addressed.

Resident Daniel Popovici-Muller of Clarke Farm Road stated that this is a long-standing practice for ambulances to be put into a lease agreement for 3 years. Would the Board consider to be the one warrant article, instead of the next 3 years asking the same question and having the potential of it being voted down.

Chairman Partington answered that this was the exact intention for this proposed Article.

Selectman Breton highlighted that the general practice at the Board meetings now, all ambulance fees acquired will be deposited into a fund, and this way the Fire Department will raise the funding, and we may not need an article like this in the future.

Resident Stearns reintegrated that the purpose for CIP is to fund more projects, and not have to pay these accrued interests because it costs the Town more money overall. Ultimately prefers the method of Capital Improvements Program.

Selectman Mcleod agrees with Resident Stearns statement, at times items proposed needs are

more of a priority. This is another mechanism so that things can be passed through.

Selectman Hohenberger noted that it was brought up at the School Deliberative the night prior, going forward the CIP needs concernment and collaborative effort.

No further discussion transpired. Article 10 to be put on the ballot. AS STATED.

ARTICLE 11. To see if the Town will vote to raise and appropriate the sum of \$300,000 for the purpose of new Self Contained Breathing Apparatus (SCBA) Gear for the Fire Department and necessary equipment and materials to place this gear into service, and further to authorize the acceptance of \$285,000 of this appropriation from the US Department of Homeland Security-FEMA, as part of a Assistance to Firefighters Grants to fund 95% of the project, with the balance of \$15,000.00 to come from the Town's American Rescue Plan Act (ARPA) funds. Should this article be approved but the federal grant not be awarded, this article will be considered null and void. This will be a non-lapsing account per RSA 32:7, VI and will not lapse until the purchase is complete or for a period of two (2) years, whichever is less. This article is part of the Capital Improvement Program. This is a Special Warrant Article.

No Tax Impact.

Recommended by the Board of Selectmen 5-0

Motion made and seconded to put the Article to the floor for discussion.

Chairman Partington explained that the article is in part of the Capital Improvement Program. Most of this article is reimbursed through federal grants and will result in no tax impact. He called for Assistant Fire Chief Steven Brady to reflect some numbers due to cost increases.

Assistant Chief and Resident Steven Brady of Aladdin Road, proposed the following amendments:

ARTICLE 11. To see if the Town will vote to raise and appropriate the sum of ~~\$300,000~~ 399,506 for the purpose of new Self Contained Breathing Apparatus (SCBA) Gear for the Fire Department and necessary equipment and materials to place this gear into service, and further to authorize the acceptance of ~~\$285,000~~ 380,481 of this appropriation from the US Department of Homeland Security - FEMA, as part of a Assistance to Firefighters Grants to fund 95% of the project, with the balance of ~~\$15,000.00~~ 19,024 to come from the Town's American Rescue Plan Act (ARPA) funds. Should this article be approved but the federal grant not be awarded, this article will be

considered null and void. This will be a non-lapsing account per RSA 32:7, VI and will not lapse until the purchase is complete or for a period of two (2) years, whichever is less. This article is part of the Capital Improvement Program. This is a Special Warrant Article.

Selectman Hohenberger pointed out that the last sentence stated that this was part of the Capital Improvement Program, however with the changes to figures, which would be different to be included in said program. He proposed that the sentence should be removed.

Assistant Brady offered to include that notation in the overall amendment proposals.

Motion made and seconded on overall proposed amendment. No further discussion transpired. Article 11 to be put on the ballot. AS AMENDED.

ARTICLE 12. To see if the Town will vote to establish a revolving fund pursuant to RSA 31:95-h for the purpose of funding a future Ambulance replacement. The first \$100,000 in ambulance service fees collected in each calendar year would be deposited into the fund and the money in the fund shall be allowed to accumulate year to year and shall not be considered part of the Town's general fund balance. The Town Treasurer shall have custody of all moneys in the fund and shall pay out the same only upon order of the governing body and no further approval is required by the legislative body to expend. Such funds may be expended only for the purpose for which the fund was created.

2023 Estimated Tax Impact per thousand: \$0.03. Recommended by the Board of Selectmen 5-0

Motion made and seconded to put the Article to the floor for discussion.

Vice Chairman Jennifer Simmons stated that the spirit of this article was mentioned in a previous one, and it will establish an Ambulance revolving fund where the first \$100,000 of ambulance fees collected will be placed in the fund. This fund will be used in the future to replace an ambulance and its equipment.

Resident Stearns agrees with concept, but with the 10-year rotation on an ambulance, and using the 13-year- old replacement this time as an example, where is cap on this fund that can accumulate?

Vice Chairman Simmons answered that there will be no cap.

Town Administrator Brian McCarthy explained that once the funding accumulates, and then those purchases are made, that fund will deplete because of the funding being utilized.

Resident Stearns asked if now the Town was replacing ambulances every 4-5 years?

Fire Chief Thomas McPherson responded that they purchase ambulances every 4 years and keep them for 12 years. The Department runs them the first years as a primary, then the next 4 years as secondary, and the last 4 years they become utility to maximize their use.

No further discussion was made. Article 12 to be placed on the ballot AS WRITTEN.

ARTICLE 13. To see if the Town will vote to raise and appropriate the sum of \$50,000 to be placed in the Earned Time Expendable Trust Fund for the purpose of distributing accrued time (annual earned time and paid time off) to terminating employees as required by law or negotiated contracts.

2023 Estimated Tax Impact per thousand: \$0.02. Recommended by the Board of Selectmen 5-0

Motion made and seconded to put the Article to the floor for discussion.

Chairman Partington explained that this is the Earned Time Expendable Trust Fund was established to cover the payment of earned time balances when employees leave. The Town's total liability is \$1,229,715. The present balance in the Trust is \$311,100, which is 25% of the liability. It is recommended that Towns maintain a minimum of 50% of their liability.

No further discussion transpired. Article 13 to be placed on the ballot AS WRITTEN.

ARTICLE 14. To see if the Town will *vote* to adopt the provisions of RSA 41:14-b, which authorizes the Selectmen to establish and amend certain Town codes and ordinances after they hold two public hearings on the establishment or amendment of the Ordinance or code, following procedures set forth in said statute, provided however, upon written petition of fifty registered *votes* presented to the Selectmen prior to their *vote* on the establishment or amendment to the ordinance or code, the issue shall instead be inserted as an article on the

warrant at the next Town meeting. This authority to establish or amend Town ordinances and codes shall not apply to the zoning ordinance, historic district ordinance or building codes, which are governed by the provisions in RSA 675.

No Tax Impact.

Recommended by the Board a/Selectmen 4-0-1

Motion made and seconded to put the Article to the floor for discussion.

**Selectman Mcleod motioned for an amendment due to grammatical error. The last sentence, insert after governed, under the provisions... Seconded by Selectman Breton.
Motion passed.**

Selectman Mcleod further explained that many people believe the Selectmen have the authority to pass ordinances. They do not, though there are a few exceptions provided by state law. This article asks for your approval to allow the Selectmen to establish or amend ordinances after holding two public hearings. This does not apply to zoning ordinances, building codes, and historic which may only be approved by Town Meeting.

Resident Popovici-Muller asked if this would be the way for the voters to not have the opportunity to vote on Town ordinances.

Attorney Campbell stated that if the Town adopted the provisions of RSA 41:14-B, the Selectboard would have the ability to establish new and amend previous ordinances.

Resident Popovici-Muller asked what problems have occurred in the past to decide to put this Article into on the warrant. He is not in favor.

Selectman Mcleod stated there have not been problems, yet it gives flexibility, with proper notice, for the Selectboard to operate more efficiently throughout the year versus waiting for a Town Meeting, or in some situations having to conduct a Special Town Meeting.

Resident Popovici-Muller expressed his concerns about people not paying attention to postings, and voters not having a say, and this is taking their voice away.

Selectman Mcleod respectfully disagreed and asked what voters want to be involved with. If these ordinances or purchases must be voted on every time for the operation of the Town, the operation will drastically halt. This grants the Town Administrator a little bit more functionality, and based on true democracy, voters elect the boards which are faced with making these decisions in a responsive way. This is a mechanism for voters not to vote on mundane things.

Resident Gabe Toubia of Marblehead Road commented that it seems to be a power grab and taking power from the people. The small actions he can understand, but

the larger items, he does not agree with.

Resident Galen Stearns is in favor and agrees with concept of Article, the voters select the prudent advisors, and what if the unknown comes and they will need to have the flexibility of acting, instead of waiting for each Town Meeting.

Selectman Mcleod reintegrated situations such as the water drought in response to publics needs. Chairman Partington suggested that the quantity of voters petitioned be less from SO to 20.

A point of order was made, questioning the legality of the change because it is referenced within an RSA. Town Attorney Campbell confirmed that it may not be changed.

No further discussion transpired. Article 14 to be put on the ballot. AS STATED.

ARTICLE 15. To see if the Town will vote to change the office of the Town Treasurer from an elected position to an appointed position in accordance with RSA 41:26-e. Such appointment shall be made in accordance with RSA 669:17-d by the Board of Selectmen and said appointed Treasurer will serve at the pleasure of the Board. Such an appointment shall be made in writing and shall include the compensation to be paid. If approved, the person holding the elected office shall continue to hold such office until the next annual Town election following the vote to discontinue this elected office.

No Tax Impact.

Recommended by the Board of Selectmen 5-0

Motion made and seconded to put the Article to the floor for discussion.

Selectman McLeod gave some examples when a candidate did not sign up, the Board of Selectmen would have to appoint, or if an unqualified candidate with poor intention were to get elected, it would be a liability. The Selectboard recognizes this position regularly handles and invests millions of dollars of Town taxpayer funds. This will allow the Board of Selectmen to interview a candidate, perform a background check and appoint a qualified person for this position.

Resident Daniel Popovici-Muller disagrees with Article and finds it not needed. Candidates will always sign up for this position, and he trusts the voters of the town. The system works, and there have not been any problems.

Selectman Mcleod corrected some details that were shared from Resident Popovici-Muller.

Selectman Bruce Breton noted that it is a 5-member board that represents our population in town and its best interests. The budget and financial aspects need to be performed perfectly. This is insurance for the Town and establishes a process that they find the most qualified candidate for the role of Treasurer.

Resident Betty Dunn of Woodvue Road supports the article, opening day of sign ups, there have been times, that the Treasurer position is left open until the very end of filing. As it currently is, someone could sign up, with zero experience, yet handling the town's high finances. This should have been established a long time ago.

Resident Gabe Toubia is opposed to the Article, he views it as another power grab. For optics and to remain clear of financial corruption it needs to be a separate function.

Resident Cynthia Finn of Bell Road is in favor, the appointment process is complicated and involves many. She stated that the Town needs control over who is appointed. She highlighted that there have been issues with finances in the past. She included that other Towns are doing it, and it is Windham's turn.

No further discussion transpired. Article 15 to be placed on the ballot AS WRITTEN.

Town Administrator Brian McCarthy made a motion to Restrict Reconsiderations from Article 3 through Article 15, seconded by many.

The Moderator called for a vote from the body, passed in the affirmative.

ARTICLE 16. To see if the Town will vote to raise and appropriate the sum of \$52,591.38 for the purpose of hiring a full time Environmental Planner beginning on or about July 1, 2023. Said sum representing the costs associated with wages, benefits, retirement and equipment needed for a portion of 2023.

2023 Estimated Tax Impact per thousand: \$0.02. Recommended by the Board of Selectmen 5-0

Motion made and seconded to put the Article to the floor for discussion.

Selectman Bruce Breton explained that this is a new needed position in the Community Development Department that will assist in added required federal requirements that have been put upon the Town. The appropriation represents salary and benefit costs for half a year. The anticipated cost for a full year for this position, salary, and benefits, is \$105,183.

No further discussion transpired. Article 16 to be put on the ballot. AS STATED.

ARTICLE 17. To see if the Town will vote to raise and appropriate the sum of \$100,000 for the purpose of making repairs and renovations to the Town Hall, to include but not limited to, siding repairs and or painting, drainage improvements, moisture control, insulation, and window improvements. This will be a non-lapsing appropriation per RSA 32:7, VI and will not lapse until the project is complete or for a period of five (5) years, whichever is less. This article is part of the recommended Capital Improvement Program.

2023 Estimated Tax Impact: per thousand \$0.03. Recommended by the Board of Selectmen 5-0

Motion made and seconded to put the Article to the floor for discussion.

Vice Chairman Jennifer Simmons stated that this article is a part of the Capital Improvement Program. The funds raised will go towards several projects needed to repair and preserve the Town Hall including window improvements, refinishing the exterior of the building, improving the insulation, and moisture control within the building. The CIP Report states: *"The Town Hall, the centerpiece of the Town's governmental area, has continued to deteriorate. The Town Hall requires new siding since prior painting efforts have resulted in almost immediate peeling and have proven ineffective. The replacement of the siding is necessary and will allow for new windows to be installed properly. This 2023 Project ensures that the Town Hall will contribute to the Town's overall beautification effort currently underway".*

Resident Betty Dunn added that she attended budget discussions, and supports this Article, but believes that it needs even more funding than the requested amount. There was a report conducted and it was confirmed that there has been moisture underneath the building and within. She added that putting a schedule into place and plan for all projects needs to happen before an amount can be determined.

Town Administrator McCarthy met with General Services and are in the process are doing a study that will be shared to all. The interested and affected parties will be contacted to ensure

that this is a collaborative effort.

Resident Dunn included that she does not want to see it lapse for another year and wants to help to keep this going. She has had experience with various projects and creating committees and is willing to help.

Chairman Partington added that this is going to be costly, but do not have enough money to do the overall work at this time. The parameters need to be spelled out, and accumulation of some sort of funding is being accomplished until the Town can complete all the issues at Town Hall.

Selectman Mcleod questioned a technical sentence in the article to Attorney Campbell, seeing if it repairs siding or prohibits replacing.

Attorney Campbell replied to the article as drafted allots the Board to repair, and replacements could potentially occur, the language is not restrictive, but the Board does have discretion.

Selectman Mcleod reiterated Resident Dunn's concerns about establishing a schedule and the timing factors.

Resident Dunn stated if a new complex is built in another location, the Town Hall is a historical building, it is a disgrace. The more time that passes and the repairs do not occur, the costs will continue to go up.

No further discussion transpired. Article 17 to be put on the ballot. AS STATED.

ARTICLE 18. To see if the Town will vote to raise and appropriate the sum of \$9,000 to be used towards forest and recreation improvements and maintenance within the McIlvaine Town Forest and further to raise the same by withdrawal of nine thousand dollars (\$9,000) from the Special Forest Maintenance Fund created in accordance with RSA 31:113. This will be a non-lapsing appropriation per RSA 32:7, VI and will not lapse for a period of three (3) years.

No Tax Impact.

Recommended by the Board of Selectmen 5-0

Motion made and seconded to put the Article to the floor for discussion.

Selectman Breton stated that this article has no tax impact and authorizes the Town and the Forestry Committee to expend \$9,000 in funds previously raised through a timber harvest of

the Mcilvaine Town Forest. The Forestry Committee has, for years, worked with a professional forester to manage most Town owned woodlands.

Wanda Rice of the Forestry Committee added that these funds are up for renewal, and the money is used for maps, kiosks, plant treatments, clearing out overgrown trails. For 2023, there are projects that they will need to complete.

Selectman Breton stated that their balance as of end of year 2022, is \$47,903.

No further discussion transpired. Article 18 to be put on the ballot. AS STATED

ARTICLE 19: Should the Town vote in accordance with RSA72:27-a (IV) to re-adopt the provisions of the Optional Veteran's Tax Credit (RSA72:28 (II)) in the amount of \$750.00, to include not only Veterans who have been honorably discharged, but also those who have served at least four (4) years and are continuing in service in the armed forces.

2023 Estimated Tax Impact per thousand: \$0.03. Recommended by the Board of Selectmen 4-0

Motion made and seconded to put the Article to the floor for discussion.

Selectman Mcleod stated that this Article expands the veteran audience within Town to have the opportunity to apply for this tax credit available.

Resident Popovici-Muller supports the article. He made a motion to reopen Article 17 for reconsideration to include an amendment.

Moderator Griffin asked Attorney Campbell for guidance regarding the process relative to discussing a previous Article during another.

Attorney Campbell offered information about the status of the "live" Article being discussed, and once a direction gets finalized, then the body can entertain the motion of reconsideration to Article 17.

Moderator Griffin shared that Article 19 and Article 20 will be completed, as they are relative to each other, then the question regarding the reconsideration to Article 17 will be addressed.

No further discussion transpired. Article 19 to be put on the ballot. AS STATED.

ARTICLE 20: Should the Town vote in accordance with RSA 72:27-a (IV) to re-adopt the provisions of the All- Veteran's Tax Credit (RSA 72:28-b) in the amount of \$750.00, to include not only Veterans who have been honorably discharged, but also those who have served at least four (4) years and are continuing in service in the armed forces.

2023 Estimated Tax Impact per thousand: \$0.004. Recommended by the Board of Selectmen 4-0

Motion made and seconded to put the Article to the floor for discussion.

Selectman Ross Mcleod added that the All-Veterans' Tax Credit was adopted in Windham. State Statute requires a minimum of \$50 to be given for the Veterans' Tax Credit under RSA 72:28. The Optional Veteran's Tax Credit (which has been adopted by Windham) ranges from \$51 to \$750, that can be adopted and offered to Veteran's who qualify.

No further discussion transpired. Article 20 to be put on the ballot, AS STATED.

Moderator Griffin readdressed that Resident Popovici-Muller has put forth a **Motion to Reconsider Article 17.**

Resident Popovici-Muller offered the reason he wants to reconsider is to offer an amendment to change the wording to replace instead of repair to offer more direction and clarity.

Moderator Griffin invited the body for action of the motion to reconsider reopening for the sake of the amendment.

Selectman Partington is not in favor of the amendment, due to being even more restrictive than the original draft. He pointed to Attorney Campbell's interpretation when the Article was originally being discussed that the language is set up for the Board to have the discretion, this amendment would do the opposite.

Selectman Mcleod echoed the concerns about it being restrictive and the amendment is unnecessary.

General Services Director Dennis Senibaldi stated the word replace is restrictive and is forced and does not support the amendment.

Moderator Griffin asked for a vote for the Motion to Reconsider Article 17. All were opposed. Motion FAILED.

Resident Betty Dunn made a motion to Restrict Reconsideration for Article 16 and 17, seconded by Selectman Breton. Moderator Griffin called for a vote, all in favor.

ARTICLE 21 (Citizen's Petition): Shall the Town vote to adopt the following Ordinance (hereinafter "regulation") *"To manage onsite wastewater treatment systems in the Cobbetts Pond Village District in such a way as to protect Cobbetts Pond water quality, public health and the environment. This regulation establishes a management program for onsite wastewater treatment systems (septic tanks, holding tanks & leach fields) in the Cobbetts Pond Village District and promotes proper operation of onsite wastewater treatment systems by requiring timely pumping and maintenance of onsite wastewater systems".*

TOWN OF WINDHAM, NEW HAMPSHIRE

ORDINANCE GOVERNING ONSITE WASTEWATER TREATMENT SYSTEM PUMP-OUT AND INSPECTION WITHIN COBBETTS POND VILLAGE DISTRICT:

1. Authority.

The Town of Windham hereby adopts this Ordinance (hereinafter "regulation") under the provisions of RSA 13:39 (I) (f) regarding onsite wastewater treatment system pump-out and inspection within the Cobbetts Pond Village District for the purpose collection and removal of waste material. This regulation is in addition to TOWN OF WINDHAM, NEW HAMPSHIRE # WIN 2:06:22:06 Septic Regulations and any applicable rules promulgated by the New Hampshire Department of Environmental Services ("NH DES") and State laws.

2. Intent/Purposes.

Water quality sampling conducted by the State of NH, through the Volunteer Lake Assessment Program (VLAP), indicates that increasing concentrations of nutrients exist at multiple locations within Cobbetts Pond.

These nutrients contribute to reduced water quality and increased growth of aquatic weeds and algae in Cobbetts Pond restricting the recreational uses of the pond by town residents.

This regulation is necessary to help protect the surface water quality of Cobbetts Pond by requiring timely pumping and maintenance of Onsite wastewater systems (septic tanks, holding tanks & leach

fields). The purposes of this regulation are:

1. To establish a management program for Onsite wastewater systems (septic tanks, holding tanks & leach fields) in the Cobbetts Pond Village District to promote proper operation of Onsite Wastewater Treatment Systems. This regulation requires septic tanks to be pumped out and inspected at least once every three years to minimize malfunctions of Onsite Wastewater Treatment Systems.
2. To manage Onsite Wastewater Treatment Systems in the Cobbetts Pond Village District **in** such a way as to protect Cobbetts Pond water quality, public health, and the environment. It also provides a means of educating owners/operators in the characteristics of such systems and the proper procedures for altering, operating, and maintaining them.
3. To develop a program that establishes and maintains records of Onsite Wastewater Treatment Systems in the Cobbetts Pond Village District.
4. To promote and assure the proper management and maintenance of Onsite Wastewater Treatment Systems through time.

This regulation promotes the adequacy of Onsite Wastewater Treatment Systems in the Cobbetts Pond Village District thereby improving the water quality of Cobbetts Pond. This regulation is **in** addition to any applicable rules promulgated by the New Hampshire Department of Environmental Services ("NH DES") and State laws.

3. Applicability.

This regulation applies to all Onsite Wastewater Treatment Systems located wholly or in part within the Cobbetts Pond Village District. The Cobbetts Pond Village District is depicted on the Cobbetts Pond Village District map which is attached to this regulation, and which is incorporated by reference into this regulation.

4. Pumping of Onsite Wastewater Treatment Systems.

A. Septic tanks or holding tanks shall be pumped out and inspected at least once every three years.

B. In cases where a septic tank or holding tank has not been pumped out in the three years prior to the adoption of this Regulation, such systems shall be pumped out within one year of the effective date of this regulation.

5. Administration.

A. This regulation shall be administered by the building inspector and/or health officer or by such other person as the board of selectmen may designate.

B. Prior to the effective date of this regulation the owners of all developed properties within the Cobbetts Pond Village District shall be provided with written notice of the requirements of this

regulation.

C. Property owners who have had their septic tanks pumped/inspected within three (3) years prior to the effective date of this regulation shall be requested to provide the building inspector with documentation of such pumping/inspection. Property owners who do not provide such documentation shall be presumed to have not pumped their septic tank within three years prior to the effective date of this regulation.

D. Property owners who have their septic tank/holding tank pumped out after the effective date of this regulation shall provide the building inspector/health officer with three (3) business days advance notice of the date and approximate time of the pumping and the name and telephone number of the person or company doing the pumping. Such notice may be by telephone or email communication. Pursuant to RSA 128:5-a, the building inspector or his/her designee may enter the property to witness the pumping and to obtain information about the location of the septic tank and leach field and their adequacy.

E. If the building inspector/health officer does not witness the pumping, the property owner shall provide the building inspector/health officer with documentation of the pumping, including receipts from the company which did the pumping, the approximate number of gallons of septage pumped and the approximate location of the septic tank. Such information shall be provided within ten (10) days of the pumping.

F. The building inspector/health officer may establish reporting forms necessary to administer this regulation.

G. No statement contained in this regulation may be construed to interfere with any additional requirements that may be imposed by the building inspector/health officer

7. Enforcement.

This regulation may be enforced by the building inspector/health officer, the board of selectmen or the board of selectmen's designee. Enforcement may include court action to recover fines and injunctive relief.

No statement contained in this regulation may be construed to interfere with any additional requirements that may be imposed by the building inspector/health agent.

8. Violation.

Any property owner within the Cobbetts Pond Village District found to be violating any provision of this regulation shall be sent written notice stating the nature of the violation and providing a reasonable time limit for the satisfactory correction thereof.

Any person who violates this regulation shall be guilty of a violation as provided in RSA 625:9 (V-

a) and will be subject to fines and penalties as provided by law (RSA 651:2), which may be enforced under RSA 31:39-d. Each day of noncompliance shall constitute a separate offense.

9: Severability.

Should any section or provision of this regulation be held to be invalid, or unconstitutional such holding shall not affect, impair, or invalidate any other section or provision of this regulation, and to such end all sections and provisions of this regulation are declared to be severable.

10. Effective Date:

This Regulation shall take effect ninety (90) days following approval by the Board of Selectmen, publication and receipt by the Town Clerk, Town of Windham, NH.

Adopted by Town Meeting Vote, March_ 2023

Motion made and seconded to put the Article to the floor for discussion.

Citizen Petitioner Derek Monson of Turtle Rock Rd identified the historic issues with properties on Cobbett's Pond and the intention of the Article. Cobbetts Pond Improvement Association established a wastewater program, however Cobbetts Pond is on the Environmental watch, and this would be a regulation to tighten up regulations to aid the management and cleanliness of the water.

Selectman Mcleod had a list of amendments to offer, Selectman Breton seconded- amendments proposed as reflected below:

1. Authority.

The Town of Windham herby adopts this Ordinance (hereinafter "regulation") under the provisions of RSA 13:39 (I) (f) regarding onsite wastewater treatment system pump-out and inspection within the Cobbetts Pond Village District for the purposes of collection and removal of waste material. This regulation ordinance is in addition to TOWN OF WINDHAM, NEW HAMPSHIRE# WIN 2:06:22:06 Septic Regulations and any applicable rules promulgated by the New Hampshire Department of Environmental Services ("NH DES") and State laws.

2. Intent/Purposes.

Water quality sampling conducted by the State of NH, through the Volunteer Lake Assessment Program (VLAP), indicates that increasing concentrations of nutrients exist at multiple locations within Cobbetts Pond. These nutrients contribute to reduced water quality and increased growth of aquatic weeds and algae in Cobbetts Pond restricting the recreational

uses of the pond by town residents.

This regulation ordinance is necessary to help protect the surface water quality of Cobbetts Pond by requiring timely pumping and maintenance of Onsite wastewater systems (septic tanks, holding tanks & leach fields). The purposes of this regulation ordinance are:

- I. To establish a management program for Onsite wastewater systems (septic tanks, holding tanks & leach fields) in the Cobbetts Pond Village District to promote proper operation of Onsite Wastewater Treatment Systems. This regulation ordinance requires septic tanks to be pumped out and inspected at least once every three years to minimize malfunctions of Onsite Wastewater Treatment Systems.
2. To manage Onsite Wastewater Treatment Systems in the Cobbetts Pond Village District in such a way as to protect Cobbetts Pond water quality, public health, and the environment. It also provides a means of educating owners/operators in the characteristics of such systems and the proper procedures for altering, operating, and maintaining them.
3. To develop a program that establishes and maintains records of Onsite Wastewater Treatment Systems in the Cobbetts Pond Village District.
4. To promote and assure the proper management and maintenance of Onsite Wastewater Treatment Systems through over time.

This regulation ordinance promotes the adequacy of Onsite Wastewater Treatment Systems in the Cobbetts Pond Village District thereby improving the water quality of Cobbetts Pond. This regulation ordinance is in addition to any applicable rules promulgated by the New Hampshire Department of Environmental Services ("NH DES") and State laws.

3. Applicability.

This regulation ordinance applies to all Onsite Wastewater Treatment Systems located wholly or in part within the Cobbetts Pond Village District. The Cobbetts Pond Village District is depicted on the Cobbetts Pond Village District map which is attached to this regulation ordinance, and which is incorporated by reference into this regulation ordinance.

4. Pumping of Onsite Wastewater Treatment Systems.

- A. Septic tanks or holding tanks shall be pumped out and inspected at least once every three years.
- B. In cases where a septic tank or holding tank has not been pumped out in the three years prior to the adoption of this regulation ordinance, such systems shall be pumped out within one year of the effective date of this regulation ordinance.

5. Administration.

- A. This regulation ordinance shall be administered by the building inspector and/or

~~health officer or by such other person as the board of selectmen may designate Board of Health or their designee.~~

- B. Prior to the effective date of this ~~regulation ordinance~~ the owners of all developed properties within the Cobbetts Pond Village District shall be provided with written notice of the requirements of this ~~regulation ordinance~~.
- C. Property owners who have had their septic tanks pumped/inspected within three (3) years prior to the effective date of this ~~regulation ordinance~~ shall be requested to provide the ~~building inspector~~ Board of Health or their designee with documentation of such pumping/inspection. Property owners who do not provide such documentation shall be presumed to have not pumped their septic tank within three years prior to the effective date of this ~~regulation ordinance~~.
- D. Property owners who have their septic tank/holding tank pumped out after the effective date of this ~~regulation ordinance~~ shall provide the ~~building inspector/health officer~~ Board of Health or their designee with three (3) business days advance notice of the date and approximate time of the pumping and the name and telephone number of the person or company doing the pumping. Such notice may be by telephone or email communication. Pursuant to RSA 128:5-a, the ~~building inspector or his/her designee~~ Board of Health or their designee may enter the property to witness the pumping and to obtain information about the location of the septic tank and leach field and their adequacy.
- E. If the ~~building inspector/health officer~~ Board of Health or their designee does not witness the pumping, the property owner shall provide the ~~building inspector/health officer~~ Board of Health or their designee with documentation of the pumping, including receipts from the company which did the pumping, the approximate number of gallons of septage pumped and the approximate location of the septic tank. Such information shall be provided within ten (10) days of the pumping.
- F. The ~~building inspector/health officer~~ Board of Health or their designee may establish reporting forms necessary to administer this ~~regulation ordinance~~.
- G. No statement contained in this ~~regulation ordinance~~ may be construed to interfere with any additional requirements that may be imposed by the ~~building inspector/health officer~~ Board of Health or their designee.

6. Enforcement.

This ~~regulation ordinance may shall~~ be enforced by the ~~building inspector/health officer, the board of selectmen or the board of selectmen's designee~~ Board of Health or their designee.

Enforcement may include court action to recover fines and injunctive relief.

~~No statement contained in this regulation may be construed to interfere with any additional requirements that may be imposed by the building inspector/health agent.~~

7. Violation.

- A. Any property owner within the Cobbetts Pond Village District found to be violating any provision of this ~~regulation ordinance~~ shall be sent written notice stating the nature of the violation and providing a reasonable time limit for the satisfactory correction thereof.

B. Any person who violates this ~~regulation ordinance~~ shall be guilty of a violation as provided in RSA 625:9 (V-a) and will be subject to fines and penalties as provided by law (RSA 651:2), which may be enforced under RSA 31:39-d. Each day of noncompliance shall constitute a separate offense.

C. If no satisfactory corrective action is provided by the property owner or the violation continues beyond the time specified for corrective action, the Board of Health or their designee shall impose a fine of \$100 for the first ten-day period. Each day of non-compliance thereafter constitutes a separate offense subject to a fine of \$50 per day up to a maximum fine of \$1000.

8: Waivers and Appeals:

A. The Board of Health or their designee may grant a waiver allowing less frequent pumping after review of either: 1} a valid septic system operational approval, on file, with NH DES; or 2) a current written system evaluation signed by a NH certified or licensed septic system evaluator. If the Board of Health or their designee determines that less frequent pumping would not be inconsistent with the purposes of this ordinance a waiver may be granted. In no case shall a waiver allow pumping intervals to exceed five (5) years.

B. An applicant may appeal against a decision of the Board of Health or their designee to the Board of Health within ten (10) days of the issuance of the decision. The Board of Health shall hold a hearing and render a decision within thirty (30) days of appeal.

C. The Board of Health may vary the application of this ordinance with respect to any case when, in its opinion the enforcement thereof would represent an unnecessary hardship, and the applicant has established that the health, safety and environmental protection required under this ordinance could be achieved without strict application of a particular subsection.

9 Severability.

Should any section or provision of this ~~regulation ordinance~~ be held to be invalid, or unconstitutional such holding shall not affect, impair, or invalidate any other section or provision of this ~~regulation ordinance~~, and to such end all sections and provisions of this ~~regulation ordinance~~ are declared to be severable.

10. Effective Date:

This ~~regulation ordinance~~ shall take effect ninety (90) days following approval by the Board of Selectmen, publication and receipt by the Town Clerk, Town of Windham, NH.

Adopted by Town Meeting Vote, March_ 2023

Selectman Mcleod explained each amendment for the body, and the reasoning for the change. Selectman Breton added that this area around Cobbett's Pond is a major tax base for the Town.

Town Administer McCarthy clarified the numbering, and to ensure that all titles are properly numbered and to be included within the proposed amendments.

Resident Galen Stearns questioned if this puts a significant workload on existing staff, and will we need to acquire another position.

Alex Mello, Community Development Director confirmed that this would add a considerable amount of additional work, which is why the environmental planner in Article 16 is also being put forth.

Moderator Griffin called for a vote on the proposed amendments. All in favor. amendments pass.

Discussion continued for Article 21 as AMENDED.

Selectman Mcleod added that regardless or not we live on the pond, it is a part of our Town's identity, legacy, and it is important to protect this asset, especially as a substantial tax base does reside here.

Citizen Petitioner Monson provided that the tax base in this area is 9-10% of the tax base. He thanked the Board for the collaboration and would appreciate support and the recommendation of yes to be added.

Resident Robert Lynn of Dublin Road questioned subsection D regarding the process, and why there needs to be an agent from the Town to be present, to him it seems intrusive. Suggests that subsection be reworded or removed.

Community Development Director Mello highlighted subsection E if an agent from the Town is not present, that all they are looking for is proof of pumping. He shared that realistically they just do not have the staffing to be at every single one, and more than likely subsection E would be followed.

Resident Daniel Popovici-Muller asked what would happen if the property owner did not show the proof.

Resident David Blundell of Cobbetts Pond Rd stated that the purpose of the wording is how it will be implemented. The Town will have the opportunity to have an inventory of the pre 1960s with no design standards. When this passes, the Town will notify the owners that this is a new ordinance is in effect and compliance will be adhered to.

Resident Popovici-Muller asked what the consequences would be if the owner did not show proof in subsection D.

Selectman Mcleod addressed resident Lynn's comment and referenced RSA 12S:5a for the entry of private property and authority that the Town has. The agent may, but not shall, pointing out Director's Mello's comment with following subsection E.

Resident Lynn stated he does not question the statue itself but its subjective, that this will be the default position. His concern is whether this is the tone that the Town wants to set and proceed with.

Selectman Hohenberger addressed Resident Popovici-Muller's questions and pointed out Selectman McLeod's comments regarding Section SA and SC of the penalties.

Resident Popovici-Muller stated that if RSA 12S:5a covers process, why is this needed within the ordinance.

Selectman Mcleod answered that the State law is broader, however this ordinance addresses the details of process specific within Town.

Resident Popovici-Muller continued to question additional details, with Selectman Mcleod answering his ability.

Resident Popovici-Muller made a MOTION to amend to remove subsection D and in subsection E to remove the following: If the ~~building inspector/health officer~~ Board of Health or their designee does not witness the pumping, ...

Petitioner Monson stated that there is reasoning behind the strong language, there are six hundred properties that this affects and disagrees with amendment.

Resident Cynthia Finn does not have any issues with the intention and agrees with Resident Lynn that the language needs to be worded better.

Resident Mark Kovacs of Viau Rd also lives on Cobbetts Pond and supports the concept, however, agrees with the language change.

Moderator Griffin called for a second on Popovici-Muller's amendment. seconded by Selectman Partington.

Resident Lynn reaffirmed the amendment. Chair Partington seconded adding an additional sentence to last line in subsection E: Failure to provide the information as required shall constitute grounds for the Town to conduct an onsite inspection, pursuant to RSA 128:5-a.

Further discussion ensued regarding potential property entry and what would encompass inspections of pumping.

Moderator Griffin called for a vote on the amendment, all in favor.

No further discussion transpired. Article 21 to be placed on the ballot AS AMENDED.

ARTICLE 22 (Citizen's Petition): Shall the Town vote to: "Authorize the Selectmen to enter into an Option to lease Agreement with the Windham Housing Authority for approximately ten (10) acres of the rear portion of the Town municipal complex land, known as Lot 16-L-100, as shown on the 1995 complex plans developed by the Turner Group, for the sum of one (1) dollar, and upon such other terms and conditions as may be acceptable by the Board of Selectmen. Said piece will be used by the Windham Housing Authority to develop age restricted affordable housing in the community. This authorization shall include the subsequent authority to execute the actual lease agreement which shall incorporate the following terms:

- (a) A term of not less than ninety-nine (99) years.
- (b) Base annual rent of one (1) dollar, plus provisions for payment in lieu of taxes allowed by state law.
- (c) The Lessee shall be responsible for all maintenance and repair to the premises and any building(s) thereon and shall hold the Town harmless from any liability arising from the premises.
- (d) The use shall be restricted to age restricted affordable housing development within five (5) years of the date of the lease, operated by the Windham Housing Authority (or such other permitted assignee).

The authorization to enter into the option shall continue for one (1) year and shall provide that the option must be executed within five (5) years, or the authority granted herein shall expire".

No Tax Impact.

Motion made and seconded to put the Article to the floor for discussion.

Petitioner and Resident Charles McMahon of Floral Street spoke on behalf of the Housing Authority, providing a history from 1993 of why these efforts are being made. This article will reconstitute the efforts in the spirit of its inception.

Resident Mark Kovacs of Viau Road shared a detailed presentation reflecting statistics regarding the needs of the Town and affordable housing. Points included during the presentation: no town funding is required,

the potential facility built would be partially funded Federally/State. Approximately 170 households would qualify for this affordable housing. It would have a minor impact on school, and other data.

Resident Popovici-Muller asked if this passed, is there still the potential for the town complex to be put up.

Vice Chair Simmons confirmed that this is the intention.

Resident Bob Lynn shared concern if there are rental units if the landlord were to be a non-profit. Would the housing authority end up contracting with a for-profit company to operate the facility.

Selectman Bruce Breton answered that affordable units named Bramar Woods in Salem, have companies run these on behalf of the Town. This has been maintained very well by a management company.

Resident Wanda Rice of Carr Hill Rd questioned the wording of restrictive age. There is no definition accompanying of what the restrictive age is. There was concern for the gray area and could it potentially open questions.

Petitioner Charlie McMahon answered that within ages 55-62 is how the funding is addressed. He continued, regarding the Fellows Rd purchase, the Town Center is supposed to enter into an agreement, Town Hall Complex will be on the top of the hill, hopefully it happens soon.

No further discussion transpired. Article 22 to be put on the ballot, AS STATED.

ARTICLE 23 (Citizen's Petition). Shall the Town vote to authorize the Windham Board of Selectmen to sell Lot 8-8-4401, a .30-acre Town-owned parcel of land located between Route 28 and Libby Road, to the abutting property owner for forty-eight thousand (\$48,000) dollars and to negotiate other terms and conditions of the sale, including any reservation of easement or utility rights of the Town with said authorization to expire on December 31, 2024.

No Tax Impact.

Motion made and seconded by Selectman Breton to discuss Article on the floor.

Petitioner and Resident Melissa Runde of Londonderry Rd explained that the language was proposed by the Board of Selectmen in the past, however the terms and conditions lapsed December 31, 2022.

Petitioner Runde proposed an amendment, seconded by Selectman Breton for a minor grammatical error, to read as follows: property owner(s)

Moderator Griffin called for a vote on the amendment, amendment passes. Further discussion transpired:

Resident Norman Babineau of Rockingham Road questioned who the abutters were because it was not reflected. The board answered two. Resident Babineau followed up and asked if this were to pass, would the lots subdivide.

Petitioner Runde answered that it opens the possibility of either a property owner purchasing the property or going in together.

Resident Norman Babineau asked the Board what the status of Libbey Rd as far as the Town goes, inquiring about discussions eliminating the road etc.

Chairman Partington answered that this Article will not discontinue Libbey Rd, and that was a revision from a prior, and this petition is not tied together.

Resident Babineau followed up to see if there were any plans to discontinue. Chairman Partington answered yes, because of these sales.

Selectman Breton added that it was a recommendation from several Boards within Town, including the General Services Director. This Article was put up in the past and had a sunset clause.

No further discussion transpired. Article 23 to be put on the ballot, AS AMENDED.

ARTICLE: 24. Shall the Town raise and appropriate as an operating budget, not including appropriations by special warrant articles and other appropriations voted separately, the amounts set forth on the budget posted with the warrant or as amended by vote of the first session, for the purposes set forth therein, totaling

\$18,771,798. Should this article be defeated, the operating budget shall be \$17,916,147 which is the same as last year, with certain adjustments required by previous action of the town, or by law, or the governing body may hold one special meeting in accordance with RSA40:13 X and XVI to take up the issue of a revised operating budget only.

<u>Town Officers' Salaries</u>	<u>\$3,330</u>	<u>Street Lighting</u>	<u>\$22,570</u>
<u>Administration</u>	<u>\$1,091,316</u>	<u>Solid Waste Disposal</u>	<u>\$1,491.447</u>
<u>Town Clerk Expenses</u>	<u>\$369,601</u>	<u>Health and Human Services</u>	<u>\$56,925</u>
<u>Tax Collector Expenses</u>	<u>\$199,895</u>	<u>General Assistance</u>	<u>\$45,540</u>
<u>Election and Registration</u>	<u>\$31,360</u>	<u>Library</u>	<u>\$1,436,741</u>
<u>Cemeteries</u>	<u>\$43,470</u>	<u>Recreation</u>	<u>\$305,785</u>
<u>General Gov't Buildings</u>	<u>\$468,230</u>	<u>Historic District Commission</u>	<u>\$7,500</u>
<u>Appraisal of Properties</u>	<u>\$209,067</u>	<u>Capital Outlay- Roads (Part of CIP)</u>	<u>\$113,50</u>
<u>Information Technologies</u>	<u>\$258.480</u>	 <i>*Note: Warrant Article 24 (operating budget does not include appropriations proposed under any other warrant articles)</i>	
<u>Town Museum</u>	<u>\$6,750</u>	 (Principal \$356,658 and Interest \$122,628)	
<u>Searles Building</u>	<u>\$14,090</u>		
<u>Legal Expenses</u>	<u>\$133,500</u>		
<u>Retirement Service Charges</u>	<u>\$4,000</u>		
<u>Insurance</u>	<u>\$393,335</u>		
<u>Contracted Services</u>	<u>\$5</u>		
<u>Police Department</u>	<u>\$4,135,317</u>		
<u>Dispatching</u>	<u>\$545,914</u>		
<u>Fire Department</u>	<u>\$4,315,612</u>		
<u>Emergency Management</u>	<u>\$4,590</u>		
<u>Community Development</u>	<u>\$672,630</u>		
<u>Town Highway Maintenance</u>	<u>\$1,759.409</u>		

Vice Chair Simmons explained that this is the operating budget that the Selectmen is asking you are your support. Should this be defeated, the default budget is \$17,916,147. This represents 6.4% of the 2022 budget. These increases consist of contractual obligations and the higher inflation costs we experienced this year. She concluded that this was the most difficult budget in her elected career with the Town. She thanks the Department Heads, Finance, and Administration for their efforts to keep the budget as lean as possible.

Selectman Hohenberger made a motion for amendment to change the bottom-line number to \$18,706,798. Selectman Mcleod seconded the Motion.

Selectman Hohenberger explained why the change is occurring and it reflects the health insurance option that was offered to the employees. This reduction resulted in the cost savings that the Town obtained.

Moderator Griffin called for a vote on the amendment. All in favor.

No further discussion transpired. Article 24 to be put on the ballot, AS AMENDED.

Other Business:

Selectman Ross Mcleod took a moment to reflect on and recognize Vice Chair Jennifer Simmons. She will not continue to serve as a member of the Board of Selectmen. Mcleod continued that she received the second highest number of votes per ballots case for the Selectmen race of all time. She was always willing to step up and serve as liaison to any Board or Committee. She always stayed in tune, a strong advocate, prepared, always positive, respectful, yet a strong voice always keeping the community at the forefront. During her tenure, there were a lot of transitions with Administration, Community Development, Police Chief, and Information Technology staffing changes. Additionally, important business matters such as TIF districts, water quality issues, Covid responses, 2020 November Election which resulted SB43 were also achieved in the most professional manner. Selectman Mcleod concluded that he personally believes that she is the best Selectboard member with which he has ever served.

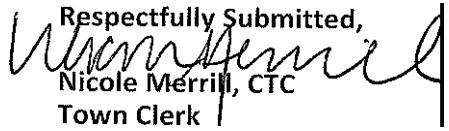
The audience erupted with applause, and she received a standing ovation.

Vice Chair Simmons tearfully thanked the Board, Administration, Town staff and audience. She promised that she is not going anywhere, and she is looking forward to working on other projects within Town. She shared sentimental memories from the last immediate term, including the day she was sworn in and everything was shut down. Clerk Merrill administered her and Selectman Breton's oaths outside, signing paperwork on the hood of the car. She acknowledged that the last 3 years were difficult yet is thankful for the opportunity that the residents gave her.

Selectman Breton added that he did not like her decision not to run for office. He could always count on her to bring treats to their scheduled meetings. He presented her with a heart-shaped box of chocolates.

Moderator Griffin concluded that the next portion to the Annual meeting is on March 14, 2023, from 7am-7pm at Windham High School to vote on paper ballot from Articles 1-24. No further business was brought forth.

Selectman Mcleod motioned to adjourn; multiple people seconded. Meeting adjourned at 11:50am.

Respectfully Submitted,

Nicole Merrill, CTC
Town Clerk

Town of Windham, NH, March 14, 2023, Windham High School

2nd session of Town Meeting (voting of Town Articles)

On March 14, 2023, at 7:00am Peter J. Griffin, Moderator declared the polls open. He also announced that at 9:00am the Absentee ballots will begin to be processed. Other Election Officials present were Nicole Merrill, Town Clerk, Selectmen Jennifer Simmons, Heath Partington, Roger Hohenberger, and Ross McLeod.

Results are as followed:

ARTICLE 1. To choose all necessary Town Officers for the year ensuing.					
BOARD OF SELECTMEN		ZONING BOARD OF ADJUSTMENT		TRUSTEE OF THE TRUST FUND	
For Three Years	Vote for not more than (TWO)	For Three Years	Vote for not more than (ONE)	For Three Years	Vote for not more than (ONE)
BRUCE R. BRETON	717	MARK BROCKMEIER	461	ALBERTO CHANG	911
MATTHEW ROUNDS	622	TIMOTHY P. ZUROWSKI	348		
MARK SAMSEL	643				
PLANNING BOARD		TRUSTEE OF THE LIBRARY		TRUSTEE OF THE CEMETERY	
For Three Years	Vote for not more than (TWO)	For Three Years	Vote for not more than (TWO)	For Three Years	Vote for not more than (ONE)
ALAN E. CARPENTER	794	CATHERINE GIRATA	465	BARBARA A. COISH	911
JACOB CROSS	566	JENNIFER LOPEZ	433		
PAM McCARTHY	515	CHRISTINE MUJIR	299		
		MARK BRANOFF	305		
ARTICLES					
ARTICLE 3: To see if the Town will vote to authorize the Selectmen pursuant to RSA 33:7-e to enter into a (5) five-year lease purchase agreement for the sum of \$200,000 for the purpose of lease purchasing body worn cameras and replacing the audio/visual equipment for the interview room for the Police Department, and to appropriate the sum of \$40,000 for the first year's payment, and raise the same by application of \$10,000 through acceptance of a grant from the New Hampshire Department of Safety, as part of the Body Worn and Dashboard Grant (said grant in total of \$50,000 with \$10,000 received each year), with the balance of \$30,000 to be raised by taxation.					
YES	889	NO	322		
ARTICLE 4: To see if the Town will vote to raise and appropriate the sum of \$75,000 to be added to the Property Maintenance Expendable Trust Fund.					
YES	812	NO	397		
2023 Estimated Tax Impact per thousand: \$0.01. Recommended by the Board of Selectmen 5-0					
ARTICLE 5: To see if the Town will vote to raise and appropriate the sum of up to \$32,500, said amount to be withdrawn from the balance in the previously established Searles Special Revenue Fund for payment of both marketing related and maintenance related costs associated with the Searles Building.					
YES	948	NO	270		
No Tax Impact.			Recommended by the Board of Selectmen 5-0		

ARTICLE 6. To see if the Town will vote to approve the cost items included in the latest tentative bargaining agreement reached between the Selectmen and members of Local Union No. 1801 AFSCME (Municipal Union) and to further raise and appropriate the sum of \$54,015 representing the amount of the increased cost attributable to the increase in salaries and benefits to said members for the fiscal year 2023. Said contract to expire on March 31, 2025, with the additional cost for 2024 to be \$90,055 and \$38,835 for 2025 at the current staffing level.

YES 792
NO 406

2023 Estimated Tax Impact per thousand: \$0.02.

Recommended by the Board of Selectmen 5-0

ARTICLE 7. To see if the Town will vote to approve the cost items included in the latest tentative bargaining agreement reached between the Selectmen and members of Local Union No. 2915 AFF (Fire Union) and to further raise and appropriate the sum of \$205,257.00 representing the amount of the increased cost attributable to the increase in salaries and benefits to said members for the fiscal year 2023. Said contract to expire on March 31, 2026 with the additional cost for 2024 to be \$143,560, \$182,760 for 2025, and \$55,224 for 2026 at the current staffing level.

YES 799
NO 402

2023 Estimated Tax Impact per thousand: \$0.07.

Recommended by the Board of Selectmen 5-0

ARTICLE 8. To see if the Town will vote to approve the cost items included in the latest tentative bargaining agreement reached between the Selectmen and members of Local Union No. 213 NEPBA (Police Union) and to further raise and appropriate the sum of \$209,870 representing the amount of the increased cost attributable to the increase in salaries and benefits to said members for the fiscal year 2023. Said contract to expire on March 31, 2027, with the additional cost for 2024 to be \$142,890, \$184,005 for 2025, \$161,555 for 2026 and \$44,405 for 2027 at the current staffing level.

YES 804
NO 395

2023 Estimated Tax Impact per thousand: \$0.07.

Recommended by the Board of Selectmen 5-0

ARTICLE 9. Shall the Town of Windham, if Article(s) #6, 7, or 8, are defeated, authorize the governing body to call one special meeting, at its option, to address Article(s) #6, 7, or 8, cost items only.

YES 839
NO 353

No Tax Impact.

Recommended by the Board of Selectmen 5-0

ARTICLE 10. To see if the Town will vote to authorize the Selectmen pursuant to RSA 33:7-e to enter into a three-year lease purchase agreement for the sum of \$402,000 for the purpose of lease purchasing one ambulance with equipment for the Fire Department, and to raise and appropriate the sum of \$134,000 for the first year's payment for that purpose. This lease purchase agreement contains a non-appropriation clause.

YES 867
NO 329

FY23	FY24	FY25	Total
\$134,000	\$134,000	\$134,000	\$402,000

2023 Estimated Tax Impact per thousand: \$0.04.

Recommended by the Board of Selectmen 5-0

ARTICLE 11. To see if the Town will vote to raise and appropriate the sum of \$399,506.00 for the purpose of new Self Contained Breathing Apparatus (SCBA) Gear for the Fire Department and necessary equipment and materials to place this gear into service, and further to authorize the acceptance of \$380,481.00 of this appropriation from the US Department of Homeland Security – FEMA, as part of a Assistance to Firefighters Grants to fund 95% of the project, with the balance of \$19,024.00 to come from the Town's American Rescue Plan Act (ARPA) funds. Should this article be approved but the federal grant not be awarded, this article will be considered null and void. This will be a non-lapsing account per RSA 32:7, VI and will not lapse until the purchase is complete or for a period of two (2) years, whichever is less.

YES 1026
NO 181

No Tax Impact.

Recommended by the Board of Selectmen 5-0

ARTICLE 12. To see if the Town will vote to establish a revolving fund pursuant to RSA 31:95-h for the purpose of funding a future Ambulance replacement. The first \$100,000 in ambulance service fees collected in each calendar year would be deposited into the fund and the money in the fund shall be allowed to accumulate year to year and shall not be considered part of the Town's general fund balance. The Town Treasurer shall have custody of all moneys in the fund and shall pay out the same only upon order of the governing body and no further approval is required by the legislative body to expend. Such funds may be expended only for the purpose for which the fund was created.

YES 845
NO 353

2023 Estimated Tax Impact per thousand: \$0.03.

Recommended by the Board of Selectmen 5-0

ARTICLE 13. To see if the Town will vote to raise and appropriate the sum of \$50,000 to be placed in the Earned Time Expendable Trust Fund for the purpose of distributing accrued time (annual earned time and paid time off) to terminating employees as required by law or negotiated contracts. **YES 581** **NO 616**

2023 Estimated Tax Impact per thousand: \$0.02. **Recommended by the Board of Selectmen 4-1**

ARTICLE 14. To see if the Town will vote to adopt the provisions of RSA 41:14-b, which authorizes the Selectmen to establish and amend certain Town codes and ordinances after they hold two public hearings on the establishment or amendment of the Ordinance or code, following procedures set forth in said statute, provided however, upon written petition of fifty registered voters presented to the Selectmen prior to their vote on the establishment or amendment to the ordinance or code, the issue shall instead be inserted as an article on the warrant at the next Town meeting. This authority to establish or amend Town ordinances and codes shall not apply to the zoning ordinance, historic district ordinance or building codes, which are governed the provisions adoption rules in RSA 675. **YES 767** **NO 416**

No Tax Impact.

Recommended by the Board of Selectmen 5-0

ARTICLE 15. To see if the Town will vote to change the office of the Town Treasurer from an elected position to an appointed position in accordance with RSA 41:26-e. Such appointment shall be made in accordance with RSA 669:17-d by the Board of Selectmen and said appointed Treasurer will serve at the pleasure of the Board. Such an appointment shall be made in writing and shall include the compensation to be paid. If approved, the person holding the elected office shall continue to hold such office until the next annual Town election following the vote to discontinue this elected office. **YES 672** **NO 524**

No Tax Impact.

Recommended by the Board of Selectmen 5-0

ARTICLE 16. To see if the Town will vote to raise and appropriate the sum of \$52,591.38 for the purpose of hiring a full time Environmental Planner beginning on or about July 1, 2023. Said sum representing the costs associated with wages, benefits, retirement and equipment needed for a portion of 2023. **YES 636** **NO 569**

2023 Estimated Tax Impact per thousand: \$0.02.

Recommended by the Board of Selectmen 5-0

ARTICLE 17. To see if the Town will vote to raise and appropriate the sum of \$100,000 for the purpose of making repairs and renovations to the Town Hall, to include but not limited to, siding repairs and or painting, drainage improvements, moisture control, insulation, and window improvements. This will be a non-lapsing appropriation per RSA 32:7, VI and will not lapse until the project is complete or for a period of five (5) years, whichever is less. This article is part of the recommended Capital Improvement Program. **YES 910** **NO 300**

2023 Estimated Tax Impact per thousand: \$0.03.

Recommended by the Board of Selectmen 5-0

ARTICLE 18. To see if the Town will vote to raise and appropriate the sum of \$9,000 to be used towards forest and recreation improvements and maintenance within the McIlvaine Town Forest and further to raise the same by withdrawal of nine thousand dollars (\$9,000) from the Special Forest Maintenance Fund created in accordance with RSA 31:113. This will be a non-lapsing appropriation per RSA 32:7, VI and will not lapse for a period of three (3) years. **YES 1013** **NO 201**

No Tax Impact.

Recommended by the Board of Selectmen 5-0

ARTICLE 19. Should the Town vote in accordance with RSA72:27-a (IV) to re-adopt the provisions of the Optional Veteran's Tax Credit (RSA72:28 (II)) in the amount of \$750.00, to include not only Veterans who have been honorably discharged, but also those who have served at least four (4) years and are continuing in service in the armed forces. **YES 961** **NO 249**

2023 Estimated Tax Impact per thousand: \$0.03.

Recommended by the Board of Selectmen 4-0

ARTICLE 20. Should the Town vote in accordance with RSA72:27-a (IV) to re-adopt the provisions of the All-Veteran's Tax Credit (RSA72:28-b) in the amount of \$750.00, to include not only Veterans who have been honorably discharged, but also those who have served at least four (4) years and are continuing in service in the armed forces.

YES 936
NO 241

2023 Estimated Tax Impact per thousand: \$0.004.

Recommended by the Board of Selectmen 4-0

ARTICLE 21. (Citizen's Petition) Are you in favor of the adoption of the ordinance as proposed by Citizen Petition as follows: (The Ordinance would require that all properties situated wholly or partially within the Cobbetts Pond Village District boundaries have their Onsite Wastewater Treatment System (septic system) pumped out and inspected every three (3) years; require any system not previously pumped within three (3) years of adoption to be pumped within 12 months; provide required documentation on such pumping to the Board of Health or designee; provides for waivers and appeals of such requirements, and penalties for violation of said ordinance; such provisions to become effective 90 days from adoption with prior written notice to all affected property owners sent before the effective date).

YES 939
NO 254

Recommended by the Board of Selectmen 5-0

ARTICLE 22. (Citizen's Petition) Shall the Town vote to: "Authorize the Selectmen to enter into an option to lease Agreement with the Windham Housing Authority for approximately ten (10) acres of the rear portion of the Town municipal complex land, known as Lot 16-L100, as shown on the 1995 complex plans developed by the Turner Group, for the sum of one (1) dollar, and upon such other terms and conditions as may be acceptable by the Board of Selectmen. Said piece will be used by the Windham Housing Authority to develop age restricted affordable housing in the community. This authorization shall include the subsequent authority to execute the actual lease agreement which shall incorporate the following terms:

YES 542
NO 590

(a) A term of not less than ninety-nine (99) years.

(b) Base annual rent of one (1) dollar, plus provisions for payment in lieu of taxes allowed by state law.

(c) The Lessee shall be responsible for all maintenance and repair to the premises and any building(s) thereon, and shall hold the Town harmless from any liability arising from premises.

(d) The use shall be restricted to age restricted affordable housing development within five (5) years of the date of the lease, operated by the Windham Housing Authority (or such other permitted assignee).

The authorization to enter into the option shall continue for one (1) year, and shall provide that the option must be executed within five (5) years, or the authority granted herein shall expire".

ARTICLE 23. (Citizen's Petition) Shall the Town vote to authorize the Windham Board of Selectmen to sell Lot 8-B-4401, a .30-acre Town-owned parcel of land located between Route 28 and Libby Road, to the abutting property owners for forty-eight thousand (\$48,000) dollars and to negotiate other terms and conditions of the sale, including any reservation of easement or utility rights of the Town with said authorization to expire on December 31, 2024.

YES 886
NO 276

Recommended by the Board of Selectmen 5-0

ARTICLE 24. Shall the Town raise and appropriate as an operating budget, not including appropriations by special warrant articles and other appropriations voted separately, the amounts set forth on the budget posted with the warrant or as amended by vote of the first session, for the purposes set forth therein, totaling \$18,706,798. Should this article be defeated, the operating budget shall be \$17,916,147 which is the same as last year, with certain adjustments required by previous action of the town, or by law, or the governing body may hold one special meeting in accordance with RSA 40:13 X and XVI to take up the issue of a revised operating budget only.

YES 724
NO 448

Town Officers' Salaries	\$ 3,330		
Administration	\$1,080,236	Emergency Management	\$ 4,590
Town Clerk Expenses	\$ 369,601	Community Development	\$ 672,630
Tax Collector Expenses	\$ 199,895	Town Highway Maintenance	\$1,761,599
Election and Registration	\$ 31,360	Street Lighting	\$ 22,570
Cemeteries	\$ 43,470	Solid Waste Disposal	\$1,486,997
General Gov't Buildings	\$ 468,230	Health and Human Services	\$ 56,925
Appraisal of Properties	\$ 209,067	General Assistance	\$ 45,540
Information Technologies	\$ 258,480	Library	\$ 1,426,021
Town Museum	\$ 6,750	Recreation	\$ 301,335
Searles Building	\$ 14,090	Historic District Commission	\$ 7,500
Legal Expenses	\$ 133,500	Conservation Commission	\$ 9,780
Retirement Service Charges	\$ 4,000	Senior Center	\$ 6,877
Insurance	\$ 393,335	Cable TV Expenses	\$ 135,446
Contracted Services	\$ 5	Interest Expenses (TANs)	\$ 500
Police Department	\$4,116,047	Long Term Debt	\$ 479,286
Dispatching	\$ 545,914	(Principal \$356,658 and Interest \$122,628)	
Fire Department	\$4,298,392	Capital Outlay – Roads (Part of CIP)	\$ 113,500

*Note: Warrant Article 24 (operating budget) does not include appropriations proposed under any other warrant articles."

2023 Estimated Tax Impact Net of Estimated Revenue per thousand: \$3.55

Recommended by the Board of Selectmen 5-0

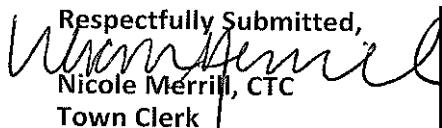
There were a total of 1251 ballots cast, and voters checked in. There were 23 New Voter Registrations added to the grand voter checklist total equaling 10,385.

Results of Recount

The Board of Selectmen, Roger Hohenberger, Jennifer Simmons, Heath Partington, Moderator Peter Griffin, Assistant Moderator Betty Dunn, and Town Clerk Nicole Merrill, constituted the Board of Recount. Additional Assistants were appointed to hand tally, verify ballot inventory, and perform other important duties as needed.

Election Day Board of Selectmen		
BOARD OF SELECTMEN		
For Three Years		Vote for not more than (TWO)
BRUCE R. BRETON	717	
MATTHEW ROUNDS	622	
MARK SAMSEL	643	
Recount Board of Selectmen Results:		
Bruce R. Breton-716		
Matthew Rounds- 622		
Election Day Planning Board		
PLANNING BOARD		
For Three Years		Vote for not more than (TWO)
ALAN E. CARPENTER	794	
JACOB CROSS	566	
PAM McCARTHY	515	
Recount Planning Board		
Alan Carpenter- 796		
Jacob Cross- 566		
Pam McCarthy- 514		

The recount hand tally yielded no changes to the outcome of these races.

Respectfully Submitted,

Nicole Merrill, CTC
Town Clerk

BOARD OF SELECTMEN

On behalf of all that do so much for our community, we are pleased to submit our annual report for 2023. Over this past year the Board, and all the staff and volunteers, have been involved with a myriad of different issues. It is through the dedication and passion of all those associated with the community that we have been able to accomplish many things and for their commitment we extend our heartfelt appreciation. While we cannot cover all that has been achieved, we welcome the opportunity to share some of the more notable accomplishments that took place this past year.

Project Updates from 2022:

Inclusive Playground Project: Recreation Director Cheryl Haas spearheaded the inclusive playground project at Griffin Park with significant input from several Town residents. The playground was initially funded by substantial donations from the Windham community. Later in the year, the Board voted to expend Fiscal Recovery Funds to fund the balance of the estimated cost. This project was completed on time and on budget. The Inclusive Playground officially opened on August 27, 2023, and the reception from our community has been overwhelming! Kids and Parents alike are thoroughly enjoying this new addition to Griffin Park! The new Inclusive Playground will enable our kids with special needs to enjoy Griffin Park with attractions that will meet their needs.

PFOS Investigation: Wilcox and Barton Engineering continued to be retained by the Town to both conduct additional site investigations as well as develop a Remedial Action Plan (RAP) to address the properties that showed exceedances above the allowed State drinking water standards in wells in the area of both the former fire station on North Lowell Road as well as the current station on Fellows Road. As part of the working RAP the Town engages the services of Advanced Radon Mitigation – the Water Techs continue the installation of Point of Entry Treatment Systems (POETS) as necessary. On the warrant for 2024, is a warrant article to remove the contaminated soil on Fellows Road by the fire station and install a soil based “cap” to fulfill one of our obligations in the Remedial Action Plan. We will continue to work towards mitigating the effects of PFAS and determining a solution to the PFAS contamination in our community.

Bond Releases and Road Acceptances: Upon the recommendation of the Planning Board, several partial road bond releases were approved as follows: Sheffield Road (full release) and Ashton Park (the Town held \$11,000 for a maintenance guarantee).

Personnel: We experienced a few changes in personnel this past year through retirements, new hires, and resignations for other endeavors.

Employees who began their employment with us in 2023:

John Atilano: Lifeguard

Samuel Becht: Lifeguard

Caden Blazek-Ahearn: General Services: Highway

Michael Boutin General Services: Highway

Brian Dillon: Firefighter

Victoria Freeston: Librarian

Aaron Graham: Firefighter

Paul Kelly: Firefighter

Nathan Leahy: Police Officer

Jordana LeRiche: Police Dispatcher

Ethan Lukow: Lifeguard

Elena Manning: Lifeguard

Alianna Nelson: Administrative Assistant

Casey Nevers: Police Officer

Meaghan O'Dwyer: Environmental Planner

Stephanie Rinehart: Social Media Tech Librarian

Susan Salois: Assistant Tax Collector

Stephen Sanchez: Police Officer

Ramon Talavera: General Services Transfer Station

Arlene Townson: Library Assistant PT

Courtney Wason: Library Children's Assistant PT

Kristina Young: Library Children's Assistant PT

We welcome our new employees to our community and wish them great success in their new positions!

Employees terminating employment in 2023:

Christian Bartley: Lifeguard
Rita Bergeron: Deputy Tax Collector
Adam Bettencourt: Police Officer
Scott Bradbury: General Services Operator - Highway
Thomas Case: Videographer
Kira Farrell: Lifeguard
Jack Hamill Lifeguard
Shailey Harris: Lifeguard
Edward Hudson: Police Officer
Diana Nault: Firefighter

Chelsea Paige: Social Media Tech Librarian
Kirsten Rickershauser: Library Children's Assistant PT
Elaine Rittenhouse: Library Assistant
Christine Savukinas: Library Children's Assistant PT
Jason Sliver: Fire Lieutenant
Christopher Sullivan: Planner/Assistant Director
Nancy Vigezzi: Library Assistant Director
Ava Young: Lifeguard

To those who have left employment with our Town, we extend our deepest appreciation for their service and wish them the best in their future endeavors. While we will miss those that have moved on, we know that change is inevitable and with careful thought, and planning, the residents, staff, and the Board will benefit.

Donations: As in past years, the Town was blessed to be the recipient of many donations of equipment, funds, and services. We would like to extend our deepest appreciation and gratitude to those who gave so generously to our community in other areas as well. On behalf of the Town, we would like to recognize some of the key donations received:

- Optima Dermatology: \$350 for Tree Lighting
- NorthStar Financial: \$500 PopRoks concert
- Berkshire Hathaway Verani: \$200 Balloons for both Daddy Daughter Dances
- DiPietro Real Estate Group: \$204.57 Candy for Egg Hunt
- Cyr Lumber: \$2,000 for summer concerts
- The Merrimack Bank: \$200 Harvest Fest
- DiPietro Real Estate Group: n/a Hot cocoa for Tree Lighting
- Al Letizio: n/a Cookies for Tree Lighting
- Casella: n/a Trash totes for Fireworks and Food Truck Fest
- Texas Roadhouse: n/a Free kids meal certificates
- McDonalds: n/a Free ice cream certificates

This year we went through several transitions truly feeling the meaning behind the words “Old Values – New Horizons”. Along with some of these transitions, the Board saw increased visibility into the needs of the Town which will allow us to serve you better over the coming years.

We would like to thank the entire community, the residents, the volunteers, Town employees, and business owners for their support over the course of this year. Our ability to serve the Town comes as a direct result of your input and support.

Respectfully submitted,
Ross McLeod, Chair

For the Entire Board:
Heath Partington, Vice Chair
Bruce Breton
Roger Hohenberger
Mark Samsel

TOWN ADMINISTRATOR

Since my appointment as your new Town Administrator in April of 2022, I have continued to work firsthand with the Department heads and Town employees from every aspect of our operation. Our staff continues to display a high level of commitment, dedication, and proficiency to our community. This level of dedication and proficiency continues to aid my transition into my position as your Town Administrator. For that, I would like to thank the Board of Selectmen and all my staff for continuing to assist me in my new position. I appreciate all the support I continue to receive from the community, and I am proud and honored to serve Windham as your Town Administrator.

One of my initial goals for 2023 was to evaluate our operational efficiency and implement changes that will increase efficiency, accountability, and ensure transparency at all levels of our government. We have completed that task and are now working toward a new task that will create a more robust strategic plan for our Town operations. The new policy manual I have drafted, and hope to implement this year, will embrace those disciplines and provide guidance for all our Town employees that will increase our services to the community while reducing liability to the Town.

We continue to evaluate our level of staffing to ensure we are working to our fullest potential. It has been very difficult to fill vacancies with the Police Department, Fire Department and General Services division. The candidate pool in these three professions is at an all-time low that is affecting not just Windham, New Hampshire, but every community all over the country. When we run short in these departments, overtime increases as well as stress on our staff to work additional/longer shifts. This staffing shortage is detrimental to our staff and to our community as well. This past year, the voters passed three contracts (Police, Fire and Municipal Staff) that adjusted our wages and made our salaries more competitive and in line with our surrounding communities. Additionally, the Board of Selectmen, with assistance from the Police Department, implemented a \$21,000 sign-on bonus to help recruit certified officers from surrounding Towns. This sign on bonus has had some success, but the police department continues to have vacancies. The Fire Department too has filled some vacancies and our Highway and Transfer Station departments have filled vacancies as well. We are hoping that in 2024 we will have all our departments fully staffed.

Our goal from last year that involved the assessment of all our Town buildings and infrastructure continues. The Town has over \$1,000,000 in infrastructure upgrades and repairs needed to all our Town buildings and properties. As mentioned in my last report, in previous years, infrastructure projects were cut year after year to keep our budget increase at a minimum. This practice of not repairing our infrastructure needs in previous years will cost the Town more money in the long run. If we performed the repairs when needed, the costs would have been less expensive than today, and we would have saved a significant amount of money. It is imperative that we have facilities that meet the needs of our operations and for the community to maintain that quality of service.

Our most recent project involves the renovation of our beloved Town Hall. If you recall from last year's report, our Town Hall, which was erected in 1798 as a meeting house, and is the pinnacle of our community, will need approximately \$600,000 in repairs to restore the building. In 2023, I

worked with the Board of Selectmen, the Historic District/Heritage Commission, and our community to address the needs of this building. This past year, we began our first project that involved hiring a structural engineer to evaluate the foundation and structure of the Town Hall. In this evaluation, we learned that the structure of the building is in relatively good condition, however the foundation needs significant repairs to remedy years of neglect. In 2024, the repairs to the foundation will be completed and we will then address the windows, roof, siding replacement/or repairs issues. It is imperative that we restore this beautiful and historically important building back to its glory.

In 2024, we will be disseminating a new Voters' Guide for our citizens. The purpose of this guide is to help you, the voter, make informed decisions as you vote. The way the Town operates and how much it spends is determined by you, the voters. This Voters Guide will provide the voter with an explanation of certain terms and language used in our warrant articles along with an explanation of each article. Our goal is to provide information to our citizens so you will be an educated and informed voter. We strongly encourage you to vote on March 12th. We would like to take this opportunity to thank you for your continued civic participation and to remind you that, regardless of the outcome, we move forward together, as the Town of Windham.

With respect to our proposed 2024 Town operating budget, we project a 5.2% increase for the coming year which is less than last year's budget (6.4%). In 2023, we observed a slight decline in the inflation rate however, interest rates, food, fuel, and electricity rates continue to be high, and the economy remains unstable.

2024 TOWN OPERATING BUDGET	
<i><u>Proposed Budget</u></i>	
2024 Operating Budget	\$ 20,404,586
2023 Operating Budget	<u>\$ 19,402,532</u>
*Increase over 2023 Budget \$ 1,002,054 or 5.2%	
<i><u>Default Budget</u></i>	
2024 Default Budget	\$ 19,896,860
*Increase over 2023 Budget \$ 494,328 or 2.6%	

Our total Town operating budget accounts for 17.9% of the total tax rate for our community which is less than surrounding communities. See the below chart from data complied from the Department of Revenue (DRA) to compare Windham's Town budget impacts to our surrounding communities.

	Municipal Tax Rate	Total Tax Rate	Town Percentage of Tax Rate
Salem	\$5.48	\$16.96	32.3%
Pelham	\$5.43	\$18.19	29.9%
Hudson	\$4.71	\$15.68	30.0%
Londonderry	\$3.47	\$15.65	22.2%
Derry	\$5.94	\$20.68	28.7%
Average	\$5.01	\$17.43	28.6%
Windham	\$3.82	\$21.40	17.9%

As you will note, the average total operating budget for surrounding Towns as it relates to their total tax rate is 28.6%.

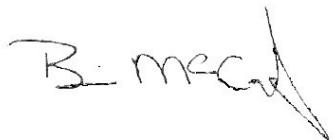
Windham continues to be well below what surrounding Towns experience for cost increases, and we are below the tax increases projected by our CIP Committee. There will always be a delicate balance between our community needs and our community wants. As a Town, we try to maintain this delicate balance from year to year and budget for the Town's and community needs, while being mindful of our spending and the tax rate.

In 2023, Windham experienced a \$1.47 increase in the tax rate from 2022. Why did our tax rate increase so much? In March, the Town approved three contracts (Police, Fire, and Municipal) for our employees. The passing of these contracts caused much of that increase.

To avoid this “spike” in our tax rate from happening again, we negotiated a two-year contract for our Municipal employees, a three-year contract for our Fire Department employees and a four-year contract with our Police Department employees. 2023 will be the last year we have three contracts on the same Town warrant. In 2023, there were no capital projects that contributed to this increase, however home evaluations increased which contributed to the increase of our tax rate.

If anyone has a question, comment, or suggestion about anything we do as a Town, please feel free to contact me at my office at 603-432-7732 or via email at bmccarthy@windhamnh.gov.

If you are in the area, please feel free to stop in at the Bartley House/Town Administration building so we can meet. My door is always open for any citizen who wishes to be heard on any issue pertaining to our community. I really enjoy having the opportunity to meet new citizens in our community and build new relationships.

A handwritten signature in black ink, appearing to read "B. McCarthy".

Brian McCarthy/Town Administrator

Employee Wages - 2023

NAME	POSITION	REGULAR SALARY	SHIFT DIFFERENTIAL	OVERTIME	HOLIDAY	CONTR SVCS	INCENTIVE PAY	OTHER	GROSS WAGES
Anderson, Samantha	Library Assistant PT	20,460.00							20,460.00
Antista, Jeffrey	Police Officer	73,567.97	1,835.32	20,351.74	5,367.42	1,488.54	3,750.45	1,940.04	108,301.48
Arangio, Theresa	Ballot Clerk	68.00							68.00
Ashworth, Alyssa	Recreation Lifeguard	4,101.50							4,101.50
Atilano, John	Recreation Lifeguard	2,771.25							2,771.25
Baker, David	Firefighter	69,528.82		25,670.18	4,366.75		7,513.12	800.00	107,878.87
Beauchesne, Ronald	Temporary Laborer	823.54							823.54
Becht, Madison	Recreation Lifeguard	5,409.26							5,409.26
Becht, Samuel	Recreation Lifeguard	2,606.25							2,606.25
Begley, Cara	Recreation Lifeguard	3,023.39							3,023.39
Bergeron, Rita	Deputy Tax Collector	7,496.08							7,496.08
Berube, Nicholas	Firefighter	66,644.19		44,758.99	3,345.98		5,054.28	8,804.00	128,607.44
Bettencourt, Adam	Police Officer	44,044.26	219.71	3,305.23	1,692.81			7,497.00	56,759.01
Blazek-Ahearn, Caden	Highway Laborer	43,556.40		4,210.41					47,766.81
Bliss, Bryan	Police Sergeant	84,462.37	2,001.54	50,939.59	6,451.73	1,731.11	4,281.35	2,822.27	152,689.96
Bodenrader, Brian	Police Dispatcher PT	24,424.89	1,205.56		447.36			200.00	26,277.81
Boss, Frances	Ballot Clerk	136.00							136.00
Bottai, Nicole	Town Clerk	97,647.38							97,647.38
Boudreau, Daniel	Police Officer	70,539.27	976.29	14,871.70	4,842.50	1,446.07		5,933.55	98,609.38
Boutin, Michael	Highway Laborer	11,964.34		317.56					12,281.90
Bradbury, Scott	Highway Laborer	10,927.06		4,432.32				3,850.39	19,209.77
Brady, Stephen	Deputy Fire Chief	107,687.53						9,996.00	117,683.53
Brikiatis, Sylvie	Library Director	107,878.33							107,878.33
Brink, Erin	Event Assistant	275.00							275.00
Brown, Louise	Admin Asst to Assessor	62,823.44							62,823.44
Burbank, Karen	Circulation Manager	73,253.41						10,606.42	83,859.83
Bushell, Cynthia	Library Admin Assistant PT	31,066.78							31,066.78
Campbell, Gordon	Call Firefighter	11,775.24							11,775.24
Campbell, Shannon	Police Officer							1,907.97	1,907.97
Carmichael, Paula	HR Director	93,221.33							93,221.33
Caron, Michael	Police Chief	117,112.13						5,314.31	122,426.44
Carroll, Olivia	Recreation Lifeguard	2,784.00							2,784.00
Case, Thomas	Videographer	70.00							70.00
Casparius, Amy	Community Dev. Clerk	36,762.54						1,666.00	38,428.54
Centazzo, Denise	Assistant Town Clerk PT	27,920.68		77.53					27,998.21
Chartier, Craig	Solid Waste Operator 2	63,502.04		8,725.20	3,485.20			10,213.00	85,925.44

NAME	POSITION	REGULAR SALARY	SHIFT DIFFERENTIAL	OVERTIME	HOLIDAY	CONTR SVCS	INCENTIVE PAY	OTHER	GROSS WAGES
Clark, Daniel	Police Sergeant	84,115.73	1,301.83	19,182.37	5,774.37		5,565.76	10,749.96	126,690.02
Coish, Barbara	Videographer	1,040.00							1,040.00
Cole, Donald	Firefighter	66,802.11		12,705.60	3,697.72	1,668.98	5,873.90	10,796.00	101,544.31
Comeau, David	Special Police Officer	182.94				3,658.74			3,841.68
Coole, Robert	Treasurer	2,963.00							2,963.00
Courtois, Matthew	Police Officer	71,537.25	835.44	18,178.95	4,688.30	2,503.29	3,641.20	11,372.76	112,757.19
Cross, Jacob	Trustee of Trust Funds	350.00							350.00
Cryts, Laura	Police Secretary	53,100.12		193.40					53,293.52
Curran, Joseph	Call Firefighter	554.90							554.90
Dame, Michael	Firefighter	59,935.29		19,179.00	2,734.68		4,739.06	10,796.00	97,384.03
Davis, Hannah	Deputy Town Clerk	56,862.27							56,862.27
Davis, Robert	Deputy Treasurer	500.00							500.00
Dawe, Daniel	Police Sergeant	83,954.26	1,015.53	25,137.63	5,489.34	5,369.54	5,542.36	5,985.96	132,494.62
Demarco, Ralph	Fire Lieutenant	51,106.07		18,454.65	3,987.12		8,826.20	5,257.48	87,631.52
Dennehy, Roy	Supervisors Of Checklist	93.50							93.50
Devlin, John	Highway Laborer	75,341.08						3,341.80	78,682.88
Devlin, Wendi	Admin Assistant To Town Admin	444.82						863.58	1,308.40
Diesel, Simone	Recreation Lifeguard	3,387.71							3,387.71
DiGloria, Stephen	Solid Waste Operator 1	53,217.58		1,933.35	2,931.14			715.00	58,797.07
Dillon, Brian	Firefighter	3,404.58		41.18					3,445.76
Dobson, Robert	Solid Waste Operator 2	882.48							25,289.31
Doherty, Daniel	Firefighter	76,251.48		15,544.69	3,986.46	146.73	7,376.52	10,799.96	114,105.84
Donovan, Peter	Videographer	105.00							105.00
Dubowik, Brian	Firefighter	40,092.12		3,566.66	1,316.91		1,841.92	6,528.01	53,345.62
Dubowik, Danielle	Firefighter	67,398.60		28,721.07	3,809.14		7,649.72	3,301.87	110,880.40
Dunn, Timothy	Fire Lieutenant	76,505.57		42,440.00	4,329.56	441.40	3,251.76	800.00	127,768.29
Dzierlatka, Jason	Police Officer	73,259.63	609.73	17,843.05	5,303.02	5,225.17	1,820.60	1,579.40	105,640.60
Finch, Aaron	Temporary Laborer	4,906.90							4,906.90
Fisher, Paul	Firefighter	28,129.01		2,137.12	885.09	925.87	3,245.83	18,499.42	53,822.34
Flynn, Jessica	Police Sergeant	86,448.64	696.78	30,885.90	6,307.51	4,831.24	5,708.62	4,016.00	138,894.69
Forde, Richard	Ballot Clerk	136.00							136.00
Fournier, Timothy	Firefighter	66,788.61		22,891.75	3,357.45		5,464.09	800.00	99,301.90
Frangomihalos, George	ZBA/Code Enforcement Admin	68,054.00	675.58					3,332.00	72,061.58
Freeman, Toni	Ballot Clerk	68.00							68.00
Freeston, Victoria	Library Assistant PT	3,374.67							3,374.67
Gallagher, Neil	Ballot Clerk	136.00							136.00

NAME	POSITION	REGULAR SALARY	SHIFT DIFFERENTIAL	OVERTIME	HOLIDAY	CONTR SVCS	INCENTIVE PAY	OTHER	GROSS WAGES
Gebo, Russell	Van/Car Driver PT	1,179.74							1,179.74
Gerstein, Isabel	Recreation Lifeguard	1,384.00							1,384.00
Graham, Aaron	Firefighter	3,843.87			274.56				4,118.43
Griffin, Peter	Town Moderator	300.00							300.00
Haas, Cheryl	Parks And Recreation Director	82,996.51		5,019.01			2,941.80		90,957.32
Halen, Darrell	Videographer	2,200.00							2,200.00
Hardy, Jennifer	Police Records Clerk	26,896.37							26,896.37
Hildebrandt, Eric	Firefighter	69,474.02		42,213.14	3,971.25	4,573.26	8,665.72	1,155.55	130,052.94
Hoag, Jacob	Community Service Officer	65,491.76	357.93	17,587.30	1,118.40			254.81	84,810.20
Holm, Wayne	Solid Waste Operator 2 PT	47,448.84		132.37	929.52			715.00	49,225.73
Houde, Jo-Ann	Library Assistant PT	58,858.50						9,996.00	68,854.50
Hudson, Edward	Police Officer	35,241.95	688.04	11,408.30	1,850.71			11,451.01	60,640.01
Hudson, Paul	Van/Car Driver PT, Park Ranger	6,855.81							6,855.81
Hunt, Thomas	Ballot Clerk	153.00							153.00
Iworsky, Gregory	Police Sergeant	78,691.54	3,083.88	24,841.97	5,090.28	1,754.23	4,059.22	17,316.14	134,837.26
Iworsky, Heather	Police Prosecutor	93,530.52						2,496.00	96,026.52
Johnson, Candis	Assistant Town Clerk	51,847.13						2,808.00	54,655.13
Joyce, Michelle	Searles Attendant	4,820.00							4,820.00
Kelly, Paul	Firefighter	28,043.59		1,554.69	1,921.93	133.85			31,654.06
Kovacs, Mark	Ballot Clerk	382.50							382.50
Kovacs, Ruth	Ballot Clerk	136.00							136.00
Lavoie, Jeremy	Firefighter	62,366.63		5,754.93	3,141.48		5,678.14	400.00	77,341.18
Leahy, Nathan	Police Officer	23,835.55	575.87	1,504.52	3,074.70			7,000.00	35,990.64
Leriche, Jordana	Police Dispatcher	21,102.25	188.85	3,773.53	1,519.35			1,040.00	27,623.98
Lewandowski, Abigail	Recreation Lifeguard	2,856.00							2,856.00
Lincicum, Anitra	Minute Taker	7,090.00							7,090.00
Lord, Patrick	Library Assistant PT	29,669.33							29,669.33
Lukow, Ethan	Recreation Lifeguard	2,239.76							2,239.76
Lundergan, Charles	Firefighter	67,370.49		2,827.75	3,637.13		5,600.69	800.00	80,236.06
Lutz, Paul	Park Ranger	9,705.35							9,705.35
Mallett, Renee	Minute Taker	3,480.00							3,480.00
Manning, Elena	Recreation Lifeguard	510.00							510.00
Marquis, Angela	Fire Department Secretary	53,012.84						7,503.00	60,515.84
Marsden, Charles	Van/Car Driver PT	1,757.27							1,757.27
Mashimo, Eileen	Supervisors Of Checklist	4,058.00							4,058.00
McCarthy, Brian	Town Administrator	130,749.07							130,749.07

NAME	POSITION	REGULAR SALARY	SHIFT DIFFERENTIAL	OVERTIME	HOLIDAY	CONTR SVCS	INCENTIVE PAY	OTHER	GROSS WAGES
McGuire, Michael	Building Inspector	88,385.30		967.59				762.00	90,114.89
McLaughlin, Kelly	Cable Coordinator	69,486.88		4,867.20				2,668.90	77,022.98
McNamee, Emily	Recreation Lifeguard	4,322.14							4,322.14
McPherson, Thomas	Fire Chief	119,068.25						4,564.31	123,632.56
Mello, Alexander	Community Development Director	94,899.80						8,170.00	103,069.80
Merrill, William	Firefighter	67,542.88		1,970.85	2,779.18		6,010.50	8,868.04	87,171.45
Miloro, Michael	Library Assistant PT	11,929.96							11,929.96

NAME	POSITION	REGULAR SALARY	SHIFT DIFFERENTIAL	OVERTIME	HOLIDAY	CONTR SVCS	INCENTIVE PAY	OTHER	GROSS WAGES
Mirisola, Shane	Police Captain	100,279.75	54.21	5,200.39		1,294.41	6,662.15	10,749.96	124,240.87
Moltenbrey, Jay	Call Firefighter	960.19							960.19
Moltenbrey, Jesse	Police Dispatcher	58,358.76	543.40	13,746.23	2,902.07		2,965.98	400.00	78,916.44
Montgomery, Laura	Associate Librarian Inter/Loan	57,196.81						9,996.00	67,192.81
Mullen, Irene	Ballot Clerk	136.00							136.00
Mullen, Robert	Ballot Clerk	272.00							272.00
Nagle, Barbara	Library Assistant PT	27,580.31							27,580.31
Nault, Diana	Firefighter	67,577.92		10,900.68	3,637.13		5,737.29	800.00	88,653.02
Nelson, Alianna	General Services Administrative As	22,914.97							22,914.97
Nevers, Casey	Police Officer	36,871.79	168.66	2,661.60	2,725.89			4,669.00	47,096.94
Nieves, Matthew	Police Officer	72,633.70	1,204.54	36,749.38	5,000.51	3,945.90		1,117.62	120,651.65
Nolan, Thomas	Videographer	1,270.00							1,270.00
O'Dwyer, Meaghan	Environmental Planner	23,525.37							23,525.37
O'Loughlin, Philip	Police Officer	72,531.01	1,739.85	23,375.01	5,266.59	7,498.59	3,641.20	1,170.14	115,222.39
Padykula, Deborah	Finance Director	115,482.15							115,482.15
Paige, Chelsea	Social Media/Emerging Tech Librai	16,771.99						172.17	16,944.16
Palo, Azra	Head Youth Librarian	74,847.31							74,847.31
Parker, Robert	Assistant Finance Director	77,279.42						7,497.00	84,776.42
Pelletier, Caron	Assistant Tax Collector	32,806.41							32,806.41
Pelletier, Jamie	Administrative Asst. to the Town Ac	61,610.09	127.99	3,616.93	836.17			2,496.00	68,687.18
Pelletier, Nicholas	Firefighter	59,563.52		24,839.80	3,218.29	1,058.77	4,374.51	400.00	93,454.89
Pevna, Molly	Children's Librarian	67,761.13							67,761.13
Pitts, Ryan	Firefighter	62,981.35		28,521.71	3,191.70	552.22	7,658.89	800.00	103,705.87
Rickershauser, Kirsten	Library Children Asst Pt	4,175.81							4,175.81
Rinehart, Stephanie	Social Media Tech Librarian	38,752.35							38,752.35
Rittenhouse, Elaine	Technical Services Librarian	8,799.02							8,799.02
Robertson, Patrick	Firefighter	67,552.45		40,863.59	3,386.94	2,900.48	3,688.26	800.00	119,191.72
Robertson, Ruth	Tax Collector	80,288.04						670.56	80,958.60
Root, Dennis	Van/Car Driver PT	2,367.75							2,367.75
Rusak, Melissa	Police Dispatcher	52,387.07	1,496.48	11,073.95	3,004.64			8,404.00	76,366.14
Salois, Susan	Assistant Tax Collector	7,690.11							7,690.11
Sanchez, Ella	Recreation Lifeguards	1,384.00							1,384.00
Sanchez, Stephen	Police Officer	49,987.68	709.41	5,056.06	3,330.91	3,293.43		7,000.00	69,377.49
Sansoucie, Jan	Ballot Clerk	68.00							68.00
Saulnier, James	Assistant Fire Chief	88,812.87							88,812.87
Savard, Scott	Fire Lieutenant	78,708.31		15,532.40	4,548.29		8,361.66	13,885.96	121,036.62

NAME	POSITION	REGULAR SALARY	SHIFT DIFFERENTIAL	OVERTIME	HOLIDAY	CONTR SVCS	INCENTIVE PAY	OTHER	GROSS WAGES
Savukinas, Christine	Library Assistant PT	14,002.60							14,002.60
Schroeter, Maria	Adult Services Librarian	73,034.11							73,034.11
Senibaldi, Dennis	General Services Director	113,279.47						4,746.98	118,026.45
Serian, Anita	Ballot Clerk	68.00							68.00
Serian, Steven	Ballot Clerk	68.00							68.00
Sliver, Jason	Fire Lieutenant	45,102.26		20,504.88	1,712.29	451.99	5,885.57	38,734.62	112,391.61
Smith, Bryan	Police Captain	108,018.27	14.59	686.61		316.68	6,995.32	10,749.96	126,781.43
Soucy, Roland	Part Time Building Inspector	200.00							200.00
Stearns, Galen	Ballot Clerk	646.00							646.00
Stevens, John	Fleet Maintenance Mechanic	34,162.50							34,162.50
Suech, Julie	Planner/Assistant Director	64,649.65		791.08					65,440.73
Sullivan, Christopher	Planner/Assistant Director	26,906.12						4,976.32	31,882.44
Surette, Stephen	Police Officer	72,226.97	983.71	20,997.92	4,688.30	3,602.11	3,641.20	11,838.56	117,978.77
Talavera, Ramon	Solid Waste Operator	39,111.33		373.59	2,017.39			7,497.00	48,999.31
Tangney, Brendan	Firefighter	66,653.17		47,319.87	3,357.45	1,939.40	6,147.10	800.00	126,216.99
Taylor, Robert	Firefighter	67,494.30		32,502.08	4,012.41	177.01	2,868.65	1,604.35	108,658.80
Townson, Arlene	Library Assistant PT	613.58							613.58

NAME	POSITION	REGULAR SALARY	SHIFT DIFFERENTIAL	OVERTIME	HOLIDAY	CONTR SVCS	INCENTIVE PAY	OTHER	GROSS WAGES
Van Hirtum, Christopher	Police Corporal	74,155.61	1,190.56	21,386.37	5,930.59	2,867.03		1,404.00	106,934.16
Vigezzi, Nancy	Asst. Director/Head of Technical Sv	74,726.72						9,101.90	83,828.62
Wason, Courtney	Library Children Asst PT	13,423.30							13,423.30
Weyers-Leuchtner, Crystal	Police Dispatcher	57,224.51	1,444.35	21,771.82	4,400.41		2,907.81	8,404.00	96,152.90
Young, Kristina	Library Children Asst PT	6,445.77							6,445.77
Zins, Zacharey	Firefighter	67,567.61		17,268.10	3,454.81		5,054.28	1,216.00	94,560.80
Town Total		6,788,943.25	25,945.63	986,860.02	188,528.83	65,796.04	197,750.88	468,505.64	8,722,330.29

Vendor Payments - 2023

Vendor Name	2023 Payments	Vendor Name	2023 Payments
1st Responder Newspaper	\$ 85.00	DatabaseUSA, LLC	\$ 1,245.00
2-Way Communications Svc., Inc.	\$ 12,360.50	Axon Enterprise, Inc.	\$ 59,074.62
43 Rockingham Rd, LLC	\$ 26,020.00	B & H Oil Co., Inc.	\$ 35,620.03
A Very Good Cleaning Company	\$ 1,304.73	B&S Locksmith Inc.	\$ 4,279.00
A&M Signs With Style, Inc.	\$ 915.00	BANK OF AMERICA	\$ 2,844.00
A & R Masonry, LLC	\$ 7,750.00	Barlo Signs International, Inc.	\$ 9,706.27
Dedham Sportsmen's Center, Inc.	\$ 945.95	Baron's Major Brands, LLC	\$ 578.99
Above the Barre	\$ 600.00	Barta, Evan	\$ 720.00
Absolute Title, LLC	\$ 547.92	F.A. Bartlett Tree Expert Company	\$ 541.00
Access A/V, LLC	\$ 5,742.00	Batteries Plus	\$ 503.59
ACOANH	\$ 40.00	Bauchman's Towing Inc	\$ 5,395.00
Adamson Industries Corp	\$ 14,658.45	bc underwood llc	\$ 5,080.00
AGAS Mfg Inc	\$ 67.50	Beaumont & Campbell	\$ 73,507.70
Aids Response-Seacoast	\$ 525.00	Bedard, Joel	\$ 75.00
Air Cleaning Specialists of	\$ 2,622.00	Bellemore Property Svcs., LLC	\$ 24,981.25
Airgas USA, LLC	\$ 8,166.51	Ben's Uniforms	\$ 7,461.07
Aker Fiber Farm LLC	\$ 281.00	Benchmark Engineering, Inc.	\$ 4,212.50
Albertsons Safeway	\$ 3,270.00	Benjamin Santos	\$ 3,972.00
Alert-all Corporation	\$ 3,170.00	Benning, Francesca M	\$ 956.50
Allegiance Trucks	\$ 407.76	Benson Lumber & Hardware Inc	\$ 185.53
Allegiance Trucks LLC	\$ 220,504.22	Bergeron Protective Clothing LLC	\$ 17,140.62
Alliance Mechanical, Inc.	\$ 1,075.00	Berthold, Joseph	\$ 8.32
Alpine Software Corp.	\$ 5,112.01	Berube, Nicholas	\$ 230.00
Alternative Communications Service Corp	\$ 309.00	Best of the Best Cleaning	\$ 143,588.52
American Arbitration Association	\$ 325.00	BestWay Wildlife Control	\$ 3,910.28
American Flagging & Traffic	\$ 5,830.96	Bill DeLuca Chevrolet	\$ 388.69
American Striping LLC	\$ 2,050.00	Johnson, William D.	\$ 11,384.00
Amric Services, LLC	\$ 19,660.00	Blackstone Audio Books	\$ 4,655.25
ANHPEHRA	\$ 15.00	Blazing Saddles Mowing Svcs., LLC	\$ 29,700.00
Aquarius Capital Solutions	\$ 6,000.00	Bliss, Bryan	\$ 216.00
ASCAP	\$ 420.00	Blue Haven Solar LLC	\$ 9,242.87
Assabet Interactive	\$ 1,887.50	Bob's Tees	\$ 156.00
Atlantic Nuclear Corporation	\$ 900.00	Robert Bates, Inc.	\$ 8,071.88
Atlantic Tactical, Inc.	\$ 5,313.53	Bolduc, Michael	\$ 7,650.00

Vendor Name	2023 Payments
Border Area Mutual Aid Association	\$ 100.00
Boudreau, Daniel	\$ 479.40
Bound Tree Medical LLC	\$ 13,738.17
Boyden's Landscaping	\$ 286,824.75
Boyers Auto Body & Sales, Inc.	\$ 1,759.00
BPAS Inc.	\$ 10,171.79
Brady, Stephen	\$ 317.91
Breezy Gale Village District	\$ 37,600.00
Breton, Rob	\$ 500.00
Bridges: Domestic &	\$ 1,000.00
Brikiatis, Sylvie	\$ 598.29
Brox Industries Inc.	\$ 5,816.70
Bulldog Fire Apparatus, Inc.	\$ 425.92
Burbank, Karen	\$ 531.25
Bushell, Cynthia	\$ 271.75
Child Advocacy Center of	\$ 2,500.00
Call2Recycle	\$ 1,500.00
Campbell, Gordon	\$ 20.00
CARMICHAEL, JOHN G &	\$ 89.35
Carmichael, Paula	\$ 20.80
Caron, Michael C	\$ 420.00
Carparts Distribution Center, Inc.	\$ 2,967.28
Cartographic Associates, Inc.	\$ 6,100.00
Cartridge World	\$ 3,447.91
Court Appointed Special Advocates	\$ 1,000.00
Casella Waste Services, Inc.	\$ 10,275.00
Castleton	\$ 19,120.67
Central Guard Security Services	\$ 461.16
Central Paper Products Co.	\$ 18,201.74
CentralSquare Technologies	\$ 16,453.65
Certified Laboratories	\$ 1,214.45
CF Medical Inc.	\$ 3,816.00
Chadwick Land Holding LLC	\$ 1,114.94
Changing Places LLC	\$ 259.75

Vendor Name	2023 Payments
Chappell Tractor	\$ 25,358.41
Chippers Inc.	\$ 700.00
Christopher & Mary Moore	\$ 323.23
Gr. Derry Community Health Services, Inc	\$ 2,500.00
Ciaraldi, Carl	\$ 30.00
Citizens Bank	\$ 99,071.71
CivicPlus LLC	\$ 22,390.19
Clean Restroom Rentals Inc	\$ 3,235.35
Clix New England	\$ 1,875.50
Center for Life Management	\$ 5,400.00
Cloud City Drones	\$ 7,137.86
CMA Engineers, Inc.	\$ 8,253.57
Co-Line Welding Inc	\$ 3,280.00
Coach K's NH Tennis Hub, LLC	\$ 11,223.75
Cohen Steel Supply Inc.	\$ 7,761.20
Cole Family Trust	\$ 612.61
Comcast	\$ 10,475.38
Community Caregivers of Gr. Derry	\$ 3,500.00
Polumbo, Scott	\$ 28,000.00
Consolidated Communications	\$ 18,642.25
Continental Paving Inc	\$ 16,461.42
ConvenientMD LLC	\$ 3,035.00
Conway Office Products, Inc.	\$ 4,906.42
Coogan, Gerald I	\$ 500.00
Country Press, The	\$ 4,959.25
Courtois, Matthew	\$ 111.48
Covanta Energy LLC	\$ 519,287.47
Cobbetts Pond Village District	\$ 50,123.00
Cryts, Laura	\$ 458.01
Curto, Dave	\$ 120.00
Cypress Information Services LLC	\$ 235.00
Cyr Lumber Co., Inc.	\$ 21,906.90
Dame, Michael	\$ 165.00
Daniels Equipment Company, Inc.	\$ 344.99

Vendor Name	2023 Payments
Davis, Hannah	\$ 4.00
Dawe, Dan	\$ 298.16
Defense Technology LLC	\$ 495.00
Del Ray Place LLC	\$ 55.49
Dell Financial Services	\$ 1,696.10
Dell Marketing L.P.	\$ 3,465.08
Dellicolli, Lori	\$ 160.00
DEM Electric	\$ 70,018.45
DeMarco, Ralph	\$ 32.00
Demco Inc	\$ 2,346.09
Dermatec Direct	\$ 337.99
Derry, Town of	\$ 118,265.00
Peter DeSalvo Contracting, LLC	\$ 1,135.30
Devlin Construction, Inc.	\$ 48,156.25
Dictation Sales & Service Inc.	\$ 1,782.00
Dillon, Brian	\$ 40.00
DiNapoli Polygraph Services	\$ 2,800.00
Dionne, Ronald	\$ 75.00
Diversified LLC	\$ 5,497.90
Jungkman, Laura	\$ 250.00
DJ Rogers Collision Center, LLC	\$ 6,766.79
DJ's Custom Clothing	\$ 293.00
DJ's Custom Clothing	\$ 176.00
Dog Waste Depot	\$ 185.10
Doherty, Daniel	\$ 320.00
Dolan, Kevin	\$ 40.00
Donahue, Tucker & Ciandella, PLLC	\$ 48,319.77
Donovan Equipment Co Inc	\$ 1,227.31
Donovan, Lynda	\$ 35.00
Dovenmuehle Mortgage, Inc	\$ 5,831.00
Drivers License Guide Company	\$ 84.50
Drummond, Woodsum &	\$ 59.28
The Dubay Group Inc.	\$ 422.50
Ducharme, Andre G	\$ 600.00

Vendor Name	2023 Payments
Duquet, Steve	\$ 75.00
Dyson Piano-Keyboard	\$ 700.00
Dyson-Demers, Thomas J	\$ 300.00
Dzierlatka, Jason	\$ 905.63
Eagle Point Gun	\$ 6,718.00
Bartlett, Earl	\$ 23,897.35
East Coast Emergency Outfitter	\$ 4,945.24
Eastern Analytical Inc	\$ 4,203.63
Eastern Minerals Inc.	\$ 9,566.37
Ebsco Industries, Inc.	\$ 2,174.64
ECI Systems, LLC	\$ 315.50
Edward N Herbert Assoc Inc	\$ 3,775.00
Team EJP Concord, NH	\$ 1,872.60
Eliminator Inc	\$ 1,434.63
Elliott Hospital	\$ 250.00
Elm USA, Inc.	\$ 388.00
Emergency Education Consultants LLC	\$ 6,815.00
Esco Awards	\$ 150.50
Eversource	\$ 103,908.84
ExpressMED at Salem	\$ 716.75
Family Promise of Southern New Hampshire	\$ 5,000.00
Farmer, Diane	\$ 309.94
Fences Unlimited Inc	\$ 3,290.00
Ferguson , William	\$ 150.00
Ferrisi, Lissa	\$ 409.86
Field Works of New Hampshire	\$ 5,000.00
Finding Molly LLC	\$ 800.00
Fisette Small Engine, LLC	\$ 848.90
Flagworks Over America, LLC	\$ 266.80
Fleet Ready Corp.	\$ 8,788.19
Fleet Ready Corp.	\$ 35,808.60
Fleetpride Inc	\$ 409.23
AWSI	\$ 574.00
Flynn, Jessica	\$ 420.00

Vendor Name	2023 Payments
Fontaine, Jeffrey	\$ 307.00
Ford Flower Company	\$ 279.90
Ford of Londonderry	\$ 7,801.94
Formax	\$ 406.00
Forsythe, Nancy	\$ 470.00
Fournier, Timothy	\$ 55.00
Freedom Mortgage	\$ 7,357.00
Fun4All LLC	\$ 7,080.00
Gallex	\$ 22,005.00
Gallo, Robert	\$ 98.15
Gemini Electric Inc.	\$ 1,795.90
George R. Cairns & Sons, Inc.	\$ 34,000.00
Get Down Tonight	\$ 350.00
Gettysburg Flag Works	\$ 1,463.19
Gillett, Tenley	\$ 40.00
Glacier Computer	\$ 490.00
Global HR Research, LLC	\$ 1,675.63
GMILCS, Inc.	\$ 49,598.96
Good Fun LLC	\$ 3,500.00
GovConnection Inc	\$ 2,721.16
Government Forms and Supplies	\$ 255.68
Government Leasing, LLC	\$ 201,375.85
Grainger	\$ 1,178.32
Granite Industrial Gases, Inc.	\$ 353.45
Granite State Analytical	\$ 473.00
Granite State Cover Corp	\$ 1,382.00
Granite State Police Career Counseling, LLC	\$ 345.00
Granite State Waste	\$ 1,800.00
Greater Derry Londonderry	\$ 199.00
Green Insurance Associates	\$ 1,901.00
Green Magic Landscaping & Excavation LLC	\$ 4,980.00
Greenwood Emergency Vehicles, Inc.	\$ 367,896.00
GreenWorks, Inc.	\$ 75,055.70
Groundhog Landscaping & Property	\$ 65,430.00

Vendor Name	2023 Payments
GTP Enterprises	\$ 573.00
Haas, Cheryl	\$ 420.00
GGM Operating LLC	\$ 200.45
Hardy, Jennifer	\$ 89.30
Harrison Shrader Enterprises	\$ 4,822.00
Harvey, Ernest	\$ 80.50
Harvey, Thornton & Diann	\$ 400.00
Haven	\$ 2,000.00
HealthTrust	\$ 1,522,911.27
Higgins Office Products Inc	\$ 415.00
Hillz Auto Detailing LLC	\$ 1,975.00
Hoag, Jacob	\$ 120.19
Hoehn, Oscar Jr	\$ 12,500.00
Holland Supply, Inc.	\$ 1,236.91
Holm, Wayne	\$ 65.00
Hooksett Police Department	\$ 300.00
Houde, Jo-Ann	\$ 232.16
Howard P Fairfield, LLC	\$ 433.73
Hoyle Tanner & Associates, Inc.	\$ 6,590.50
Hudson, Paul	\$ 760.50
Hunt's Photo & Video	\$ 2,474.90
International Assoc. of Chiefs of Police	\$ 715.00
Impact Fire Services, LLC	\$ 2,382.50
Inception Technologies Inc.	\$ 9,195.00
Industrial Protection Services	\$ 21,259.02
Industrial Traffic Lines, Inc.	\$ 11,699.43
Infinite Graphic Resources	\$ 881.50
International Institute of Municipal Clerks	\$ 185.00
Interstate Refrigerant Recovery, Inc.	\$ 8,057.00
Interware Development Company, Inc.	\$ 6,674.30
Isaiah 58	\$ 2,500.00
IT Unlimited, Inc.	\$ 449.99
Iworsky, Greg	\$ 7,138.00
Iworsky, Heather	\$ 1,925.96

Vendor Name	2023 Payments
J&R Masonry	\$ 1,600.00
Janulis, Linda M.	\$ 1,262.78
JCD Contracting LLC	\$ 10,481.25
JN Nursery, LLC	\$ 89,540.11
Jo-Ann Stores, LLC	\$ 900.00
Johnson, Jay	\$ 30.76
Johnson, Wilfred	\$ 318.64
Johnston, Victoria	\$ 200.00
Jones, Nathan	\$ 6,600.00
Jordan Equipment Co	\$ 5,117.60
Kafejelis, Nicholas	\$ 200.00
Keach-Nordstrom Associates Inc	\$ 54,075.93
Kelly, Paul	\$ 376.51
Key Code Media	\$ 8,293.00
King Information Systems, Inc.	\$ 1,087.01
Klemm's Express	\$ 188.00
KS Statebank	\$ 18,603.95
Kudugunti, Shashi	\$ 80.00
Lake Street Garden Center, LLC	\$ 689.97
Lakeside Excavation LLC	\$ 10,000.00
Lavoie, Jeremy	\$ 20.00
Lawson Products, Inc	\$ 571.80
Leon J. Christian & Sons	\$ 7,250.00
Letizio Tower Windham LLC	\$ 1,648.54
Lewis, Gerald	\$ 66.71
Leyden, Scott R	\$ 4,150.00
LHS Associates Inc.	\$ 10,739.83
Liakas, Vesna	\$ 5,850.00
Liberty Utilities	\$ 11,617.71
Librarica LLC	\$ 238.80
Liquid Spring, LLC	\$ 519.23
LL Data Designs LLC	\$ 800.00
LMSNH, LLC	\$ 567.00
Long Term Rentals LLC	\$ 1,500.00

Vendor Name	2023 Payments
LS Associates LLC	\$ 3,750.00
Luther, Neal	\$ 234.00
M&D Power and Services	\$ 7,020.00
M-R Land Excavation Inc	\$ 33,900.00
M2 Facility Solutions LLC	\$ 12,248.04
Ma, Yuzhi & Tu, Huaiyang	\$ 200.65
Maguire Equipment	\$ 6,138.45
Mailings Unlimited	\$ 8,971.44
Manthorne, Jean S	\$ 58.93
Marshfield Rescue Supply, LLC	\$ 5,575.00
Martel Engineering, Inc.	\$ 13,390.00
Mashimo, Eileen	\$ 6,450.59
Maynard & Lesieur Inc	\$ 2,115.60
McCarthy, Brian	\$ 47.33
McIntire Business Products	\$ 517.49
MCLEAN OIL LLC	\$ 1,108.10
MCMANUS & NAULT APPRAISAL COMPANY INC.	\$ 3,500.00
McNamee, Emily	\$ 183.00
McNaughton, Lise	\$ 800.00
McPherson, Thomas L Jr	\$ 135.00
Mechanical Construction & Svcs., Inc.	\$ 20,212.40
Merrill, Nicole	\$ 216.67
MetLife Services & Solutions, LLC	\$ 16,534.98
Michie Corporation	\$ 7,759.80
Midwest Tape, LLC	\$ 12,000.00
Migma Systems, Inc.	\$ 250.00
Mill City Iron Fabricators Inc.	\$ 873.00
Mirisola, Shane	\$ 420.00
Mobile Fencing, Inc.	\$ 2,055.50
Moeckel Pond Village District	\$ 5,066.00
Mohammad & Noor Farooqui	\$ 1,786.30
Montgomery, Laura	\$ 35.11
Moosewood Ecological LLC	\$ 30,175.00
Morissette, Dave A	\$ 135.00

Vendor Name	2023 Payments
Motorola	\$ 46,299.07
Mr. Portable Restroom, LLC	\$ 3,741.00
Municipal Resources, Inc.	\$ 112,221.86
Munission, LLC	\$ 399.00
Murgo, Toni	\$ 7,875.00
N 'n M Recycling LLC	\$ 1,094.00
Nation Wide Ladder & Equipment Co	\$ 876.85
National Grid	\$ 477.46
National Stormwater Center	\$ 824.00
National Fire Protection Assoc.	\$ 1,725.00
New England Association of	\$ 180.00
NEACTC	\$ 35.00
NEMCI&A	\$ 1,125.00
Nesmith Library Board of Trustees	\$ 88,282.28
Neverett's Sew & Vac Inc	\$ 89.90
New England Vehicle Outfitters, LLC	\$ 3,448.00
New Hampshire CPR, LLC	\$ 2,600.95
New Hampshire Stateline Consulting LLC	\$ 750.00
Newburyport Bank	\$ 5,368.00
NH Health Officers Association	\$ 90.00
NH Local Welfare Administrators Assoc.	\$ 40.00
NH Motor Transport	\$ 560.00
New Hampshire SPCA	\$ 100.00
NH Tax Collectors Association	\$ 130.00
NH Association of	\$ 40.00
NH Assoc. of Conservation Comm.	\$ 950.00
NH Assoc. of Chiefs of Police Inc	\$ 980.00
NH Building Officials Association	\$ 75.00
NHJPOA	\$ 25.00
NH Municipal Association, LLC	\$ 265.00
NHMA, Inc.	\$ 17,900.00
NHTCA/NHCTCA Joint	\$ 75.00
Niche Academy	\$ 1,600.00
Nicole L Sawyer PsyD LLC	\$ 1,950.00

Vendor Name	2023 Payments
North American Heritage Services Inc	\$ 2,899.00
North Conway Grand Hotel	\$ 628.11
North of Boston Media Group	\$ 3,401.88
North Ridge Church	\$ 72.50
Northeast Credit Union	\$ 3,401.00
Northshore Trailer & Susp, LLC	\$ 2,559.30
NRSWMD	\$ 11,575.46
NUB Games Inc.	\$ 345.00
NVMC, Inc	\$ 1,800.00
O'Brien & Sons	\$ 351,263.32
Office Interiors Limited	\$ 6,639.15
Old School Bar and Grill LLC	\$ 500.00
Olympia Steel Buildings Corp.	\$ 46,400.00
Omni Services Inc.	\$ 570.39
Overhead Door Company	\$ 25,776.00
Owl Stamp Company, Inc.	\$ 258.95
Padykula,Deborah	\$ 18.64
Palmer Gas Co., Inc.	\$ 54,352.92
Palmer Innovative Const. Co.	\$ 108,225.56
Palo, Azra	\$ 132.05
Panourgias, Maria	\$ 13,700.00
Park Street Foundation	\$ 7,743.00
Pat's Key 'N' Lock	\$ 13,695.50
Patricia Doyle & James Brandt	\$ 5,393.00
Pediatric Emergency Standards, Inc.	\$ 1,561.88
Peterson, Price	\$ 75.00
Petty Cash - Police Department	\$ 69.27
PHH Mortgage	\$ 3,652.00
Phillip J Enterprises, Inc.	\$ 10,953.13
Pianoarts, Inc.	\$ 119.00
Pine Motor Parts	\$ 1,017.32
Pinnacle Towers, LLC	\$ 16,623.84
Platinum Spray Foam LLC	\$ 21,070.00
Plodzik & Sanderson, PA	\$ 39,536.50

Vendor Name	2023 Payments
Plourde Sand & Gravel Co., Inc.	\$ 23,276.95
Policy Well & Pump Co Inc	\$ 450.00
Positive Promotions	\$ 635.41
Primex	\$ 148,076.21
Primex	\$ 229,444.04
Prodigy EMS, Inc	\$ 700.00
ProQuest LLC	\$ 3,726.00
Pyrotecnico Fireworks Inc.	\$ 7,500.00
Quadient Leasing USA Inc.	\$ 4,248.60
Quadient Finance USA, Inc.	\$ 21,814.24
R&D Paving, Inc.	\$ 1,056,668.26
RANDALL REV TR, KATHLEEN M	\$ 2,985.72
Ray, Joanne	\$ 35.00
Rockingham County Chiefs	\$ 50.00
ReadyRefresh by Nestle	\$ 1,538.69
Reed, Charles & Charlotte	\$ 70.00
Rockingham County	\$ 450.99
Reliable Appliance Service	\$ 269.95
ReSource Waste Services LLC	\$ 98,363.14
RGA Tire and Auto Repair Inc.	\$ 80.00
Darth MAO, LLC	\$ 2,061.00
Rinehart, Stephanie	\$ 34.98
Leveille, Roger	\$ 8,385.00
Road Runner LLC	\$ 4,827.50
Robertson, Patrick	\$ 25.00
Robertson, Ruth	\$ 212.91
Rocket Mortgage LLC	\$ 5,189.00
Rockingham Community Action	\$ 6,540.00
Rockingham Nutrition &	\$ 3,815.00
Rockingham Truck Repair, LLC	\$ 11,091.33
ROCKPORT Technology Group	\$ 339,642.77
Rokel, Peter	\$ 30.00
Salem North Concrete Construction Co Inc	\$ 10,400.00
Salem Ford, LLC	\$ 8,923.47

Vendor Name	2023 Payments
Samson Fastener Co Inc	\$ 22.32
Sanders Searches LLC	\$ 1,055.00
Sanel NAPA	\$ 9,924.13
Saulnier, James	\$ 135.00
Scituate Concrete Products Corp.	\$ 7,432.40
ScrubADub Auto Wash Centers, Inc.	\$ 286.00
Southeast Land Trust of NH	\$ 1,575.00
Southeastern NH Hazardous Materials	\$ 10,623.79
Senibaldi, Dennis	\$ 151.90
Service Credit Union	\$ 3,875.00
Service Mac LLC	\$ 4,037.00
Shellpoint Mortgage Co.	\$ 233.00
Shepard, Elizabeth	\$ 320.00
Showtime Computers & Supplies Co	\$ 179.95
Signarama of Concord	\$ 693.00
Signs Now NH	\$ 775.00
Sirchie Finger Print Laboratories	\$ 99.81
Sister City Committee	\$ 500.00
Skyhawks Sports Academy LLC	\$ 1,716.00
Sliver, Jason	\$ 32.00
Smith, Bryan	\$ 420.00
SNHPC	\$ 11,000.33
Solution Health The Elliot	\$ 1,972.00
Belanger, Mark	\$ 1,100.00
Southern New Hampshire Plumbing Heating Cooling	\$ 4,250.00
Southern NH Special Operations Unit	\$ 5,000.00
Southern NH Wildlife Control, LLC	\$ 4,900.00
Specian, Michael	\$ 607.69
Spiller's	\$ 13,195.55
Spok, Inc.	\$ 66.64
St Joseph Hospital	\$ 294.00
St. Mary's Bank	\$ 2,611.36
Standard & Associates, Inc.	\$ 1,294.00
Standard Electric	\$ 41.50

Vendor Name	2023 Payments
Stanley Elevator Company Inc	\$ 5,508.00
Staples Business Advantage	\$ 2,898.68
State of NH - DMV	\$ 384.00
Stone & Berg	\$ 101.80
Stryker Medical	\$ 9,995.66
Suburban Wildlife Control, LLC	\$ 10,270.00
Sullivan Tire Co	\$ 14,932.82
Sullivan, Kevin	\$ 9,782.50
Sunbelt Rentals, Inc.	\$ 9,549.27
Surette, Stephen	\$ 4,362.00
Swanton, David	\$ 94.50
SymbolArts	\$ 1,321.50
Talalai, Gregory Allen	\$ 78.15
Teleflex Medical	\$ 387.62
Telephone Systems Efficiency, Inc.	\$ 3,630.00
Terminix Processing Center	\$ 487.00
The Walking Gourmet	\$ 657.00
The Water Techs, Inc.	\$ 156,269.50
Thomas & Joanne Trainor Rev Trust	\$ 2,186.79
Thompson Auto Glass	\$ 85.00
Thompson's Sewer Service Inc	\$ 2,435.00
Ti Sales	\$ 84.39
Tilly, Jonathan	\$ 32.50
TMDE Calibration Labs, Inc.	\$ 351.50
Todd Steffanides Jag Camp, LLC	\$ 20,722.28
Torromeo Industries, Inc.	\$ 11,640.00
Touchstone Closing & Escrow LLC	\$ 73.92
Transamerica Retirement Solutions	\$ 146.34
Transparent Language Inc.	\$ 1,200.00
Treasurer, State of NH	\$ 6,075.00
Treasurer, State of NH - DES	\$ 900.00
Treasurer, State of NH	\$ 450.00
Treasurer, State of NH	\$ 120,533.42
Tremblay, Denis Joseph	\$ 90.50

Vendor Name	2023 Payments
Tri-State Window & Siding Co., Inc.	\$ 29,717.00
TST Hydraulics, Inc.	\$ 2,558.59
Turf Works Irrigation & Landscapes LLC	\$ 12,953.76
Tyler Business Forms	\$ 146.58
Tyler Technologies, Inc.	\$ 53,903.08
United Expert Holdings, LLC	\$ 6,594.80
United Rentals (North America), Inc.	\$ 395.83
United Sitework Associates, LLC	\$ 88,980.00
UNUM Life Insurance Co. of America	\$ 72,603.09
US Construction Fabrics, LLC	\$ 288.00
United States Treasury	\$ 5.60
US Water Consultants Inc	\$ 1,040.00
Value Line Publishing LLC	\$ 5,870.00
Van Hirtum, Chris	\$ 235.00
Verizon Wireless	\$ 14,919.28
Viera, Stephanie	\$ 200.00
Vision Government Solutions, Inc.	\$ 7,861.00
United Business Machines	\$ 578.89
Wason, Courtney	\$ 305.80
WB Mason Company Inc	\$ 8,931.11
WD Perkins	\$ 1,625.00
We Hang Christmas Lights of New England, LLC	\$ 5,272.50
Western Oil, Inc.	\$ 5,271.36
WFAR/WCB	\$ 2,500.00
Wharf Industries Printing, Inc.	\$ 961.00
Wilbur E Tarbell American	\$ 1,003.49
Wilcox & Barton Inc.	\$ 93,053.25
Windham Academy Public	\$ 13,080.00
Windham Helping Hands	\$ 8,500.00
Windham Junction	\$ 260.40
Windham Mobil Brake and Tire LLC	\$ 7,958.12
Windham Printing & Publishing Inc.	\$ 7,063.55
Windham Realty, LLC	\$ 42.00
Windham School District	\$ 157,065.50

Vendor Name	2023 Payments
Devaney, Sean	\$ 41,000.00
Treasurer, Trustee of Trust Funds	\$ 139,075.88
WINDHAM, TOWN OF	\$ 18,981.19
Windham, Town of	\$ 22,909.07
Winmill Equipment Company Inc	\$ 12,979.12
Woody's Auto Repair & Towing Inc	\$ 7,811.84
Hinkelman, Edward G	\$ 406.58
Worthington, Genevieve	\$ 16,229.00
Xerox Financial Services	\$ 1,337.80
Yankee Trucks LLC	\$ 260.22
Yennaco Property Management, LLC	\$ 1,250.00
Zins, Jacob	\$ 250.00
Zins, Mark P	\$ 11,930.55
Total	\$ 5,224,465.61

SCHEDULE OF TOWN PROPERTY

Property Location	GIS ID	Acres	~Assessed Land Value	*Appraised Bldg Value	Tax Deed	Gift	Description
Blueberry Rd, 5	1-B-1022	0.97	17,800				
Blueberry Rd, 10	1-B-1025	2.89	91,400				
Londonderry Rd	1-B-1095	4.30	78,600				Rec - Rockingham Trail
Kendall Pond Rd, 137	1-C-100	64.00	149,250	213,200			Cons - Campbell Farm
Londonderry Rd	1-C-2495	12.00	94,000				Rec - Rockingham Trail
Nashua Rd	1-C-2500	163.50	1,083,000				Cons - Fosters Pond
Nashua Rd	1-C-2500A	25.20	383,100	2,500			Rec - Nashua Rd Field
Beacon Hill Rd	2-A-250	2.43	77,400				Rec - Rockingham Trail
Frost Rd	2-A-1325	1.50	363,800		✓		
Beacon Hill Rd	2-B-495	4.60	78,800				Rec - Rockingham Trail
Depot Rd, 6	3-A-955	0.34	270,600	18,800			Depot
Quail Run Rd	3-A-1000	12.00	405,100				
Flat Rock Rd	3-B-290A	8.00	23,300			✓	Conservation
Flat Rock Rd, 35	3-B-355	8.00	232,500		✓		
Flat Rock Rd	3-B-375	10.78	79,300				
Rockingham Rd, 179	3-B-601	22.86	376,400	79,200		✓	Rec - Spruce Pd Facility
Rockingham Rd	3-B-680	1.28	126,700		✓		
Depot Rd	3-B-850L2	0.03	6,700		✓		
Depot Rd	3-B-910	10.00	96,800				Conservation
Depot Rd, 8	3-B-998	0.30	262,600	149,800			Depot
Partridge Rd	3-B-1001	3.30	118,000			✓	Conservation
Rockingham Rd	3-B-1600	3.70	14,000			✓	Conservation
Londonderry Rd, 43	5-A-200A	9.77	75,200			✓	Conservation
Londonderry Rd	6-A-1000	8.20	42,100			✓	Conservation
Kent St	6-A-1300	5.80	23,800				
Pine Hill Rd	6-C-200	13.00	58,500			✓	
Gov Dinsmore Rd, 84	7-A-500	1.60	364,500			✓	
Mockingbird Hill Rd	7-A-501	0.01	25,100				Cemetery - Parker Fam.
Gov Dinsmore Rd	7-A-625	2.71	19,300		✓		
Gov Dinsmore Rd	7-B-10	1.10	18,100				
Seavey Rd	8-A-40	0.02	9,800		✓		
Seavey Rd	8-A-61	0.34	18,900		✓		
Seavey Rd	8-A-9010	0.60	26,500		✓		
Coburn Rd, 2	8-B-530	1.88	210,800			✓	Conservation
Rockingham Rd	8-B-650	5.25	14,800			✓	Conservation
Rockingham Rd, 92	8-B-850	4.00	535,500		✓		
Rockingham Rd, 98	8-B-900	3.30	528,200		✓		
Rockingham Rd	8-B-3001	362.20	1,782,200				Cons - Town Forest
Rockingham Rd	8-B-4000	4.70	14,500				Cons - Town Forest
Rockingham Rd	8-B-4100	11.00	63,500		✓		Cons - Town Forest
Rockingham Rd	8-B-4300	14.00	67,500		✓		Cons - Town Forest
Rockingham Rd, 176	8-B-4401	1.00	61,200				
Rockingham Rd	8-B-5000	8.00	59,600				Cons - Town Forest
Rockingham Rd	8-B-6150	17.00	71,400				Cons - Town Forest
Seavey Rd	8-B-6301	0.88	87,000				
Orchard Blossom Rd	8-C-300	77.82	240,600				Conservation
Kendall Pond Rd	9-A-652	0.05	12,100		✓		
Kendall Pond Rd	9-A-655	0.69	354,500				Rec - Railroad Bed
Kendall Pond Rd	9-A-770	4.80	78,900				Rec - Railroad Bed
Kendall Pond Rd, 69	9-A-1600	11.00	82,900			✓	
Kendall Pond Rd, 67	9-A-1604	1.51	15,600			✓	Conservation

Property Location	GIS ID	Acres	Assessed Land Value	*Appraised Bldg Value	Tax Deed	Gift	Description
Kendall Pond Rd	9-A-1750	2.20	77,300				Rec - Railroad Bed
Ledge Rd, 2	11-A-201	12.15	908,400	1,910,700			Transfer Stn/Highway
Haverhill Rd	11-A-298	0.12	18,400			✓	
Haverhill Rd	11-A-299	0.39	14,000				Transfer Station
North Lowell Rd, 3	11-A-590	3.00	1,215,700	3,238,900			Town Hall Complex
Eastwood Rd	11-A-634A	0.18	12,800		✓		
Indian Rock Rd	11-C-350	4.35	49,700			✓	
North Lowell Rd, 2	11-C-1200	0.57	584,200	981,400			Senior Center (leased)
North Lowell Rd, 4	11-C-1300	1.56	717,000	648,900			Bartley House
Sheffield St, 14	11-C-1700	13.57	61,300			✓	
Camelot Rd	11-C-1800	4.75	25,000			✓	
Camelot Rd	11-C-1801	4.83	25,000			✓	
Camelot Rd	11-C-1802	1.50	22,100			✓	
North Lowell Rd	11-C-3400	0.81	14,500			✓	
Pine Hill Rd	11-C-3600	5.70	21,500			✓	Conservation
Pine Hill Rd, 10	11-C-3625	3.80	95,300				Conservation
Cole Rd	13-K-30	0.07	127,300		✓		
Doiron Rd	13-K-34A	0.11	61,400		✓		
Mammoth Rd, 10	14-A-51	16.48	404,700			✓	Cons - Andrews Forest
Haverhill Rd	14-A-200	31.70	292,300				Conservation
Haverhill Rd	14-A-230	3.90	14,100			✓	
Haverhill Rd, 200	14-A-850A	1.80	227,200		✓		
London Bridge Rd	14-B-14A	3.80	45,700			✓	
London Bridge Rd	14-B-2350	10.00	72,900		✓		
London Bridge Rd	14-B-2500	1.00	21,600			✓	Cons - Gage Lands
London Bridge Rd, 41	14-B-2601	0.05	5,800				Conservation
Ashton Park Rd	14-B-2604	0.08	23,200				Conservation
London Bridge Rd, 43	14-B-3450	36.59	408,100				Conservation
Ash St	16-F-8A	0.04	37,600		✓		
Indian Rock Rd	16-L-50	1.00	229,500		✓		
Fellows Rd	16-L-100	52.40	8,880,000	9,109,600			Fellows Rd. Complex
Third St	16-P-560	0.27	29,500		✓		
Armstrong Rd	17-I-49	1.40	208,700		✓		
Bell Rd	17-J-134A	0.03	66,800		✓		
York Rd	17-M-46A	0.09	58,100		✓		
Woodvue Rd	18-L-474	0.20	0				
Chapel Rd, 3	18-L-525	4.61	450,300	2,308,900			Searles Chapel
Hayes Hart Rd	18-L-601	0.22	0				Rec - Boat Ramp
Mammoth Rd	19-B-500	34.25	259,000			✓	Conservation
Haverhill Rd, 21	20-D-900	0.92	352,000	621,500			American Legion (leased)
Haverhill Rd	20-D-1000	20.00	262,000				Water Supply
London Bridge Rd, 90	20-D-1200	35.57	2,490				Cons - Clyde Pond
Haverhill Rd	20-D-1300	7.00	58,300		✓		
Haverhill Rd	20-D-1300A	1.00	12,600		✓		
London Bridge Rd	20-D-1550	19.22	190,000			✓	
London Bridge Rd	20-D-1600	106.65	1,037,100			✓	Cons - Gage Lands
London Bridge Rd	20-D-1800	11.82	240,400			✓	Cons - Gage Lands
London Bridge Rd	20-D-2000	10.00	106,700			✓	Cons - Gage Lands
Bear Hill Rd	20-E-300	24.97	1,750				Conservation
Bear Hill Rd	20-E-350	10.00	256,500		✓		Cons - Gage Lands
Cobbetts Pond Rd, 45	21-H-1A	0.97	892,500	7,000			Town Beach
Range Rd, 156	21-K-150	3.30	377,300				Cemetery - Hill
Lowell Rd	21-U-1	18	310			✓	Conservation

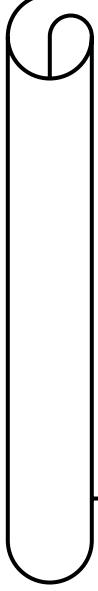
Property Location	GIS ID	Acres	Assessed Land Value	*Appraised Bldg Value	Tax Deed	Gift	Description
Cobbets Pond Rd	21-U-100	6.30	399,800	5,000			Cemetery - Plains
Ash St	21-V-227A	0.07	46,100		✓		
Chipmunk Rd	21-V-243J	0.25	72,600		✓		
Esty Rd	21-V-255B	0.12	24,900		✓		
Cobbets Pond Rd	21-W-2	6.40	230,300			✓	Conservation
Cobbets Pond Rd	21-W-6	8.15	413,600	7500			Cemetery - ^New Plains
West Shore Rd	22-L-75	0.10	46,400			✓	Conservation
West Shore Rd	22-L-77	0.10	46,400			✓	Conservation
Settlers Ridge Rd	22-R-100A	0.51	3,300				
Spear Hill Rd	22-R-250	0.70	16,400			✓	Conservation
Range Rd, 111	22-R-900	36.19	530,300	351,800			Rec - Griffin Park
Rock Pond Rd	24-A-601	3.70	25,000		✓		
Rock Pond Rd	24-A-650	1.50	23,000		✓		
Rock Pond Rd	24-D-600	5.60	26,800		✓		
Moeckel Rd	24-D-701	1.20	22,700		✓		
Rock Pond Rd	24-E-100	5.00	26,300		✓		
Rock Pond Rd	24-E-5000	13.00	33,800			✓	Conservation
Timberlane Rd	24-F-500	10.00	148,500			✓	Conservation
Timberlane Rd	24-F-501	39.60	147,000				Conservation
Castle Hill Rd	24-F-800	20.00	107,600			✓	Conservation
Castle Hill Rd	24-F-900	28.00	122,600			✓	Conservation
Field Rd, 19	24-F-950	3.73	380,500			✓	Conservation
Heritage Hill Rd	24-F-1550	0.24	27,500			✓	
Heritage Hill Rd	24-F-1551	0.15	24,700			✓	
Meadow Rd, 3	24-F-5205	2.94	374,600	2,500			Rec - Tokanel Field
Washington Rd	24-F-6100	13.00	554,400			✓	Conservation
Range Rd, 247	24-G-101	13.00	23,000		✓		
Moeckel Rd	25-C-251	40.00	59,100				Conservation
Moeckel Rd	25-C-253	0.93	22,100				Conservation
Moeckel Rd	25-C-255	1.20	22,700				Cons - Pond/Island
Woodbury Rd, 1	25-E-10	54.15	483,600				Cons - Deer Leap
Abbott Rd	25-E-481	0.06	15,400		✓		Conservation
Abbott Rd	25-E-500	0.30	49,200			✓	Conservation
Emerson Rd	25-G-43	1.11	20			✓	Conservation
Osgood St, 20	25-R-103	79.50	525,300				McIlvaine Town Forest
Marblehead Rd, 39	25-R-300	22.00	399,400				Old Landfill
Marblehead Rd	25-R-500	0.23	12,400			✓	
Marblehead Rd	25-R-6000	24.94	80,900				Cons - Open Space
Brookdale Rd	25-R-6000A	5.00	17,900		✓		McIlvaine Town Forest
Spear Hill Rd	25-R-6250	11.77	42,500				Cons - Open Space
Spear Hill Rd	25-R-6260	7.23	47,700		✓		Cons - Open Space
Spear Hill Rd	25-R-6500	70.00	438,800				McIlvaine Town Forest
Spear Hill Rd	25-R-7000	25.52	82,000				Cons - Open Space
Bayberry Rd	25-R-7010	17.00	576,000		✓		McIlvaine Town Forest
Spear Hill Rd	25-R-7025	10.00	52,900				McIlvaine Town Forest
Spear Hill Rd	25-R-7050	5.10	43,700				Cons - Open Space
Bayberry Rd	25-R-8000	19.90	258,500				McIlvaine Town Forest
Settlers Ridge Rd, 34	25-R-8006	0.26	2,500				Cons - Open Space
Glendenin Rd, 26	25-R-8009	0.53	41,400				Cons - Open Space
Glendenin Rd, 33	25-R-8016	8.23	55,900				Cons - Open Space
Settlers Ridge Rd, 33	25-R-9000	3.63	51,700				Cons - Open Space
Glendenin Rd, 20	25-R-9007	0.03	13,400				Cons - Open Space
Acadia Dr, 1	25-R-9012	8.08	66,500				Cons - Open Space

Property Location	GIS ID	Acres	~Assessed Land Value	*Appraised Bldg Value	Tax Deed	Gift	Description
Acadia Dr, 2	25-R-9018	0.26	3,400				Cons - Open Space

~ As established by the Town Assessor

* As determined by the Town's insurance provider

^ Portions currently being used for recreational purposes (Rogers Field and Wonderland Playground)



CAPITAL IMPROVEMENTS PROGRAM FY 2024-2031 PLAN WINDHAM, NEW HAMPSHIRE

**Presented to the Windham Planning Board
October 11, 2023**

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I. Introduction

New Hampshire Revised Statutes delegate to the Planning Board the responsibility for preparing a Master Plan to guide the development of the municipality. The Windham Planning Board adopted a Master Plan in 1985 and, has since, generally updated the plan every five years. The Planning Board has approved a new Master Plan in 2023. A Capital Improvement Program (CIP) is the financial counterpart to a Master Plan. The CIP is a financial master plan for charting a municipality's capital needs over a specified time frame. The programming of capital expenditures into a rational planning and budgeting process is an important management tool for the allocation of tax revenue.

Growth can have a substantial impact on the municipal services and facilities. CIP's have become associated with efforts to manage growth and tax impact. Revised Statutes Annotated 674:22 requires municipalities, which regulate development through a growth management ordinance, to prepare and adopt a Master Plan and a CIP. Although it is a prerequisite of a growth ordinance, a CIP can stand alone on its own merits as a planning tool.

At the 1986 Town meeting, the voters of Windham authorized the Planning Board to prepare a CIP. A Planning Board CIP Sub-Committee was formed to undertake this task. While NH RSA 674:5-8 states that it is the Planning Board which prepares the plan, it is important to involve the Board of Selectmen, School Board, Town department heads, and other Town boards and commissions. Since it is the Selectmen and School Board who prepare the budget in Windham, they are a vital part of the CIP process.

According to the Windham Planning and Zoning Board bylaws, the CIP Sub-Committee's membership is as follows:

- One Selectman appointed by the chairman of the Board of Selectmen whose term shall be one year.
- One School board member appointed by the chairman of the School Board whose term shall be one year.
- Two members of the Planning Board appointed by the chairman of the Planning Board whose term shall be one year.
- Three members of the general public appointed by the chairman of the Planning Board whose terms shall be three years. As of 2015, an alternate citizen member of the committee appointed by the chairman of the Planning Board whose term shall be one year.

Throughout this document, "department" will be used to encompass all town boards, commissions, committees, trustees, and departments.

The CIP Sub-Committee has the following tentative meeting schedule:

JUNE	Appoint new members and organize for the coming year.
JULY	Request written capital project proposals from town departments and School Board.
AUGUST/SEPT	Meet with all departments and committees to discuss their capital needs.
SEPTEMBER	Meet to review submitted capital projects and develop the plan.
OCTOBER/NOV	Conduct a workshop with the Planning Board followed by final presentation to the Planning Board and hold a public hearing.

The Capital Improvements Program is a budgetary document that forecasts major Town expenditures for a legally mandated six-year period. Windham has traditionally created a CIP for a longer eight-year period. A summary analysis of each project is included in the CIP.

The program, when adopted and fully utilized, serves to ensure that the necessary services and facilities to meet the community's needs are provided in accordance with the financial capabilities of Windham.

For the purpose of this document, a capital improvement is defined as a major expenditure (usually non-recurring) for public facilities costing more than \$100,000. The amount is the same as last year.

CIP expenditures are considered beyond the scope of normal annual operating or maintenance expenses. Included are:

- Land acquisition for public purpose
- New buildings or additions
- Vehicles and other machinery with a useful life of greater than five years
- Major building or facility renovations with a useful life of greater than ten years
- Road renovations resulting in long-term improvement in road capacity or conditions
- Special studies such as assessments or a Master Plan
- Studies or architectural plans costing more than \$100,000 for the above capital improvements

A Capital Improvements Program offers many advantages:

- Stabilizes year-to-year variations in capital outlays.
- Makes acquisitions more feasible and defensible (e.g., land for water supply, waste disposal, recreation).
- If used in conjunction with a pooled investment reserve fund, can offset total costs of capital expenditures by reducing interest payments.
- Enables the town to establish growth control measures (in conjunction with a master plan).
- Facilitates implementation of the master plan by scheduling proposed projects over a period of time. The program can eliminate duplication and a random approach to expenditures.
- Furnishes a total picture of the municipality's major needs, discourages piecemeal expenditures and serves to coordinate the activities of various departments.
- Establishes priorities for projects on the basis of needs and cost.

The CIP Annual Process:

- Request from each of the Town departments detailed individual capital improvement requests.
- Schedule presentations, by department, of each request.
- CIP Sub-committee discusses and classifies each request by need and funding amount.
(See Section IIA – Method of Classification for definition of need)
- CIP Sub-committee prepares eight-year appropriations spreadsheet which is presented to Planning Board.

The Planning Board and the CIP Sub-Committee together review the CIP and make desired revisions. After a public hearing is held, the Planning Board adopts the CIP. The CIP recommendations for the budget for the upcoming year are presented to the Selectmen and School Board for their consideration. The Board of the Selectmen, the School Board, and the electorate, should adopt the first year of the CIP program as the capital budget for that year.

The capital budget, the school department's operating budget, and the town's operating budget together make up the total municipal budget for the year.

II. Background: CIP 2023 Plan

A. Method of Classification and Prioritization of Capital Projects

New Hampshire RSA 674:6 requires that the Capital Improvements Program (CIP) classify projects according to urgency and need and to contain a time sequence for their implementation. In accordance with the Capital Improvements Programming Handbook prepared by the Southern New Hampshire Planning Commission, the Windham CIP Sub-Committee has adopted a classification schedule that uses six (6) possible classifications as outlined below. In deliberations leading up to the CIP Sub-Committee's proposed capital allocations, each submitted project is assigned a class. The list of projects requested for this year's plan is attached hereto as Appendix B.

After each project is classified, projects falling into the same class are reviewed against town needs as identified by the town master plan and further prioritization is established based upon available funds in each year.

Class	Category	Description
Class I	Urgent	Cannot be delayed, needed immediately for health and safety needs.
Class II	Necessary	Necessary. Needed within 1- 3 years to maintain basic level and quality community services.
Class III	Desirable	Desirable. Needed within 4-6 years to improve quality and level of service.
Class IV	Deferrable	Can be placed on hold until after the 6-year period but supports community development goals.
Class V	Premature	Premature. Needs more research, planning and coordination.
Class VI	Inconsistent	Inconsistent. Contrary to land use planning or community development

B. Year 2024 Available Capital Improvement Funds

The CIP Sub-Committee used the official tax valuation less utilities figure for 2023 to determine the proposed CIP funding for the subsequent years in its plan. This official tax valuation is determined by the Windham Tax Assessor and approved by the New Hampshire Department of Revenue Administration.

To compute the available CIP funds for year 2024, the sub-committee used the projected 2023 valuation and applied a 2.0% increase to reach \$3,227,854,984 as an estimated tax valuation figure. For FY 2025 - 2031 planning, the sub-committee estimated available CIP funds using a 2% increase each year to determine the valuation figures for the subsequent years.

The CIP Sub-Committee has recognized the enormity of the costs attributable to the new high school and Golden Brook School renovation. The current CIP Appropriations Chart Plan does not include the costs of the new high school or Golden Brook School renovation bonds. However, it is shown as "Other Appropriations" for the community to be aware of its impact on the overall tax rate for the Town of Windham. The sub-committee believes that to continue to fund needed town-wide capital improvement projects, the high school and Golden Brook School bond costs should be removed from the core CIP plan. If not, the bond costs would exceed the annual allocated funding and preclude any funding for other needed projects. In 2016 the Town also funded the purchase a Quint for the Fire Department through a bond which is not included in the CIP budget. In 2019 the Town issued two 15-year bonds: a Conservation Land Acquisition bond, and a Water bond. The Land Acquisition bond was for land acquisition for lots 20-D-1200 (35.57 acres) and 20-E-300 (24.97 acres) (Parcels off London Bridge Road). Payments for this bond are anticipated to come from the Conservation Commission's Land Acquisition Fund. The Water bond is for MSDC Charges for 200,000 gallons of water and payments will ultimately come back to the Town from fees collected from water users' initial hook-up fees. In 2020 the Town issued a 12-year bond for renovations to the Searles Chapel. Up to 50% of the annual payments are anticipated to come from the Searles Revenue Fund. The bond payments are also shown in the "Other Appropriations" for the community to be aware of its impact on the overall tax rate for the Town of Windham.

Considering the large increase in the Town valuation due to the revaluation in 2021, the planned \$0.90 per thousand valuation (mil rate) for the CIP was adjusted accordingly to a \$0.71 per thousand for the plan this year. In 2019 the Planning Board decided to put a target \$0.35 per thousand for funding Town projects and \$0.55 per thousand to fund

the school capital projects. Since the funding rate was adjusted to \$0.71 per thousand in 2021 to adjust for the Town revaluation, the Town project funding target has been adjusted to \$0.28 per thousand and the School District project funding target has been adjusted to \$0.43 per thousand. It is desired that the first year of the CIP plan be balanced to zero (2024 in this plan).

III. CIP FY 2024 Plan

FUNDING AMOUNTS

2023 Estimated Town Tax Valuation Less Utilities	\$3,164,563,710
2024 Estimated Town Tax Valuation Less Utilities with 2.0% estimated growth	\$3,227,854,984
CIP funding at \$0.71 per thousand of 2024 Estimate	\$ 2,291,777
Other CIP Contributions:	\$ 0
TOTAL AVAILABLE CIP FUNDING FOR 2024	\$ 2,291,777

FIXED CIP OBLIGATIONS FOR 2024

Fire Truck, Bond	\$ 104,225
REMAINING CIP FUNDS AVAILABLE FOR REQUESTED PROJECTS	\$ <u>2,187,552</u>

IV. CIP FY 2024 – 2031 Appropriations Chart

CIP FY 2024 - 2031 Appropriation Chart (Summary)										
Notes	CRF Balances	2024	2025	2026	2027	2028	2029	2030	2031	
CIP Projected Availability		\$2,291,777	\$2,337,613	\$2,384,365	\$2,432,052	\$2,480,693	\$2,530,307	\$2,580,913	\$2,632,531	
Fixed CIP Obligations										
Fire Truck Bond	1	104,225	100,145	96,065	91,985	87,905	78,825			
Total Fixed Obligations		\$104,225	\$100,145	\$96,065	\$91,985	\$87,905	\$78,825	\$0	\$0	
Effective Availability Other		\$2,187,552	\$2,237,468	\$2,288,300	\$2,340,067	\$2,392,788	\$2,451,482	\$2,580,913	\$2,632,531	
Other CIP Annual Contributions		-	0	0	0	0	0	0	0	
Net to Annual Appropriations	\$	\$ 2,187,552	\$ 2,237,468	\$ 2,288,300	\$ 2,340,067	\$ 2,392,788	\$ 2,451,482	\$ 2,580,913	\$ 2,632,531	
Annual Appropriations										
FIRE DEPARTMENT		-	0	384,000	384,000	400,000	220,000	275,000	589,000	0
GENERAL SERVICES		-	571,500	812,825	389,466	146,440	328,762	441,450	169,522	177,998
POLICE DEPARTMENT		-	0	0	0	0	0	0	0	0
LOCAL ENERGY COMMITTEE		-	0	0	337,000	337,000	0	0	0	0
ADMINISTRATION/BOARD OF SELECTMEN	100,000	132,500	32,500	32,500	32,500	0	0	0	0	0
TRAILS COMMITTEE	30,797	210,000	150,000	150,000	150,000	150,000	150,000	150,000	150,000	150,000
Town portion of CIP Appropriations		914,000	1,379,325	1,292,966	1,065,940	698,762	866,450	908,522	327,998	
Town portion of CIP Budget		799,574	821,730	844,248	867,134	890,397	919,043	1,017,825	1,038,181	
SCHOOL DEPARTMENT	293,878	750,000	765,000	750,000	770,000	750,000	750,000	750,000	750,000	
School portion of CIP Budget		1,387,978	1,415,737	1,444,052	1,472,933	1,502,392	1,532,439	1,563,088	1,594,350	
Total Annual Appropriations	\$ 424,676	\$ 1,664,000	\$ 2,144,325	\$ 2,042,966	\$ 1,835,940	\$ 1,448,762	\$ 1,616,450	\$ 1,658,522	\$ 1,077,998	
Variance		\$523,552	\$93,143	\$245,334	\$504,128	\$944,027	\$835,032	\$922,391	\$1,554,533	
CIP FY 2024 - 2031 Appropriation Chart (Details)										
Notes	CRF Balances	2024	2025	2026	2027	2028	2029	2030	2031	
Effective Availability Other		\$ 2,187,552	\$ 2,237,468	\$ 2,288,300	\$ 2,340,067	\$ 2,392,788	\$ 2,451,482	\$ 2,580,913	\$ 2,632,531	
OTHER CIP ANNUAL CONTRIBUTIONS										
None										
Total Other contributions		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Net to Annual CIP Appropriations		\$ 2,187,552	\$ 2,237,468	\$ 2,288,300	\$ 2,340,067	\$ 2,392,788	\$ 2,451,482	\$ 2,580,913	\$ 2,632,531	
ANNUAL APPROPRIATIONS										
FIRE DEPARTMENT										
SCBA Equipment Upgrades		0								
Ambulance Replacement					400,000					
Engine - 3 Replacement			384,000	384,000						
Forestry Replacement						220,000				
Mobile/Portable Radio Replacement							275,000			
Tanker 1 Replacement								589,000		
Sub-Total	-	\$0	\$384,000	\$384,000	\$400,000	\$220,000	\$275,000	\$589,000	\$0	
GENERAL SERVICES										
Town Hall exterior renovation		200,000	400,000							
Road Improvements		126,500	132,825	139,466	146,440	153,762	161,450	169,522	177,998	
5 Ton Truck replacement (2010 Truck)			280,000					280,000		
5 Ton Truck replacement (2012 Truck)										
Loader replacement (2012 Loader)				250,000						
Woodchipper						175,000				
Transfer Station - Takeuchi Loader replacement (2009 Loader)		130,000								
Transfer Station - Trailer replacement (2010 Trailer)		115,000								
Sub-Total	-	\$571,500	\$812,825	\$389,466	\$146,440	\$328,762	\$441,450	\$169,522	\$177,998	
POLICE DEPARTMENT										
HQ Dispatch Console/Central Electronic Shelf Replacement		0								
Sub-Total	-	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
LOCAL ENERGY COMMITTEE										
Fire Department Solar Installation					\$168,500	\$168,500				
Police Department Solar Installation					\$168,500	\$168,500				
Sub-Total			\$0	\$0	\$337,000	\$337,000	\$0	\$0	\$0	\$0
ADMINISTRATION/BOARD OF SELECTMEN										
Town Complex Beautification	2	100,000								
Gov. Dinsmoor Bridge decking replacement		100,000								
Nesmith Library Solar PPA		32,500	32,500	32,500	32,500	32,500				
Sub-Total	\$100,000	\$132,500	\$32,500	\$32,500	\$32,500	\$0	\$0	\$0	\$0	
TRAILS COMMITTEE										
Greenway Recreation Trail		30,797	210,000	150,000	150,000	150,000	150,000	150,000	150,000	
Sub-Total	30,797	\$210,000	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	

CIP FY 2024 - 2031 Appropriation Chart (Details)

Notes	CRF Balances	2024	2025	2026	2027	2028	2029	2030	2031
ANNUAL APPROPRIATIONS (continued)									
SCHOOL DEPARTMENT									
WCS Building Envelope & Security			250,000						
WCS HVAC Rooftop replacement			300,000						
WMS Roof Repair - Final Section				125,000					
WHS PA System/Analog Speakers				160,000					
Wireless Network/System Servers/ SAU & WMS Network Closets				230,000					
WHS Replacement of 13 RTUs					600,000				
WCS & WMS Network Closets					150,000				
WCS Boiler and Fire Alarm Replacement						350,000			
WMS Classroom AC Units						120,000			
Wireless Network						300,000			
Capital Reserve/Building Project Fund	3	292,186	200,000	250,000			750,000	750,000	750,000
Repair/Replace Septic	4	1,692							
Sub-Total		\$293,878	\$750,000	\$765,000	\$750,000	\$770,000	\$750,000	\$750,000	\$750,000
TOTAL ANNUAL APPROPRIATIONS			\$1,664,000	\$2,144,325	\$1,705,966	\$1,498,940	\$1,448,762	\$1,616,450	\$1,658,522
VARIANCE			\$523,552	\$93,143	\$582,334	\$841,128	\$944,027	\$835,032	\$922,391
									\$1,554,533
OTHER ANNUAL APPROPRIATIONS									
Primary High School Bond	5		1,827,500	1,742,500					
Golden Brook School Bond	6		2,632,450	2,545,750	2,459,050	2,372,350	2,285,650	2,207,450	2,137,750
State Building Aid Received (Offset)			(510,000)	(510,000)					2,068,050
School District Bonds Total Payments		\$ 3,949,950	\$ 3,778,250	\$ 2,459,050	\$ 2,372,350	\$ 2,285,650	\$ 2,207,450	\$ 2,137,750	\$ 2,068,050
Total cost per thous and town valuation for School Bonds		1.22	1.15	0.73	0.69	0.65	0.62	0.59	0.56
Fire Department Quint Bond	7		96,586	96,586	48,654				
Total cost per thous and town valuation for Quint Bond		0.03	0.03	0.01	-	-	-	-	-
Land Acquisition Bond for 20-D-1200 and 20-E-300	8		173,460	167,340	161,220	155,100	143,980	138,115	132,250
Water Bond	9		63,750	61,455	54,160	52,120	50,080	48,040	46,000
Searles Chapel Building Roof and Tower Project	10		28,770	28,770	28,770	28,770	28,770	28,770	28,770
Total cost per thous and town valuation for other bonds		0.08	0.08	0.07	0.07	0.06	0.06	0.06	0.05

CIP FY 2024-2031 Footnotes

Fixed CIP Obligations:

1 Eight year bond for \$750,000 to purchase a new Fire Truck approved in 2021.

Other CIP Annual Contributions:

None

Capital Reserve Funds:

2 The Town has the \$100,000 set aside for this project in the general fund. This project has not been completed, the balance is still \$100,000.

3 Unexpended CIP funds from prior years for future School Building, Renovation and Land Acquisition (established in 2016).

4 Unexpended CIP funds from prior years for School District Repair/Replace Septic (established in 2002).

Other Annual Appropriations:

5 Primary High School Bond - 20 year term with last payment in 2025

6 Golden Brook School Bond - 20 year term with last payment in 2037

7 Town approved a 10 year bond for \$850,000 to purchase a new Fire Quint Truck in 2017 - 10 year term with last payment in 2026

8 Conservation Land Acquisition Bond - 15 year term with last payment in 2034. Payments anticipated to come from the Conservation Commission's Land Acquisition Fund.

9 Water Bond - 15 year term with last payment in 2034. Payments will ultimately come back to the Town from fees collected from water users initial hook-up fees.

10 Searles Chapel Bond - 12 year bond for \$300,000 with final payment in 2032. Up to 50% of the annual payments are anticipated to come from the Searles Revenue Fund

TAX VALUATION PROJECTION

PROPERTY VALUATION	% Increase	YEAR	PROJECTED CIP TAX RATE	\$	School portion	Town portion
				AVAILABLE	0.43	0.28
\$3,164,563,710		2023	\$0.71	\$2,246,840		
\$3,227,854,984	2.0	2024	\$0.71	\$2,291,777	\$1,387,978	\$903,799
\$3,292,412,084	2.0	2025	\$0.71	\$2,337,613	\$1,415,737	\$921,875
\$3,358,260,326	2.0	2026	\$0.71	\$2,384,365	\$1,444,052	\$940,313
\$3,425,425,532	2.0	2027	\$0.71	\$2,432,052	\$1,472,933	\$959,119
\$3,493,934,043	2.0	2028	\$0.71	\$2,480,693	\$1,502,392	\$978,305
\$3,563,812,724	2.0	2029	\$0.71	\$2,530,307	\$1,532,439	\$997,866
\$3,635,088,978	2.0	2030	\$0.71	\$2,580,913	\$1,563,088	\$1,017,825
\$3,707,790,758	2.0	2031	\$0.71	\$2,632,531	\$1,594,350	\$1,038,181

V: Requested Capital Projects and Action Taken

A. Fire Department

Project Title: Self-Contained Breathing Apparatus Upgrades

Proposed By: Chief Thomas L. McPherson

Estimated Cost: \$385,000 (\$400,000 with \$15,000 coming from ARPA budget. Net cost for CIP is \$385,000)

Requested for FY 2024

Proposal: The department is requesting upgrades for their Self Contained Breathing Apparatus (SCBA). This upgrade would keep the department in compliance with NFPA 1981 and NIOSH 42 CFR part 84. This request meets the requirements for submitting a federal grant through Assistance to Firefighters Grant (AFG) that will be applied for and if approved, provides 95% of the total costs. If the grant is approved, the Town's share of the cost would be \$15,000 which the Board of Selectmen have committed from the ARPA funds.

CIP Recommendation: The sub-committee assigned a Classification of I (Urgent). This equipment is a necessity. Our fire fighters and residents cannot be put at risk by this item potentially being sent to warrant and failing. The CIP recommendation is for this item to be funded directly out of the operating budget to assure its purchase. The sub-committee does not consider this a true CIP budget item.

Project Title: Engine – 3 Replacement

Proposed By: Chief Thomas L. McPherson

Estimated Cost: \$768,000

Requested for FY 2026

Proposal: Engine – 3 is a 2011 KME with nearly 90,000 miles and approximately 1,276 Engine hours. It is equipped with 1,000 gallons of water and has a Waterous 2,000 gpm rated pump. It also carries 30 gallons of Class B Foam. Engine-3 is also equipped with one of two of the department's hydraulic rescue tools which is also aged and in need of replacement. As with any new vehicle purchased, Engine-3 ran as a primary unit during its first year of break in period both serving the town as well as responding to mutual aid requests. As discussed with all the Department vehicle replacements, the scheduled rotation of the fleet is safe and cost effective. The service requirements placed on these vehicles coupled with the many intricate systems requires a tremendous amount of service as they age.

CIP Recommendation: The sub-committee assigned a Classification of II (Necessary) with funding of \$384,000 in FY2025 and \$384,000 in FY2026 to spread the expense over two years.

Project Title: Ambulance Replacement

Proposed By: Chief Thomas L. McPherson

Estimated Cost: \$400,00

Requested for FY 2027

Proposal: Timely replacement of this high use equipment is critical to the safe and effective delivery of pre-hospital care. This replacement of an ambulance purchased in 2009 allows the department to stay on course for scheduled apparatus replacement. Over the past several years, the department has maintained a rotation of these vehicles to maximize the useful life of these vehicles without placing strain on the mechanical operation. Typically, each front-line ambulance is operated for four years before being downgraded to a backup ambulance. The current backup ambulance is then downgraded and kept in service as the department's rescue for cold water/ice rescue emergencies. This is equipped in the wintertime with ice rescue suits, a rescue a-live sled and a variety of rescue ropes and loose equipment. During the summer months, kayaks are placed into service and carried on the rescue to serve as rapid deployment vessels which allows rescuers to enter the water without delay. This allows the department to maximize each of the ambulances for approximately twelve (12) years.

CIP Recommendation: The sub-committee assigned a Classification of III (Desirable) with funding of \$375,000 in FY2027. The CIP committee also anticipates that this line item will be paid for by ambulance fee income by 2027 and will not be in the CIP budget for 2027.

Fire Department, (Cont'd)

Project Title: Forestry-1 Replacement

Proposed By: Chief Thomas L. McPherson

Estimated Cost: \$220,000

Requested for FY 2028

Proposal: Forestry-1 is a 2006 KME manufactured unit mounted on a Ford F-550 chassis. This vehicle is equipped with a CET 650 GPM (gallons per minute) pump, a 300-gallon water tank, and a 10 Class A Foam for fighting fires in ordinary combustibles such as wood, paper, cloth, trash, and plastics. This vehicle is a vital piece of equipment in the protection and preservation of the town's open space and natural wooded preserves and Town Forests. In addition to more open space, the town also continues to experience increased development of homes and businesses which continue to be located close to densely populated woods, increasing the risk of brush fires.

CIP Recommendation: The sub-committee assigned a Classification of III (Desirable) with funding of \$220,000 in FY2028

Project Title: Mobile/Portable Radio Replacement

Proposed by: Chief Thomas L. McPherson

Estimated Cost: \$275,000.00

Requested for FY 2029

Proposal: The current communication equipment used by the department will be obsolete. When units fail the department runs the risk of placing the apparatus out of service. Current radios have had approximately 11 years of operational use. Industry standard recommends public safety radios be moved to a secondary role after 7 years. Vendors historically announce they will be discontinuing all parts and support around 10 years into a product life cycle. The new radios requested will be digital and have voice cancelling algorithms that filter out background noise, making the spoken voice clearer. New design features have made the radios easier to operate when wearing thick gloves. Standard enhancements such as Bluetooth and Wi-Fi allow for tracking a fire scene.

CIP Recommendation: The sub-committee assigned a Classification of III (Desirable) with funding of \$275,000 in FY2029. The CIP recommendation is for this item to come directly out of the operating budget to assure its purchase for safety reasons. The sub-committee does not consider this a true CIP budget item.

Project Title: Tanker – 1 Replacement

Proposed by: Chief Thomas L. McPherson

Estimated Cost: \$589,000.00

Requested for FY 2030

Proposal: Tanker-1 is a 2006 KME Commercial Tanker, which carries 3,000 gallons of water. This Tanker has been a vital asset in the department's fire suppression operations and overall response. Because the town lacks a municipal water supply system, fire suppression needs throughout residential, commercial, and business developments are dependent upon fire cisterns, static water sources and privately installed fire protection systems. In 2015, we replaced a 1994 Freightliner 1,500-gallon Pumper/Tanker with an additional 3,000 gallon Tanker. These additions coupled with the purchase of our new Quint Aerial has allowed the department to work with Insurance Service Office (ISO) to lower the fire protection rates for our residents.

CIP Recommendation: The sub-committee assigned a Classification of III (Desirable) with funding of \$589,000 in FY2030.

B. General Services

Project Title: Transfer Station Trailer (2010 MSW trailer replacement)

Proposed By: Dennis Senibaldi, Highway Agent
Estimated Cost: \$115,000 requested for FY 2024

Proposal: Trailer prices have significantly increased to over \$100,000. Windham's trailer replacement cycle is 12 years; this trailer has managed to pass its life span and is a safety issue at this point. This MSW (municipal solid waste) trailer is necessary for the operation of the facility.

CIP Recommendation: The CIP Sub-Committee assigned the request a Classification of I (Urgent) with funding of \$115,000 in FY2024.

Project Title: Town Hall Exterior Renovation

Proposed By: Dennis Senibaldi, Highway Agent
Estimated Cost: \$600,000 requested for FY 2024

Proposal: The Town Hall, which is the center piece for the Town, has continued to deteriorate to a deplorable condition. The replacement and repair envelope of the building includes siding, windows, etc. Additional work was added from last year's request, by the engineer, for excavation of the basement to create a uniform 3 feet of space. Support for each column will be needed, with cribbing, so old columns can be removed and rebuilt with new footings and columns. A concrete slab will be installed. The attic needs to have additional structure support installed.

CIP Recommendation: The CIP Sub-Committee assigned the request a Classification of II (Necessary) with funding of \$2+0,000 in FY2024, and \$400,000 in FY2025.

Project Title: Takeuchi Loader (2009 loader replacement)

Proposed By: Dennis Senibaldi, Highway Agent
Estimated Cost: \$130,000 requested for FY 2024

Proposal: Currently this is a second line vehicle but is used almost every day the station is open. This past year has been very tough on this piece of equipment and it has deteriorated in condition. The normal replacement cycle for these vehicles is 12 years. It has long since passed that mark. This is aging equipment due to wear and tear related problems.

CIP Recommendation: The CIP Sub-Committee assigned the request a Classification of I (Urgent) with funding of \$130,000 in FY2024.

Project Title: Roads

Proposed By: Dennis Senibaldi, Highway Agent
Estimated Cost: \$126,500 requested for FY 2024

Proposal: This proposal requests funds to continue the needed upkeep of our town road infrastructure including where necessary repairs to drainage and pavement reconstruction projects and needed tree removal. Windham has approximately 115 miles of road. To properly maintain these roads the highway department needs to pave approximately 5 miles every year to maintain a 20-year replacement cycle. Currently, Windham paves approximately 3 miles per year.

CIP Recommendation: The CIP Sub-Committee assigned the request a Classification of I (Urgent) with funding of \$126,500 in FY2024.

General Services, (Cont'd)

Project Title: 5-Ton Truck (2010 truck replacement)

Proposed By: Dennis Senibaldi, Highway Agent

Estimated Cost: \$280,000 requested for FY 2025

Proposal: The General Services department is asking to replace their 2010 5-ton truck due to the wear and tear of aging equipment related problems, and to add additional services presently done through subcontractors. The request is for the replacement of this 2010 truck in 2025. Purchasing these trucks rather than contracting out is more financially beneficial to the Town as the increase in labor and subcontractor costs, as well as the difficulty in getting subcontractors to do the work, is financially not feasible. Buying good equipment will provide a longer period of use and the ability to use some of the attachments on a new vehicle at a later date.

CIP Recommendation: The CIP Sub-Committee assigned the request a Classification of II (Necessary) with funding of \$280,000 in FY2025.

Project Title: Loader (2012 loader replacement)

Proposed By: Dennis Senibaldi, Highway Agent

Estimated Cost: \$250,000 requested for FY 2026

Proposal: To replace aging equipment due to wear and tear related problems, and to add additional services presently done through subcontractors. The request is for the replacement of this 2012 Loader in 2026. This is a second line piece of equipment. Replacement rather than contracting out is more financially beneficial to the Town as the increase in labor and subcontractor costs, as well as the difficulty in getting subcontractors to do the work, is financially not feasible. Buying good equipment will provide a longer period of use and the ability to use some of the attachments on a new vehicle at a later date.

CIP Recommendation: The CIP Sub-Committee assigned the request a Classification of II (Necessary) with funding of \$250,000 in FY2026.

Project Title: Wood Chipper

Proposed By: Dennis Senibaldi, Highway Agent

Estimated Cost: \$175,000 requested for FY 2028

Proposal: This proposal requests a woodchipper for brush and tree work due to storm damage, and annual brush and tree work where needed. This improves the quality of existing services and provides added capacity to serve growth.

CIP Recommendation: The CIP Sub-Committee assigned the request a Classification of III (Desirable) with funding of \$175,000 in FY2028.

Project Title: 5-Ton Truck (2012 truck replacement)

Proposed By: Dennis Senibaldi, Highway Agent

Estimated Cost: \$280,000 requested for FY 2029

Proposal: To replace aging equipment due to wear and tear related problems, and to add additional services presently done through subcontractors. The request is for the replacement of this 2012 truck in 2029. Purchasing these trucks rather than contracting out is more financially beneficial to the Town as the increase in labor and subcontractor costs, as well as the difficulty in getting subcontractors to do the work, is financially not feasible. Buying good equipment will provide a longer period of use and the ability to use some of the attachments on a new vehicle at a later date.

CIP Recommendation: The CIP Sub-Committee assigned the request a Classification of III (Desirable) with funding of \$280,000 in FY2029.

C. Police Department

Project Title: HQ Dispatch Console/Central Electronic Shelf Replacement

Proposed By: Chief Michael Caron

Estimated Cost: \$318,000 requested for FY 2024

Proposal: The police department Motorola radio consoles have been in continuous operation since 2006, and as of 2019, Motorola has discontinued all support, and our local vendor can no longer guarantee parts replacement in the event of failure. In June of 2023 a failure occurred that resulted in down time until an older used component was located. The current consoles run on older physical contact closure relays and do not offer the degree of redundancy demanded by a continuous round-the-clock life safety support system. Advances in technology and performance will allow for the replacement system to fully utilize the broader public safety (i.e., PD, FD/EMS, Emergency Management, schools) radio network VOIP connections. The replacement would allow for increased officer and public safety, situational awareness, and critical systems readiness/availability.

CIP Recommendation: The sub-committee recommends with the urgency of replacement, this item is placed in the 2024 operational budget, and not a CIP request.

D. Local Energy Committee

Project Title: Fire Department Solar System Installation

Proposed By: Mark Kovacs, Windham Local Energy Committee

Estimated Cost: \$337,000 requested for FY2027

Proposal: The project entails Installation of a photovoltaic, solar system at the Windham Fire Department to provide approximately 155,000 KWH of electrical energy which meets the Department's current and future needs. Recent, positive experience with the Nesmith Library solar system indicates that significant electricity cost-savings can be achieved. In addition, funding from the 2022 Inflation Reduction Act will cover 25% of the installation costs. This benefit and the immediate electricity cost reductions provided by solar generation make possible installation with no increase in the Fire Department's current electricity budget and total operating cost savings over 25 years of approximately \$330,000 – after paying all installation, operating, and maintenance costs. The system will be sited to eliminate any impact of electrical interference on the Fire (and nearby Police Department) communication equipment.

CIP Recommendation: The sub-committee assigned a Classification III (Desirable) and recommended that a Capital Reserve account be funded in 2026 (\$168,500) and FY 2027 (\$165,500) to support construction in 2027.

Project Title: Police Department Solar System Installation

Proposed By: Mark Kovacs, Windham Local Energy Committee

Estimated Cost: \$337,000 requested for FY2027

Proposal: The project entails Installation of a photovoltaic, solar system at the Windham Police Department to provide approximately 155,000 KWH of electrical energy which meets the Department's current and future needs. Recent, positive experience with the Nesmith Library solar system indicates that significant electricity cost-savings can be achieved. In addition, funding from the 2022 Inflation Reduction Act will cover 25% of the installation costs. This benefit and the immediate electricity cost reductions provided by solar generation make possible installation with no increase in the Police Department's current electricity budget and total operating cost savings over 25 years of approximately \$260,000 – after paying all installation, operating, and maintenance costs. The system will be sited to eliminate any impact of electrical interference on the Police (and nearby Fire Department) communication equipment.

CIP Recommendation: The sub-committee assigned a Classification III (Desirable) and recommended that a Capital Reserve account be funded in 2026 (\$168,500) and FY 2027 (\$165,500) to support construction in 2027.

E. Administration/Board of Selectmen

Project Title: Nesmith Library Solar PPA

Proposed By: Brian McCarthy, Town Administrator
Estimated Cost: \$130,000 requested for FY 2024-2027

Proposal: The project entails the installation of solar panels on the roof of the Nesmith Library through a Power Purchase Agreement (PPA) which would provide the Town with the option of purchasing the equipment anytime beginning in the 6th year (anticipated to be in early 2027). The installation of solar panels will be financially beneficial for the Town by generating a net annual savings of \$5,600 per year over a 25-year period and beyond after covering all purchase costs. The environmental benefits include the reduction of greenhouse gas production and the Town's reliance on fossil fuels. Additionally, the solar panels will extend the Library roof lifetime, replaced in 2018, by providing protection from the elements. This system will provide an educational opportunity to Library users regarding the benefits of renewable energy. The Board of Selectmen approved a contract with Revision Energy in 2021; they completed construction in June 2022 with full operational capability in October 2022. This \$130,000 funding request (a 4-year capital reserve of \$32,500 annually) will be needed in 2027 to fund the purchase "buyout" of the PPA contract.

CIP Recommendation: The sub-committee assigned a Classification I (Urgent). The funding is still shown in the financial plan with the requested funding of \$32,500 added to a capital reserve fund each year in the years 2024 through 2027.

Project Title: Governor Dinsmoor Bridge Decking Replacement

Proposed By: Wayne Morris/Peter Griffin
Estimated Cost: \$100,000 requested for FY 2024

Proposal: The project proposes to replace deteriorated, unsafe decking of the Governor Dinsmoor Bridge. When the Windham Rail Trail was constructed, the existing wooden decking was covered with plastic sheeting then covered with stone dust. As the years progressed, the stone dust started to develop voids where it would fall through the plastic. These voids made for a very unsafe scenario for cyclists. The Town eventually placed two metal plates over the entire deck. The plating has held up nicely, but it tends to become slippery when wet, so much so, that the town had to put up caution signs to the approach of the bridge warning of such. Currently the proposal is to have four 8" thick x 8' wide x 12'-6" long precast concrete planks fabricated and attached to the existing 36" steel bridge girders. That will then be covered with cast in place, 6" reinforced overlay deck.

CIP Recommendation: The sub-committee assigned a Classification of I (Urgent) with funding of \$100,00 in FY2024.

F. Trails Committee

Project Title: Greenway Recreation Trail and Planning Feasibility Study

Proposed By: Wayne Morris/Peter Griffin
Estimated Cost: \$1,200,000 requested for FY 2024 through FY 2031

Proposal: The project has an estimated cost of \$1.2MM and involves creating additional capital reserves fund of \$150,000 for 2024. Improvements will include paving 2.27 miles (approx. 12,000') of the Greenway Recreational Trail (GRT). This portion of the GRT is predominantly located to the West of Rt. 93 and begins near the intersection of Meetinghouse Rd and Old Mill Rd and runs Northeasterly to intersect with the Western right-of-way of Rt. 93. The NH DOT has installed two twelve-foot (12') box culverts under the highway to facilitate this connectivity between the GRT and RRT. The resulting corridor of nearly seven (7) miles would serve to interconnect miles of rail trail with the towns of Derry and Salem. It will also create a corridor that will connect the west and east sides of Windham. The project would include clearing the rail bed, repairing drainage culverts, building up rail bed base material and finally paving this 2.5 mile stretch. The town is currently working with the state to finalize the path from I-93 to a North Lowell Road crossing.

A 2015 study by the Southern NH Planning Commission monitoring use of the RRT, showed 11,000 trips between the months of October and November. Averaging 397 daily trips. On Columbus Day, 2,645 trips were recorded. Grant availability for this project is unknown. This project would increase Windham's recreational trails and connect several different communities. Derry and Salem are actively improving their connecting trail systems. Improving this area would also afford users to access scenic areas of Foster's Pond Conservation area, Mitchell Pond, and a number of other adjacent undeveloped areas in Windham. The development of this section will allow easy access for residents living on or near Beacon Hill Rd., Nottingham Rd., Londonderry Rd., Nashua Rd., Old Mill Rd. and Kendall Pond Rd.

History of the Greenway Trail

In 2014 the CIP Committee gave the project a ranking of 1.7 (necessary and needed within 1-3 years).

In 2018, the CIP Committee gave the project a Classification I to start a Capital Reserve Fund in 2019. The BOS voted not to send this to warrant. More support needs to be given to the project based on the feedback on the 2020 Master Plan survey. The people of Windham strongly supported the following, with a score of "5" being the highest:

- 4.58 – Protect lakes streams and wetlands
- 4.54 – Preserve open space and forests and agricultural lands
- 4.34 – Maintain Windham's unique character
- 4.04 – Increase Recreational opportunities

In 2021, the Rail Trail Capital Reserve Fund was placed on the ballot with a funding ask of \$30,000. The article OVERWHELMINGLY passed. Yes-1401 (69.8%) No-606 (30.2%)

CIP Recommendation: The sub-committee assigned a Classification of I (Urgent) with funding of \$150,00 each year to be added to the capital reserve fund in FY2024 through FY2031. The sub-committee recommendation to the Board of Selectmen is to submit a warrant article to request \$150,000 for the Rail Trail Capital Reserve Fund, allowing the residents of Windham to vote on the project.

At the presentation to the Planning Board, the Board voted to amend the funding for FY2024 to \$210,000. This was done to be sure that the Town has 20% of the project funding in case a federal grant for 80% of the cost is obtained.

G. Windham School District

Project Title: WCS Building Envelope and Security (Roof Repair- Final Section, Exterior Doors)

Proposed by: Dalisa Greenleaf, Business Administrator, Windham School District

Estimated Cost: \$250,000 requested for FY 2024

Proposal: There is one last section of the WCS roof that needs to be completed. The section to be replaced is located on the second floor. This section of the roof is approximately 22 years old and at the end of its useful life. The replacement of Windham Center School's exterior doors and hardware will improve the buildings envelope and security. New doors will have new seals, hardware, and glass.

CIP Recommendation: The sub-committee assigned classification I (Urgent) with funding \$250,000 of in FY2024.

Project Title: WCS HVAC Replacement

Proposed by: Dalisa Greenleaf, Business Administrator, Windham School District

Estimated Cost: \$300,000 requested for FY 2024

Proposal: RTU's 1, 2, and 3 at Windham Center School need to be replaced as they are at the end of their life. The approximate life expectancy of an HVAC unit is 15-20 years in a commercial or industrial environment. Over the past 10 years we have had numerous service calls and repairs on these units.

CIP Recommendation: The sub-committee assigned classification I (Urgent) with funding of \$300,000 in FY2024.

Project Title: Capital Reserve Fund/Building Project

Proposed by: Dalisa Greenleaf, Business Administrator, Windham School District

Estimated Cost: \$200,000 requested for FY 2024

Proposal: Monies to be deposited in Building and Grounds Capital Reserve for future facility needs.

CIP Recommendation: The sub-committee assigned classification I (Urgent) with funding of \$200,000 in FY2024.

Project Title: WMS Roof Repair—Final Section

Proposed by: Dalisa Greenleaf, Business Administrator, Windham School District

Estimated Cost: \$125,000 requested for FY 2025

Proposal: There is one last section of roof at WMS that needs to be completed. The section to be replaced is located on the 2nd floor, it is currently ballasted rock roofing. This section of the roof is 20 plus years old and at the end of its useful life.

CIP Recommendation: The sub-committee assigned classification II (Necessary) with funding of \$125,000 in FY2025.

Project Title: WHS PA System/Analog Speakers

Proposed by: Dr. Harry Bennett, Executive Director of Technology, Windham School District

Estimated Cost: \$160,000 requested for FY 2025

Proposal: The WHS PA System and attached Analog Speakers are over 10-years old and at the end of their working life as well as available vendor support. Regular disruptions of service occur and impact operations at WHS.

CIP Recommendation: The sub-committee assigned classification II (Necessary) with funding of \$160,000 in FY2025.

Windham School District, (Cont'd)

Project Title: Wireless Network Controllers/System Servers/SAU & WMS MDF Network Closets

Proposed by: Dr. Harry Bennett, Executive Director of Technology, Windham School District

Estimated Cost: \$230,000 requested for FY 2025

Proposal: The Wireless Network Controllers, System Servers, and Network Closets at the SAU & WMS are now 7-years old and at the end of their working life as well as available vendor support. Regular disruptions of the wireless service occur impacting operations throughout the District. Network closets do not support newer technology services.

CIP Recommendation: The sub-committee assigned classification II (Necessary) with funding of \$230,000 in FY2025.

Project Title: Capital Reserve Fund/Building Project

Proposed by: Dalisa Greenleaf, Business Administrator, Windham School District

Estimated Cost: \$250,000 requested for FY 2025

Proposal: Monies to be deposited in Building and Grounds Capital Reserve for future facility needs.

CIP Recommendation: The sub-committee assigned classification II (Necessary) with funding of \$250,000 in FY2025.

Project Title: WHS Replacement of 13 RTU's

Proposed by: Dalisa Greenleaf, Business Administrator, Windham School District

Estimated Cost: \$600,000 requested for FY 2026

Proposal: Replacement of 13 RTU's as they are at the end of their useful life and in need of constant repairs and maintenance. Completing this project in one year will allow us to keep all units on the same life cycle.

CIP Recommendation: The sub-committee assigned classification II (Necessary) with funding of \$600,000 in FY2026.

Project Title: WMS IDF & WCS Network Closets

Proposed by: Dr. Harry Bennett, Executive Director of Technology, Windham School District

Estimated Cost: \$150,000 requested for FY 2026

Proposal: The Network Closets and WMS & WCS are now 7-years old and at the end of their working life as well as available vendor support. Network closets do not support newer technology services.

CIP Recommendation: The sub-committee assigned classification II (Necessary) with funding of \$150,000 in FY2026.

Project Title: WCS – Boiler and Fire Alarm Replacement

Proposed by: Dalisa Greenleaf, Business Administrator, Windham School District

Estimated Cost: \$350,000 requested for FY 2027

Proposal: The boiler system is approximately 20 years old and is at the end of its life. We will upgrade to a more efficient boiler. Replacement of the system will reduce operating costs and increase efficiency. Parts are becoming obsolete for the fire alarm panel, as the original manufacturer is no longer in business.

CIP Recommendation: The sub-committee assigned classification II (Necessary) with funding of \$350,000 in FY2027.

Windham School District, (Cont'd)

Project Title: WMS AC Units - Classrooms

Proposed by: Dalisa Greenleaf, Business Administrator, Windham School District

Estimated Cost: \$120,000 requested for FY 2027

Proposal: This would be the replacement of 12 AC units servicing classrooms. These units are at the end of their life and this request is consistent with the district replacement schedule.

CIP Recommendation: The sub-committee assigned a classification II (Necessary) with funding of \$120,000 in FY2027.

Project Title: Wireless Network Access Point

Proposed by: Dr. Harry Bennett, Executive Director of Technology, Windham School District

Estimated Cost: \$300,000 requested for FY 2027

Proposal: The Wireless Network Access Points are now 7-years old and at the end of their working life as well as available vendor support. Frequent disruptions are impacting learning throughout the District. Existing Access Points are also not able to support newer technology services.

CIP Recommendation: The sub-committee assigned classification II (Necessary) with funding of \$300,000 in FY2027.

Project Title: Capital Reserve Fund/Building Project

Proposed by: Dalisa Greenleaf, Business Administrator, Windham School District

Estimated Cost: \$750,000 requested for FY 2028

Proposal: Monies to be deposited in Capital Reserve Fund / Building Project. The district is evaluating and analyzing, in consultation with NESDEC and Building and Grounds, enrollment projections, growth and facilities capacity.

CIP Recommendation: The sub-committee assigned classification III (Desirable) with funding of \$750,000 in FY2028.

Project Title: Capital Reserve Fund/Building Project

Proposed by: Dalisa Greenleaf, Business Administrator, Windham School District

Estimated Cost: \$750,000 requested for FY 2029

Proposal: Monies to be deposited in Capital Reserve Fund / Building Project. The district is evaluating and analyzing, in consultation with NESDEC and Building and Grounds, enrollment projections, growth and facilities capacity.

CIP Recommendation: The sub-committee assigned classification III (Desirable) with funding of \$750,000 in FY2029.

Windham School District, (Cont'd)

Project Title: Capital Reserve Fund/Building Project

Proposed by: Dalisa Greenleaf, Business Administrator, Windham School District

Estimated Cost: \$750,000 requested for FY 2030

Proposal: Monies to be deposited in Capital Reserve Fund / Building Project. The district is evaluating and analyzing, in consultation with NESDEC and Building and Grounds, enrollment projections, growth and facilities capacity.

CIP Recommendation: The sub-committee assigned classification III (Desirable) with funding of \$750,000 in FY2030.

Project Title: Capital Reserve Fund/Building Project

Proposed by: Dalisa Greenleaf, Business Administrator, Windham School District

Estimated Cost: \$750,000 requested for FY 2031

Proposal: Monies to be deposited in Capital Reserve Fund / Building Project. The district is evaluating and analyzing, in consultation with NESDEC and Building and Grounds, enrollment projections, growth and facilities capacity.

CIP Recommendation: The sub-committee assigned classification IV (Deferrable) with funding of \$750,000 in FY2031.

H. Departments/Committees with No Requested Projects for the FY 2024-2031 CIP:

- Recreation
- Tax Collector
- Town Clerk
- Assessor
- IT/GIS
- Forestry Committee
- Historic District/Heritage Committee
- Planning Board
- Community Development Department
- Economic Development Committee
- Housing Authority
- Cemeteries
- Cable
- Senior Center
- Windham Historic Commission (Searles)
- Museum Trustees/Historical Society
- Conservation Commission

APPENDIX A

2023 CIP SUB-COMMITTEE MEMBERSHIP

- ❖ Rob Gustafson – Chair, Citizen Volunteer
- ❖ Jennean Mason – Vice Chair, Planning Board Member
- ❖ Kathleen Harris – Secretary, Citizen Volunteer
- ❖ Jennifer Simmons – Citizen Volunteer
- ❖ Pam McCarthy – Planning Board Member
- ❖ Shannon Ulery – School Board Representative
- ❖ Ross McLeod – Board of Selectmen Representative
- ❖ Mark Samsel – Alternate Board of Selectmen Representative
- ❖ Cynthia Finn – Alternate School Board Representative
- ❖ Mark Kovacs – Alternate Citizen Volunteer

APPENDIX B

PROJECT CLASSIFICATIONS

Department	Project	Year	Cost	Class							Report Class	
				Class	Class	Class	Class	Class	Class	Total	Avg	
General Services	Roads (\$126,500 in 2024)	2024	\$126,500	1	1	1	1	1	1	7	1.00	1
Police Department	HQ Dispatch Console/Central Electronic Shelf Replacement	2024	\$318,000	1	1	1	1	1	1	7	1.00	1
Fire Department	SCBA Equipment Upgrades (not contingent on 95/5grant, \$15,000 to Town)	2024	\$385,000	1	1	1	1	1	1	7	1.00	1
Trails Committee	Greenway Trail	2024-2031	\$1,200,000	1	1	1	1	1	1	6	1.00	1
General Services	Transfer Station Trailer (2010 MSW trailer replacement)	2024	\$115,000	1	1	1	1	1	2	8	1.14	1
General Services	Transfer Station - Takeuchi Loader replacement (2009 Loader)	2024	\$130,000	1	1	1	1	1	2	8	1.14	1
Administration	Gov. Dinsmoor Bridge decking replacement	2024	\$100,000	1	2	2	1	1	2	10	1.43	1
Administration	Nesmith Library Solar PPA	2024-27	\$130,000	1	1	2	1	1	2	10	1.43	1
General Services	Town Hall exterior renovation	2024	\$600,000	1	1	1	1	1	5	11	1.57	2
General Services	Loader replacement (2012 Loader)	2026	\$250,000	2	2	2	2	2	2	14	2.00	2
General Services	5 Ton Truck replacement (2010 Truck)	2025	\$280,000	2	2	2	2	2	2	14	2.00	2
Fire Department	Engine - 3 Replacement	2026	\$768,000	2	2	2	2	2	2	14	2.00	2
Fire Department	Forestry Replacement	2028	\$220,000	3	3	3	3	3	3	21	3.00	3
Fire Department	Mobile/Portable Radio Replacement	2029	\$275,000	3	3	3	3	3	3	21	3.00	3
General Services	5 Ton Truck replacement (2012 Truck)	2029	\$280,000	3	3	3	3	3	3	21	3.00	3
Fire Department	Ambulance Replacement	2027	\$400,000	3	3	3	3	3	3	21	3.00	3
General Services	Wood Chipper	2028	\$175,000	3	3	3	3	3	3	22	3.14	3
Local Energy Committee	Fire Department Solar Installation	2025 or 26	\$337,000	3	2	3	5	5	3	24	3.43	3
Local Energy Committee	Police Department Solar Installation	2025 or 26	\$337,000	3	2	3	5	5	3	24	3.43	3
Fire Department	Tanker - 1 Replacement	2030	\$589,000	4	4	4	4	4	4	28	4.00	4
School District	WCS Building Envelope & Security	2024	\$250,000	1	1	1	1	1	1	7	1.00	1
	WCS HVAC Rooftop replacement	2024	\$300,000	1	1	1	1	1	1	7	1.00	1
	Capital Reserve Fund	2024	\$200,000	1	1	1	1	1	1	7	1.00	1
	WMS Roof Repair - Final Section	2025	\$125,000	2	2	2	2	2	2	14	2.00	2
	WHS PA System/Analog Speakers	2025	\$160,000	2	2	2	2	2	2	14	2.00	2
	Wireless Network/System Servers/ SAU & WMS Network Closets	2025	\$230,000	2	2	2	2	2	2	14	2.00	2
	Capital Reserve Fund	2025	\$250,000	2	2	2	2	2	2	14	2.00	2
	WHS Replacement of 13 RTU's	2026	\$600,000	2	2	2	2	2	2	14	2.00	2
	WCS & WMS Network Closets	2026	\$150,000	2	2	2	2	2	2	14	2.00	2
	WCS Boiler and Fire Alarm Replacement	2027	\$350,000	2	2	2	2	2	2	14	2.00	2
	WMS AC Units-Classrooms	2027	\$120,000	2	2	2	2	2	2	14	2.00	2
	Wireless Network	2027	\$300,000	2	2	2	2	2	2	14	2.00	2
	Capital Reserve/Building Project Fund	2028	\$750,000	3	3	3	3	3	3	21	3.00	3
	Capital Reserve/Building Project Fund	2029	\$750,000	3	3	3	3	3	3	21	3.00	3
	Capital Reserve/Building Project Fund	2030	\$750,000	3	3	3	3	3	3	21	3.00	3
	Capital Reserve/Building Project Fund	2031	\$750,000	4	4	4	4	4	4	28	4.00	4
Classifications	Category	Description										
Class I	Urgent	Cannot be delayed, needed immediately for health and safety needs.										
Class II	Necessary	Necessary. Needed within 1-3 years to maintain basic level and quality community services.										
Class III	Desirable	Desirable. Needed within 4-6 years to improve quality and level of service.										
Class IV	Deferrable	Can be placed on hold until after the 6-year period, but supports community development goals.										
Class V	Premature	Premature. Needs more research, planning and coordination.										
Class VI	Inconsistent	Inconsistent. Contrary to land use planning or community development										



Tax Rate Breakdown Windham

Municipal Tax Rate Calculation			
Jurisdiction	Tax Effort	Valuation	Tax Rate
Municipal	\$12,044,157	\$3,160,525,990	\$3.82
County	\$2,795,100	\$3,160,525,990	\$0.88
Local Education	\$47,011,761	\$3,160,525,990	\$14.87
State Education	\$5,723,502	\$3,127,337,390	\$1.83
Total	\$67,574,520		\$21.40

Village Tax Rate Calculation			
Jurisdiction	Tax Effort	Valuation	Tax Rate
Breezy Gale	\$37,600	\$20,889,100	\$1.80
Cobbetts Pond Village	\$0	\$297,525,600	\$0.00
Moeckel Pond Village	\$5,066	\$9,742,300	\$0.52
Total	\$42,666		\$2.32

Tax Commitment Calculation	
Total Municipal Tax Effort	\$67,574,520
War Service Credits	(\$397,750)
Village District Tax Effort	\$42,666
Total Property Tax Commitment	\$67,219,436

11/7/2023

Sam Greene
Director of Municipal and Property Division
New Hampshire Department of Revenue Administration

Appropriations and Revenues

Municipal Accounting Overview

Description	Appropriation	Revenue
Total Appropriation	\$20,018,537	
Net Revenues (Not Including Fund Balance)		(\$8,118,628)
Fund Balance Voted Surplus		\$0
Fund Balance to Reduce Taxes		(\$300,000)
War Service Credits	\$397,750	
Special Adjustment	\$0	
Actual Overlay Used	\$46,498	
Net Required Local Tax Effort		\$12,044,157

County Apportionment

Description	Appropriation	Revenue
Net County Apportionment	\$2,795,100	
Net Required County Tax Effort		\$2,795,100

Education

Description	Appropriation	Revenue
Net Local School Appropriations	\$60,545,900	
Net Cooperative School Appropriations	\$0	
Net Education Grant		(\$7,810,637)
Locally Retained State Education Tax		(\$5,723,502)
Net Required Local Education Tax Effort		\$47,011,761
State Education Tax	\$5,723,502	
State Education Tax Not Retained	\$0	
Net Required State Education Tax Effort		\$5,723,502

Valuation

Municipal (MS-1)

Description	Current Year	Prior Year
Total Assessment Valuation with Utilities	\$3,160,525,990	\$3,120,305,790
Total Assessment Valuation without Utilities	\$3,127,337,390	\$3,084,980,890
Commercial/Industrial Construction Exemption	\$0	\$0
Total Assessment Valuation with Utilities, Less Commercial/Industrial Construction Exemption	\$3,160,525,990	\$3,120,305,790

Village (MS-1V)

Description	Current Year
Breezy Gale	\$20,889,100
Cobbleton Pond Village	\$297,525,600
Moeckel Pond Village	\$9,742,300

Windham

Tax Commitment Verification

2023 Tax Commitment Verification - RSA 76:10 II

Description	Amount
Total Property Tax Commitment	\$67,219,436
1/2% Amount	\$336,097
Acceptable High	\$67,555,533
Acceptable Low	\$66,883,339

If the amount of your total warrant varies by more than 1/2%, the MS-1 form used to calculate the tax rate might not be correct. The tax rate will need to be recalculated. Contact your assessors immediately and call us at 603.230.5090 before you issue the bills. See RSA 76:10, II

Commitment Amount	<u>\$67,269,607.00</u>
Less amount for any applicable Tax Increment Financing Districts (TIF)	
Net amount after TIF adjustment	

Under penalties of perjury, I verify the amount above was the 2023 commitment amount on the property tax warrant.

Tax Collector/Deputy Signature: Beth A. Roberts, Tax Collector **Date:** 12/4/23

Requirements for Semi-Annual Billing

Pursuant to RSA 76:15-a

76:15-a Semi-Annual Collection of Taxes in Certain Towns and Cities - I. Taxes shall be collected in the following manner in towns and cities which adopt the provisions of this section in the manner set out in RSA 76:15-b. A partial payment of the taxes assessed on April 1 in any tax year shall be computed by taking the prior year's assessed valuation times 1/2 of the previous year's tax rate; provided, however, that whenever it shall appear to the selectmen or assessors that certain individual properties have physically changed in valuation, they may use the current year's appraisal times 1/2 the previous year's tax rate to compute the partial payment.

Windham	Total Tax Rate	Semi-Annual Tax Rate
Total 2023 Tax Rate	\$21.40	\$10.70

Associated Villages

Breezy Gale	\$1.80	\$0.90
Cobbetts Pond Village	\$0.00	\$0.00
Moeckel Pond Village	\$0.52	\$0.26

Fund Balance Retention

Enterprise Funds and Current Year Bonds	\$9,000
General Fund Operating Expenses	\$75,539,900
Final Overlay	\$46,498

DRA has provided a reference range of fund balance retention amounts below. Please utilize these ranges in the determination of the adequacy of your municipality's unrestricted fund balance, as currently defined in GASB Statement 54. Retention amounts, as part of the municipality's stabilization fund policy [1], should be assessed dependent upon your government's own long-term forecasts and special circumstances. Please note that current best practices published by GFOA recommend, at a minimum, that "...general purpose governments, regardless of size, maintain unrestricted fund balance in their general fund of no less than two months of regular general fund operating revenues or regular general fund operating expenditures." [2],[3]

[1] The National Advisory Council on State and Local Budgeting (NACSLB), (1998), *Framework for Improved State and Local Government Budgeting: Recommended Budget Practices (4.1)*, pg. 17.

[2] Government Finance Officers Association (GFOA), (2015), *Best Practice: Fund Balance Guidelines for the General Fund*.

[3] Government Finance Officers Association (GFOA), (2011), *Best Practice: Replenishing General Fund Balance*.

2023 Fund Balance Retention Guidelines: Windham	
Description	Amount
Current Amount Retained (1.18%)	\$888,551
17% Retained (<i>Maximum Recommended</i>)	\$12,841,783
10% Retained	\$7,553,990
8% Retained	\$6,043,192
5% Retained (<i>Minimum Recommended</i>)	\$3,776,995

NOTICE: The current fund balance retained amount is below the minimum recommended threshold.

COMPARATIVE STATEMENT OF APPROPRIATIONS

EXPENDITURES

Unaudited	GENERAL GOVERNMENT	2023 APPROPRIATIONS		EXPENDED 2023	CARRYOVERS FROM 2023 TO 2024	BALANCE
	Town Officer's Salaries	\$ 3,330.00	\$ 3,337.16			\$ (7.16)
	Administration	\$ 1,080,237.00	\$ 990,253.49			\$ 89,983.51
	Town Clerk's Expenses	\$ 375,899.00	\$ 368,474.39			\$ 7,424.61
	Tax Collector's Expenses	\$ 201,862.00	\$ 196,990.83			\$ 4,871.17
	Election and Registration	\$ 31,360.00	\$ 18,192.22	\$ 1,396.90		\$ 11,770.88
	Cemetery	\$ 43,470.00	\$ 26,617.85	\$ 8,000.00		\$ 8,852.15
	General Gov't Bldgs.	\$ 468,230.00	\$ 467,502.62			\$ 727.38
	Assessing	\$ 211,434.00	\$ 206,144.85			\$ 5,289.15
	Information Technology	\$ 258,480.00	\$ 264,154.17			\$ (5,674.17)
	Town Museum	\$ 6,750.00	\$ 3,554.16			\$ 3,195.84
	Searles Building	\$ 14,090.00	\$ 10,722.52			\$ 3,367.48
	Legal Expenses	\$ 133,500.00	\$ 123,988.71			\$ 9,511.29
	Community Development	\$ 737,235.00	\$ 680,338.23			\$ 56,896.77
PUBLIC SAFETY						
	Police Department	\$ 4,297,796.00	\$ 3,836,131.17			\$ 461,664.83
	Contracted Details	\$ 5.00	\$ 5.00			\$ -
	Dispatching	\$ 577,346.00	\$ 556,427.80			\$ 20,918.20
	Fire Department	\$ 4,507,980.00	\$ 4,498,551.29	\$ 2,788.86		\$ 6,639.85
	Emergency Management	\$ 4,590.00	\$ 3,481.35			\$ 1,108.65
HIGHWAYS, STREETS, BRIDGES						
	Town Highway Maintenance	\$ 1,765,781.00	\$ 1,759,094.36			\$ 6,686.64
	Street Lights	\$ 22,570.00	\$ 18,504.84			\$ 4,065.16
SANITATION						
	Solid Waste Disposal	\$ 1,506,545.00	\$ 1,313,455.46			\$ 193,089.54
HEALTH						
	Health and Human Services	\$ 56,925.00	\$ 40,392.20			\$ 16,532.80
WELFARE						
	General Assistance	\$ 45,540.00	\$ 74,891.56			\$ (29,351.56)
CULTURE AND RECREATION						
	Library	\$ 1,426,020.00	\$ 1,370,149.50			\$ 55,870.50
	Recreation	\$ 301,334.00	\$ 290,019.65			\$ 11,314.35
	Historic Comm.	\$ 7,500.00	\$ 1,169.94	\$ 6,330.06		\$ -
	Conservation Comm.	\$ 9,780.00	\$ 6,375.67			\$ 3,404.33
	Senior Center	\$ 6,877.00	\$ 6,298.41			\$ 578.59
	Cable TV Expenses	\$ 135,446.00	\$ 132,728.38			\$ 2,717.62
DEBT SERVICE						
	Long Term Notes - P + I	\$ 479,286.00	\$ 479,286.00			\$ -
	Interest - TANS	\$ 500.00	\$ -			\$ 500.00
CAPITAL OUTLAY						
	Road Improvements	\$ 113,500.00	\$ 113,500.00			\$ -
	Ambulance	\$ 134,000.00	\$ 130,537.50			\$ 3,462.50
	Town Hall Improvements	\$ 100,000.00	\$ -	\$ 100,000.00		\$ -
	Police Technology Grant	\$ 40,000.00	\$ 38,898.73			\$ 1,101.27
	Fire SCBA Gear	\$ 399,506.00	\$ -	\$ 399,506.00		\$ -

<i>Unaudited</i> MISCELLANEOUS	2023 APPROPRIATIONS	EXPENDED 2023	CARRYOVERS		BALANCE
			FROM 2023	TO 2024	
Retirement Svc Charges	\$ 4,000.00	\$ -			\$ 4,000.00
Insurance	\$ 393,335.00	\$ 385,673.80			\$ 7,661.20
Property Maintenance Trust	\$ 75,000.00	\$ 75,000.00			\$ -
Searles Revenue Fund	\$ 32,500.00	\$ 31,030.99	\$ 1,469.01		\$ -
Town Forest Improvements	\$ 9,000.00	\$ -			\$ 9,000.00
CARRYOVERS					
Searles Improvement	\$ 98,579.00	\$ 98,579.00			\$ -
Library	\$ 20,000.00	\$ 20,000.00			\$ -
Highway Building	\$ 15,329.00	\$ 15,329.00			\$ -
Cemetery	\$ 6,200.00	\$ 6,200.00			\$ -
Solid Waste	\$ 10,000.00	\$ 5,228.49			\$ 4,771.51
Administration	\$ 19,500.00	\$ 19,500.00			\$ -
Fire	\$ 12,069.00	\$ 169.56			\$ 11,899.44
Town Common Beautification	\$ 100,000.00	\$ 2,239.97	\$ 97,760.00		\$ 0.03
Town Hall	\$ 20,000.00	\$ 14,950.00	\$ 5,050.00		\$ -
Highway Equipment	\$ 185,000.00	\$ 185,000.00			\$ -
Historic District Commission	\$ 2,310.00	\$ -	\$ 2,310.00		\$ -
TOTALS	\$ 20,507,526.00	\$ 18,889,070.82	\$ 519,490.83		\$ 993,844.35

FINANCE DEPARTMENT

The financial information maintained by the Finance office which appears in various sections of these Annual Town Reports is used in preparing annual required reports to the NH Department of Revenue, as well as in preparing the underlying financial data which comprises the Town's annual audited financial statements. The financial information summarized below is also used to keep the Board of Selectmen updated on a regular basis of the financial activity of the Town.

The Finance department provides continued oversight and departmental support and analysis, in order to ensure the overall Town finances are managed in a safe, accurate and professional manner. We also provide direct support during the Town's annual independent audit process.

Town Tax Rate Highlights

While other sections of these Annual Town Reports contain information pertaining to the Total Town Tax Rate set by the NH Department of Revenue, the focus of this report will be the Town portion of the tax rate and the impact revenues have on the overall financial picture. The table below identifies how the town portion of the tax rate is derived, and the detailed breakdown of general revenues, including non-tax revenue sources available to support the Town's spending.

	2023	2022	2021
Town Only Tax Rate Breakdown			
Gross Appropriations (Approved Budget)	\$20,018,537	\$24,369,317	\$17,913,293
Less: General Fund Revenues (see Chart A)	(\$8,418,628)	(\$14,419,182)	(\$8,672,136)
Plus: Overlay (abatements)	\$46,498	\$57,056	\$49,942
Plus: War Service Credits	\$397,750	\$274,500	\$274,000
Net to Raise via taxation	\$12,044,157	\$10,281,691	\$9,565,099
Town Tax Rate	\$3.82	\$3.30	\$3.10

Chart A – General Fund Revenue (for tax rate)	2023	2022	Difference
Licenses, Permits & Fees	\$4,793,505	\$4,431,000	\$362,505
State Revenues	1,961,296	1,740,629	220,667
Income from Departments, Other Taxes and Interest, Grants and Intergovernmental	699,747	1,004,711	(304,964)
Capital Reserve Funds	0	0	0
Sale of Municipal Property	1,000	1,000	0
Cable Franchise Fees	292,000	292,000	0
Interest on Investments	150,000	11,000	139,000
Transfers In from other funds (Searles, Trust Funds)	41,500	32,500	9,000
Funds from Other Sources (Bond/Conserv, Rev funds)	179,580	6,393,200	(6,213,620)
Use of prior year fund balance to reduce the tax rate	300,000	513,142	(213,142)
<i>Total GF Revenue for tax rate (see chart above)</i>	<i>\$8,418,628</i>	<i>\$14,419,182</i>	<i>(6,000,554)</i>
Impact of Funds directly offsetting appropriations	0	0	0
Net GF Revenue on which the tax rate is set	\$8,418,628	\$14,419,182	(6,000,554)

What is referred to as the "General Fund Revenues" represents the majority of revenue, outside of property taxes, received through general operations of the town (i.e. motor vehicle registrations, revenues from the state, departmental income, etc.). Once the Town budget is voted on in March, the Finance office tracks the revenues received throughout the year and estimates the total expected general revenues that can be used to support the approved spending for that year. The estimated general revenues combined with any funds available from the previous year's ending fund balance will be deducted from the approved budget, and the remainder is raised through annual property taxes. Chart A above adjusts for the impact of the

“Funds from Other Sources”, which represents a direct offset to a particular appropriation article in a given year, and thus varies from year to year.

Town Debt

The full Statement of Bonded Indebtedness at the end of 2023 is as follows: A loan taken in 2017 for the Fire Quint Aerial Truck (\$850,000), two loans taken through the NH Municipal Bond Bank in 2019 for conservation land (\$2,000,000) and the water rights to 200,000 gallons/day (\$715,000), a loan taken in 2020 from Northway Bank for Searles improvements (\$300,000), and the 2021 loan for a Fire Truck (\$750,000). Town budget funds will be required to pay the debt service throughout the term of the bonds. However, the conservation land loan payments are expected to be reimbursed by the Conservation Commission through the use of their Land Acquisition Fund as long as funds remain available and the water rights bond payments are expected to be partially or fully covered over time by the connection fees that will be collected from the water users.

Fire Quint Aerial Truck Loan:

Original Issue: \$850,000.00 / May 2017 / Northway Bank / Interest Rate of 2.45%, 10 year term.

Purpose: Purchase of Fire Quint Aerial Truck for the Windham Fire Department.

Remaining Principal at the end of 2023: \$231,529.30

The schedule of payments below reflects the remaining payments:

Years	Beginning Principal	Principal Paid	Interest Paid	Ending Principal	Total Payment
2024	\$231,529.30	\$90,898.13	\$5,688.01	\$140,631.17	\$96,586.14
2025	\$140,631.17	\$93,140.68	\$3,445.46	\$47,490.49	\$96,586.14
2026	\$47,490.49	\$47,490.49	\$1,163.52	\$0	\$48,654.01
Total:		\$231,529.30	\$10,296.99		\$241,826.29

Clyde Pond Conservation Land Loan:

Original Issue: \$1,764,500.00 / July 2019 / New Hampshire Municipal Bond Bank / True Interest Cost of 2.13% (adjusted for premium received), 15 year term, level principal payments.

Purpose: Purchase of conservation land – Clyde Pond

Remaining Principal at the end of 2023: \$1,285,000.00

The schedule of payments below reflects the remaining payments:

Years	Beginning Principal	Principal Paid	Interest Paid	Remaining Principal	Total Payments
2024	\$1,285,000.00	\$120,000.00	\$53,460.00	\$1,165,000.00	\$173,460.00
2025	\$1,165,000.00	\$120,000.00	\$47,340.00	\$1,045,000.00	\$167,340.00
2026	\$1,045,000.00	\$120,000.00	\$41,220.00	\$925,000.00	\$161,220.00
2027	\$925,000.00	\$120,000.00	\$35,100.00	\$805,000.00	\$155,100.00
2028	\$805,000.00	\$115,000.00	\$28,980.00	\$690,000.00	\$143,980.00
2029	\$690,000.00	\$115,000.00	\$23,115.00	\$575,000.00	\$138,115.00
2030	\$575,000.00	\$115,000.00	\$17,250.00	\$460,000.00	\$132,250.00
2031	\$460,000.00	\$115,000.00	\$12,535.00	\$345,000.00	\$127,535.00
2032	\$345,000.00	\$115,000.00	\$9,545.00	\$230,000.00	\$124,545.00
2033	\$230,000.00	\$115,000.00	\$6,411.26	\$115,000.00	\$121,411.26
2034	\$115,000.00	\$115,000.00	\$3,277.50	\$0.00	\$118,277.50
Total		\$1,285,000.00	\$278,233.76		\$1,563,233.76

Note: While we received \$2,000,000.00 in loan proceeds and by the end of the loan we will pay \$325,323.28 in interest for a total of \$2,325,323.28, the loan was legally structured as a \$1,764,500.00 loan at a variable interest rate.

Water Allocation – MSDC Loan:

Original Issue: \$631,500.00 / July 2019 / New Hampshire Municipal Bond Bank / True Interest Cost of 2.13% (adjusted for premium received), 15 year term, level principal payments.

Purpose: Purchase of a Water Allocation – MSDC of 200,000 gallons/day.

Remaining Principal at the end of 2023: \$450,000.00.

The schedule of payments below reflects the remaining payments:

Years	Beginning Principal	Principal Paid	Interest Paid	Remaining Principal	Total Payment
2024	\$450,000.00	\$45,000.00	\$18,750.00	\$405,000.00	\$63,750.00
2025	\$405,000.00	\$45,000.00	\$16,455.00	\$360,000.00	\$61,455.00
2026	\$360,000.00	\$40,000.00	\$14,160.00	\$320,000.00	\$54,160.00
2027	\$320,000.00	\$40,000.00	\$12,120.00	\$280,000.00	\$52,120.00
2028	\$280,000.00	\$40,000.00	\$10,080.00	\$240,000.00	\$50,080.00
2029	\$240,000.00	\$40,000.00	\$8,040.00	\$200,000.00	\$48,040.00
2030	\$200,000.00	\$40,000.00	\$6,000.00	\$160,000.00	\$46,000.00
2031	\$160,000.00	\$40,000.00	\$4,360.00	\$120,000.00	\$44,360.00
2032	\$120,000.00	\$40,000.00	\$3,320.00	\$80,000.00	\$43,320.00
2033	\$80,000.00	\$40,000.00	\$2,230.00	\$40,000.00	\$42,230.00
2034	\$40,000.00	\$40,000.00	\$1,140.00	\$0.00	\$41,140.00
Total		\$450,000.00	\$96,655.00		\$546,655.00

Note: While we received \$715,000.00 in loan proceeds and by the end of the loan we will pay \$113,904.35 in interest for a total of \$828,904.35, the loan was legally structured as a \$631,500.00 loan at a variable interest rate.

Fire Truck Loan:

Original Issue: \$631,125.00 / July 2021 / New Hampshire Municipal Bond Bank / True Interest Cost of 0.81% (adjusted for premium received), 8 year term, level principal payments.

Purpose: Purchase of a Fire Truck.

Remaining Principal at the end of 2023: \$475,000.00.

The schedule of payments below reflects the remaining payments:

Years	Beginning Principal	Principal Paid	Interest Paid	Remaining Principal	Total Payment
2024	\$475,000.00	\$80,000.00	\$24,225.00	\$395,000.00	\$104,225.00
2025	\$395,000.00	\$80,000.00	\$20,145.00	\$315,000.00	\$100,145.00
2026	\$315,000.00	\$80,000.00	\$16,065.00	\$235,000.00	\$96,065.00
2027	\$235,000.00	\$80,000.00	\$11,985.00	\$155,000.00	\$91,985.00
2028	\$155,000.00	\$80,000.00	\$7,905.00	\$75,000.00	\$87,905.00
2029	\$75,000.00	\$75,000.00	\$3,825.00	\$0.00	\$78,825.00
Total		\$475,000.00	\$84,150.00		\$559,150.00

Note: While we received \$750,000.00 in loan proceeds and by the end of the loan we will only pay \$26,125.02 in interest for a total of \$776,125.02, the loan was legally structured as a \$631,125.00 loan at a variable interest rate.

Searles Loan:

Original Issue: \$300,000.00 / September 2020 / Northway Bank / Interest rate of 2.3%, 12 year term, level payments.

Purpose: Searles building repairs

Remaining Principal at the end of 2023: \$231,504.14.

Years	Beginning Principal	Principal Paid	Interest Paid	Ending Principal	Total Payment
2024	\$231,504.14	\$23,445.82	\$5,324.60	\$208,058.32	\$28,770.42
2025	\$208,058.32	\$23,985.08	\$4,785.34	\$184,073.24	\$28,770.42
2026	\$184,073.24	\$24,536.74	\$4,233.68	\$159,536.50	\$28,770.42
2027	\$159,536.50	\$25,101.08	\$3,669.34	\$134,435.42	\$28,770.42
2028	\$134,435.42	\$25,678.41	\$3,092.01	\$108,757.01	\$28,770.42
2029	\$108,757.01	\$26,269.01	\$2,501.41	\$82,488.00	\$28,770.42
2030	\$82,488.00	\$26,873.20	\$1,897.22	\$55,614.80	\$28,770.42
2031	\$55,614.80	\$27,491.28	\$1,279.14	\$28,123.52	\$28,770.42
2032	\$28,123.52	\$28,123.52	\$646.90	\$0.00	\$28,770.42
Total		\$231,504.14	\$27,429.64		\$258,933.78

The Town continues to make payments on leases for Highway, Police and Fire equipment, the annual principal and interest payments for which are contained in the Town's annual operating budget.

School District Payments

Payments to the Windham School District for 2023 are summarized as follows:

Due to School District as of December 31, 2022	\$24,095,076
Total School District Funds Raised through 2023 Tax Rate	\$52,735,263
Total Transferred Out to School District during 2023	(\$50,095,076)
Balance due to School District as of December 31, 2023	\$26,735,263

Fund Balance

Each year, the Board discusses the appropriate level of fund balance to protect the Town from unforeseen financial circumstances. As shown in the Balance Sheet earlier in this report, fund balance generally represents the difference between the Town's assets and liabilities, at a given point in time. Upon completion of the Town's annual financial audit, any variances in budgeted expenditures and revenues throughout the year become part of the Town's "budgetary basis" fund balance. The following chart shows the budgetary basis fund balance available for tax rate setting over the last several years.

End of year budgetary basis fund balance (per MS-434 form):	2023	2022	2021	2020
Available for tax rate setting	\$1,188,551	\$813,142	\$664,676	\$684,382
Amount used to reduce next year's tax rate	\$300,000	\$513,142	\$364,676	\$384,382
Remainder	\$888,551	\$300,000	\$300,000	\$300,000

Special Fund Activity

The following represents a summary of all transactions administered through the Town's Special funds (not including the General Fund) as compiled by the Town's Finance Department. These funds are held in custody by the Town Treasurer, however, funds are collected and expended based upon the designated purpose for which each fund was established.

Please note that while impact fees not expended within 6 years would be returned to the affected property owners upon request.

	Beginning Balance		Finance Balance		
	12/31/22	Income	Disbursements	Interest	12/31/23
Cable TV Trust Fund	\$313,581.94	\$22,000.00	\$4,850.00	\$359.33	\$331,091.27
Searles Special Revenue	\$35,943.21	\$39,600.00	\$45,416.20	\$40.08	\$30,167.09
Searles Donation Fund	\$602.81			\$0.60	\$603.41
Friends of Searles	\$370.56			\$0.36	\$370.92
Expendable Health Trust	\$53,891.18	\$225,787.48	\$271,401.34	\$110.90	\$8,388.22
Cemetery Operation Fund	\$140,368.59	\$6,200.00	\$400.00	\$142.84	\$146,311.43
Conservation Land Trust	\$1,132,369.12	\$177,351.36	\$451,798.32	\$1,027.89	\$858,950.05
Road Bond Fund	\$9,442.90			\$9.44	\$9,452.34
Law Enforcement Fund	\$991.04			\$0.96	\$992.00
Recreation-Programs	\$19,829.79	\$91,569.92	\$83,183.91	\$1.69	\$28,217.49
Bridge to Beautification	\$8,939.50			\$8.96	\$8,948.46
Conservation Grant Fund	\$2,204.63			\$2.22	\$2,206.85
Police Public Safety Revolve	\$32,935.68	\$72,533.00	\$77,701.22	\$17.53	\$27,784.99
Fire Public Safety Revolve Fd	\$5,074.61	\$25,956.08	\$20,819.10	\$11.76	\$10,223.35
Subdivision Fees	\$82,687.18	\$76,290.50	\$87,813.94	\$51.98	\$71,215.72
Rte 28 Emergency Fund	\$11,504.06			\$11.54	\$11,515.60
Rail to Trail Fund	\$102.49			\$0.12	\$102.61
Fire Cistern Spec Rev Fund	\$2,020.71			\$2.03	\$2,022.74
Forest Maintenance Fund	\$47,910.37			\$47.93	\$47,958.30
MSDC Fund	\$0.00	\$111,976.62	\$66,045.00	\$70.06	\$46,001.68
Ambulance Replacement	\$0.00	\$100,000.00		\$66.60	\$100,066.60
ARPA Funds	\$1,223,727.37	\$20,890.00	\$848,430.36	\$809.56	\$396,996.57
Police Impact Fee	\$117,169.39	\$20,978.70		\$98.15	\$138,246.24
Fire Impact Fee	\$267,313.55	\$31,830.12		\$147.11	\$299,290.78
School Impact Fees	\$81,889.35	\$232,780.85	\$158,205.98	\$67.03	\$156,531.25
Total	\$3,590,870.03	\$1,255,744.63	\$2,116,065.37	\$3,106.67	\$2,733,655.96

The collective cash balances for the special funds were invested as follows as of December 31, 2023 (represents actual bank statement balances adjusted for timing of deposits/withdrawals):

Citizens Bank Operating Accounts – earning 0.1%	\$2,451,183.88
Enterprise Bank Investment Account – earning 0.1%	\$257,572.03
TD Bank Merchant Account – earning 4.3%	\$24,900.05

Performance Bonds As of 12/31/2023, the following bonds/escrow accounts are held in custody by the Town Treasurer, either for the completion of projects approved by the Planning Board or for other town requirements. These funds are collected and expended through Planning Board and/or Board of Selectmen approval.

Project	Type	Current Balance
1 Industrial Dr.	Cash	\$10,225.92
13 & 15 Rockingham Rd.	Cash	\$2,024.87
7 Rockingham Rd.	Cash	\$7,091.35
10 Allen Rd	Cash	\$23,938.72
46 W Shore	Cash	\$15,109.27
Bearhill Rd	Cash	\$1,504.94
Chapin Rd. - Restoration Road Bond	Cash	\$20,270.64
Comcast/Adelphia (Cable TV)	Insurance Co Bond	\$75,000.00
Flat Rock	Letter of Credit	\$350,000.00
Gateway Park Completion	Cash	\$133,220.71
Gateway Park Performance Bond	Cash	\$2,034.15
Highclere	Cash	\$340,933.30
Libbey Rd	Restoration Bond	\$10,000.00
London Bridge South II	Letter of Credit	\$180,817.50
McIntosh Hollow	Letter of Credit	\$20,472.00
Medicus	Cash	\$6,108.58
Pilgrim Road	Cash	\$5,079.05
Ryan Farm Phase I (Great Mountain View)	Letter of Credit	\$7,200.00
Ryan Farm Phase II (Great Mountain View)	Letter of Credit	\$320,640.00
SBA Cell Towers Atlantic Telecom	Insurance Co Bond	\$30,000.00
Ten Harris Rd. LLC	Cash	\$8,561.86
Thorndike	Insurance Co Bond	\$114,795.95
Trails Edge	Letter of Credit	\$252,137.50
Wall St/International	Cash	\$33,754.58
White Mountain Cable Construction (Cable TV)	Insurance Co Bond	\$20,000.00
Wood Meadow Phase 1	Letter of Credit	\$26,059.00
Wood Meadow Phase 2	Letter of Credit	\$56,189.00
Wood Meadow Phase 3	Letter of Credit	\$78,198.60
Woodside South II - L/C 27029, Enterprise	Cash	\$41,247.13
Total Performance Bonds		\$2,192,614.62

Please visit the Finance page of the Town's website for financial information. Please feel free to contact us directly with any questions or for more Town financial information.

Respectfully submitted,

A handwritten signature in black ink that reads "Deborah Padykula". The signature is fluid and cursive, with "Deborah" on the top line and "Padykula" on the bottom line.

Deborah Padykula, Finance Director

Impact Fees - 2023

ASSESSMENTS FOR 2023 BUILDING PERMIT ISSUANCES

--- ASSESSMENT DATE (PERMIT ISSUED) --- --- COLLECTION DATE (C.O. ISSUED) ---

NAME	LOT #	STREET	DATE	SCHOOL	PUBLIC SAFETY	DATE	SCHOOL	PUBLIC SAFETY
GBQ HOMES LLC	3-B-310	9 MIDTRAIL CROSSING RD	01/26/23	\$ -	\$ 1,460.00			
GBQ HOMES LLC	3-B-310	11 MIDTRAIL CROSSING RD	01/26/23	\$ -	\$ 1,460.00	07/18/23	\$ -	\$ 1,460.00
SAFARI CONSTRUCTION	11-A-1708	21 HIGHCLERE RD	02/07/23	\$ 6,357.87	\$ 1,460.00			
MEADOW CREEK HOMES	25-R-6263	12 ACADIA	03/20/23	\$ 6,357.87	\$ 1,460.00	12/27/23	\$ 6,357.87	\$ 1,460.00
DMH Development	1-C-956	28 New Rd	04/04/23	\$ 6,357.87	\$ 1,460.00			
GBQ Homes	3-B-310	10 Midtrail Crossing	04/24/23		\$ 1,460.00			
GBQ Homes	3-B-310	18 Midtrail Crossing	04/24/23		\$ 1,460.00	11/17/23		\$ 1,460.00
GBQ Homes	3-B-310	20 Midtrail Crossing	04/17/23		\$ 1,460.00	11/01/23		\$ 1,460.00
Patrick Conner for Greg Balestrie	21-F-39	171 Range	04/27/23	\$ 11,246.05	\$ 1,581.18	11/28/23	\$ 11,246.05	\$ 1,581.23
Sullivan	16-R-174D	43 First St	04/28/23	\$ 11,246.05	\$ -			
Tynco	3-B-310	13 Midtrail Crossing	05/11/23		\$ 1,460.00			
Tynco	3-B-310	15 Midtrail Crossing	05/11/23		\$ 1,460.00			
Tynco	3-B-310	17 Midtrail Crossing	05/11/23		\$ 1,460.00			
Tynco	3-B-310	19 Midtrail Crossing	05/11/23		\$ 1,460.00			
Ferriera/Hamilton	13-J-51	10 Allen Rd	05/16/23	\$ 6,357.87	\$ 1,460.00			
Richard Alimenti	11-A-1713	50 Highclere	06/19/23	\$ 6,357.87	\$ 1,460.00			
GBQ Homes	3-B-310	21 Midtrail Crossing	07/17/23	\$ -	\$ 1,460.00			
GBQ Homes	3-B-310	16 Midtrail Crossing	07/17/23	\$ -	\$ 1,460.00			
GBQ Homes	3-B-310	14 Midtrail Crossing	07/17/23	\$ -	\$ 1,460.00			
GBQ Homes	3-B-310	12 Midtrail Crossing	07/17/23	\$ -	\$ 1,460.00			
Windham Academy Charter	13-A-198	1 Industrail	08/01/23	\$ -	\$ 8,639.76			
TPC Flatrock Owner LLC	8-B-500	19 Trails Edge Rd	08/03/23	\$ 3,617.40	\$ 1,237.00			
TPC Flatrock Owner LLC	8-B-500	17 Trails Edge Rd	08/03/23	\$ 3,617.40	\$ 1,237.00			
TPC Flatrock Owner LLC	8-B-500	23 Trails Edge Rd	08/18/23	\$ 3,617.40	\$ 1,237.00			
TPC Flatrock Owner LLC	8-B-500	21 Trails Edge Rd	08/18/23	\$ 3,617.40	\$ 1,237.00			
Soloman	16-Q-205A	5 Vianu Rd	08/22/23	\$ 11,246.05	\$ -			
TPC Flatrock Owner LLC	8-B-500/2533	18 Trails Edge Rd	08/28/23	\$ 3,617.40	\$ 1,237.00			
TPC Flatrock Owner LLC	8-B-500/2533	20 Trails Edge Rd	08/28/23	\$ 3,617.40	\$ 1,237.00			
TPC Flatrock Owner LLC	3-B-310	23 Midtrail Crossing	09/07/23	\$ -	\$ 1,460.00			
Tynco Homes	3-B-310	27 Midtrail Crossing	09/07/23	\$ -	\$ 1,460.00			
Tynco Homes	3-B-310	25 Midtrail Crossing	09/07/23	\$ -	\$ 1,460.00			
Matias Enterprises	17-L-89D	20 Horseshoe	09/14/23	\$ 11,246.05	\$ -	11/16/23	\$ 11,246.05	\$ -
DEL RAY PLACE, LLC	24-F-601	84 RYAN FARM RD CONDO	10/04/23	\$ -	\$ 1,460.00			
DEL RAY PLACE LLC	24-F-601	88 RYAN FARM RD CONDO	10/04/23	\$ -	\$ 1,460.00			
DEL RAY PLACE, LLC	24-F-601	86 RYAN FARM RD CONDO	10/04/23	\$ -	\$ 1,460.00			
GBQ HOMES LLC	3-B-310	1 KINSMAN LN 39	10/13/23	\$ -	\$ 1,460.00			
GBQ HOMES LLC	3-B-310	2 KINSMAN LN 30	10/13/23	\$ -	\$ 1,460.00			
VISIONARY ELECTRICAL SVS L	13-J-52	13 COBURN RD	10/19/23	\$ 6,357.87	\$ 1,460.00			
GEORGE BERTOCCHI	8-B-500	22 TRAILS EDGE RD	10/24/23	\$ 3,617.40	\$ 1,237.00			
GEORGE BERTOCCHI	8-B-500	24 TRAILS EDGE RD	10/24/23	\$ 3,617.40	\$ 1,237.00			
GEORGE BERTOCCHI	8-B-500	26 TRAILS EDGE RD*	10/24/23	\$ 3,617.40	\$ 1,237.00			
GEORGE BERTOCCHI	8-B-500	27 TRAILS EDGE RD	10/24/23	\$ 3,617.40	\$ 1,237.00			
GEORGE BERTOCCHI	8-B-500	28 TRAILS EDGE RD	10/24/23	\$ 3,617.40	\$ 1,237.00			
GEORGE BERTOCCHI	8-B-500	25 TRAILS EDGE RD	10/24/23	\$ 3,617.40	\$ 1,237.00			
HARVEY, CRAIG B	16-Q-179	20 FIRST ST	12/08/23	\$ 6,357.87	\$ -			
JAMES JAMIESON	13-A-102	12 ROULSTON RD	12/18/23	\$ 3,910.18	\$ 1,339.67			
JAMES JAMIESON	13-A-102	12 ROULSTON RD	12/18/23	\$ 3,910.18	\$ 1,339.67			
JGC, LLC	13-J-50	8 ALLEN RD	12/26/23	\$ 6,357.87	\$ 1,460.00			

ASSESSMENTS IN PRIOR YEARS (COLLECTED IN 2023 AT ISSUANCE OF CERTIFICATE OF OCCUPANCY)

NAME	LOT #	STREET	DATE	SCHOOL	PUBLIC SAFETY	DATE	SCHOOL	PUBLIC SAFETY
GBQ Homes LLC	3-8-294	7 Lilac Ridge Rd	10/05/21	\$ 6,357.87	\$ 1,460.00	02/09/23	\$ 6,357.87	\$ 1,460.00
ADC	11-A-1714	48 Highclere Rd	07/15/21	\$ 6,357.87	\$ 1,460.00	02/21/23	\$ 6,357.87	\$ 1,460.00
Robert Pace	20-D-2308	37 Burnham Rd	12/13/21	\$ 6,357.87	\$ 1,460.00	02/22/23	\$ 6,357.87	\$ 1,460.00
L Stephan HIR	3-B-302	10 Lilac Ridge Rd	07/20/21	\$ 6,357.87	\$ 1,460.00	03/09/23	\$ 6,357.87	\$ 1,460.00
Safari Construction	11-A-1705	15 Highclere Rd	02/28/22	\$ 6,357.87	\$ 1,460.00	03/24/23	\$ 6,357.87	\$ 1,460.00
GBQ Homes LLC	3-B-296	11 LILAC RIDGE	02/07/22	\$ 6,357.87	\$ 1,460.00	03/30/23	\$ 6,357.87	\$ 1,460.00
GBQ Homes LLC	3-B-295	9 LILAC RIDGE RD	01/05/22	\$ 6,357.87	\$ 1,460.00	03/31/23	\$ 6,357.87	\$ 1,460.00
Gauthier	22-G-33	16 Lavender Ln	03/08/22	\$ 6,357.87	\$ 1,460.00	04/11/23	\$ 6,357.87	\$ 1,460.00
Ruby Holdings	11-A-1711	31 Highclere Rd	03/25/21	\$ 6,357.87	\$ 1,460.00	04/30/23	\$ 6,357.87	\$ 1,460.00
Susan Bauchman	9-A-402	122 Haverhill Rd	02/11/20	\$ 6,357.87	\$ 1,460.00	06/01/23	\$ 6,357.87	\$ 1,460.00
Dipietro Homes	19-B-2001	102 Castle Hill Rd	07/29/21	\$ 6,357.87	\$ 1,460.00	06/02/23	\$ 6,357.87	\$ 1,460.00
Barry & Donna Johnson	17-I-112B	32 Walkey Rd	09/20/22	\$ 6,357.87	\$ -	06/07/23	\$ 6,357.87	\$ -
PETER STEPHENS	21-H-16C	2 CHERYL RD	11/21/22	\$ 11,246.05	\$ -	06/15/23	\$ 11,246.05	\$ -
Demarco	21-F-72	0 Bayberry	12/23/20	\$ 6,357.87	\$ 1,460.00	06/27/23	\$ 6,357.87	\$ 1,460.00
TOKANEL CUSTOM HOMES, LL	21-V-230A	28 FISH RD	11/07/22	\$ 6,357.87	\$ -	06/30/23	\$ 6,357.87	\$ -
Madden Services	8-C-20	71 ROCKINGHAM RD	02/14/22	\$ -	\$ 3,124.80	07/18/23		\$ 3,124.80
GBQ Homes	3-B-310	2 Midtrail Crossing	09/20/22		\$ 1,460.00	07/28/23	\$ -	\$ 1,460.00
GBQ HOMES LLC	3-B-310	5 MIDTRAIL CROSSING 49	10/18/22	\$ -	\$ 1,460.00	08/14/23		\$ 1,460.00
Ruby Holdings	11-A-1725	24 Highclere	09/08/22	\$ 6,357.87	\$ 1,460.00	08/23/23	\$ 6,357.87	\$ 1,460.00
Jennifer L Lapierre	13-C-16	5 McIntosh Hollow	07/27/22	\$ 11,246.05	\$ 1,581.18	08/28/23	\$ 11,246.05	\$ 1,581.18
GBQ Homes	3-B-310	4 Midtrail Crossing	09/20/22		\$ 1,460.00	08/29/23	\$ -	\$ 1,460.00
Jill&Tom O'Shaugnessy	25-G-31	12 Lavender LN	04/11/22	\$ 6,357.87	\$ 1,460.00	09/29/23	\$ 6,357.87	\$ 1,460.00
GBQ HOMES LLC	3-B-310	1 MIDTRAIL CROSSING 51	10/06/22	\$ -	\$ 1,460.00	10/16/23		\$ 1,460.00
GBQ HOMES LLC	3-B-310	3 MIDTRAIL CROSSING RO	10/06/22	\$ -	\$ 1,460.00	10/20/23		\$ 1,460.00
COREY GARNEAU	22-R-2	155A RANGE RD	11/09/22	\$ 6,357.87	\$ 1,460.00	10/20/23	\$ 6,357.87	\$ 1,460.00
Kendall Pond Rd LLC	9-A-850	38 Kendall Pond Rd	4-4792	\$ 6,357.87	\$ 1,460.00	10/20/23	\$ 6,357.89	\$ 1,460.00
ROBERT BYERS	21-C-85	202 RANGE RD	12/29/22	\$ 11,246.05	\$ 1,518.18	10/24/23	\$ 11,246.05	\$ 1,518.18
ROBERT BYERS	21-C-85	202 RANGE RD	12/29/22	\$ 11,246.05	\$ 1,518.18	10/24/23	\$ 11,246.05	\$ 1,518.18
Windham Woods	13-C-400	39 Roulston Rd	04/14/20	\$ 6,128.76		11/16/23	\$ 6,128.76	
GBQ HOMES LLC	3-B-310	6 MIDTRAIL CROSSING	10/18/22	\$ -	\$ 1,460.00	12/01/23		\$ 1,460.00
CBH LLC	17-L-80	24 HORSESHOE RD	10/14/22	\$ 6,357.87		12/06/23	\$ 6,357.87	
ADC/Ruby Holdings	11-A-1706	17 Highclere	11/08/21	\$ 6,357.87	\$ 1,460.00	12/12/23	\$ 6,357.87	\$ 1,460.00
Anthony Losco	11-A-410	10 Haverhill	12/10/21	\$ 6,357.87	\$ 1,460.00	12/12/23	\$ 6,357.87	\$ 1,460.00
MEADOW CREEK HOMES	25-R-6263	12 ACADIA	03/20/23	\$ 6,357.87	\$ 1,460.00	12/27/23	\$ 6,357.87	\$ 1,460.00

IMPACT FEES - AMOUNT DISBURSED 2023

Disbursed To:	Date:	Purpose:	Type	Amount	Originally Assessed
Windham School District	6/6/2023	Annual bond payments	School	\$ 157,065.50	N/A



PLODZIK & SANDERSON

Professional Association/Certified Public Accountants

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INDEPENDENT AUDITOR'S REPORT

To the Members of the Board of Selectmen
Town of Windham
Windham, New Hampshire

Report on the Audit of the Financial Statements

Opinions

We have audited the accompanying financial statements of the governmental activities, major fund, and aggregate remaining fund information of the Town of Windham as of and for the year ended December 31, 2021, and the related notes to the financial statements, which collectively comprise the Town's basic financial statements as listed in the table of contents.

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the governmental activities, major fund, and aggregate remaining fund information of the Town of Windham, as of December 31, 2021, and the respective changes in financial position, and the respective budgetary comparison for the general fund for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the "Auditor's Responsibilities for the Audit of the Financial Statements" section of our report. We are required to be independent of the Town of Windham and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Responsibilities of Management for the Financial Statements

The Town of Windham's management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Town of Windham's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

**Town of Windham
Independent Auditor's Report**

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Town of Windham's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Town of Windham's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Required Supplementary Information – Accounting principles generally accepted in the United States of America require that the following be presented to supplement the basic financial statements:

- Schedule of the Town's Proportionate Share of Net Pension Liability,
- Schedule of Town Contributions – Pensions,
- Schedule of the Town's Proportionate Share of the Net Other Postemployment Benefits Liability,
- Schedule of Town Contributions – Other Postemployment Benefits,
- Schedule of Changes in the Town's Total Other Postemployment Benefits Liability and Related Ratios, and
- Notes to the Required Supplementary Information

Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Management has omitted a Management's Discussion and Analysis that accounting principles generally accepted in the United States of America require to be presented to supplement the basic financial statements. Such missing information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. Our opinion on the basic financial statements is not affected by the missing information.

Supplementary Information – Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise the Town of Windham's basic financial statements. The combining and individual fund schedules are presented for purposes of additional analysis and are not a required part of the basic financial statements.

The combining and individual fund schedules are the responsibility of management and were derived from and relate directly to the underlying accounting and other records used to prepare the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the combining and individual fund schedules are fairly stated, in all material respects, in relation to the basic financial statements as a whole.

August 8, 2023
Concord, New Hampshire

*Pledzik & Sanderson
Professional Association*

BASIC FINANCIAL STATEMENTS

EXHIBIT A
TOWN OF WINDHAM, NEW HAMPSHIRE
Statement of Net Position
December 31, 2021

	Governmental Activities
ASSETS	
Cash and cash equivalents	\$ 13,003,472
Investments	320,959
Taxes receivables (net)	23,475,979
Account receivables (net)	326,845
Intergovernmental receivable	412,801
Capital assets:	
Land and construction in progress	16,587,382
Other capital assets, net of depreciation	19,686,675
Total assets	<u>73,814,113</u>
DEFERRED OUTFLOWS OF RESOURCES	
Amounts related to pensions	2,994,002
Amounts related to other postemployment benefits	99,494
Total deferred outflows of resources	<u>3,093,496</u>
LIABILITIES	
Accounts payable	356,597
Accrued interest payable	56,802
Intergovernmental payable	23,214,980
Tax anticipation note payable	8,000,000
Long-term liabilities:	
Due within one year	677,994
Due in more than one year	20,410,936
Total liabilities	<u>52,717,309</u>
DEFERRED INFLOWS OF RESOURCES	
Unavailable revenue - property taxes	9,133
Unavailable revenue - grants	851,905
Amounts related to pensions	4,261,322
Amounts related to other postemployment benefits	321,432
Total deferred inflows of resources	<u>5,443,792</u>
NET POSITION	
Net investment in capital assets	32,343,974
Restricted	727,092
Unrestricted	(14,324,558)
Total net position	<u>\$ 18,746,508</u>

The Notes to the Basic Financial Statements are an integral part of this statement.

EXHIBIT B
TOWN OF WINDHAM, NEW HAMPSHIRE
Statement of Activities
For the Fiscal Year Ended December 31, 2021

	Program Revenues				Net (Expense) Revenue and Change In Net Position
	Charges for Services	Operating Grants and Contributions	Capital Grants and Contributions		
	Expenses				
General government	\$ 3,434,244	\$ 289,454	\$ -	\$ -	\$ (3,144,790)
Public safety	7,631,165	823,158	64,277	45,940	(6,697,790)
Highways and streets	3,254,027	-	335,453	19,300	(2,899,274)
Sanitation	1,253,910	71,571	-	-	(1,182,339)
Water distribution and treatment	-	117,000	-	-	117,000
Health	33,877	-	-	-	(33,877)
Welfare	50,703	4,309	-	-	(46,394)
Culture and recreation	1,805,414	70,692	-	-	(1,734,722)
Conservation	17,590	-	-	-	(17,590)
Interest on long-term debt	115,786	-	-	-	(115,786)
Total governmental activities	<u>\$ 17,596,716</u>	<u>\$ 1,376,184</u>	<u>\$ 399,730</u>	<u>\$ 65,240</u>	<u>(15,755,562)</u>
General revenues:					
Taxes:					
Property					8,952,520
Other					815,113
Motor vehicle permit fees					4,276,850
Licenses and other fees					311,592
Grants and contributions not restricted to specific programs					1,120,942
Unrestricted investment earnings					11,689
Miscellaneous					633,031
Total general revenues					<u>16,121,737</u>
Change in net position					366,175
Net position, beginning					18,380,333
Net position, ending					<u>\$ 18,746,508</u>

The Notes to the Basic Financial Statements are an integral part of this statement.

EXHIBIT C-1
TOWN OF WINDHAM, NEW HAMPSHIRE
Governmental Funds
Balance Sheet
December 31, 2021

	General	Other Governmental Funds	Total Governmental Funds
ASSETS			
Cash and cash equivalents	\$ 10,066,288	\$ 2,937,184	\$ 13,003,472
Investments	-	320,959	320,959
Taxes receivable	23,360,979	240,000	23,600,979
Accounts receivable (net)	326,845	-	326,845
Intergovernmental receivable	-	412,801	412,801
Interfund receivable	295,801	383,583	679,384
Total assets	<u><u>\$ 34,049,913</u></u>	<u><u>\$ 4,294,527</u></u>	<u><u>\$ 38,344,440</u></u>
LIABILITIES			
Accounts payable	\$ 186,076	\$ 170,521	\$ 356,597
Intergovernmental payable	23,214,980	-	23,214,980
Interfund payable	383,583	295,801	679,384
Tax anticipation notes payable	8,000,000	-	8,000,000
Total liabilities	<u><u>31,784,639</u></u>	<u><u>466,322</u></u>	<u><u>32,250,961</u></u>
DEFERRED INFLOWS OF RESOURCES			
Unavailable revenue - property taxes	198,506	-	198,506
Unavailable revenue - highway block grant	120,367	-	120,367
Unavailable revenue - grants	-	731,538	731,538
Total deferred inflows of resources	<u><u>318,873</u></u>	<u><u>731,538</u></u>	<u><u>1,050,411</u></u>
FUND BALANCES			
Nonspendable	-	456,935	456,935
Restricted	90,502	179,655	270,157
Committed	706,433	2,150,245	2,856,678
Assigned	338,636	309,832	648,468
Unassigned	810,830	-	810,830
Total fund balances	<u><u>1,946,401</u></u>	<u><u>3,096,667</u></u>	<u><u>5,043,068</u></u>
Total liabilities, deferred inflows of resources, and fund balances	<u><u>\$ 34,049,913</u></u>	<u><u>\$ 4,294,527</u></u>	<u><u>\$ 38,344,440</u></u>

The Notes to the Basic Financial Statements are an integral part of this statement.

EXHIBIT C-2
TOWN OF WINDHAM, NEW HAMPSHIRE
Reconciliation of the Balance Sheet - Governmental Funds to the Statement of Net Position
December 31, 2021

Amounts reported for governmental activities in the Statement of Net Position are different because:

Total fund balances of governmental funds (Exhibit C-1) \$ 5,043,068

Capital assets used in governmental activities are not current financial resources, therefore, are not reported in the governmental funds.

Cost	\$ 86,030,363
Less accumulated depreciation	<u>(49,756,306)</u>
	36,274,057

Pension and other postemployment benefit (OPEB) related deferred outflows of resources and deferred inflows of resources are not due and payable in the current year, and therefore, are not reported in the governmental funds as follows:

Deferred outflows of resources related to pensions	\$ 2,994,002
Deferred inflows of resources related to pensions	<u>(4,261,322)</u>
Deferred outflows of resources related to OPEB	99,494
Deferred inflows of resources related to OPEB	<u>(321,432)</u>
	(1,489,258)

Interfund receivables and payables between governmental funds are eliminated on the Statement of Net Position.

Receivables	\$ (679,384)
Payables	<u>679,384</u>

Property taxes are recognized on an accrual basis in the Statement of Net Position and on a modified accrual basis in the governmental funds.

Deferred inflows of resources - property taxes	\$ 189,373
Allowance for uncollectible property taxes	<u>(125,000)</u>
	64,373

Interest on long-term debt is not accrued in governmental funds.

Accrued interest payable	(56,802)
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Long-term liabilities are not due and payable in the current period, therefore, are not reported in the governmental funds.

Bonds	\$ 2,696,125
Notes	725,105
Unamortized bond premium	399,241
Capital lease	138,465
Compensated absences	1,580,862
Net pension liability	13,391,944
Other postemployment benefits	<u>2,157,188</u>
	(21,088,930)
Net position of governmental activities (Exhibit A)	<u><u>\$ 18,746,508</u></u>

The Notes to the Basic Financial Statements are an integral part of this statement.

EXHIBIT C-3
TOWN OF WINDHAM, NEW HAMPSHIRE
Governmental Funds
Statement of Revenues, Expenditures, and Changes in Fund Balances
For the Fiscal Year Ended December 31, 2021

	General	Other Governmental Funds	Total Governmental Funds
REVENUES			
Taxes	\$ 9,114,044	\$ 673,858	\$ 9,787,902
Licenses and permits	4,588,442	-	4,588,442
Intergovernmental	1,724,297	65,240	1,789,537
Charges for services	1,013,881	362,303	1,376,184
Miscellaneous	330,580	110,515	441,095
Total revenues	16,771,244	1,211,916	17,983,160
EXPENDITURES			
Current:			
General government	3,413,357	104,327	3,517,684
Public safety	8,213,698	249,007	8,462,705
Highways and streets	1,135,400	19,300	1,154,700
Sanitation	1,192,560	-	1,192,560
Health	33,877	-	33,877
Welfare	50,703	-	50,703
Culture and recreation	1,650,133	65,652	1,715,785
Conservation	3,103	14,487	17,590
Debt service:			
Principal	350,192	-	350,192
Interest	121,806	-	121,806
Capital outlay	1,190,691	6,079	1,196,770
Total expenditures	17,355,520	458,852	17,814,372
Excess (deficiency) of revenues over (under) expenditures	(584,276)	753,064	168,788
OTHER FINANCING SOURCES (USES)			
Transfers in	191,820	-	191,820
Transfers out	-	(191,820)	(191,820)
Bond proceeds	750,000	-	750,000
Total other financing sources (uses)	941,820	(191,820)	750,000
Net change in fund balances	357,544	561,244	918,788
Fund balances, beginning	1,588,857	2,535,423	4,124,280
Fund balances, ending	\$ 1,946,401	\$ 3,096,667	\$ 5,043,068

The Notes to the Basic Financial Statements are an integral part of this statement.

EXHIBIT C-4
TOWN OF WINDHAM, NEW HAMPSHIRE
Reconciliation of the Statement of Revenues, Expenditures, and
Changes in Fund Balances - Governmental Funds to the Statement of Activities
For the Fiscal Year Ended December 31, 2021

Net change in fund balances of governmental funds (Exhibit C-3)	\$ 918,788
Amounts reported for governmental activities in the Statement of Activities are different because:	
Governmental funds report capital outlays as expenditures, while governmental activities report depreciation expense to allocate those expenditures over the life of the assets. Depreciation expenses exceeded capital outlay expenditures in the current year as follows:	
Capitalized capital outlay	\$ 821,335
Depreciation expense	<u>(2,134,170)</u>
	(1,312,835)
Transfers in and out between governmental funds are eliminated on the Statement of Activities.	
Transfers in	\$ (191,820)
Transfers out	<u>191,820</u>
Revenue in the Statement of Activities that does not provide current financial resources is not reported as revenue in the governmental funds.	
Change in deferred tax revenue and allowance for uncollectible property taxes	(20,269)
Proceeds from issuing long-term liabilities provide current financial resources to governmental funds, but issuing debt increases long-term liabilities in the Statement of Net Position. Repayment of long-term liabilities is an expenditure in the governmental funds, but the repayment reduces long-term liabilities in the Statement of Net Position.	
Proceeds of debt	\$ (631,125)
Bond premium on new issuance	(118,875)
Repayment of bond principal	205,000
Repayment of note principal	145,192
Repayment of capital lease	255,954
Amortization of bond premium	<u>21,567</u>
	(122,287)
Some expenses reported in the Statement of Activities do not require the use of current financial resources, and therefore, are not reported as expenditures in governmental funds.	
Increase in accrued interest expense	\$ (15,547)
Decrease in compensated absences payable	17,797
Net change in net pension liability, and deferred outflows and inflows of resources related to pensions	758,774
Net change in net other postemployment benefits liability and deferred outflows and inflows of resources related to other postemployment benefits	<u>141,754</u>
	902,778
Changes in net position of governmental activities (Exhibit B)	<u><u>\$ 366,175</u></u>

The Notes to the Basic Financial Statements are an integral part of this statement.

EXHIBIT D
TOWN OF WINDHAM, NEW HAMPSHIRE
Statement of Revenues, Expenditures, and Changes in Fund Balance
Budget and Actual (Non-GAAP Budgetary Basis)
General Fund
For the Fiscal Year Ended December 31, 2021

	Original and Final Budget	Actual	Variance Positive (Negative)
REVENUES			
Taxes	\$ 9,410,918	\$ 9,093,775	\$ (317,143)
Licenses and permits	4,426,340	4,588,442	162,102
Intergovernmental receivable	1,669,038	1,724,297	55,259
Charges for services	963,775	1,013,881	50,106
Miscellaneous	104,226	310,229	206,003
Total revenues	<u>16,574,297</u>	<u>16,730,624</u>	<u>156,327</u>
EXPENDITURES			
Current:			
General government	3,360,660	3,379,511	(18,851)
Public safety	8,284,270	8,216,944	67,326
Highways and streets	1,201,060	1,103,520	97,540
Sanitation	1,283,420	1,192,560	90,860
Health	51,485	33,877	17,608
Welfare	45,540	50,703	(5,163)
Culture and recreation	1,702,040	1,633,228	68,812
Conservation	7,070	3,103	3,967
Debt service:			
Principal	351,442	350,192	1,250
Interest	119,936	121,806	(1,870)
Capital outlay	1,368,870	1,355,789	13,081
Total expenditures	<u>17,775,793</u>	<u>17,441,233</u>	<u>334,560</u>
Excess (deficiency) of revenues over (under) expenditures	<u>(1,201,496)</u>	<u>(710,609)</u>	<u>490,887</u>
OTHER FINANCING SOURCES (USES)			
Transfers in	191,820	241,820	50,000
Transfers out	(105,000)	(105,000)	-
Bond and premium proceeds	750,000	750,000	-
Total other financing sources (uses)	<u>836,820</u>	<u>886,820</u>	<u>50,000</u>
Net change in fund balances	<u>\$ (364,676)</u>	<u>176,211</u>	<u>\$ 540,887</u>
Decrease in nonspendable fund balance		14,165	
Increase in restricted fund balance		(28,853)	
Decrease in abatement contingency		261,421	
Unassigned fund balance, beginning		452,259	
Unassigned fund balance, ending		<u>\$ 875,203</u>	

The Notes to the Basic Financial Statements are an integral part of this statement.

EXHIBIT E-1
TOWN OF WINDHAM, NEW HAMPSHIRE
Fiduciary Funds
Statement of Fiduciary Net Position
December 31, 2021

	Private Purpose Trust Funds	All Custodial Funds
ASSETS		
Cash and cash equivalents	\$ 8,808	\$ 1,566,133
Investments	26,530	-
Intergovernmental receivable	-	22,821,978
Total assets	<u>35,338</u>	<u>24,388,111</u>
LIABILITIES		
Intergovernmental payables:		
School	-	22,821,978
NET POSITION		
Restricted	<u>\$ 35,338</u>	<u>\$ 1,566,133</u>

The Notes to the Basic Financial Statements are an integral part of this statement.

EXHIBIT E-2
TOWN OF WINDHAM, NEW HAMPSHIRE
Fiduciary Funds
Statement of Changes in Fiduciary Net Position
For the Fiscal Year Ended December 31, 2021

	Private Purpose Trust Funds	All Custodial Funds
ADDITIONS		
Contributions	\$ -	\$ 669,760
Investment earnings	5,884	1,068
Change in fair market value	(1,211)	-
Tax collections for other governments	-	47,925,557
Motor vehicle permit fees	-	1,188,701
Total additions	<u>4,673</u>	<u>49,785,086</u>
DEDUCTIONS		
Payments of taxes to other governments	-	47,925,557
Payments to other governments	-	1,656,587
Payments for escrow purposes	-	100,879
Total deductions	<u>-</u>	<u>49,683,023</u>
Change in net position	4,673	102,063
Net position, beginning	30,665	1,464,070
Net position, ending	<u>\$ 35,338</u>	<u>\$ 1,566,133</u>

The Notes to the Basic Financial Statements are an integral part of this statement.

SUMMARY INVENTORY OF VALUATION

DESCRIPTION OF PROPERTY	2023 VALUATION
VALUE OF LAND ONLY:	
Current Use	55,700
Residential	1,038,802,200
Commercial/Industrial	<u>96,009,300</u>
Total of Taxable Land	1,134,867,200
VALUE OF BUILDINGS ONLY:	
Residential	1,888,132,950
Manufactured Housing	0
Commercial/Industrial	<u>117,356,240</u>
Total of Taxable Buildings	2,005,489,190
PUBLIC UTILITIES	<u>33,188,600</u>
VALUATION BEFORE EXEMPTIONS	\$ 3,173,544,990
IMPROVEMENTS TO ASSIST PERSONS W/DISABILITIES	<u>(600,600)</u>
MODIFIED ASSESSED VALUATION OF ALL PROPERTIES	\$ 3,172,944,390
Deaf Exemptions - 0 @ \$15K	0
Blind Exemptions - 3 @ \$15K	45,000
Elderly Exemptions -	
5 @ \$160K	800,000
11 @ \$190K	2,090,000
21 @ Full Exemption	9,117,400
Disabled Exemption - 2 @\$160K	320,000
Solar Exemption – 2 @23K	<u>46,000</u>
TOTAL AMOUNT OF EXEMPTIONS	<u>(12,418,400)</u>
NET VALUATION ON WHICH TAX RATE IS COMPUTED	
\$ 3,160,525,990	
LESS: Public Utilities:	<u>(33,188,600)</u>
NET VALUATION ON WHICH STATE EDUCATION TAX RATE	IS
\$ 3,127,337,390	COMPUTED

Tax Collector

DEBIT REPORT

UNCOLLECTED TAXES

BEGINNING OF YEAR:

	2023	Prior Year
Property Taxes	0.00	2,112,108.80
Land Use Change Taxes	0.00	7,305.12
Yield Taxes	0.00	0.00
Excavation Tax	0.00	0.00

TAXES COMMITTED THIS YEAR:

Property Taxes	67,276,477.55	0.00
Land Use Change Taxes	31,000.00	0.00
Yield Tax	4,660.30	0.00
Excavation Tax	0.00	0.00

OVERPAYMENTS

Overpayments/Refunds	65,315.79	0.00
Miscellaneous	50.00	84.23

INTEREST COLLECTED ON

DELINQUENT TAXES:

13,664.00 29,707.92

COLLECTED PENALTIES/FEES:

22.00 2,567.00

TOTAL DEBITS \$67,391,189.64 \$2,151,773.07

CREDIT REPORT

REMITTED TO TREASURER:

Property Taxes	65,386,297.09	2,112,108.80
Land Use Change Taxes	31,000.00	7,305.12
Yield Taxes	4,406.04	0.00
Interest	13,664.00	29,707.92
Penalties/Fees	22.00	2,567.00
Overpayments/Refunds	65,315.79	84.23
Miscellaneous	50.00	0.00
Excavation Tax	0.00	0.00

ABATEMENTS MADE:

Property Taxes	0.00	0.00
Yield Taxes	0.00	0.00
Land Use Change Taxes	0.00	0.00

UNCOLLECTED TAXES END OF YEAR:

Property Taxes	1,890,180.46	0.00
Land Use Change Taxes	0.00	0.00
Yield Taxes	254.26	0.00
EXCAVATION TAX	0.00	0.00

TOTAL CREDITS \$67,391,189.64 \$2,151,773.07

SUMMARY OF TAX SALE/LIEN ACCOUNTS

	Debit Report		
	2022 LEVY	2021 LEVY	2020 - 2007 Prior Levies
UNREDEEMED LIENS:			
Beginning of Year	0.00	150,762.10	<u>170,538.04</u>
LIENS EXECUTED:			
During Fiscal Year	<u>349,261.28</u>	0.00	0.00
INTEREST & COSTS:			
Collected After Execution	5,937.00	9,825.55	<u>32,130.65</u>
TOTAL DEBITS	<u>\$355,198.28</u>	<u>\$160,587.65</u>	<u>\$202,668.69</u>

CREDIT REPORT

REMITTANCE TO TREASURER:			
Redemptions	168,632.01	56,866.86	<u>110,727.18</u>
Interest & Costs	<u>5,937.59</u>	9,825.55	32,130.65
ABATEMENTS:			
	<u>4,200.00</u>	0.00	0.00
UNREDEEMED LIENS:			
Balance End of Year	<u>176,429.27</u>	93,895.24	<u>59,810.86</u>
TOTAL CREDITS	<u>\$355,198.87</u>	<u>\$160,587.65</u>	<u>\$202,668.69</u>

TOWN OF WINDHAM

NEW HAMPSHIRE



Warrant and Budget

2024

TOWN WARRANT
THE STATE OF NEW HAMPSHIRE

To the Inhabitants of the Town of Windham in the County of Rockingham in said State, qualified to vote in Town Affairs:

You are hereby notified of the following annual Town Meeting schedule.

First Session of Annual Meeting (Deliberative)

You are hereby notified to meet at the Windham High School in said Windham on Saturday, February 3, 2024, at 9:00 am. This session shall consist of explanation, discussion, and debate of warrant articles numbered 3 through 26. Warrant articles may be amended subject to the following limitations: (a) warrant articles whose wording is prescribed by law shall not be amended, (b) warrant articles cannot be amended such that the subject matter of the warrant article is eliminated, and (c) warrant articles that are amended shall be placed on the official ballot for a final vote on the main motion, as amended.

Second Session of Annual Meeting (Official Ballot Voting)

You are hereby notified to meet again at the Windham High School in Windham, on Tuesday, March 12, 2024, between the hours of 7:00 am and 8:00 pm to vote by official ballot on warrant articles numbered 1 through 26.

ARTICLE 1. To choose all necessary Town Officers for the year ensuing.

ARTICLE 2: To vote by ballot on the following amendments to the Windham Zoning Ordinance as proposed by the Planning Board.

Planning Board Amendment #1: Windham surface Water Watershed Protection Overlay District (WPOD).

Amend Section 616.4 (Windham surface Water Watershed Protection Overlay District (WPOD)) of the Windham Zoning Ordinance By:

Amending Section 616.4 by adding the following definition for "Stabilized" with the following:

When the soil erosion rate approaches that of undisturbed soils. Soils which are disturbed will be considered stabilized when covered with a healthy, mature growth of grass, or good covering of straw mulch or other equivalent (seedless) mulch (of not less than two [2] tons/acre). Mulch is only a temporary measure; ultimately, the site needs vegetation.

THE PLANNING BOARD RECOMMENDS VOTING YES (5-0)

Planning Board Amendment #2: Windham surface Water Watershed Protection Overlay District (WPOD).

Amend Section 616.4 (Windham surface Water Watershed Protection Overlay District (WPOD)) of the Windham Zoning Ordinance By:

Amending Section 616.4 by deleting the definition for "Tributary Stream" and replacing it with a new definition for "Tributary" with the following:

Any perennial, intermittent, or ephemeral stream, or other flow of concentrated surface water (i.e. not sheet flow or runoff) caused by geographic contours (either natural or man-made) flowing either directly or indirectly into a public water body as defined herein. This shall include any stream or concentrated water flow section contained within a stream bed, ditch, pipe system or other modified channel.

THE PLANNING BOARD RECOMMENDS VOTING YES (5-0)

Planning Board Amendment #3: Windham surface Water Watershed Protection Overlay District (WPOD).

Amend Section 616.5 (Windham surface Water Watershed Protection Overlay District (WPOD)) of the Windham Zoning Ordinance By:

Amending Section 616.5.2 by insertion of the following new subsection:

616.5.2.8. Application of fertilizers or pesticides is not allowed within 200 feet of the prevailing high water mark of any public water body or their tributaries or wetlands. In all other areas within the District, only low phosphate, slow release nitrogen fertilizers are permissible for application.

THE PLANNING BOARD RECOMMENDS VOTING YES (5-0)

Planning Board Amendment #4: Windham surface Water Watershed Protection Overlay District (WPOD).

Amend Section 616.6 (Windham surface Water Watershed Protection Overlay District (WPOD)) of the Windham Zoning Ordinance By:

Amending Section 616.6.1 by deleting the same and replacing it with the following: Development within the WPOD requires the submittal and approval of one of the following applications: Site Plan/Subdivision Watershed Application, Major Watershed Application, or Minor Watershed Application. All plans submitted for any permit must show the location of tributaries, tributary buffers, wetlands, and wetland (WWPD/WPOD) setbacks/buffers on the subject property and within 100-feet of the subject property except where access to such adjoining properties has been requested, but not granted.

THE PLANNING BOARD RECOMMENDS VOTING YES (5-0)

Planning Board Amendment #5: Windham surface Water Watershed Protection Overlay District (WPOD).

Amend Section 616.6 (Windham surface Water Watershed Protection Overlay District (WPOD)) of the Windham Zoning Ordinance By:

Amending Section 616.6.2 by deleting the same and replacing it with the following: Residential Building Permit Applications for new home construction, additions and reconstruction of existing homes must include an erosion and sedimentation control plan developed with Best Management Practices. The erosion and sedimentation control plan shall be prepared by an engineer licensed in the State of New Hampshire or a qualified professional who is familiar with erosion control measures and procedures and acceptable to the Town Engineer. The erosion and sedimentation control plan shall be submitted as part of the Major or Minor Watershed Application. The Planning Board may require additional erosion control measures if deemed necessary.

THE PLANNING BOARD RECOMMENDS VOTING YES (5-0)

Planning Board Amendment #6: Windham surface Water Watershed Protection Overlay District (WPOD).

Amend Section 616.6 (Windham surface Water Watershed Protection Overlay District (WPOD)) of the Windham Zoning Ordinance By:

Amending Section 616.6.4.5 by deleting the same and replacing it with the following: Grading and removal of vegetation at a development site is minimized and erosion and sedimentation control measures are in place and properly installed. Development sites shall have a maximum disturbance (which includes, but is not limited to clearing, grading, excavation, removing stumps and other activities that expose soil) of one acre at a time. Only after the prior stage is stabilized can the developer clear the next one acre. Drainage measures shall be installed prior to any other earth moving operations. If a development site is over three (3) acres, the Planning Board may allow more than one acre to be disturbed at a time.

THE PLANNING BOARD RECOMMENDS VOTING YES (5-0)

Planning Board Amendment #7: Windham surface Water Watershed Protection Overlay District (WPOD).

Amend Section 616.8 (Windham surface Water Watershed Protection Overlay District (WPOD)) of the Windham Zoning Ordinance By:

Amending Section 616.8.1 by deleting the same and replacing it with the following: A 100-foot wide buffer zone shall be maintained along the edge of any tributary discharging into the protected water body and along the edge of any wetlands associated with those tributaries. The required setback distance shall be measured from the centerline of such tributary and from the delineated edge of a wetland. Streams shall be delineated from their mean high-water mark. The buffer zone shall be maintained in its natural state to the maximum extent possible.

THE PLANNING BOARD RECOMMENDS VOTING YES (5-0)

Planning Board Amendment #8: Windham surface Water Watershed Protection Overlay District (WPOD).

Amend Section 616.8 (Windham surface Water Watershed Protection Overlay District (WPOD)) of the Windham Zoning Ordinance By:

Amending Section 616.8.2 by deleting the same and replacing it with the following: Any reduction in the required buffer zone width may be granted by the Planning Board upon presentation of a hydrologic or other study that provides documentation and justification, acceptable to the Planning Board, that even with the reduction, the same or a greater degree of water quality protection would be afforded as would be with the full-width buffer zone. In granting such a reduction, the Planning Board may require certain conditions of approval which may include, but are not limited to, restrictions on use, type of construction, and erosion, runoff or sedimentation control measures as deemed necessary to protect water quality. No reduction granted shall be greater than 60% of the full-width buffer.

THE PLANNING BOARD RECOMMENDS VOTING YES (5-0)

Planning Board Amendment #9: Flood Plain District.

Amend Section 607 (Flood Plain District) of the Windham Zoning Ordinance By:

A. Amending Section 607.1 by adding the following definition for “Base Flood Elevation (BFE)” with the following:

means the elevation of surface water resulting from the “base flood.”

B. Amending Section 607.1 by adding the following definition for “Flood Opening” with the following:

means an opening in a foundation or enclosure wall that allows automatic entry and exit of floodwaters. See FEMA “Technical Bulletin 1, Openings in Foundation Walls and Walls of Enclosures.”

C. Amending Section 607.1 by deleting the following definition for “Functionally Dependent Use” in its entirety:

Means a use which cannot perform its intended purpose unless it is located or carried out in close proximity to water. The term includes only docking and port facilities that are necessary for the loading/unloading of cargo or passengers, and ship building/repair facilities but does not include long-term storage or related manufacturing facilities.

D. Amending Section 607.1 by deleting the definition for “Mean Sea Level” and replacing it with the following:

Means the National Geodetic Vertical Datum (NGVD) of 1929, North American Vertical Datum (NAVD) of 1988, or other datum, to which base flood elevations shown on communities Flood Insurance Rate Map are referenced.

E. Amending Section 607.1 by deleting the following definition for “100-year Flood” in its entirety:

See “Base Flood:”

F. Amending Section 607.1 by deleting the definition for “Substantial Improvement” and replacing it with the following:

means any reconstruction, rehabilitation, addition, or other improvement of a structure, the cost of which equals or exceeds 50 percent of the market value of the structure before the “start of construction” of the improvement. This term includes structures which have incurred “substantial damage,” regardless of the actual repair work performed. The term does not, however, include either:

- a. Any project for improvement of a structure to correct existing violations of state or local health, sanitary, or safety code specifications which have been identified by the local code enforcement official and which are the minimum necessary to assure safe living conditions; or
- b. Any alteration of a "historic structure," provided that the alteration will not preclude the structure's continued designation as a "historic structure."

G. Amending Section 607.1 by deleting the definition for "Water Surface Elevation" and replacing it with the following:

Means the height, in relation to the National Geodetic Vertical Datum (NGVD) of 1929, North American Vertical Datum (NAVD) of 1988, (or other datum, where specified) of floods of various magnitudes and frequencies in the floodplains.

H. Amending Section 607.2 by deleting the same and replacing it with the following:

607.2

All proposed development in any special flood hazard area shall require a permit.

607.2.1

In the case of proposed development that requires a permit from the Planning Board under the provisions of Section 601 (WWPD) or Section 616 (WPOD), such application shall be filed with the Planning Board application, and the granting of such permit by the Planning Board shall operate as an approval of the permit request hereunder unless notified by the Code Enforcement Administrator and/or Building Inspector within 30 days of the filing of the Planning Board application.

607.2.2

In the case of proposed development that does not require a permit from the Planning Board, but does require a variance from the Zoning Board of Adjustment, such application shall be filed with the Zoning Board of Adjustment application, and the granting of the variance by the Zoning Board of Adjustment shall operate as approval of the permit request hereunder unless notified by the Code Enforcement Administrator and/or Building Inspector within 30 days of the filing of the variance application.

607.2.3

In the case of proposed development that does not require a permit from the Planning Board, or a variance from the Zoning Board of Adjustment, such application shall be filed with the Code Enforcement Administrator and/or Building Inspector prior to or contemporaneous with any building permit application, if needed, or 30 days prior to commencing work on the project if no building permit is needed. Such application shall be considered approved (Permit by Notification PBN) 30 days after filing unless notified by the Code Enforcement Administrator and/or Building Inspector within 30 days of the filing of the permit request.

607.2.4

The Code Enforcement Administrator and/or Building Inspector shall review all building permit applications for new construction or substantial improvements to determine whether proposed building sites will be reasonably safe from flooding.

If a proposed building site is located in a special flood hazard area, all new construction or substantial improvements shall:

607.2.4.1

Be designed (or modified) and adequately anchored to prevent floatation, collapse, or lateral movement of the structure resulting from hydrodynamic and hydrostatic loads, including the effects of buoyancy,

607.2.4.2

Be constructed with materials resistant to flood damage,

607.2.4.3

Be constructed by methods and practices that minimize flood damages,

607.2.4.4

Be constructed with electrical, heating, ventilation, plumbing and air conditioning equipment and other service facilities that are designed and/or located so as to prevent water from entering or accumulating within the components during conditions of flooding.

I. Amending Section 607.4.1 by deleting the same and replacing it with the following:

The as-built elevation (in relation to means sea level) of the lowest floor (including basement) and include whether or not such structures contain a basement.

J. Amending Section 607.4.2 by deleting the same and replacing it with the following:

If the structure has been floodproofed, the as-built elevation (in relation to means sea level) to which the structure was floodproofed.

K. Amending Section 607.6.1 by deleting the same and replacing it with the following:

In riverine situations, prior to the alteration or relocation of a watercourse the applicant for such authorization shall notify the Wetlands Bureau of the New Hampshire Department of Environmental Services and submit copies of such notification to the Code Enforcement

Administrator and/or Building Inspector, in addition to the copies required by RSA 482-A:3. Further, the applicant shall be required to submit copies of said notification to those adjacent communities as determined by the Code Enforcement Administrator and/or Building Inspector, including notice of all scheduled hearings before the Wetlands Bureau, the Windham Conservation Commission, and the Windham Planning & Zoning Board.

L. Amending Section 607.7.1.1 by deleting the same and replacing it with the following:

In special flood hazard areas the Code Enforcement Administrator and/or Building Inspector shall determine the base flood elevation in the following order of precedence according to the data available:

M. Amending Section 607.7.1.2 by deleting the same and replacing it with the following:

In Zone A the Code Enforcement Administrator and/or Building Inspector shall obtain, review, and reasonably utilize any base flood elevation data available from any federal, state or other source including data submitted for development proposals submitted to the community (i.e., subdivisions, site approvals). Where a base flood elevation is not available or not known for Zone A, the base flood elevation shall be determined to be at least 2 feet above the highest adjacent grade.

N. Amending Section 607.7.2 by deleting the same and replacing it with the following:

The Code Enforcement Administrator and/or Building Inspector's base flood elevation determination will be used as criteria for requiring in Zones A and AE that:

O. Amending Section 607.7.2.1 by deleting the same and replacing it with the following:

All new construction or substantial improvement of residential structures have the lowest floor (including basement) elevated to or above the base flood elevation;

P. Amending Section 607.7.2.2 by deleting the same and replacing it with the following:

That all new construction or substantial improvements of non-residential structures have the lowest floor (including basement) elevated to or above the base flood level; or together with attendant utility and sanitary facilities, shall:

Q. Amending Section 607.7.2.2.1 by deleting the same and replacing it with the following:

Be flood-proofed so that below the base flood elevation the structure is watertight with walls substantially impermeable to the passage of water;

R. Amending Section 607.7.2.4.3 by deleting the same and replacing it with the following:

Shall be designed to automatically equalize hydrostatic flood forces on exterior walls by allowing for the entry and exit of floodwater. Designs for meeting this requirement must either be certified by a registered professional engineer or architect or must meet or exceed the following minimum criteria: A minimum of two flood openings having a total net area of not less than one square inch for every square foot of enclosed area subject to flooding shall be provided. The bottom of all flood openings shall be no higher than one foot above grade. Flood openings may be equipped with screens, louvers, or other coverings or devices provided that they permit the automatic entry and exit of floodwater.

S. Amending Section 607.7.2.4.4 by deleting the same and replacing it with the following:

Recreational vehicles placed on sites within Zones A and AE shall either (i) be on the site for

fewer than 180 consecutive days, (ii) be fully licensed, on wheels or jacking system, attached to the site only by quick disconnect type utilities and security devices, and have no permanently attached additions, or (iii) meet all applicable standards of this and the elevation and anchoring requirements for “manufactured homes” of this ordinance.

T. Amending Section 607.8.2 by deleting the same and replacing it with the following:

If the applicant, upon appeal, requests a variance as authorized by RSA 674:33, I, the applicant shall have the burden of showing in addition to the usual variance standards under state law:

THE PLANNING BOARD RECOMMENDS VOTING YES (5-0)

ARTICLE 3: Lease Purchase Agreement for Transfer Station Loader.

To see if the Town will vote to authorize the Selectmen pursuant to RSA 33:7-e to enter into a (5) five-year lease purchase agreement for the sum of \$155,000 for the purpose of leasing and purchasing a Loader for the Transfer Station, and to raise and appropriate the sum of \$31,000 for the first year's payment for that purpose. This lease purchase agreement contains a non-appropriation (escape) clause. This article is part of the recommended Capital Improvement program. (Majority vote required)

<u>FY24</u>	<u>FY25</u>	<u>FY26</u>	<u>FY27</u>	<u>FY28</u>	<u>Total</u>
\$31,000	\$31,000	\$31,000	\$31,000	\$31,000	\$155,000

2024 Estimated Tax Impact per thousand: \$0.01. Recommended by the Board of Selectmen (5-0)

ARTICLE 4: Lease Purchase Agreement for a Transfer Station Trash Trailer.

To see if the Town will vote to authorize the Selectmen pursuant to RSA 33:7-e to enter into a (5) five-year lease purchase agreement for the sum of \$135,000 for the purpose of leasing and purchasing a trash trailer for the Transfer Station, and to raise and appropriate the sum of \$27,000 for the first year's payment for that purpose. This lease purchase agreement contains a non-appropriation (escape) clause. This article is part of the recommended Capital Improvement program. (Majority vote required)

<u>FY24</u>	<u>FY25</u>	<u>FY26</u>	<u>FY27</u>	<u>FY28</u>	<u>Total</u>
\$27,000	\$27,000	\$27,000	\$27,000	\$27,000	\$135,000

2024 Estimated Tax Impact per thousand: \$0.01. Recommended by the Board of Selectmen (5-0)

ARTICLE 5: Lease Purchase Agreement for Police Department Radio System.

To see if the Town will vote to authorize the Selectmen pursuant to RSA 33:7-e to enter into a (5) five-year lease purchase agreement for the sum of \$375,000 for the purpose of leasing and purchasing a Dispatch Console/Central Electronics Radio System, and to raise and appropriate the sum of \$75,000 for the first year's payment for that purpose. This lease purchase agreement contains a non-appropriation (escape) clause. This article is part of the recommended Capital Improvement program. (Majority vote required)

<u>FY24</u>	<u>FY25</u>	<u>FY26</u>	<u>FY27</u>	<u>FY28</u>	<u>Total</u>
\$75,000	\$75,000	\$75,000	\$75,000	\$75,000	\$375,000

2024 Estimated Tax Impact per thousand: \$0.02. Recommended by the Board of Selectmen (5-0)

ARTICLE 6: Sale of Town Owned Property.

To see if the Town will vote to authorize the Board of Selectmen to sell certain Town-owned property, consisting of a strip of land situated between the Town's right-of-way on Enterprise Drive and Tax Map 11C, Lot 425, said parcel having approximately 720 +/- feet of linear frontage along Enterprise Drive and being located approximately thirty feet from the centerline of Enterprise Drive, to Indian Rock Office Park, LLC, or their assigns, for the sum of Fifty Thousand Dollars (\$50,000) with the proceeds from the sale to be deposited into the General Fund. Said property will be sold by the Town with the conditions as the Board of Selectmen, in its discretion, deems prudent with the cost to survey the land and convey the land to be borne by the purchaser.

No Tax Impact.***Recommended by the Board of Selectmen (4-1)*****ARTICLE 7: The Discontinuance of the First Public Roadway (Old Governor Dinsmore Road).**

To see if the Town will vote to completely and absolutely discontinue the old Governor Dinsmore Road starting from the cul-de-sac at Tax Map 7-B, Lot 6 & Tax Map 13-C, Lot 17 and extending to the Windham Rail Trail (Tax Map 13-A, Lot 1500). Upon discontinuance, the land constituting the discontinued portion of Old Governor Dinsmore Road shall revert to the owners of the property adjacent to said Road. This discontinuance shall be contingent upon, and shall not take effect until, the owners of Tax Map 7-B, Lot 6 and Tax Map 13-C, Lot 17 provide the Town with an easement over the discontinued Old Governor Dinsmore Road between the existing two stone walls that line each side of said road to allow for non-motorized public access to and from the Windham Rail Trail (Tax Map 13-A, Lot 1500) and to allow for access for Town vehicles and equipment that may be needed to maintain the easement area or the Windham Rail Trail.

No Tax Impact.***Recommended by the Board of Selectmen (5-0)*****ARTICLE 8: The Discontinuance of the Second Public Roadway (Old Governor Dinsmore Road).**

To see if the Town will vote to completely and absolutely discontinue the portion of the old Governor Dinsmore Road commencing at the Northeast corner of Tax Map 13-C, Lot 450 to Roulston Road, whereupon, fee ownership of the discontinued section of Old Governor Dinsmore Road shall revert to the owner(s) of the adjacent parcels, including Tax Map 13-C, Lot 400 and Tax Map 8-C, Lot 101. This article leaves the portion of Old Governor Dinsmore Road intact from the Windham Rail Trail (Tax Map 3-A, Lot 1500) and running along Tax Map 13-C, Lot 450 to allow for continued access to the Stone Arch.

No Tax Impact.***Recommended by the Board of Selectmen (5-0)*****ARTICLE 9: Modify the Exemptions for Elderly Persons.**

Shall the town modify the amount of the exemption from the assessed value applicable for the elderly under the provisions of RSA 72:39-b as follows: for a person 65 years of age up to 75 years, \$175,000; for a person 75 years of age up to 80 years, \$225,000; for a person 80 years of age or older, a full exemption. To qualify, the person must have been a New Hampshire resident for at least 3 consecutive years and own the real estate individually or jointly, or if the real estate is owned by such person's spouse, they must have been married for at least 5 consecutive years. In addition, the taxpayer must have a net income of not more than \$55,000, or if married, a combined net income of less than \$65,000; and own net assets not in excess of \$250,000 excluding the value of the person's residence as described in RSA 72:39-a (I).

2024 Estimated Tax Impact per thousand: \$0.08. Recommended by the Board of Selectmen (5-0)

ARTICLE 10: Modify the Exemption for Blind Persons.

Shall the Town vote, to adopt the exemption from taxation set forth in RSA 72:37 - Exemption for the Blind – and provide every inhabitant who is legally blind as determined by the Blind Services Program of the Department of Education’s Bureau of Vocational Rehabilitation with a \$25,000 exemption each year on the assessed value, for property tax purposes, of his or her residential real estate.

2024 Estimated Tax Impact per thousand: \$.001. Recommended by the Board of Selectmen (5-0)

ARTICLE 11: Modify the Exemption for Deaf or Severely Hearing-Impaired Persons.

Shall the town modify the exemption for the deaf or severely hearing-impaired persons under the provisions of RSA 72:38-b as follows: the exemption from assessed value for qualified taxpayers shall be \$25,000. To qualify, the person must: meet the definition of a “deaf person or person with severe hearing impairment” under RSA 72:38-b(II); must be a resident of the State for at least five (5) years prior to April 1 in which the exemption is sought; must occupy the property as his/her principal place of abode; must own the property (as defined in RSA 72:27 (VI)) individually or jointly, or if owned by a spouse, they must have been married for at least five (5) consecutive years; had in the calendar year preceding April 1 a net income from all sources, of not more than \$55,000 if single and \$65,000 if married; and own net assets not in excess of \$250,000, excluding the value of the person’s residence as described in RSA 72:38-b (III).

No Tax Impact.

Recommended by the Board of Selectmen (5-0)

ARTICLE 12: Modify the Exemption for Disabled Persons.

Shall the town modify an exemption for the disabled under the provisions of RSA 72:37-b as follows: the exemption from assessed value for qualified taxpayers shall be \$200,000. To qualify, the person: must be eligible under Title II or Title XVI of the Federal Social Security Act, or otherwise as provided in RSA 72:37-b (1-b); must be a resident of the State for at least five (5) years; must occupy the property as his/her principal place of abode; must own the property (as defined in RSA 72:27 (VI)) individually or jointly, or if owned by a spouse, they must have been married for at least five (5) consecutive years; had in the calendar year preceding April 1 a net income from all sources, of not more than \$55,000 if single and \$65,000 if married; and own net assets not in excess of \$250,000, excluding the value of the person’s residence as described in RSA 72:37-b (III) (b).

2024 Estimated Tax Impact per thousand: \$0.01. Recommended by the Board of Selectmen (5-0)

ARTICLE 13: Property Maintenance Expendable Trust Fund.

To see if the Town will vote to raise and appropriate the sum of \$100,000 to be added to the Property Maintenance Expendable Trust Fund for the purpose of maintaining all Town buildings, facilities, fields, and public grounds. (Majority vote required)

2024 Estimated Tax Impact per thousand: \$0.03. Recommended by the Board of Selectmen (4-1)

ARTICLE 14: Searles Building.

To see if the Town will vote to raise and appropriate the sum of up to \$42,000, said amount to be withdrawn from the balance in the previously established Searles Revenue Fund for payment of both marketing and maintenance costs associated with the Searles Building with no money raised by taxation. (Majority vote required)

No Tax Impact.***Recommended by the Board of Selectmen (5-0)*****ARTICLE 15: Earned Time Expendable Trust Fund.**

To see if the Town will vote to raise and appropriate the sum of \$50,000 to be placed in the Earned Time Expendable Trust Fund for the purpose of paying Town employees their accumulated earned time amounts at the time of their retirement or resignation from the employ of the Town of Windham. (Majority vote required)

2024 Estimated Tax Impact per thousand: \$0.02 Recommended by the Board of Selectmen (4-1)**ARTICLE 16: Town Hall Renovation Project.**

To see if the Town will vote to raise and appropriate the sum of \$200,000 for the purpose of repairing and/or renovating the Town Hall, to include but not be limited to, siding repairs and or painting, structural improvements, drainage improvements, moisture control, insulation, window and energy-efficiency improvements, and other improvements deemed necessary by the Selectmen. These funds are to come from the Unassigned Fund Balance with no money to be raised by taxation. This will be a non-lapsing appropriation per RSA 32:7, VI and will not lapse until the project is complete or for a period of five (5) years, whichever occurs first. This article is part of the recommended Capital Improvement Program. (Majority vote required)

No Tax Impact.***Recommended by the Board of Selectmen (4-1)*****ARTICLE 17: Governor Dinsmore Bridge Decking Replacement Project.**

To see if the Town will vote to raise and appropriate the sum of \$100,000 for the purpose of replacing the bridge decking on the Governor Dinsmore bike/pedestrian bridge on the Windham Rail Trail. This article is part of the recommended Capital Improvement Program. (Majority vote required)

2024 Estimated Tax Impact per thousand: \$0.03. Recommended by the Board of Selectmen (4-0-1)**ARTICLE 18: Windham Greenway Recreational Trail Capital Reserve Fund.**

To see if the Town will vote to raise and appropriate the sum of \$210,000 to be placed into the Windham Greenway Recreational Trail Capital Reserve Fund previously established in 2021. This article is part of the recommended Capital Improvement Program. (Majority vote required)

2024 Estimated Tax Impact per thousand: \$0.07. Recommended by the Board of Selectmen (3-0-1)

ARTICLE 19: Nesmith Library Solar Power Purchase Agreement (PPA) Capital Reserve.

To see if the Town will vote to establish a Nesmith Library Solar Power Purchase Agreement Capital Reserve Fund under the provisions of RSA 35:1 for the purpose of purchasing the solar panels installed on the Nesmith Library and all other actions incidental to the purchase of said solar panels and to raise and appropriate the sum of \$32,500 to be placed in this fund. Further to name the Board of Selectmen as the agents to expend from said fund provided the Board of Selectmen holds one public hearing prior to expending from said fund. This article is part of the recommended Capital Improvement Program. (Majority vote required)

2024 Estimated Tax Impact per thousand: \$0.01. Recommended by the Board of Selectmen (5-0)

ARTICLE 20: Nesmith Library Building Space Need Study.

To see if the town will vote to raise and appropriate the sum of \$25,000 for the purposes of conducting a space and needs assessment of the Nesmith Library. (Majority vote required)

2024 Estimated Tax Impact per thousand: \$0.01. Recommended by the Board of Selectmen (4-1)

ARTICLE 21: Remedial Impervious Perfluoroalkyl/Polyfluoroalkyl Substances (PFAS) Soil Cap.

To see if the Town will vote to raise and appropriate the sum of \$127,000 for the purpose of constructing an Impervious Perfluoroalkyl/Polyfluoroalkyl Substances (PFAS) Soil Cap, which will prevent water leaching into soil contaminated with PFAS chemicals at the top of Fellows Road next to the Fire Department and will mitigate PFAS leaching into groundwater. These funds are to come from the Unassigned Fund Balance. (Majority vote required)

No Tax Impact.

Recommended by the Board of Selectmen (5-0)

ARTICLE 22: Option to Lease Agreement with the Windham Housing Authority for 10 Acres.

To see if the Town will vote to: "Authorize the Selectmen to enter into an Option to Lease Agreement with the Windham Housing Authority for approximately ten (10) acres of the rear portion of the Town municipal complex land, known as Lot 16-L-100, as shown on the 1995 complex plans developed by the Turner Group, for the sum of one (1) dollar, and upon such other terms and conditions as may be acceptable by the Board of Selectmen. Said piece will be used by the Windham Housing Authority to develop age restricted affordable rental housing in the community. This authorization shall include the subsequent authority to execute the actual lease agreement should that option be exercised, which shall include, but not be limited to, the following terms:

- (a) A term of not less than ninety-nine (99) years.
- (b) Base annual rent of one (1) dollar, plus provisions for payment in lieu of taxes allowed by state law.
- (c) The Lessee shall be responsible for all maintenance and repair to the premises and any building(s) thereon and shall hold the Town harmless from any liability arising from the premises.

(d) The use shall be restricted to age restricted affordable housing development within five (5) years of the date of the lease, operated by the Windham Housing Authority (or such other permitted assignee).

The authorization to enter into the option shall continue for one (1) year and shall provide that the option must be executed within five (5) years, or the authority granted herein shall expire.

No Tax Impact.

Recommended by the Board of Selectmen (3-1-1)

ARTICLE 23: Hiring of a Full Time Assistant Town Clerk

To see if the Town will vote to raise and appropriate the sum of \$74,521 for the purpose of hiring a full time Assistant Town Clerk beginning on or about April 1, 2024. Said sum representing the costs associated with wages, benefits, retirement needed for a portion of 2024. Should this article pass, \$29,000 is to be deducted from the FY2024 operating budget. (Majority vote required)

2024 Estimated Tax Impact per thousand: \$0.02. Recommended by the Board of Selectmen (5-0)

ARTICLE 24: Funding for a Full Time Fifth Police Dispatcher

To see if the Town will vote to raise and appropriate the sum of \$71,104 for the purpose of funding a fifth full time Police Dispatcher beginning on or about April 1, 2024. Said sum representing the costs associated with wages, benefits, and retirement needed for a portion of 2024. (Majority vote required)

2024 Estimated Tax Impact per thousand: \$0.02. Recommended by the Board of Selectmen (5-0)

ARTICLE 25: Windham Community Power Electric Aggregation Plan

To see if the Town will vote to adopt the Windham Community Power Electric Aggregation Plan and to further authorize the Select Board to develop and implement Windham Community Power and to take all action in furtherance of the Windham Community Power Electric Aggregation Plan pursuant to RSA 53-E. The Community Power Electric Aggregation Plan has an “opt-out” clause and, if approved, the default energy provider for customers in the Town of Windham will be through Windham Community Power, unless the customer seeks to opt-out of Windham Community Power at no cost to the customer. (Majority vote required)

No Tax Impact.

Recommended by the Board of Selectmen (5-0)

ARTICLE 26: Town Operating Budget.

Shall the Town raise and appropriate as an operating budget, not including appropriations by special warrant articles and other appropriations voted separately, the amounts set forth on the budget posted with the warrant or as amended by vote of the first session, for the purposes set forth therein, totaling \$20,404,586. Should this article be defeated, the default budget shall be \$19,896,860, which is the same as last year, with certain adjustments required by previous action of the town, or by law, or the governing body may hold one special meeting in accordance with RSA 40:13 X and XVI to take up the issue of a revised operating budget only. (Majority vote required)

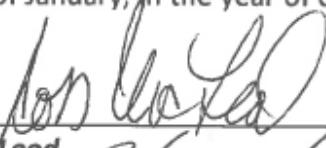
<u>Administration</u>	\$986,478	<u>Insurance</u>	\$2,431,207
<u>Assessing</u>	\$194,132	<u>Legal Services</u>	\$143,000
<u>Cable Television</u>	\$113,096	<u>Library</u>	\$1,277,223
<u>Capital Outlay</u>	\$297,040	<u>Museum</u>	\$7,250
<u>Contracted Fire Service</u>	\$3	<u>Police</u>	\$4,011,146
<u>Contracted Police Service</u>	\$2	<u>Recreation</u>	\$279,541
<u>Cemetery</u>	\$43,608	<u>Retirement Service Charges</u>	\$4,000
<u>Community Development</u>	\$623,394	<u>Road Maintenance</u>	\$1,763,048
<u>Conservation Commission</u>	\$9,760	<u>Searles Building</u>	\$13,526
<u>Debt Service</u>	\$467,292	<u>Senior Center</u>	\$6,552
<u>Dispatching</u>	\$531,201	<u>Solid Waste Disposal</u>	\$1,467,549
<u>Elections</u>	\$96,229	<u>Street Lights</u>	\$22,566
<u>Emergency Management</u>	\$10,488	<u>Tax Collector</u>	\$176,448
<u>Fire Department</u>	\$4,176,354	<u>Town Clerk</u>	\$367,711
<u>General Assistance</u>	\$34,000	<u>Town Officers' Salaries</u>	\$3,337
<u>General Govt Buildings</u>	\$480,905	<u>TOTAL OPERATING BUDGET</u>	\$20,404,586
<u>Health and Human Services</u>	\$69,662	<i>(Principal \$359,344 and Interest \$107,448)</i>	
<u>Historic Commission</u>	\$7,500	<u>Capital Outlay – Roads (Part of CIP)</u>	\$126,500
<u>Information Technologies</u>	\$289,338		

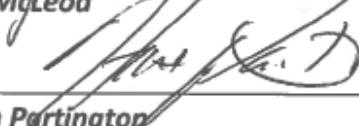
***Note: Warrant Article 26 (operating budget does not include appropriations proposed under any other warrant articles).**

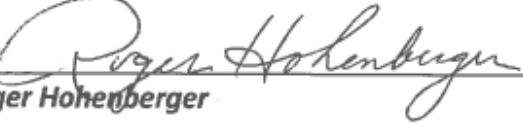
2024 Estimated Tax Impact Net of Estimated Revenue per thousand: \$4.00.

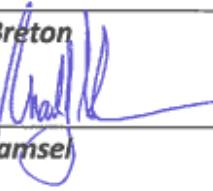
Recommended by the Board of Selectmen (5-0)

Given under our hands and seal, this 29th day of January, in the year of our Lord two thousand and twenty-three.


Ross McLeod


Heath Partington


Roger Hohenberger

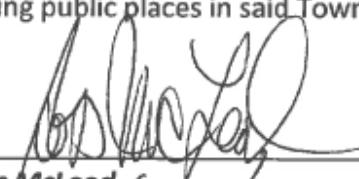

Bruce Breton

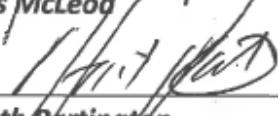

Mark Samsel

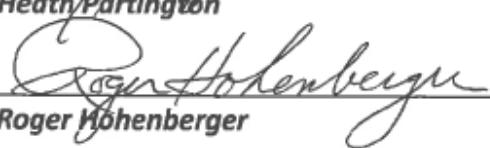
Board of Selectmen, Town of Windham

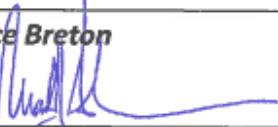
ROCKINGHAM COUNTY: Windham, New Hampshire

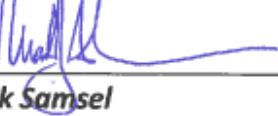
We hereby certify that we gave notice to the inhabitants within named, to meet at the time and place and for the purpose within mentioned, by posting up an attested copy of the within Warrant at the place of meeting within named, and a like attested copy at the WINDHAM TOWN HALL, NESMITH LIBRARY, and WINDHAM HIGH SCHOOL, being public places in said Town, on the 29th day of January, 2024.


Ross McLeod


Heath Partington


Roger Hohenberger


Bruce Breton


Mark Samsel

Board of Selectmen, Town of Windham

Budget Detail - 2024

Account Description	Appropriations Fiscal Year 2023	2023 Actual Expenditures (through 12/31/23)*	Appropriations Ensuing for Fiscal Year 2024	Budget Increase / (Decrease)	% Change
Town Officers' Salaries					
Selectmen	\$ -	\$ -	\$ -	\$ -	0.0%
Treasurer	\$ 2,250	\$ 2,250	\$ 2,250	\$ -	0.0%
Deputy Treasurer	\$ 500	\$ 500	\$ 500	\$ -	0.0%
Trustee, Trust Funds	\$ 350	\$ 350	\$ 350	\$ -	0.0%
Social Security	\$ 190	\$ 192	\$ 192	\$ 2	1.2%
Medicare	\$ 40	\$ 45	\$ 45	\$ 5	12.4%
Total Town Officers' Salaries	\$ 3,330	\$ 3,337	\$ 3,337	\$ 7	0.2%
Administration					
Regular Salaries	\$ 489,070	\$ 474,523	\$ 504,816	\$ 15,746	3.2%
Overtime Salaries	\$ 4,100	\$ 791	\$ 2,000	\$ (2,100)	-51.2%
State Retirement Municipal	\$ 59,014	\$ 54,105	\$ 58,901	\$ (113)	-0.2%
Supplemental Retirement	\$ 14,280	\$ 15,593	\$ 14,191	\$ (89)	-0.6%
Social Security	\$ 8,098	\$ 8,010	\$ 8,556	\$ 457	5.6%
Group Insurance-Health	\$ 84,690	\$ 65,186	\$ -	\$ (84,690)	-100.0%
Group Insurance-Life & Dis.	\$ 8,140	\$ 6,508	\$ -	\$ (8,140)	-100.0%
Group Insurance-Dental	\$ 6,100	\$ 5,887	\$ -	\$ (6,100)	-100.0%
Medicare	\$ 7,300	\$ 6,911	\$ 7,559	\$ 259	3.5%
Town Audit	\$ 19,500	\$ 12,040	\$ 22,700	\$ 3,200	16.4%
Town Report	\$ 5,450	\$ 4,959	\$ 5,450	\$ -	0.0%
Contracted Services	\$ 291,016	\$ 286,889	\$ 276,016	\$ (15,000)	-5.2%
Office Supplies	\$ 2,500	\$ 2,078	\$ 2,500	\$ -	0.0%
Computer Supplies	\$ 3,500	\$ 788	\$ 3,500	\$ -	0.0%
Mileage	\$ 188	\$ -	\$ 197	\$ 9	4.8%
Postage	\$ 21,770	\$ 23,445	\$ 22,826	\$ 1,056	4.8%
Postage Machine	\$ 4,750	\$ 4,655	\$ 4,750	\$ 0	0.0%
Legal Ads	\$ 2,500	\$ 1,883	\$ 2,500	\$ -	0.0%
Equipment	\$ 500	\$ 3,430	\$ 500	\$ -	0.0%
Equipment Maintenance	\$ 880	\$ 147	\$ 960	\$ 80	9.1%
Dues and Meetings	\$ 20,791	\$ 18,515	\$ 20,950	\$ 159	0.8%
Committee Expenses	\$ 1,400	\$ 40	\$ 1,400	\$ -	0.0%
Miscellaneous	\$ 3,500	\$ 11,167	\$ 3,500	\$ -	0.0%
Stormwater Compliance	\$ 8,300	\$ 6,969	\$ 8,300	\$ -	0.0%
Employee Health	\$ 1,080	\$ 606	\$ 1,082	\$ 2	0.2%
Telephone	\$ 6,250	\$ 6,841	\$ 6,660	\$ 410	6.6%
Electricity	\$ 3,750	\$ 3,448	\$ 4,757	\$ 1,007	26.9%
Heat	\$ 1,820	\$ 1,914	\$ 1,908	\$ 88	4.8%
Total Administration	\$ 1,080,236	\$ 1,027,324	\$ 986,478	\$ (93,758)	-8.7%

Account Description	Appropriations Fiscal Year 2023	2023 Actual Expenditures (through 12/31/23)*	Appropriations Ensuing for Fiscal Year 2024	Budget Increase / (Decrease)	% Change
Town Clerk					
Regular Salaries	\$ 141,770	\$ 137,901	\$ 176,471	\$ 34,701	24.5%
Elected Officials Fees	\$ 96,937	\$ 96,514	\$ 99,929	\$ 2,993	3.1%
Retirement - Municipal	\$ 28,278	\$ 28,619	\$ 28,673	\$ 395	1.4%
Supplemental Retirement	\$ 10,249	\$ 9,102	\$ 10,596	\$ 347	3.4%
Social Security	\$ 2,070	\$ 1,736	\$ 3,998	\$ 1,928	93.1%
Group Insurance-Health	\$ 44,010	\$ 44,021	\$ -	\$ (44,010)	-100.0%
Group Insurance-Life & Disability	\$ 3,480	\$ 3,181	\$ -	\$ (3,480)	-100.0%
Group Insurance-Dental	\$ 4,570	\$ 4,566	\$ -	\$ (4,570)	-100.0%
Medicare	\$ 3,460	\$ 3,268	\$ 4,048	\$ 588	17.0%
Contracted Services	\$ 13,960	\$ 19,780	\$ 15,710	\$ 1,750	12.5%
Office Supplies	\$ 5,850	\$ 4,907	\$ 6,922	\$ 1,072	18.3%
Computer Supplies	\$ 3,580	\$ 571	\$ 3,580	\$ -	0.0%
Office Equipment	\$ 1,590	\$ 2,034	\$ 1,588	\$ (2)	-0.1%
Dog License Fees	\$ 7,750	\$ 7,670	\$ 7,750	\$ -	0.0%
Dues and Meetings	\$ 2,445	\$ 3,263	\$ 2,545	\$ 100	4.1%
Preservation of Records	\$ 5,900	\$ 1,342	\$ 5,900	\$ -	0.0%
Total Town Clerk	\$ 375,899	\$ 368,474	\$ 367,711	\$ (8,188)	-2.2%
Tax Collector					
Regular Salaries	\$ 149,880	\$ 128,288	\$ 136,421	\$ (13,459)	-9.0%
State Retirement Municipal	\$ 11,076	\$ 11,151	\$ 11,124	\$ 48	0.4%
Supplemental Retirement	\$ 7,494	\$ 6,340	\$ 6,821	\$ (673)	-9.0%
Social Security	\$ 4,315	\$ 2,975	\$ 4,084	\$ (230)	-5.3%
Group Insurance-Health	\$ 8,980	\$ 8,978	\$ -	\$ (8,980)	-100.0%
Group Insurance-Life & Disability	\$ 1,400	\$ 1,268	\$ -	\$ (1,400)	-100.0%
Group Insurance-Dental	\$ 527	\$ 527	\$ -	\$ (527)	-100.0%
Medicare	\$ 2,170	\$ 1,842	\$ 1,978	\$ (192)	-8.8%
Title Searches	\$ 2,500	\$ 1,055	\$ 2,500	\$ -	0.0%
Office Supplies	\$ 2,200	\$ 1,336	\$ 2,200	\$ -	0.0%
Computer Supplies	\$ 9,320	\$ 30,738	\$ 9,320	\$ -	0.0%
Registry of Deeds	\$ 1,000	\$ 451	\$ 1,000	\$ -	0.0%
Dues and Meetings	\$ 1,000	\$ 954	\$ 1,000	\$ -	0.0%
Recruitment Expenses	\$ -	\$ 1,087	\$ -	\$ -	0.0%
Total Tax Collector	\$ 201,861	\$ 196,991	\$ 176,448	\$ (25,412)	-12.6%
Elections					
Regular Salaries	\$ 2,690	\$ 662	\$ 4,998	\$ 2,308	85.8%
Elected Official Fees	\$ 8,970	\$ 4,452	\$ 22,624	\$ 13,654	152.2%
Ballot Clerk Fees	\$ 1,920	\$ 2,610	\$ 40,200	\$ 38,280	1993.8%

Account Description	Appropriations Fiscal Year 2023	2023 Actual Expenditures (through 12/31/23)*	Appropriations Ensuing for Fiscal Year 2024	Budget Increase / (Decrease)	% Change
Social Security	\$ 680	\$ 321	\$ 4,124	\$ 3,444	506.4%
Medicare	\$ 200	\$ 75	\$ 983	\$ 783	391.7%
Voter Checklists	\$ 1,500	\$ -	\$ 3,000	\$ 1,500	100.0%
Ballots	\$ 11,400	\$ 9,097	\$ 16,300	\$ 4,900	43.0%
Equipment	\$ 1,000	\$ 660	\$ 2,000	\$ 1,000	100.0%
Equipment Maintenance	\$ 2,000	\$ 73	\$ 2,000	\$ -	0.0%
Miscellaneous Expenses	\$ 1,000	\$ 243	\$ -	\$ (1,000)	-100.0%
Total Elections	\$ 31,360	\$ 18,192	\$ 96,229	\$ 64,869	206.9%
Cemetery					
Groundskeeping	\$ 30,000	\$ 21,800	\$ 30,000	\$ -	0.0%
Office Supplies	\$ 150	\$ -	\$ 150	\$ -	0.0%
Property Maintenance	\$ 11,000	\$ 2,644	\$ 11,000	\$ -	0.0%
Patriotic Purposes	\$ 1,900	\$ 1,743	\$ 1,900	\$ -	0.0%
Electricity	\$ 420	\$ 431	\$ 558	\$ 138	32.8%
Total Cemetery	\$ 43,470	\$ 26,618	\$ 43,608	\$ 138	0.3%
General Govt Buildings					
Groundskeeping	\$ 187,380	\$ 164,559	\$ 193,575	\$ 6,195	3.3%
Contracted Services	\$ 191,380	\$ 202,506	\$ 191,840	\$ 460	0.2%
Property Maintenance	\$ 39,900	\$ 41,445	\$ 41,300	\$ 1,400	3.5%
Equipment	\$ 2,000	\$ 3,618	\$ 2,000	\$ -	0.0%
Vehicle Fuel	\$ 4,340	\$ 2,053	\$ 3,500	\$ (840)	-19.4%
Vehicle Maintenance	\$ 8,000	\$ 12,484	\$ 10,000	\$ 2,000	25.0%
Equipment Maintenance	\$ 13,140	\$ 20,697	\$ 13,140	\$ -	0.0%
Electricity	\$ 15,210	\$ 12,928	\$ 19,111	\$ 3,901	25.6%
Heat	\$ 6,880	\$ 7,213	\$ 6,440	\$ (441)	-6.4%
Total General Govt Buildings	\$ 468,230	\$ 467,503	\$ 480,905	\$ 12,675	2.7%
Assessing					
Regular Salaries	\$ 62,625	\$ 62,808	\$ 67,803	\$ 5,179	8.3%
State Retirement Municipal	\$ 8,639	\$ 8,715	\$ 9,174	\$ 535	6.2%
Group Insurance-Health	\$ 22,280	\$ 22,277	\$ -	\$ (22,280)	-100.0%
Group Insurance-Life & Disability	\$ 1,050	\$ 968	\$ -	\$ (1,050)	-100.0%
Group Insurance-Dental	\$ 1,010	\$ 1,013	\$ -	\$ (1,010)	-100.0%
Medicare	\$ 910	\$ 810	\$ 983	\$ 73	8.0%
Contracted Services	\$ 108,700	\$ 107,757	\$ 110,700	\$ 2,000	1.8%
Office Supplies	\$ 1,610	\$ 147	\$ 1,612	\$ 2	0.1%
Computer Supplies	\$ 2,040	\$ 1,610	\$ 2,040	\$ -	0.0%
Training	\$ 1,500	\$ -	\$ 1,000	\$ (500)	-33.3%

Account Description	Appropriations Fiscal Year 2023	2023 Actual Expenditures (through 12/31/23)*	Appropriations Ensuing for Fiscal Year 2024	Budget Increase / (Decrease)	% Change
Clothing Allowance	\$ 400	\$ -	\$ 400	\$ -	0.0%
Mileage	\$ 100	\$ -	\$ 50	\$ (50)	-50.0%
Registry of Deeds	\$ 250	\$ -	\$ 50	\$ (200)	-80.0%
Equipment	\$ 250	\$ -	\$ 250	\$ -	0.0%
Dues & Meetings	\$ 70	\$ 40	\$ 70	\$ -	0.0%
Total Assessing	\$ 211,434	\$ 206,145	\$ 194,132	\$ (17,301)	-8.2%
Information Technologies					
Contracted Services	\$ 69,000	\$ 69,000	\$ 69,000	\$ -	0.0%
Service Agreements	\$ 181,580	\$ 190,297	\$ 212,238	\$ 30,658	16.9%
Equipment Maintenance	\$ 2,000	\$ 2,083	\$ 2,000	\$ -	0.0%
GIS	\$ 5,900	\$ 2,775	\$ 6,100	\$ 200	3.4%
Total Information Technologies	\$ 258,480	\$ 264,154	\$ 289,338	\$ 30,858	11.9%
Town Museum					
Equipment	\$ 6,750	\$ 3,554	\$ 7,250	\$ 500	7.4%
Total Town Museum	\$ 6,750	\$ 3,554	\$ 7,250	\$ 500	7.4%
Searles Building					
Property Maintenance	\$ 1,000	\$ 1,279	\$ 1,000	\$ -	0.0%
Telephone	\$ 740	\$ 740	\$ 744	\$ 4	0.5%
Electricity	\$ 6,240	\$ 4,779	\$ 6,000	\$ (240)	-3.8%
Heat	\$ 6,110	\$ 3,925	\$ 5,782	\$ (328)	-5.4%
Total Searles Building	\$ 14,090	\$ 10,723	\$ 13,526	\$ (564)	-4.0%
Legal Services					
Contracted Svcs - Other Law Firms	\$ 75,000	\$ 90,107	\$ 84,500	\$ 9,500	12.7%
Contracted Legal - Environ. Matters	\$ 50,000	\$ 35,042	\$ 50,000	\$ -	0.0%
Union Legal Fees	\$ 3,000	\$ 7,800	\$ 3,000	\$ -	0.0%
Contracted Legal - ZBA	\$ 5,000	\$ 4,181	\$ 5,000	\$ -	0.0%
Miscellaneous	\$ 500	\$ 17	\$ 500	\$ -	0.0%
Total Legal Services	\$ 133,500	\$ 137,147	\$ 143,000	\$ 9,500	7.1%
Contracted Fire Service					
Regular Contracted	\$ 3	\$ 3	\$ 3	\$ -	0.0%
Total Contracted Fire Service	\$ 3	\$ 3	\$ 3	\$ -	0.0%
Contracted Police Service					
Regular Contracted	\$ 2	\$ 2	\$ 2	\$ -	0.0%
Contracted Police Service	\$ 2	\$ 2	\$ 2	\$ -	0.0%

Account Description	Appropriations Fiscal Year 2023	2023 Actual Expenditures (through 12/31/23)*	Appropriations Ensuing for Fiscal Year 2024	Budget Increase / (Decrease)	% Change
Police					
Regular Salaries	\$ 2,087,584	\$ 1,832,236	\$ 2,160,484	\$ 72,900	3.5%
Overtime	\$ 217,370	\$ 322,232	\$ 259,254	\$ 41,884	19.3%
Holiday Pay	\$ 100,790	\$ 83,323	\$ 108,835	\$ 8,045	8.0%
State Retirement Municipal	\$ 27,990	\$ 27,433	\$ 28,250	\$ 260	0.9%
State Retirement Police	\$ 718,222	\$ 673,847	\$ 733,195	\$ 14,973	2.1%
Supplemental Retirement	\$ 10,145	\$ 7,537	\$ 11,771	\$ 1,627	16.0%
Social Security	\$ 1,600	\$ 1,668	\$ 1,651	\$ 51	3.2%
Group Insurance-Health	\$ 475,430	\$ 354,846	\$ -	\$ (475,430)	-100.0%
Group Insurance-Life & Disability	\$ 28,835	\$ 26,771	\$ -	\$ (28,835)	-100.0%
Group Insurance-Dental	\$ 31,290	\$ 27,606	\$ -	\$ (31,290)	-100.0%
Medicare	\$ 37,150	\$ 33,462	\$ 39,336	\$ 2,186	5.9%
Office Supplies	\$ 2,500	\$ 1,644	\$ 2,500	\$ -	0.0%
Computer Supplies	\$ 4,350	\$ 4,221	\$ 11,973	\$ 7,623	175.2%
Property Maintenance	\$ 8,820	\$ 6,359	\$ 9,320	\$ 500	5.7%
Investigations	\$ 24,610	\$ 20,590	\$ 22,732	\$ (1,878)	-7.6%
Training	\$ 89,020	\$ 51,796	\$ 103,786	\$ 14,766	16.6%
Firearm Training/Ammunition	\$ 53,970	\$ 41,480	\$ 60,270	\$ 6,300	11.7%
Clothing Allowance	\$ 21,380	\$ 13,523	\$ 21,375	\$ (5)	0.0%
Vehicle Equipment	\$ 74,500	\$ 71,671	\$ 171,340	\$ 96,840	130.0%
Equipment	\$ 81,350	\$ 80,580	\$ 51,071	\$ (30,279)	-37.2%
Vehicle Fuel	\$ 72,000	\$ 38,629	\$ 59,500	\$ (12,500)	-17.4%
Vehicle Maintenance	\$ 36,460	\$ 20,655	\$ 39,215	\$ 2,755	7.6%
Equipment Maintenance	\$ 13,570	\$ 9,047	\$ 13,370	\$ (200)	-1.5%
Radio Commun/Maint.	\$ 20,540	\$ 24,004	\$ 20,536	\$ (4)	0.0%
Safety Division	\$ 2,000	\$ 376	\$ 2,000	\$ -	0.0%
Recruitment Expenses	\$ 9,050	\$ 19,814	\$ 23,350	\$ 14,300	158.0%
Miscellaneous	\$ 4,130	\$ 3,780	\$ 4,100	\$ (30)	-0.7%
Employee Health	\$ 5,500	\$ 3,861	\$ 5,500	\$ -	0.0%
Telephone	\$ 7,970	\$ 7,529	\$ 10,959	\$ 2,989	37.5%
Electricity	\$ 20,160	\$ 23,482	\$ 26,574	\$ 6,414	31.8%
Heat	\$ 9,510	\$ 6,987	\$ 8,896	\$ (614)	-6.5%
Total Police	\$ 4,297,796	\$ 3,840,990	\$ 4,011,146	\$ (286,650)	-6.7%
Dispatching					
Regular Salaries	\$ 251,580	\$ 209,871	\$ 249,622	\$ (1,958)	-0.8%
Overtime	\$ 28,760	\$ 64,484	\$ 36,216	\$ 7,456	25.9%
Holiday	\$ 18,530	\$ 13,781	\$ 17,125	\$ (1,405)	-7.6%
Extra Shift	\$ 29,110	\$ 26,046	\$ 30,304	\$ 1,194	4.1%

Account Description	Appropriations Fiscal Year 2023	2023 Actual Expenditures (through 12/31/23)*	Appropriations Ensuing for Fiscal Year 2024	Budget Increase / (Decrease)	% Change
State Retirement Municipal	\$ 41,767	\$ 43,406	\$ 41,538	\$ (228)	-0.5%
Supplemental Retirement	\$ 14,944	\$ 14,788	\$ 15,350	\$ 407	2.7%
Social Security	\$ 1,805	\$ 1,629	\$ 1,879	\$ 74	4.1%
Group Insurance-Health	\$ 48,570	\$ 50,880	\$ -	\$ (48,570)	-100.0%
Group Insurance-Life & Disability	\$ 3,800	\$ 3,070	\$ -	\$ (3,800)	-100.0%
Group Insurance-Dental	\$ 3,080	\$ 1,674	\$ -	\$ (3,080)	-100.0%
Medicare	\$ 5,080	\$ 4,909	\$ 5,159	\$ 79	1.6%
Contracted Services	\$ 118,270	\$ 118,525	\$ 121,813	\$ 3,543	3.0%
Training	\$ 8,400	\$ 4,701	\$ 8,546	\$ 146	1.7%
Clothing Allowance	\$ 2,100	\$ 1,400	\$ 2,100	\$ -	0.0%
Equipment	\$ 600	\$ 114	\$ 600	\$ -	0.0%
Recruitment Expenses	\$ -	\$ 560	\$ -	\$ -	0.0%
Telephone	\$ 950	\$ 237	\$ 948	\$ (2)	-0.2%
Total Dispatching	\$ 577,345	\$ 560,075	\$ 531,201	\$ (46,144)	-8.0%
Fire					
Regular Salaries	\$ 2,223,090	\$ 2,193,736	\$ 2,271,916	\$ 48,826	2.2%
Overtime	\$ 434,750	\$ 491,300	\$ 447,154	\$ 12,404	2.9%
Holidays	\$ 84,470	\$ 82,062	\$ 90,287	\$ 5,817	6.9%
Callmen	\$ 5,000	\$ 12,119	\$ 10,000	\$ 5,000	100.0%
State Retirement Municipal	\$ 7,311	\$ 7,360	\$ 7,388	\$ 77	1.0%
State Retirement Fire	\$ 835,168	\$ 855,868	\$ 851,244	\$ 16,077	1.9%
Supplemental Retirement	\$ 2,650	\$ 21	\$ 2,730	\$ 80	3.0%
Social Security	\$ 2,890	\$ 2,945	\$ 3,199	\$ 309	10.7%
Group Insurance-Health	\$ 408,020	\$ 394,781	\$ -	\$ (408,020)	-100.0%
Group Insurance-Life & Disability	\$ 29,540	\$ 30,420	\$ -	\$ (29,540)	-100.0%
Group Insurance-Dental	\$ 33,560	\$ 32,320	\$ -	\$ (33,560)	-100.0%
Medicare	\$ 40,060	\$ 39,923	\$ 43,851	\$ 3,791	9.5%
Accident Ins for Call Firefighters	\$ 960	\$ 1,901	\$ 960	\$ -	0.0%
Property Maintenance	\$ 5,000	\$ 18,845	\$ 4,000	\$ (1,000)	-20.0%
Training	\$ 62,340	\$ 54,768	\$ 81,858	\$ 19,518	31.3%
Clothing Allowance	\$ 21,950	\$ 20,420	\$ 21,950	\$ -	0.0%
Prevention/Investigation	\$ 5,000	\$ 4,225	\$ 5,000	\$ -	0.0%
Ambulance Operation	\$ 36,660	\$ 28,528	\$ 37,547	\$ 887	2.4%
Vehicle Equipment	\$ 18,400	\$ 19,234	\$ 18,400	\$ -	0.0%
Office Equipment	\$ 2,500	\$ 3,215	\$ 2,500	\$ -	0.0%
Fire Equipment	\$ 40,650	\$ 39,547	\$ 45,978	\$ 5,328	13.1%
Ambulance Equipment	\$ 7,380	\$ -	\$ 10,187	\$ 2,807	38.0%
Vehicle Fuel	\$ 48,190	\$ 31,613	\$ 40,250	\$ (7,940)	-16.5%
Vehicle Maintenance	\$ 55,190	\$ 55,321	\$ 73,805	\$ 18,615	33.7%

Account Description	Appropriations Fiscal Year 2023	2023 Actual Expenditures (through 12/31/23)*	Appropriations Ensuing for Fiscal Year 2024	Budget Increase / (Decrease)	% Change
Equipment Maintenance	\$ 8,250	\$ 8,895	\$ 5,750	\$ (2,500)	-30.3%
Hydrant / Water Supply	\$ 7,500	\$ 1,000	\$ 7,500	\$ -	0.0%
Communication Maintenance	\$ 19,250	\$ 12,442	\$ 20,810	\$ 1,560	8.1%
Dues and Meetings	\$ 1,520	\$ 1,529	\$ 1,520	\$ -	0.0%
Recruitment Expenses	\$ 0	\$ 1,458	\$ 5,000	\$ 5,000	4999900%
Miscellaneous	\$ 500	\$ 1,617	\$ 500	\$ -	0.0%
Employee Health	\$ 5,070	\$ 4,417	\$ 5,064	\$ (6)	-0.1%
Hazardous Materials District	\$ 10,261	\$ 10,624	\$ 10,261	\$ -	0.0%
Telephone	\$ 4,830	\$ 4,808	\$ 4,942	\$ 112	2.3%
Electricity	\$ 21,980	\$ 22,229	\$ 27,887	\$ 5,907	26.9%
Heat	\$ 18,090	\$ 17,652	\$ 16,916	\$ (1,174)	-6.5%
Total Fire	\$ 4,507,980	\$ 4,507,141	\$ 4,176,354	\$ (331,626)	-7.4%

Account Description	Appropriations Fiscal Year 2023	2023 Actual Expenditures (through 12/31/23)*	Appropriations Ensuing for Fiscal Year 2024	Budget Increase / (Decrease)	% Change
Emergency Management					
Social Security	\$ 60	\$ -	\$ 60	\$ (0)	0.0%
Medicare	\$ 10	\$ -	\$ 14	\$ 4	40.3%
Emergency Operations Center Exp	\$ 1,030	\$ 3,481	\$ 6,929	\$ 5,899	572.7%
Field Expenses	\$ 1,250	\$ -	\$ 1,250	\$ -	0.0%
Shelter Expenses	\$ 500	\$ -	\$ 500	\$ -	0.0%
Administrative Expenses	\$ 1,740	\$ -	\$ 1,735	\$ (5)	-0.3%
Total Emergency Management	\$ 4,590	\$ 3,481	\$ 10,488	\$ 5,898	128.5%
Community Development					
Regular Salaries	\$ 471,486	\$ 423,295	\$ 467,943	\$ (3,543)	-0.8%
Overtime Salaries	\$ 1,290	\$ 968	\$ 1,321	\$ 31	2.4%
State Retirement Municipal	\$ 58,961	\$ 51,298	\$ 62,436	\$ 3,475	5.9%
Supplemental Retirement	\$ 23,249	\$ 15,902	\$ 23,073	\$ (176)	-0.8%
Social Security	\$ 2,697	\$ 2,691	\$ 484	\$ (2,214)	-82.1%
Group Insurance-Health	\$ 116,600	\$ 95,842	\$ -	\$ (116,600)	-100.0%
Group Insurance-Life & Disability	\$ 6,702	\$ 5,595	\$ -	\$ (6,702)	-100.0%
Group Insurance-Dental	\$ 8,240	\$ 6,495	\$ -	\$ (8,240)	-100.0%
Medicare	\$ 6,860	\$ 6,049	\$ 6,920	\$ 60	0.9%
Regional Planning	\$ 11,150	\$ 11,866	\$ 11,150	\$ -	0.0%
Contracted Services	\$ 0	\$ 21,500	\$ 19,000	\$ 19,000	18999900%
Office Supplies	\$ 2,500	\$ 2,949	\$ 2,500	\$ -	0.0%
Property Maintenance	\$ 500	\$ 588	\$ 500	\$ -	0.0%
Training	\$ 3,710	\$ 2,207	\$ 3,710	\$ -	0.0%
Clothing Allowance	\$ 600	\$ 39	\$ 600	\$ -	0.0%
Legal Ads	\$ 3,110	\$ 2,678	\$ 3,110	\$ -	0.0%
Office Equipment	\$ 3,000	\$ 16,870	\$ 3,000	\$ -	0.0%
Vehicle Fuel	\$ 2,290	\$ 1,750	\$ 2,450	\$ 160	7.0%
Recruitment Expenses	\$ -	\$ 933	\$ -	\$ -	0.0%
Committee Expenses	\$ 2,600	\$ 2,472	\$ 2,600	\$ -	0.0%
Employee Health	\$ 100	\$ -	\$ 100	\$ -	0.0%
Telephone	\$ 3,340	\$ 3,569	\$ 3,590	\$ 250	7.5%
Electricity	\$ 4,600	\$ 3,979	\$ 5,495	\$ 895	19.5%
Heat	\$ 3,650	\$ 3,306	\$ 3,411	\$ (239)	-6.6%
Total Community Development	\$ 737,236	\$ 682,838	\$ 623,394	\$ (113,842)	-15.4%

Account Description	Appropriations Fiscal Year 2023	2023 Actual Expenditures (through 12/31/23)*	Appropriations Ensuing for Fiscal Year 2024	Budget Increase / (Decrease)	% Change
Road Maintenance					
Regular Salaries	\$ 174,890	\$ 153,334	\$ 193,167	\$ 18,277	10.5%
Overtime	\$ 21,510	\$ 7,809	\$ 23,123	\$ 1,613	7.5%
State Retirement Municipal	\$ 25,581	\$ 20,720	\$ 29,264	\$ 3,683	14.4%
Supplemental Retirement	\$ 9,820	\$ 6,921	\$ 10,814	\$ 994	10.1%
Social Security	\$ -	\$ 355	\$ -	\$ -	0.0%
Group Insurance-Health	\$ 54,880	\$ 40,318	\$ -	\$ (54,880)	-100.0%
Group Insurance-Life & Disability	\$ 2,500	\$ 848	\$ -	\$ (2,500)	-100.0%
Group Insurance-Dental	\$ 3,320	\$ 2,084	\$ -	\$ (3,320)	-100.0%
Medicare	\$ 2,850	\$ 2,324	\$ 3,136	\$ 286	10.0%
Contracted Services - Summer	\$ 1,000,980	\$ 1,047,852	\$ 1,024,300	\$ 23,320	2.3%
Contracted Services - Winter	\$ 226,500	\$ 199,695	\$ 226,500	\$ -	0.0%
Materials	\$ 135,980	\$ 116,313	\$ 136,160	\$ 180	0.1%
Property Maintenance	\$ 3,500	\$ 30,382	\$ 3,500	\$ -	0.0%
Clothing Allowance	\$ 1,200	\$ 400	\$ 1,200	\$ -	0.0%
Vehicle Equipment	\$ 8,000	\$ 1,845	\$ 9,000	\$ 1,000	12.5%
Equipment	\$ 6,000	\$ 20,241	\$ 6,000	\$ -	0.0%
Vehicle Fuel	\$ 33,660	\$ 27,574	\$ 38,150	\$ 4,490	13.3%
Vehicle Maintenance	\$ 42,000	\$ 70,065	\$ 45,000	\$ 3,000	7.1%
Dues and Meetings	\$ 100	\$ -	\$ 100	\$ -	0.0%
Recruitment Expenses	\$ 1,000	\$ 776	\$ 1,000	\$ -	0.0%
Misc Expenses	\$ -	\$ 1,435	\$ -	\$ -	0.0%
Telephone	\$ 3,360	\$ 2,047	\$ 3,000	\$ (360)	-10.7%
Electricity	\$ 5,320	\$ 5,141	\$ 6,984	\$ 1,664	31.3%
Heat	\$ 2,830	\$ 5,014	\$ 2,649	\$ (181)	-6.4%
Total Road Maintenance	\$ 1,765,781	\$ 1,763,493	\$ 1,763,048	\$ (2,733)	-0.2%
Street Lights					
Liberty Utilities Granite State Electric	\$ 7,950	\$ 6,309	\$ 7,950	\$ -	0.0%
Eversource	\$ 14,620	\$ 13,377	\$ 14,616	\$ (4)	0.0%
Total Street Lights	\$ 22,570	\$ 19,686	\$ 22,566	\$ (4)	0.0%

Account Description	Appropriations Fiscal Year 2023	2023 Actual Expenditures (through 12/31/23)*	Appropriations Ensuing for Fiscal Year 2024	Budget Increase / (Decrease)	% Change
Solid Waste Disposal					
Regular Salaries	\$ 369,880	\$ 349,703	\$ 396,070	\$ 26,190	7.1%
Overtime	\$ 4,750	\$ 9,237	\$ 4,741	\$ (9)	-0.2%
Holiday	\$ 9,430	\$ 9,363	\$ 8,550	\$ (880)	-9.3%
State Retirement Municipal	\$ 40,377	\$ 44,822	\$ 48,423	\$ 8,046	19.9%
Supplemental Retirement	\$ 17,134	\$ 20,203	\$ 20,468	\$ 3,334	19.5%
Social Security	\$ 4,694	\$ 1,497	\$ 3,191	\$ (1,503)	-32.0%
Group Insurance-Health	\$ 74,840	\$ 51,749	\$ -	\$ (74,840)	-100.0%
Group Insurance-Life & Disability	\$ 4,500	\$ 5,254	\$ -	\$ (4,500)	-100.0%
Group Insurance-Dental	\$ 6,340	\$ 3,786	\$ -	\$ (6,340)	-100.0%
Medicare	\$ 5,680	\$ 5,847	\$ 6,052	\$ 372	6.5%
Employee Health	\$ 350	\$ 188	\$ 350	\$ -	0.0%
Contracted Services	\$ 103,780	\$ 78,476	\$ 105,350	\$ 1,570	1.5%
Site Monitoring	\$ 7,400	\$ 5,301	\$ 11,000	\$ 3,600	48.6%
Tire Removal	\$ 10,800	\$ 8,072	\$ 10,800	\$ -	0.0%
Scrap Metal	\$ 17,800	\$ 9,494	\$ 17,800	\$ -	0.0%
Waste Removal	\$ 575,110	\$ 473,018	\$ 585,258	\$ 10,148	1.8%
Demolition Removal	\$ 127,930	\$ 100,119	\$ 121,768	\$ (6,162)	-4.8%
Expendable Supplies	\$ 2,000	\$ 2,297	\$ 2,000	\$ -	0.0%
Property Maintenance	\$ 3,600	\$ 4,961	\$ 3,600	\$ -	0.0%
Training	\$ 5,100	\$ -	\$ 5,100	\$ -	0.0%
Clothing Allowance	\$ 2,400	\$ 1,600	\$ 2,400	\$ -	0.0%
Mileage	\$ 100	\$ -	\$ 100	\$ (0)	-0.4%
Vehicle Fuel	\$ 45,000	\$ 29,085	\$ 41,650	\$ (3,350)	-7.4%
Vehicle Maintenance	\$ 32,100	\$ 62,829	\$ 35,800	\$ 3,700	11.5%
Equipment Maintenance	\$ 3,000	\$ 11,106	\$ 3,000	\$ -	0.0%
Dues and Meetings	\$ 11,530	\$ 12,625	\$ 11,580	\$ 50	0.4%
Recruitment Expenses	\$ 750	\$ 213	\$ 750	\$ -	0.0%
Site Improvements	\$ 4,000	\$ 2,370	\$ 4,000	\$ -	0.0%
Telephone	\$ 4,000	\$ 2,821	\$ 3,778	\$ (222)	-5.6%
Electricity	\$ 7,750	\$ 6,698	\$ 9,842	\$ 2,092	27.0%
Heat	\$ 4,420	\$ 2,694	\$ 4,129	\$ (291)	-6.6%
Total Solid Waste Disposal	\$ 1,506,545	\$ 1,315,430	\$ 1,467,549	\$ (38,996)	-2.6%

Account Description	Appropriations Fiscal Year 2023	2023 Actual Expenditures (through 12/31/23)*	Appropriations Ensuing for Fiscal Year 2024	Budget Increase / (Decrease)	% Change
Health and Human Services					
Regular Salaries	\$ 20,590	\$ 6,282	\$ 20,592	\$ 2	0.0%
Social Security	\$ 1,280	\$ 390	\$ 1,277	\$ (3)	-0.3%
Medicare	\$ 300	\$ 91	\$ 299	\$ (1)	-0.5%
Center for Life Management	\$ 5,400	\$ 5,400	\$ 5,400	\$ -	0.0%
Community Caregivers	\$ 3,500	\$ 3,500	\$ 3,500	\$ -	0.0%
AIDS Response/Seacoast	\$ 525	\$ 525	\$ 525	\$ -	0.0%
A Safe Place	\$ 2,000	\$ 2,000	\$ 2,000	\$ -	0.0%
Rape & Assault Services	\$ 1,000	\$ 1,000	\$ 1,200	\$ 200	20.0%
Community Health Services	\$ 2,500	\$ 2,500	\$ 2,500	\$ -	0.0%
Big Brothers/Sisters of Gr. Nashua	\$ 500	\$ -	\$ 500	\$ -	0.0%
Child and Family Services	\$ 1,000	\$ -	\$ 1,000	\$ -	0.0%
Town Van Operations	\$ 1,000	\$ -	\$ 1,000	\$ -	0.0%
Suzdal Sister City Support	\$ 500	\$ 500	\$ 500	\$ -	0.0%
Community Action Program	\$ 0	\$ -	\$ 6,540	\$ 6,540	6539900%
Family Promise Program	\$ 0	\$ -	\$ 2,500	\$ 2,500	2499900%
Isaiah 58	\$ 0	\$ -	\$ 2,500	\$ 2,500	2499900%
Meals on Wheels	\$ 3,815	\$ 3,815	\$ 3,815	\$ -	0.0%
Windham's Helping Hands	\$ 8,500	\$ 8,500	\$ 8,500	\$ -	0.0%
Water Testing	\$ 2,500	\$ 4,139	\$ 2,500	\$ -	0.0%
Dues and Meetings	\$ 150	\$ -	\$ 150	\$ -	0.0%
Miscellaneous	\$ 1,865	\$ 1,750	\$ 2,865	\$ 1,000	53.6%
Health and Human Services	\$ 56,925	\$ 40,392	\$ 69,662	\$ 12,737	22.4%
General Assistance					
Community Action Program	\$ 6,540	\$ 6,540	\$ -	\$ (6,540)	-100.0%
Family Promise Program	\$ 2,500	\$ 2,500	\$ -	\$ (2,500)	-100.0%
Isaiah 58	\$ 2,500	\$ 2,500	\$ -	\$ (2,500)	-100.0%
Welfare Assistance	\$ 32,500	\$ 63,327	\$ 32,500	\$ -	0.0%
Hardship Abatements	\$ 1,000	\$ -	\$ 1,000	\$ -	0.0%
Miscellaneous Expenses	\$ 500	\$ 25	\$ 500	\$ -	0.0%
Total General Assistance	\$ 45,540	\$ 74,892	\$ 34,000	\$ (11,540)	-25.3%

Account Description	Appropriations Fiscal Year 2023	2023 Actual Expenditures (through 12/31/23)*	Appropriations Ensuing for Fiscal Year 2024	Budget Increase / (Decrease)	% Change
Library					
Regular Salaries	\$ 880,230	\$ 819,055	\$ 904,121	\$ 23,891	2.7%
State Retirement Municipal	\$ 90,968	\$ 88,604	\$ 85,925	\$ (5,043)	-5.5%
Supplemental Retirement	\$ 32,971	\$ 32,138	\$ 31,753	\$ (1,218)	-3.7%
Social Security	\$ 13,721	\$ 10,636	\$ 13,716	\$ (5)	0.0%
Group Insurance-Health	\$ 154,060	\$ 147,480	-	\$ (154,060)	-100.0%
Group Insurance-Life & Disability	\$ 10,910	\$ 9,764	-	\$ (10,910)	-100.0%
Group Insurance-Dental	\$ 10,710	\$ 9,338	-	\$ (10,710)	-100.0%
Medicare	\$ 12,760	\$ 11,968	\$ 13,545	\$ 785	6.2%
Office Supplies	\$ 5,000	\$ 4,573	\$ 5,250	\$ 250	5.0%
Computer Supplies	\$ 5,500	\$ 7,439	\$ 4,000	\$ (1,500)	-27.3%
Service Agreements	\$ 0	\$ -	\$ 4,000	\$ 4,000	3999900%
Property Maintenance	\$ 15,000	\$ 17,787	\$ 15,750	\$ 750	5.0%
Mileage	\$ 1,800	\$ 1,468	\$ 1,800	\$ -	0.0%
Office Equipment	\$ 2,000	\$ 534	\$ 4,000	\$ 2,000	100.0%
Equipment Maintenance	\$ 5,300	\$ 3,599	\$ 2,750	\$ (2,550)	-48.1%
Books and Periodicals	\$ 58,000	\$ 58,000	\$ 55,000	\$ (3,000)	-5.2%
Non Print Library Materials	\$ 30,000	\$ 34,044	\$ 17,000	\$ (13,000)	-43.3%
E-Information Services	\$ 18,000	\$ 27,919	\$ 35,000	\$ 17,000	94.4%
Technical Services	\$ 37,000	\$ 39,599	\$ 40,000	\$ 3,000	8.1%
Programs and Publicity	\$ 10,000	\$ 10,000	\$ 11,000	\$ 1,000	10.0%
Petty Cash	\$ 1,000	\$ 1,000	\$ 1,000	\$ -	0.0%
Association Dues and Meetings	\$ 2,000	\$ 2,224	\$ 2,000	\$ -	0.0%
Professional Development	\$ 1,750	\$ 1,599	\$ 1,750	\$ -	0.0%
Recruitment Expenses	\$ 0	\$ 838	\$ 1,000	\$ 1,000	9999900%
Telephone	\$ 3,300	\$ 3,176	\$ 3,408	\$ 108	3.3%
Electricity	\$ 15,000	\$ 17,875	\$ 15,000	\$ -	0.0%
Heat	\$ 9,040	\$ 9,493	\$ 8,456	\$ (584)	-6.5%
Total Library	\$ 1,426,021	\$ 1,370,149	\$ 1,277,223	\$ (148,798)	-10.4%
Recreation					
Regular Salaries	\$ 121,940	\$ 125,162	\$ 123,755	\$ 1,815	1.5%
Overtime	\$ 5,380	\$ 5,019	\$ 5,535	\$ 155	2.9%
State Retirement Municipal	\$ 10,551	\$ 12,586	\$ 11,346	\$ 795	7.5%
Supplemental Retirement	\$ 4,093	\$ 4,569	\$ 4,193	\$ 100	2.4%
Social Security	\$ 2,820	\$ 2,658	\$ 2,817	\$ (3)	-0.1%
Group Insurance-Health	\$ 25,620	\$ 22,087	-	\$ (25,620)	-100.0%
Group Insurance-Life & Disability	\$ 1,230	\$ 1,243	-	\$ (1,230)	-100.0%
Group Insurance-Dental	\$ 1,780	\$ 1,777	-	\$ (1,780)	-100.0%
Medicare	\$ 1,850	\$ 1,905	\$ 1,875	\$ 25	1.3%

Account Description	Appropriations Fiscal Year 2023	2023 Actual Expenditures (through 12/31/23)*	Appropriations Ensuing for Fiscal Year 2024	Budget Increase / (Decrease)	% Change
Chemical Toilets	\$ 7,860	\$ 6,976	\$ 8,280	\$ 420	5.3%
Office Supplies	\$ 500	\$ 248	\$ 500	\$ -	0.0%
Mileage	\$ 800	\$ 779	\$ 800	\$ -	0.0%
Rec. Sportsfields	\$ 54,700	\$ 54,743	\$ 54,700	\$ -	0.0%
Recreational Activities	\$ 26,900	\$ 22,668	\$ 26,900	\$ -	0.0%
Senior Rec. Activities	\$ 14,000	\$ 9,810	\$ 14,000	\$ -	0.0%
Equipment Maintenance	\$ 6,200	\$ 3,817	\$ 6,200	\$ -	0.0%
Committee Expenses	\$ 200	\$ 75	\$ 200	\$ -	0.0%
Recruitment Expenses	\$ 480	\$ 600	\$ 480	\$ -	0.0%
Employee Health	\$ 100	\$ -	\$ 100	\$ -	0.0%
Telephone	\$ 4,190	\$ 4,037	\$ 4,080	\$ (110)	-2.6%
Electricity	\$ 10,140	\$ 9,261	\$ 13,779	\$ 3,639	35.9%
Total Recreation	\$ 301,335	\$ 290,020	\$ 279,541	\$ (21,794)	-7.2%
Historic Commission					
Contracted Services	\$ 4,500	\$ -	\$ 4,500	\$ -	0.0%
Miscellaneous Expenses	\$ 3,000	\$ 1,170	\$ 3,000	\$ -	0.0%
Total Historic Commission	\$ 7,500	\$ 1,170	\$ 7,500	\$ -	0.0%
Conservation Commission					
Regular Salaries	\$ 5,890	\$ 1,973	\$ 5,885	\$ (5)	-0.1%
Social Security	\$ 370	\$ 122	\$ 365	\$ (5)	-1.4%
Medicare	\$ 90	\$ 29	\$ 85	\$ (5)	-5.2%
Contracted Services	\$ 950	\$ 950	\$ 950	\$ -	0.0%
Miscellaneous Expenses	\$ 2,480	\$ 3,301	\$ 2,475	\$ (5)	-0.2%
Total Conservation Commission	\$ 9,780	\$ 6,376	\$ 9,760	\$ (20)	-0.2%
Senior Center					
Property Maintenance	\$ 500	\$ -	\$ 500	\$ -	0.0%
Telephone	\$ 520	\$ 535	\$ 540	\$ 20	3.8%
Electricity	\$ 2,200	\$ 2,375	\$ 2,871	\$ 671	30.5%
Heat	\$ 3,657	\$ 3,388	\$ 2,641	\$ (1,016)	-27.8%
Total Senior Center	\$ 6,877	\$ 6,298	\$ 6,552	\$ (325)	-4.7%
Cable Television					
Regular Salaries	\$ 69,390	\$ 72,498	\$ 71,057	\$ 1,667	2.4%
Overtime Salaries	\$ 5,000	\$ 4,867	\$ 5,124	\$ 124	2.5%
State Retirement Municipal	\$ 10,262	\$ 10,682	\$ 10,307	\$ 45	0.4%
Supplemental Retirement	\$ 3,720	\$ 354	\$ 3,809	\$ 89	2.4%
Group Insurance-Health	\$ 22,280	\$ 22,277	\$ -	\$ (22,280)	-100.0%

Account Description	Appropriations Fiscal Year 2023	2023 Actual Expenditures (through 12/31/23)*	Appropriations Ensuing for Fiscal Year 2024	Budget Increase / (Decrease)	% Change
Group Insurance-Life & Disability	\$ 1,120	\$ 1,097	\$ -	\$ (1,120)	-100.0%
Group Insurance-Dental	\$ 1,010	\$ 1,013	\$ -	\$ (1,010)	-100.0%
Medicare	\$ 1,080	\$ 1,094	\$ 1,105	\$ 25	2.3%
Contracted Support	\$ 300	\$ -	\$ 300	\$ -	0.0%
Office Supplies	\$ 450	\$ 234	\$ 450	\$ -	0.0%
Service Agreements	\$ 6,274	\$ 5,376	\$ 6,274	\$ -	0.0%
Property Maintenance	\$ 500	\$ -	\$ 500	\$ -	0.0%
Equipment	\$ 9,000	\$ 8,577	\$ 8,000	\$ (1,000)	-11.1%
Dues and Meetings	\$ 1,030	\$ 401	\$ 2,030	\$ 1,000	97.1%
Recruitment Expenses	\$ 200	\$ -	\$ 200	\$ -	0.0%
Miscellaneous Expenses	\$ 1,000	\$ 1,470	\$ 1,000	\$ -	0.0%
Telephone	\$ 2,830	\$ 2,789	\$ 2,940	\$ 110	3.9%
Total Cable Television	\$ 135,446	\$ 132,728	\$ 113,096	\$ (22,350)	-16.5%
Debt Service					
Long Term Notes - Principal	\$ 356,658	\$ 356,663	\$ 359,344	\$ 2,686	0.8%
Long Term Notes - Interest	\$ 122,628	\$ 122,624	\$ 107,448	\$ (15,181)	-12.4%
Tax Anticip. Notes - Interest	\$ 500	\$ -	\$ 500	\$ -	0.0%
Total Debt Service	\$ 479,787	\$ 479,287	\$ 467,292	\$ (12,495)	-2.6%
Capital Outlay					
Police Technology	\$ 40,000	\$ 38,899	\$ 40,000	\$ -	0.0%
Road Improvements	\$ 113,500	\$ 113,500	\$ 126,500	\$ 13,000	11.5%
Ambulance	\$ 134,000	\$ 130,538	\$ 130,540	\$ (3,460)	-2.6%
Total Capital Outlay	\$ 287,500	\$ 282,936	\$ 297,040	\$ 9,540	3.3%
Retirement Service Charges					
Supplemtl Retirement Plan Service Ctr	\$ 4,000	\$ -	\$ 4,000	\$ -	0.0%
Total Retirement Service Charges	\$ 4,000	\$ -	\$ 4,000	\$ -	0.0%
Insurance					
Health Insurance	\$ 0	\$ -	\$ 1,776,011	\$ 1,776,011	1776011071%
Group Insurance-Life & Disability	\$ 0	\$ -	\$ 104,307	\$ 104,307	104306900%
Dental Insurance	\$ 0	\$ -	\$ 117,161	\$ 117,161	117161085%
Workers Compensation	\$ 244,435	\$ 229,444	\$ 259,101	\$ 14,666	6.0%
Unemployment Comp.	\$ 1,340	\$ 25	\$ 1,154	\$ (186)	-13.9%
Miscellaneous	\$ 2,000	\$ 34,753	\$ 2,000	\$ -	0.0%
Property-Liability Trust	\$ 145,560	\$ 145,562	\$ 171,473	\$ 25,913	17.8%
Total Insurance	\$ 393,335	\$ 409,784	\$ 2,431,208	\$ 2,037,872	518.1%

Account Description	Appropriations Fiscal Year 2023	2023 Actual Expenditures (through 12/31/23)*	Appropriations Ensuing for Fiscal Year 2024	Budget Increase / (Decrease)	% Change
Total Operating Budget	\$ 19,402,533	\$ 18,517,334	\$ 20,404,586	\$ 1,002,054	5.2%
Trust Accounts					
Trust - Property	\$ 75,000	\$ 75,000	\$ 100,000	\$ 25,000	
Trust - Earned Time	\$ 0	\$ -	\$ 50,000	\$ 50,000	
Total Trust Accounts	\$ 75,000	\$ 75,000	\$ 150,000	\$ 75,000	100.0%
Special / Individual Articles					
Transfer Station Loader Lease	\$ 0	\$ -	\$ 31,000	\$ 31,000	
Transfer Station Trash Trailer Lease	\$ 0	\$ -	\$ 27,000	\$ 27,000	
Police Dept. Radio System Lease	\$ 0	\$ -	\$ 75,000	\$ 75,000	
Searles Revenue Fund	\$ 32,500	\$ 31,031	\$ 42,000	\$ 9,500	
Town Hall Renovation Project	\$ 100,000	\$ -	\$ 200,000	\$ 100,000	
Governor Dinsmore Bridge Decking R	\$ 0	\$ -	\$ 100,000	\$ 100,000	
Windham Greenway Recreational Tra	\$ 0	\$ -	\$ 210,000	\$ 210,000	
Nesmith Library Solar PPA CRF	\$ 0	\$ -	\$ 32,500	\$ 32,500	
Nesmith Library Building Space Need	\$ 0	\$ -	\$ 25,000	\$ 25,000	
Remedial Impervious PFAS Soil Cap	\$ 0	\$ -	\$ 127,000	\$ 127,000	
Full Time Asst Town Clerk	\$ 0	\$ -	\$ 74,521	\$ 74,521	
Full Time Police Dispatcher	\$ 0	\$ -	\$ 71,104	\$ 71,104	
Total Special / Individual Articles	\$ 132,501	\$ 31,031	\$ 1,015,125	\$ 882,624	666.1%
GRAND TOTAL	\$ 19,610,032	\$ 18,623,365	\$ 21,569,711		
Less: Total Other Revenues	\$ (32,500)	\$ -	\$ (369,000)		
NET GRAND TOTAL	\$ 19,577,532		\$ 21,200,711	\$ 1,623,180	8.3%

*2023 Actual Expenditures are subject to year end adjustments.



Proposed Budget Windham

For the period beginning January 1, 2024 and ending December 31, 2024

Form Due Date: 20 Days after the Annual Meeting

This form was posted with the warrant on: 1/29/24

GOVERNING BODY CERTIFICATION

Under penalties of perjury, I declare that I have examined the information contained in this form and to the best of my belief it is true, correct and complete.

Name	Position	Signature
ROGER HOBENBERGER	BOS	
Heather Hutchinson	BOS	
ROSS McCLELLAN	BOS	
MARK SAMSON	BOS	

This form must be signed, scanned, and uploaded to the Municipal Tax Rate Setting Portal:
<https://www.proptax.org/>

For assistance please contact:
NH DRA Municipal and Property Division
(603) 230-5090
<http://www.revenue.nh.gov/mun-prop/>



Appropriations

Account	Purpose	Article	Expenditures for	Appropriations	Proposed Appropriations for period			
			period ending 12/31/2023	for period ending 12/31/2023				
(Recommended) (Not Recommended)								
General Government								
4130	Executive	26	\$3,337	\$3,330	\$3,337 \$0			
4140	Election, Registration, and Vital Statistics	26	\$382,307	\$407,259	\$463,940 \$0			
4150	Financial Administration	26	\$1,368,856	\$1,540,577	\$1,452,264 \$0			
4152	Property Assessment	26	\$205,582	\$211,434	\$194,132 \$0			
4153	Legal Expense	26	\$123,989	\$133,500	\$143,000 \$0			
4155	Personnel Administration		\$0	\$0	\$0 \$0			
4191	Planning and Zoning	26	\$675,157	\$737,236	\$623,394 \$0			
4194	General Government Buildings	26	\$477,557	\$489,070	\$500,983 \$0			
4195	Cemeteries	26	\$26,456	\$43,470	\$43,608 \$0			
4196	Insurance Not Otherwise Allocated	26	\$385,564	\$393,335	\$2,431,207 \$0			
4197	Advertising and Regional Associations		\$0	\$0	\$0 \$0			
4198	Contingency		\$0	\$0	\$0 \$0			
4199	Other General Government	26	\$0	\$4,000	\$4,000 \$0			
General Government Subtotal			\$3,648,805	\$3,963,211	\$5,859,865 \$0			
Public Safety								
4210	Police	26	\$3,802,181	\$4,329,229	\$4,011,148 \$0			
4215	Ambulances		\$0	\$0	\$0 \$0			
4220	Fire	26	\$4,418,699	\$4,507,982	\$4,176,357 \$0			
4240	Building Inspection		\$0	\$0	\$0 \$0			
4290	Emergency Management	26	\$3,481	\$4,590	\$10,488 \$0			
4299	Other Public Safety	26	\$553,323	\$545,914	\$531,201 \$0			
Public Safety Subtotal			\$8,777,684	\$9,387,715	\$8,729,194 \$0			
Airport/Aviation Center								
4301	Airport Administration		\$0	\$0	\$0 \$0			
4302	Airport Operations		\$0	\$0	\$0 \$0			
4309	Other Airport		\$0	\$0	\$0 \$0			
Airport/Aviation Center Subtotal			\$0	\$0	\$0 \$0			
Highways and Streets								
4311	Highway Administration		\$0	\$0	\$0 \$0			
4312	Highways and Streets	26	\$1,748,014	\$1,765,781	\$1,763,048 \$0			
4313	Bridges		\$0	\$0	\$0 \$0			
4316	Street Lighting	26	\$18,006	\$22,570	\$22,566 \$0			
4319	Other Highway, Streets, and Bridges		\$0	\$0	\$0 \$0			
Highways and Streets Subtotal			\$1,766,020	\$1,788,351	\$1,785,614 \$0			



Appropriations

Account	Purpose	Article	Expenditures for period ending 12/31/2023	Appropriations for period ending 12/31/2023	Proposed Appropriations for period ending 12/31/2024
					(Recommended) (Not Recommended)
Sanitation					
4321	Sanitation Administration		\$0	\$0	\$0
4323	Solid Waste Collection		\$0	\$0	\$0
4324	Solid Waste Disposal	26	\$1,306,458	\$1,506,544	\$1,467,549
4325	Solid Waste Facilities Clean-Up		\$0	\$0	\$0
4326	Sewage Collection and Disposal		\$0	\$0	\$0
4329	Other Sanitation		\$0	\$0	\$0
	Sanitation Subtotal		\$1,306,458	\$1,506,544	\$1,467,549
Water Distribution and Treatment					
4331	Water Administration		\$0	\$0	\$0
4332	Water Services		\$0	\$0	\$0
4335	Water Treatment		\$0	\$0	\$0
4338	Water Conservation		\$0	\$0	\$0
	Water Distribution and Treatment Subtotal		\$0	\$0	\$0
Electric					
4351	Electric Administration		\$0	\$0	\$0
4352	Generation		\$0	\$0	\$0
4353	Purchase Costs		\$0	\$0	\$0
4354	Electric Equipment Maintenance		\$0	\$0	\$0
4359	Other Electric Costs		\$0	\$0	\$0
	Electric Subtotal		\$0	\$0	\$0
Health					
4411	Health Administration		\$0	\$0	\$0
4414	Pest Control		\$0	\$0	\$0
4415	Health Agencies and Hospitals	26	\$40,392	\$56,925	\$69,662
4419	Other Health		\$0	\$0	\$0
	Health Subtotal		\$40,392	\$56,925	\$69,662
Welfare					
4441	Welfare Administration	26	\$74,892	\$45,540	\$34,000
4442	Direct Assistance		\$0	\$0	\$0
4444	Intergovernmental Welfare Payments		\$0	\$0	\$0
4445	Vendor Payments		\$0	\$0	\$0
4449	Other Welfare		\$0	\$0	\$0
	Welfare Subtotal		\$74,892	\$45,540	\$34,000



Appropriations

Account	Purpose	Article	Expenditures for	Appropriations	Proposed Appropriations for period			
			period ending 12/31/2023	for period ending 12/31/2023				
(Recommended) (Not Recommended)								
Culture and Recreation								
4520	Parks and Recreation	26	\$284,610	\$310,335	\$279,541 \$0			
4550	Library	26	\$1,362,018	\$1,426,021	\$1,277,223 \$0			
4583	Patriotic Purposes		\$0	\$0	\$0 \$0			
4589	Other Culture and Recreation	26	\$136,534	\$149,823	\$127,846 \$0			
Culture and Recreation Subtotal			\$1,783,162	\$1,886,179	\$1,684,610 \$0			
Conservation and Development								
4611	Conservation Administation		\$0	\$0	\$0 \$0			
4612	Purchase of Natural Resources		\$0	\$0	\$0 \$0			
4619	Other Conservation	26	\$4,649	\$9,780	\$9,760 \$0			
4631	Redevelopment and Housing Administration		\$0	\$0	\$0 \$0			
4632	Other Redevelopment and Housing		\$0	\$0	\$0 \$0			
4651	Economic Development Administration		\$0	\$0	\$0 \$0			
4652	Economic Development		\$0	\$0	\$0 \$0			
4659	Other Economic Development		\$0	\$0	\$0 \$0			
Conservation and Development Subtotal			\$4,649	\$9,780	\$9,760 \$0			
Debt Service								
4711	Principal - Long Term Bonds, Notes, and Other Debt	26	\$356,663	\$356,658	\$359,344 \$0			
4721	Interest - Long Term Bonds, Notes, and Other Debt	26	\$122,624	\$122,628	\$107,448 \$0			
4723	Interest on Tax and Revenue Anticipation Notes	26	\$0	\$500	\$500 \$0			
4790	Other Debt Service Charges		\$0	\$0	\$0 \$0			
Debt Service Subtotal			\$479,287	\$479,786	\$467,292 \$0			
Capital Outlay								
4901	Land		\$0	\$0	\$0 \$0			
4902	Machinery, Vehicles, and Equipment	26	\$169,836	\$573,506	\$170,540 \$0			
4903	Buildings		\$0	\$100,000	\$0 \$0			
4909	Improvements Other than Buildings	26	\$113,500	\$113,500	\$126,500 \$0			
Capital Outlay Subtotal			\$283,336	\$787,006	\$297,040 \$0			



Appropriations

Account	Purpose	Article	Expenditures for period ending 12/31/2023	Appropriations for period ending 12/31/2023	Proposed Appropriations for period ending 12/31/2024
(Recommended) (Not Recommended)					
Operating Transfers Out					
4911	To Revolving Funds		\$0	\$0	\$0
4912	To Special Revenue Funds		\$0	\$32,500	\$0
4913	To Capital Projects Funds		\$0	\$0	\$0
4914A	To Airport Proprietary Fund		\$0	\$0	\$0
4914E	To Electric Proprietary Fund		\$0	\$0	\$0
4914O	To Other Proprietary Fund		\$0	\$0	\$0
4914S	To Sewer Proprietary Fund		\$0	\$0	\$0
4914W	To Water Proprietary Fund		\$0	\$0	\$0
4918	To Non-Expendable Trust Funds		\$0	\$0	\$0
4919	To Fiduciary Funds		\$0	\$0	\$0
Operating Transfers Out Subtotal			\$0	\$32,500	\$0
Total Operating Budget Appropriations				\$20,404,586	\$0



Special Warrant Articles

Account	Purpose	Article	Proposed Appropriations for period ending 12/31/2024	
			(Recommended)	(Not Recommended)
4903	Buildings	16	\$200,000	\$0
		<i>Purpose: Town Hall Renovation Project</i>		
4909	Improvements Other than Buildings	21	\$127,000	\$0
		<i>Purpose: Remedial Impervious Perfluoroalkyl/Polyfluoroalkyl</i>		
4912	To Special Revenue Funds	14	\$42,000	\$0
		<i>Purpose: Searles Building.</i>		
4915	To Capital Reserve Funds	18	\$210,000	\$0
		<i>Purpose: Windham Greenway Recreational Trail Capital Reserv</i>		
4915	To Capital Reserve Funds	19	\$32,500	\$0
		<i>Purpose: Nesmith Library Solar Power Purchase Agreement (PP</i>		
4916	To Expendable Trusts	13	\$100,000	\$0
		<i>Purpose: Property Maintenance Expendable Trust Fund.</i>		
4916	To Expendable Trusts	15	\$50,000	\$0
		<i>Purpose: Earned Time Expendable Trust Fund.</i>		
Total Proposed Special Articles			\$761,500	\$0



Individual Warrant Articles

Account	Purpose	Article	Proposed Appropriations for period ending 12/31/2024	
			(Recommended)	(Not Recommended)
4140	Election, Registration, and Vital Statistics	23	\$74,521	\$0
		<i>Purpose: Hiring of a Full Time Assistant Town Clerk</i>		
4299	Other Public Safety	24	\$71,104	\$0
		<i>Purpose: Funding for a Full Time Fifth Police Dispatcher</i>		
4902	Machinery, Vehicles, and Equipment	04	\$27,000	\$0
		<i>Purpose: Lease Purchase Agreement for a Transfer Station Tr</i>		
4902	Machinery, Vehicles, and Equipment	05	\$75,000	\$0
		<i>Purpose: Lease Purchase Agreement for Police Department Rad</i>		
4902	Machinery, Vehicles, and Equipment	03	\$31,000	\$0
		<i>Purpose: Lease Purchase Agreement for Transfer Station Load</i>		
4909	Improvements Other than Buildings	17	\$100,000	\$0
		<i>Purpose: Governor Dinsmore Bridge Decking Replacement Proj</i>		
4909	Improvements Other than Buildings	20	\$25,000	\$0
		<i>Purpose: Nesmith Library Building Space Need Study</i>		
Total Proposed Individual Articles			\$403,625	\$0



Revenues

Account	Source	Article	Actual Revenues for period ending 12/31/2023	Estimated Revenues for period ending 12/31/2023	Estimated Revenues for period ending 12/31/2024
Taxes					
3120	Land Use Change Taxes for General Fund		\$0	\$0	\$0
3180	Resident Taxes		\$0	\$0	\$0
3185	Yield Taxes	26	\$8,544	\$3,600	\$3,600
3186	Payment in Lieu of Taxes	26	\$11,478	\$10,272	\$10,272
3187	Excavation Tax		\$0	\$0	\$0
3189	Other Taxes		\$20,133	\$17,000	\$0
3190	Interest and Penalties on Delinquent Taxes	26	\$98,967	\$100,000	\$100,000
Taxes Subtotal			\$139,122	\$130,872	\$113,872
Licenses, Permits, and Fees					
3210	Business Licenses and Permits		\$0	\$0	\$0
3220	Motor Vehicle Permit Fees	26	\$4,477,844	\$4,150,000	\$4,150,000
3230	Building Permits	26	\$184,457	\$150,000	\$150,000
3290	Other Licenses, Permits, and Fees	26	\$95,291	\$94,000	\$98,000
Licenses, Permits, and Fees Subtotal			\$4,757,592	\$4,394,000	\$4,398,000
From Federal Government					
3311	Housing and Urban Development		\$0	\$0	\$0
3312	Environmental Protection		\$0	\$0	\$0
3313	Federal Emergency		\$0	\$0	\$0
3314	Federal Drug Enforcement		\$0	\$0	\$0
3319	Other Federal Grants and Reimbursements		\$0	\$399,505	\$0
From Federal Government Subtotal			\$0	\$399,505	\$0
State Sources					
3351	Shared Revenues - Block Grant		\$0	\$0	\$0
3352	Meals and Rooms Tax Distribution	26	\$1,514,238	\$1,514,238	\$1,399,070
3353	Highway Block Grant	26	\$351,890	\$351,933	\$351,890
3354	Water Pollution Grant		\$0	\$0	\$0
3355	Housing and Community Development		\$0	\$0	\$0
3356	State and Federal Forest Land Reimbursement		\$0	\$0	\$0
3357	Flood Control Reimbursement		\$0	\$0	\$0
3359	Railroad Tax Distribution	26	\$0	\$95,125	\$95,125
3360	Water Filtration Grants		\$0	\$0	\$0
3361	Landfill Closure Grants		\$0	\$0	\$0
3369	Other Intergovernmental Revenue from State of NH		\$0	\$0	\$0
3379	Intergovernmental Revenues - Other		\$0	\$0	\$0
State Sources Subtotal			\$1,866,128	\$1,961,296	\$1,846,085



Revenues

Account	Source	Article	Actual Revenues for period ending 12/31/2023	Estimated Revenues for period ending 12/31/2023	Estimated Revenues for period ending 12/31/2024
Charges for Services					
3401	Income from Departments	26	\$654,323	\$517,375	\$873,875
3402	Water Supply System Charges		\$0	\$0	\$0
3403	Sewer User Charges		\$0	\$0	\$0
3404	Garbage-Refuse Charges		\$0	\$0	\$0
3405	Electric User Charges		\$0	\$0	\$0
3406	Airport Fees		\$0	\$0	\$0
3409	Other Charges		\$282,353	\$292,000	\$0
Charges for Services Subtotal			\$936,676	\$809,375	\$873,875
Miscellaneous Revenues					
3500	Special Assessments		\$0	\$0	\$0
3501	Sale of Municipal Property	26	\$13,200	\$1,000	\$51,000
3502	Interest on Investments	26	\$192,731	\$150,000	\$300,000
3503	Other		\$0	\$0	\$0
3504	Fines and Forfeits		\$0	\$0	\$0
3506	Insurance Dividends and Reimbursements		\$0	\$0	\$0
3508	Contributions and Donations		\$0	\$0	\$0
3509	Revenue from Misc Sources Not Otherwise Classified		\$37,500	\$51,500	\$0
Miscellaneous Revenues Subtotal			\$243,431	\$202,500	\$351,000
Interfund Operating Transfers In					
3911	From Revolving Funds		\$0	\$0	\$0
3912	From Special Revenue Funds	26, 14	\$14,385	\$32,500	\$105,750
3913	From Capital Projects Funds		\$0	\$0	\$0
3914A	From Airport Proprietary Fund		\$0	\$0	\$0
3914E	From Electric Proprietary Fund		\$0	\$0	\$0
3914O	From Other Proprietary Fund		\$0	\$9,000	\$0
3914S	From Sewer Proprietary Fund		\$0	\$0	\$0
3914W	From Water Proprietary Fund		\$0	\$0	\$0
3915	From Capital Reserve Funds		\$0	\$0	\$0
3916	From Trust and Fiduciary Funds		\$0	\$0	\$0
3917	From Conservation Funds	26	\$179,580	\$179,580	\$173,460
Interfund Operating Transfers In Subtotal			\$193,965	\$221,080	\$279,210
Other Financing Sources					
3934	Proceeds from LT Notes/Bonds/Other Sources		\$0	\$0	\$0
9998	Amount Voted from Fund Balance	21, 16	\$0	\$0	\$327,000
9999	Fund Balance to Reduce Taxes		\$0	\$0	\$0
Other Financing Sources Subtotal			\$0	\$0	\$327,000
Total Estimated Revenues and Credits			\$8,136,914	\$8,118,628	\$8,189,042



Budget Summary

Item	Period ending 12/31/2024
Operating Budget Appropriations	\$20,404,586
Special Warrant Articles	\$761,500
Individual Warrant Articles	\$403,625
Total Appropriations	\$21,569,711
Less Amount of Estimated Revenues & Credits	\$8,189,042
Estimated Amount of Taxes to be Raised	\$13,380,669



Windham Local School

The inhabitants of the School District of Windham in the state of New Hampshire qualified to vote in School District affairs are hereby notified that the Annual School District Meeting will be held as follows:

First Session of Annual Meeting (Deliberative Session)

Date: Monday, February 5th, 2024

Time: 7:00 PM

Location: Windham High School Auditorium, 64 London Bridge Rd, Windham, NH 03087

Details: You are hereby notified to meet in the Windham High School Auditorium in said district on the 5th day of February 2024 at 7:00 pm for the first session of the annual school district meeting, for explanation, discussion, and debate of the Warrant Articles 1 through 8. Warrant Articles may be amended subject to the following limitations: (a) warrant articles whose wording is prescribed by law shall not be amended, (b) warrant articles that are amended shall be placed on the official ballot for a final vote on the main motion, as amended, and (c) no warrant article shall be amended to eliminate the subject matter of the article.

Second Session of Annual Meeting (Official Ballot Voting)

Date: Tuesday, March 12th, 2024

Time: 7:00 AM – 8:00 PM

Location: Windham High School Gymnasium, 64 London Bridge Rd, Windham, NH 03087

Details: You are hereby notified to meet again at the Windham High School Gymnasium in said district on Tuesday, March 12, 2024, between the hours of 7:00 am and 8:00 pm for the second session of the annual school district meeting to vote by official ballot upon the following subjects:

GOVERNING BODY CERTIFICATION

We certify and attest that on or before January 29, 2024, a true and attested copy of this document was posted at the place of meeting and at SAU#95 and that an original was delivered to SAU#95.

Name	Position	Signature
Dennis J. Senibaldi	School Board Chair	
Shannon Ulery	School Board Vice Chair	
Cynthia Finn	School Board Member	
Dr. Johny Kuttab	School Board Member	
Stephanie Wimmer	School Board Member	



Article 01 Election of Officers

Election of following school district offices:

- a. To choose two School Board members for three years;
- b. To choose the School District Moderator for three years;
- c. To choose the School District Clerk for three years;
- d. To choose the School District Treasurer for three years.

Article 02 Operating Budget

Shall the Windham School District raise and appropriate as an operating budget, not including appropriations by special warrant articles and other appropriations voted separately, the amounts set forth on the budget posted with the warrant or as amended by vote of the first session, for the purposes set forth therein, totaling \$66,473,013? Should this article be defeated, the default budget shall be \$66,225,752, which is the same as last year, with certain adjustments required by previous action of the Windham School District or by law; or the governing body may hold one special meeting, in accordance with RSA 40:13, X and XVI, to take up the issue of a revised operating budget only.

Recommended by the School Board (5-0) (Majority vote required)

Article 03 Collective Bargaining Agreement with the WEA

Shall the Windham School District vote to approve the cost items included in the collective bargaining agreement reached between the Windham School Board and the Windham Education Association (WEA) which calls for the following increases in salaries and benefits at the current staffing level over those paid in the prior fiscal year:

Fiscal Year	Estimated Salary & Benefits Increase
2025	\$1,351,572
2026	\$1,192,411
2027	\$1,151,352

and further to raise and appropriate \$1,351,572 for the 2024-2025 school year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over those that would be paid at current staffing level?

Recommended by the School Board (5-0) (Majority vote required)

Article 04 Trailer Article WEA CBA

Shall the Windham School District, if Article 3 is defeated, authorize the School Board to call one special meeting, at its option, to address Article 3 cost items only?

Recommended by the School Board (5-0) (Majority vote required)



Article 05 Long-Range Technology Trust Fund

Shall the Windham School District raise and appropriate the sum of up to \$215,000 to be added to the Long-Range Technology Trust Fund established in 1993 with this sum to come from the June 30, 2024, unassigned fund balance available for transfer on July 1, 2024?

No amount to be raised by additional taxation.

Recommended by the School Board (5-0) (Majority vote required)

Article 06 Capital Needs and Building & Grounds Maintenance Capital Reserve Fund

Shall the Windham School District raise and appropriate the sum of up to \$200,000 to be added to the Capital Needs and Building & Grounds Maintenance Capital Reserve Fund established in 2015 with this sum to come from the June 30, 2024, unassigned fund balance available for transfer on July 1, 2024?

No amount to be raised by additional taxation.

Recommended by the School Board (5-0) (Majority vote required)

Article 07 Special Education Capital Reserve Fund

Shall the Windham School District raise and appropriate the sum of up to \$90,000 to be added to the Special Education Capital Reserve Fund established in 2017 with this sum to come from the June 30, 2024, unassigned fund balance available for transfer on July 1, 2024?

No amount to be raised by additional taxation.

Recommended by the School Board (5-0) (Majority vote required)

Article 08 Employee Benefits Capital Reserve Fund

Shall the Windham School District establish an Employee Benefits Capital Reserve Fund under the provisions of RSA 35:1 for the purpose of funding the cost of benefits, including but not limited to health insurance, dental insurance and other benefits for district employees and to raise and appropriate the sum of up to \$50,000 to be placed in this fund, with such amount to be funded from the June 30, 2024 unassigned fund balance available to transfer on July 1, 2024, and further, to designate the School Board as agents to expend this fund?

No amount to be raised by additional taxation.

Recommended by the School Board (5-0) (Majority Vote Required)

School District FY25 Budget

Account	Description	FY24 Appropriated	FY25 Proposed Budget	FY25 Default Budget
100.1100.00.112.211.000000.5	Salaries - Teachers	\$4,341,586	\$4,312,485	\$4,420,508
100.1100.00.112.212.000000.5	Salaries - Teachers	\$1,688,968	\$1,707,539	\$1,707,539
100.1100.00.112.213.000000.5	Salaries - Teachers	\$2,231,038	\$2,109,807	\$2,113,307
100.1100.00.112.214.000000.5	Salaries - Teachers	\$4,628,411	\$4,639,910	\$4,639,910
100.1100.00.125.211.000000.5	Substitutes-Daily	\$53,235	\$75,000	\$53,235
100.1100.00.125.212.000000.5	Substitutes-Daily	\$39,017	\$48,727	\$39,017
100.1100.00.125.213.000000.5	Substitutes-Daily	\$39,324	\$41,623	\$39,324
100.1100.00.125.214.000000.5	Substitutes-Daily	\$34,336	\$55,943	\$34,336
100.1100.00.126.211.000000.5	Substitutes-Long Term	\$49,216	\$70,000	\$49,216
100.1100.00.126.212.000000.5	Substitutes-Long Term	\$13,953	\$30,000	\$13,953
100.1100.00.126.213.000000.5	Substitutes-Long Term	\$13,709	\$13,709	\$13,709
100.1100.00.126.214.000000.5	Substitutes-Long Term	\$40,872	\$40,872	\$40,872
100.1100.00.162.211.000000.5	Extra Duties	\$11,760	\$59,333	\$11,760
100.1100.00.162.212.000000.5	Extra Duties	\$2,400	\$4,000	\$2,400
100.1100.00.162.213.000000.5	Extra Duties	\$15,970	\$20,090	\$15,970
100.1100.00.162.214.000000.5	Extra Duties	\$44,540	\$44,460	\$44,540
100.1100.00.181.211.000000.5	Salaries - Tutor	\$198,111	\$221,025	\$198,111
100.1100.00.181.212.000000.5	Salaries - Tutor	\$39,903	\$43,260	\$39,903
100.1100.00.181.213.000000.5	Salaries - Tutor	\$79,806	\$86,835	\$79,806
100.1100.00.181.214.000000.5	Salaries - Tutor	\$38,500	\$44,835	\$38,500
100.1100.00.320.211.000000.5	Professional Education Services	\$1	\$1	\$1
100.1100.00.320.212.000000.5	Professional Education Services	\$1	\$1	\$1
100.1100.00.320.213.000000.5	Professional Education Services	\$1	\$1	\$1
100.1100.00.320.214.000000.5	Professional Education Services	\$1	\$1	\$1
100.1100.00.321.299.000000.5	Professional Educational Services	\$1	\$1	\$1
100.1100.00.329.213.000000.5	Other Professional Services	\$1	\$1	\$1
100.1100.00.430.211.000000.5	Repairs & Maintenance	\$3,250	\$1,351	\$3,250
100.1100.00.430.212.000000.5	Repairs & Maintenance	\$1,650	\$1,650	\$1,650
100.1100.00.430.213.000000.5	Repairs & Maintenance	\$500	\$500	\$500
100.1100.00.430.214.000000.5	Repairs & Maintenance	\$500	\$501	\$500
100.1100.00.561.214.000000.5	TUITION TO LEAS	\$0	\$15,000	\$15,000
100.1100.00.580.211.000000.5	Mileage & Travel	\$1,000	\$1,500	\$1,000
100.1100.00.580.212.000000.5	Mileage & Travel	\$1,000	\$1,500	\$1,000
100.1100.00.580.213.000000.5	Mileage & Travel	\$500	\$300	\$500
100.1100.00.580.214.000000.5	Mileage & Travel	\$200	\$200	\$200
100.1100.00.590.211.000000.5	Professional Meetings	\$1	\$1	\$1
100.1100.00.590.212.000000.5	Professional Meetings	\$1	\$1	\$1
100.1100.00.590.213.000000.5	Professional Meetings	\$2,200	\$4,400	\$2,200
100.1100.00.590.214.000000.5	Professional Meetings	\$1	\$1	\$1
100.1100.00.610.211.000000.5	Supplies	\$60,898	\$66,947	\$60,898
100.1100.00.610.212.000000.5	Supplies	\$26,700	\$23,110	\$26,700
100.1100.00.610.213.000000.5	Supplies	\$19,371	\$21,425	\$19,371
100.1100.00.610.214.000000.5	Supplies	\$13,000	\$15,521	\$13,000
100.1100.00.640.211.000000.5	Books	\$1	\$1	\$1
100.1100.00.640.212.000000.5	Books	\$1	\$1	\$1
100.1100.00.640.213.000000.5	Books	\$1	\$1	\$1
100.1100.00.650.211.000000.5	Software - Regular Ed	\$22,036	\$24,512	\$22,036
100.1100.00.730.211.000000.5	Equipment	\$1,900	\$2,051	\$1,900
100.1100.00.730.212.000000.5	Equipment	\$1	\$1	\$1
100.1100.00.730.213.000000.5	Equipment	\$1	\$2,270	\$1
100.1100.00.733.211.000000.5	New Furniture	\$1	\$1	\$1
100.1100.00.733.214.000000.5	New Furniture	\$1	\$1	\$1
100.1100.00.734.213.000000.5	Technology Equipment	\$1	\$700	\$1
100.1100.00.737.211.000000.5	Replacement Of Fixtures	\$1	\$1	\$1
100.1100.00.737.212.000000.5	Replacement Of Fixtures	\$1	\$1	\$1
100.1100.00.737.213.000000.5	Replacement Of Fixtures	\$2,600	\$2,432	\$2,600
100.1100.00.737.214.000000.5	Replacement Of Fixtures (new)	\$1	\$1	\$1
100.1100.00.739.211.000000.5	Other Equipment	\$1	\$1	\$1
100.1100.00.739.212.000000.5	Other Equipment	\$400	\$1	\$400
100.1100.00.739.213.000000.5	Other Equipment	\$1	\$1	\$1
100.1100.00.739.214.000000.5	Other Equipment	\$10,100	\$10,500	\$10,100
100.1100.00.810.211.000000.5	Dues & Fees	\$1,550	\$200	\$1,550
100.1100.00.810.212.000000.5	Dues & Fees	\$2,600	\$2,600	\$2,600
100.1100.00.810.213.000000.5	Dues & Fees	\$1	\$1	\$1
100.1100.00.810.214.000000.5	Dues & Fees	\$13,194	\$20,650	\$13,194
100.1100.01.739.211.000000.5	Other Equipment	\$1	\$1	\$1
100.1100.01.739.212.000000.5	Other Equipment	\$1	\$1	\$1
100.1100.01.739.213.000000.5	Other Equipment	\$1	\$1	\$1
100.1100.02.430.211.000000.5	Repairs & Maintenance-Art	\$250	\$300	\$250
100.1100.02.430.212.000000.5	Repairs & Maintenance-Art	\$500	\$200	\$500

Account	Description	FY24 Appropriated	FY25 Proposed Budget	FY25 Default Budget
100.1100.02.430.213.000000.5	Repairs & Maintenance-Art	\$500	\$250	\$500
100.1100.02.430.214.000000.5	Repairs & Maintenance-Art	\$2,000	\$1,500	\$2,000
100.1100.02.610.211.000000.5	Supplies - Art	\$6,956	\$8,151	\$6,956
100.1100.02.610.212.000000.5	Supplies - Art	\$2,800	\$3,000	\$2,800
100.1100.02.610.213.000000.5	Supplies - Art	\$800	\$3,000	\$800
100.1100.02.610.214.000000.5	Supplies - Art	\$40,000	\$40,000	\$40,000
100.1100.02.640.214.000000.5	Books - Art	\$1,500	\$1,500	\$1,500
100.1100.02.641.214.000000.5	Periodicals - Art	\$1	\$1	\$1
100.1100.02.642.214.000000.5	Electronic Info - Art	\$1	\$1	\$1
100.1100.02.650.214.000000.5	Software - Art	\$500	\$500	\$500
100.1100.02.730.211.000000.5	Equipment - Art	\$1,616	\$1,616	\$1,616
100.1100.02.730.212.000000.5	Equipment - Art	\$1	\$1	\$1
100.1100.02.730.213.000000.5	Equipment - Art	\$2,000	\$1,600	\$2,000
100.1100.02.733.214.000000.5	Equipment	\$1	\$1	\$1
100.1100.02.735.214.000000.5	Replacement Equipment - Art	\$1	\$1	\$1
100.1100.02.739.211.000000.5	Replacement Equipment - Art	\$1	\$1	\$1
100.1100.02.739.212.000000.5	Replacement Equipment - Art	\$1	\$1	\$1
100.1100.02.739.213.000000.5	Replacement Equipment - Art	\$1	\$1	\$1
100.1100.02.739.214.000000.5	Replacement Equipment - Art	\$13,000	\$13,000	\$13,000
100.1100.02.810.214.000000.5	Dues & Fees	\$1	\$1	\$1
100.1100.03.610.214.000000.5	Supplies - Business	\$300	\$100	\$300
100.1100.03.640.214.000000.5	Books - Business	\$100	\$100	\$100
100.1100.03.642.214.000000.5	Electronic Info - Business	\$3,300	\$6,290	\$3,300
100.1100.03.650.214.000000.5	Software - Business	\$1	\$1	\$1
100.1100.03.739.214.000000.5	Other Equipment	\$1	\$1	\$1
100.1100.05.320.214.000000.5	Guest Speakers	\$1	\$1	\$1
100.1100.05.610.211.000000.5	Supplies - Language Arts	\$22,066	\$21,113	\$22,066
100.1100.05.610.212.000000.5	Supplies - Language Arts	\$2,375	\$2,500	\$2,375
100.1100.05.610.213.000000.5	Supplies - Language Arts	\$475	\$500	\$475
100.1100.05.610.214.000000.5	Supplies - Language Arts	\$1,500	\$1,500	\$1,500
100.1100.05.640.211.000000.5	Books - Language Arts	\$8,915	\$8,611	\$8,915
100.1100.05.640.212.000000.5	Books - Language Arts	\$4,000	\$1	\$4,000
100.1100.05.640.213.000000.5	Books - Language Arts	\$1,000	\$2,000	\$1,000
100.1100.05.640.214.000000.5	Books - Language Arts	\$1,500	\$1,500	\$1,500
100.1100.05.642.212.000000.5	Electronic Info	\$9,120	\$7,200	\$9,120
100.1100.05.642.213.000000.5	Electronic Info	\$11,075	\$10,100	\$11,075
100.1100.05.642.214.000000.5	Electronic Info - Langurage Arts	\$5,900	\$1,250	\$5,900
100.1100.05.650.211.000000.5	Software - Language Arts	\$12,600	\$13,211	\$12,600
100.1100.05.650.213.000000.5	Software - Language Arts	\$1	\$1	\$1
100.1100.05.650.214.000000.5	Software - Language Arts	\$1	\$1	\$1
100.1100.05.734.213.000000.5	Equipment - Language Arts	\$1	\$1	\$1
100.1100.05.734.214.000000.5	Equipment - Language Arts	\$1	\$1	\$1
100.1100.05.810.213.000000.5	Dues & Fees - Language Arts	\$1	\$200	\$1
100.1100.05.810.214.000000.5	Dues & Fees - Language Arts	\$0	\$100	\$0
100.1100.06.610.211.000000.5	Supplies- World Language	\$1	\$1	\$1
100.1100.06.610.212.000000.5	Supplies- World Language	\$500	\$500	\$500
100.1100.06.610.213.000000.5	Supplies - World Language	\$6,900	\$7,540	\$6,900
100.1100.06.610.214.000000.5	Supplies - World Language	\$570	\$1,200	\$570
100.1100.06.640.211.000000.5	Books- World Language	\$1	\$1	\$1
100.1100.06.640.212.000000.5	Books- World Language	\$1	\$1	\$1
100.1100.06.640.213.000000.5	Books - World Language	\$1	\$1	\$1
100.1100.06.640.214.000000.5	Books - World Language	\$1,000	\$300	\$1,000
100.1100.06.642.212.000000.5	Electronic Info - World Language	\$200	\$1,600	\$200
100.1100.06.642.213.000000.5	Electronic Info - World Language	\$4,410	\$2,470	\$4,410
100.1100.06.642.214.000000.5	Electronic Info - World Language	\$2,000	\$4,500	\$2,000
100.1100.06.650.213.000000.5	Software - World Language	\$1	\$1	\$1
100.1100.06.734.213.000000.5	Equipment - Technology World Language	\$1	\$1	\$1
100.1100.06.810.213.000000.5	Dues & Fees - World Language	\$1	\$1	\$1
100.1100.06.810.214.000000.5	Dues & Fees - World Language	\$300	\$400	\$300
100.1100.08.610.211.000000.5	Supplies - Physical Education	\$2,000	\$2,000	\$2,000
100.1100.08.610.212.000000.5	Supplies - Physical Education	\$2,500	\$2,000	\$2,500
100.1100.08.610.213.000000.5	Supplies - Physical Education	\$300	\$1,750	\$300
100.1100.08.610.214.000000.5	Supplies - Human Performance	\$3,080	\$3,000	\$3,080
100.1100.08.640.214.000000.5	Books - Human Performance	\$1	\$1	\$1
100.1100.08.642.214.000000.5	Electronic Info - Human Performance	\$1,398	\$1,650	\$1,398
100.1100.08.650.214.000000.5	Software - Human Performance	\$1	\$1	\$1
100.1100.08.730.211.000000.5	Equipment- Physical Education	\$4,000	\$4,000	\$4,000
100.1100.08.730.212.000000.5	Equipment- Physical Education	\$1	\$800	\$1
100.1100.08.730.213.000000.5	Equipment- Physical Education	\$1	\$1	\$1
100.1100.08.730.214.000000.5	Equipment- Physical Education	\$6,704	\$7,100	\$6,704

Account	Description	FY24 Appropriated	FY25 Proposed Budget	FY25 Default Budget
100.1100.08.734.214.000000.5	Equipment- Physical Education Technology	\$1	\$1	\$1
100.1100.08.738.214.000000.5	REPLACEMENT EQUIP. - Human Performance	\$1	\$1	\$1
100.1100.08.739.214.000000.5	Other Equipment	\$1,500	\$1,500	\$1,500
100.1100.10.610.214.000000.5	Supplies - TV/Video Digital Media	\$0	\$2,750	\$0
100.1100.10.650.214.000000.5	Software - TV/Video Digital Media	\$0	\$1	\$0
100.1100.10.734.214.000000.5	Equipment- TV/Video Digital Media	\$0	\$1	\$0
100.1100.11.320.214.000000.5	Professional Educational Services - Workshops	\$1	\$1	\$1
100.1100.11.610.211.000000.5	Supplies - Mathematics	\$37,606	\$45,044	\$37,606
100.1100.11.610.212.000000.5	Supplies - Mathematics	\$800	\$800	\$800
100.1100.11.610.213.000000.5	Supplies - Mathematics	\$28,000	\$20,400	\$28,000
100.1100.11.610.214.000000.5	Supplies - Mathematics	\$1,500	\$1,500	\$1,500
100.1100.11.640.211.000000.5	Books - Mathematics	\$1	\$1	\$1
100.1100.11.640.212.000000.5	Books - Mathematics	\$1	\$1	\$1
100.1100.11.640.213.000000.5	Books - Mathematics	\$1	\$1	\$1
100.1100.11.640.214.000000.5	Books - Mathematics	\$150	\$150	\$150
100.1100.11.642.212.000000.5	Electronic Info	\$7,000	\$9,500	\$7,000
100.1100.11.642.213.000000.5	Electronic Info	\$1	\$1	\$1
100.1100.11.642.214.000000.5	Electronic Info - Math	\$16,500	\$7,745	\$16,500
100.1100.11.650.211.000000.5	Software - Mathematics	\$13,000	\$18,673	\$13,000
100.1100.11.650.213.000000.5	Software - Mathematics	\$1	\$1	\$1
100.1100.11.650.214.000000.5	Software - Mathematics	\$1,300	\$1	\$1,300
100.1100.11.734.213.000000.5	Technology Equipment	\$1	\$1	\$1
100.1100.11.734.214.000000.5	Technology Equipment	\$1	\$1	\$1
100.1100.11.810.212.000000.5	Dues & Fees - Math	\$1	\$1	\$1
100.1100.11.810.213.000000.5	Dues & Fees - Math	\$1	\$500	\$1
100.1100.11.810.214.000000.5	Dues & Fees - Math	\$1	\$700	\$1
100.1100.12.320.213.000000.5	Professional Educational Services - Workshops	\$1	\$1	\$1
100.1100.12.320.214.000000.5	Contracted Services - Music & Visual Art	\$500	\$500	\$500
100.1100.12.430.211.000000.5	Repairs & Maintenance - Music & Visual Art	\$1,000	\$1,000	\$1,000
100.1100.12.430.212.000000.5	Repairs & Maintenance - Music & Visual Art	\$1,000	\$1,500	\$1,000
100.1100.12.430.213.000000.5	Repairs & Maintenance - Music & Visual Art	\$1,500	\$1,500	\$1,500
100.1100.12.430.214.000000.5	Repairs & Maintenance - Music & Visual Art	\$2,330	\$2,300	\$2,330
100.1100.12.610.211.000000.5	Supplies - Music & Visual Art	\$5,115	\$5,258	\$5,115
100.1100.12.610.212.000000.5	Supplies - Music & Visual Art	\$1,700	\$1,700	\$1,700
100.1100.12.610.213.000000.5	Supplies - Music & Visual Art	\$1,400	\$1,400	\$1,400
100.1100.12.610.214.000000.5	Supplies - Music & Visual Art	\$3,500	\$3,500	\$3,500
100.1100.12.640.211.000000.5	Books - Music & Visual Art	\$200	\$200	\$200
100.1100.12.640.212.000000.5	Books - Music & Visual Art	\$2,500	\$3,000	\$2,500
100.1100.12.640.213.000000.5	Books - Music & Visual Art	\$2,000	\$3,000	\$2,000
100.1100.12.640.214.000000.5	Books - Music & Visual Art	\$6,000	\$6,000	\$6,000
100.1100.12.650.213.000000.5	Software - Music & Visual Art	\$2,000	\$2,000	\$2,000
100.1100.12.650.214.000000.5	Software - Music & Visual Art	\$3,000	\$750	\$3,000
100.1100.12.730.211.000000.5	Equipment - Music & Visual Art	\$2,700	\$2,700	\$2,700
100.1100.12.730.212.000000.5	Equipment - Music & Visual Art	\$2,000	\$2,000	\$2,000
100.1100.12.730.213.000000.5	Equipment - Music & Visual Art	\$2,000	\$3,000	\$2,000
100.1100.12.730.214.000000.5	Equipment - Music & Visual Art	\$10,000	\$10,000	\$10,000
100.1100.12.810.211.000000.5	Dues & Fees - Music & Visual Art	\$270	\$290	\$270
100.1100.12.810.212.000000.5	Dues & Fees - Music & Visual Art	\$300	\$300	\$300
100.1100.12.810.213.000000.5	Dues & Fees - Music & Visual Art	\$270	\$270	\$270
100.1100.12.810.214.000000.5	Dues & Fees - Music & Visual Art	\$650	\$650	\$650
100.1100.13.610.211.000000.5	Supplies - Natural Sciences	\$3,600	\$3,600	\$3,600
100.1100.13.610.212.000000.5	Supplies - Natural Sciences	\$4,700	\$5,100	\$4,700
100.1100.13.610.213.000000.5	Supplies - Natural Sciences	\$5,000	\$5,700	\$5,000
100.1100.13.610.214.000000.5	Supplies - Natural Sciences	\$28,000	\$17,400	\$28,000
100.1100.13.640.211.000000.5	Books - Natural Sciences	\$1,000	\$1	\$1,000
100.1100.13.640.212.000000.5	Books - Natural Sciences	\$1,000	\$1,000	\$1,000
100.1100.13.640.213.000000.5	Books - Natural Sciences	\$1,000	\$500	\$1,000
100.1100.13.640.214.000000.5	Books - Natural Sciences	\$1	\$1	\$1
100.1100.13.642.211.000000.5	Electronic Info - Natural Science	\$5,794	\$3,795	\$5,794
100.1100.13.642.212.000000.5	Electronic Info - Natural Science	\$6,975	\$8,000	\$6,975
100.1100.13.642.213.000000.5	Electronic Info - Natural Science	\$4,899	\$6,325	\$4,899
100.1100.13.650.212.000000.5	Software - Natural Science	\$1	\$1	\$1
100.1100.13.650.213.000000.5	Software - Natural Science	\$1	\$1	\$1
100.1100.13.650.214.000000.5	Software - Natural Sciences	\$1	\$1	\$1
100.1100.13.730.211.000000.5	Equipment - Natural Sciences	\$645	\$645	\$645
100.1100.13.730.212.000000.5	Equipment - Natural Sciences	\$3,000	\$2,750	\$3,000
100.1100.13.730.213.000000.5	Equipment - Natural Sciences	\$1	\$1	\$1
100.1100.13.730.214.000000.5	Equipment - Natural Sciences	\$5,700	\$6,000	\$5,700
100.1100.13.733.214.000000.5	Furniture - Natural Sciences	\$1	\$1	\$1
100.1100.13.734.213.000000.5	Equipment - Natural Sciences Technology	\$500	\$1,500	\$500

Account	Description	FY24 Appropriated	FY25 Proposed Budget	FY25 Default Budget
100.1100.13.734.214.000000.5	Equipment - Natural Sciences Technology	\$1	\$1	\$1
100.1100.13.810.213.000000.5	Dues & Fees - Natural Sciences	\$1	\$1	\$1
100.1100.15.610.211.000000.5	Supplies - Social Sciences	\$9,047	\$7,772	\$9,047
100.1100.15.610.212.000000.5	Supplies - Social Sciences	\$4,800	\$5,000	\$4,800
100.1100.15.610.213.000000.5	Supplies - Social Sciences	\$200	\$500	\$200
100.1100.15.610.214.000000.5	Supplies - Social Sciences	\$1,000	\$1,200	\$1,000
100.1100.15.640.211.000000.5	Books - Social Sciences	\$5,350	\$1	\$5,350
100.1100.15.640.212.000000.5	Books - Social Sciences	\$1	\$1	\$1
100.1100.15.640.213.000000.5	Books - Social Sciences	\$1	\$1	\$1
100.1100.15.640.214.000000.5	Books - Social Sciences	\$6,150	\$900	\$6,150
100.1100.15.642.212.000000.5	Electronic Info - Social Science	\$5,300	\$8,405	\$5,300
100.1100.15.642.213.000000.5	Electronic Info - Social Science	\$8,700	\$3,600	\$8,700
100.1100.15.642.214.000000.5	Electronic Info - Social Science	\$2,400	\$5,050	\$2,400
100.1100.15.650.213.000000.5	Software - Social Sciences	\$1	\$1	\$1
100.1100.15.730.212.000000.5	Equipment - Social Sciences	\$1	\$1	\$1
100.1100.15.730.213.000000.5	Equipment - Social Sciences	\$1	\$1	\$1
100.1100.15.734.213.000000.5	Equipment - Social Sciences Technology	\$1	\$1	\$1
100.1100.15.810.212.000000.5	Dues & Fees - Social Sciences	\$150	\$1	\$150
100.1100.15.810.213.000000.5	Dues & Fees - Social Sciences	\$150	\$200	\$150
100.1100.23.610.213.000000.5	Supplies - Reading	\$800	\$800	\$800
100.1100.23.640.213.000000.5	Books - Reading	\$1	\$1	\$1
100.1100.23.642.213.000000.5	Electronic Info - Reading	\$1,200	\$2,225	\$1,200
100.1100.23.650.213.000000.5	Software - Reading	\$1	\$1	\$1
100.1100.24.610.214.000000.5	Supplies - Engineering	\$3,160	\$4,000	\$3,160
100.1100.24.650.214.000000.5	Software - Engineering	\$3,200	\$1	\$3,200
100.1100.24.734.214.000000.5	Equipment - Engineering Technology	\$1	\$3,000	\$1
100.1100.25.610.211.000000.5	Supplies - Rtl	\$1,000	\$1,200	\$1,000
100.1100.25.640.211.000000.5	Books - Rtl	\$1	\$1	\$1
100.1100.25.650.211.000000.5	Software - Rtl	\$700	\$700	\$700
100.1100.25.730.211.000000.5	Equipment - RTI	\$1	\$1	\$1
100.1200.00.108.211.000000.5	Salaries - Special Education Administrators	\$93,725	\$96,537	\$96,537
100.1200.00.108.212.000000.5	Salaries - Special Education Administrators	\$94,760	\$97,603	\$97,603
100.1200.00.108.213.000000.5	Salaries - Special Education Administrators	\$84,000	\$88,500	\$88,500
100.1200.00.108.214.000000.5	Salaries - Special Education Administrators	\$97,000	\$99,910	\$99,910
100.1200.00.112.211.000000.5	Salaries - Special Education Teachers	\$709,176	\$761,464	\$761,464
100.1200.00.112.212.000000.5	Salaries - Special Education Teachers	\$244,764	\$303,237	\$303,237
100.1200.00.112.213.000000.5	Salaries - Special Education Teachers	\$266,048	\$265,016	\$266,048
100.1200.00.112.214.000000.5	Salaries - Special Education Teachers	\$870,761	\$888,272	\$888,272
100.1200.00.113.299.000000.5	Extend School Day	\$1	\$1	\$1
100.1200.00.114.211.000000.5	Salaries - Paraprofessionals	\$870,370	\$1,033,679	\$1,100,057
100.1200.00.114.212.000000.5	Salaries - Paraprofessionals	\$242,350	\$343,467	\$277,089
100.1200.00.114.213.000000.5	Salaries - Paraprofessionals	\$234,609	\$265,058	\$265,058
100.1200.00.114.214.000000.5	Salaries - Paraprofessionals	\$411,534	\$453,834	\$453,834
100.1200.00.115.211.000000.5	Salaries - Secretary	\$30,015	\$32,984	\$30,015
100.1200.00.115.214.000000.5	Salaries - Secretary	\$30,015	\$30,360	\$30,015
100.1200.00.161.211.000000.5	Salaries - Special Education Meeting	\$5,000	\$5,000	\$5,000
100.1200.00.161.212.000000.5	Salaries - Special Education Meeting	\$6,000	\$6,000	\$6,000
100.1200.00.161.213.000000.5	Salaries - Special Education Meeting	\$6,000	\$6,000	\$6,000
100.1200.00.161.214.000000.5	Salaries - Special Education Meeting	\$8,000	\$8,000	\$8,000
100.1200.00.162.211.000000.5	Extra Duties - SPED	\$11,000	\$16,500	\$11,000
100.1200.00.162.212.000000.5	Extra Duties - SPED	\$10,000	\$10,000	\$10,000
100.1200.00.162.213.000000.5	Extra Duties - SPED	\$8,722	\$28,455	\$25,922
100.1200.00.162.214.000000.5	Extra Duties - SPED	\$9,000	\$9,000	\$9,000
100.1200.00.240.299.000000.5	Staff Development	\$4,000	\$4,000	\$4,000
100.1200.00.320.299.000000.5	Workshops/Conferences - Director	\$1	\$1	\$1
100.1200.00.323.211.000000.5	Contracted Services - GBS	\$0	\$1	\$0
100.1200.00.323.212.000000.5	Contracted Services - WCS	\$1	\$1	\$1
100.1200.00.323.213.000000.5	Contracted Services - WMS	\$0	\$1	\$0
100.1200.00.323.214.000000.5	Contracted Services - WHS	\$3,000	\$3,000	\$3,000
100.1200.00.323.299.000000.5	Contracted Services	\$1,248,000	\$1,393,050	\$1,393,050
100.1200.00.329.214.000000.5	Professional Education	\$2,700	\$2,700	\$2,700
100.1200.00.329.299.000000.5	Professional Development	\$1,500	\$1,500	\$1,500
100.1200.00.430.299.000000.5	Repairs & Maintenance	\$2,000	\$2,000	\$2,000
100.1200.00.534.214.000000.5	Postage	\$250	\$250	\$250
100.1200.00.561.299.000000.5	TUITION TO LEAS	\$5,000	\$5,000	\$5,000
100.1200.00.564.299.000000.5	Special Day School Tuition	\$1,732,000	\$2,097,800	\$2,097,800
100.1200.00.569.299.000000.5	Residential Tuition	\$200,000	\$200,000	\$200,000
100.1200.00.581.214.000000.5	Mileage & Travel	\$10,000	\$10,000	\$10,000
100.1200.00.581.299.000000.5	Mileage & Travel	\$2,000	\$2,000	\$2,000
100.1200.00.610.211.000000.5	Supplies	\$2,730	\$4,000	\$2,730

Account	Description	FY24 Appropriated	FY25 Proposed Budget	FY25 Default Budget
100.1200.00.610.212.000000.5	Supplies	\$2,650	\$2,650	\$2,650
100.1200.00.610.213.000000.5	Supplies	\$2,000	\$3,000	\$2,000
100.1200.00.610.214.000000.5	Supplies	\$7,500	\$7,500	\$7,500
100.1200.00.610.299.000000.5	Supplies	\$1,500	\$1,500	\$1,500
100.1200.00.640.211.000000.5	Books	\$1,000	\$1,000	\$1,000
100.1200.00.640.212.000000.5	Books	\$2,045	\$600	\$2,045
100.1200.00.640.213.000000.5	Books	\$200	\$200	\$200
100.1200.00.640.214.000000.5	Books	\$600	\$600	\$600
100.1200.00.641.299.000000.5	Periodicals	\$1	\$1	\$1
100.1200.00.650.211.000000.5	Software	\$2,500	\$3,700	\$2,500
100.1200.00.650.212.000000.5	Software	\$200	\$250	\$200
100.1200.00.650.213.000000.5	Software	\$3,000	\$3,100	\$3,000
100.1200.00.650.214.000000.5	Software	\$7,600	\$8,200	\$7,600
100.1200.00.730.212.000000.5	Equipment- Special Education	\$950	\$500	\$950
100.1200.00.730.213.000000.5	Equipment - Special Ed	\$750	\$4,183	\$4,183
100.1200.00.730.214.000000.5	Equipment	\$3,000	\$3,000	\$3,000
100.1200.00.730.299.000000.5	Equipment	\$1,500	\$3,000	\$1,500
100.1200.00.733.211.000000.5	New Furniture	\$500	\$1	\$500
100.1200.00.733.212.000000.5	New Furniture	\$3,300	\$2,000	\$3,300
100.1200.00.733.213.000000.5	New Furniture	\$1	\$800	\$1
100.1200.00.734.211.000000.5	Equipment - Technology	\$1	\$670	\$1
100.1200.00.734.212.000000.5	Equipment - Technology	\$2,500	\$800	\$2,500
100.1200.00.734.213.000000.5	Equipment - Technology	\$800	\$800	\$800
100.1200.00.734.214.000000.5	Equipment - Technology	\$2,000	\$3,000	\$2,000
100.1200.00.734.299.000000.5	Technology Equipment	\$1,000	\$1,000	\$1,000
100.1200.00.737.212.000000.5	Replacement Of Fixtures	\$1	\$1	\$1
100.1200.00.737.213.000000.5	Replacement Of Fixtures	\$500	\$500	\$500
100.1200.00.810.214.000000.5	Dues & Fees	\$600	\$600	\$600
100.1200.00.810.299.000000.5	Dues & Fees	\$20,000	\$20,000	\$20,000
100.1200.01.108.211.000000.5	Salaries - Early Childhood Coordinator	\$88,990	\$90,305	\$88,990
100.1200.01.108.212.000000.5	Salaries- BCBA	\$0	\$20,925	\$20,925
100.1200.01.108.213.000000.5	Salaries - BCBA	\$29,726	\$26,784	\$29,726
100.1200.01.108.214.000000.5	Salaries - BCBA	\$68,839	\$76,544	\$76,544
100.1260.00.181.211.000000.5	Salaries - ESOL Tutor	\$112,154	\$115,513	\$112,154
100.1260.00.181.212.000000.5	Salaries - ESOL Teacher	\$17,702	\$18,233	\$17,702
100.1260.00.181.213.000000.5	Salaries - ESOL Tutor	\$17,702	\$18,235	\$17,702
100.1260.00.181.214.000000.5	Salaries - ESOL Tutor	\$18,238	\$18,787	\$18,238
100.1260.00.240.299.000000.5	Staff Development Esol	\$600	\$600	\$600
100.1260.00.329.211.000000.5	Consultation - ESOL	\$1,000	\$1,000	\$1,000
100.1260.00.581.299.000000.5	Mileage & Travel	\$600	\$600	\$600
100.1260.00.610.211.000000.5	Supplies - ESOL	\$200	\$200	\$200
100.1260.00.610.299.000000.5	Supplies - ESOL	\$300	\$300	\$300
100.1260.00.640.299.000000.5	Books - ESOL	\$300	\$300	\$300
100.1280.00.112.299.000000.5	Salaries - ESY	\$142,600	\$142,600	\$142,600
100.1280.00.113.299.000000.5	Salaries - Extended School Day	\$1,000	\$1,000	\$1,000
100.1280.00.114.299.000000.5	Salaries - ESY Instructional Assistant	\$47,520	\$47,520	\$47,520
100.1280.00.323.299.000000.5	Professional Services - ESY	\$35,000	\$100,000	\$100,000
100.1280.00.564.211.000000.5	ESY Day Tuition (new)	\$1	\$1	\$1
100.1280.00.564.212.000000.5	ESY Day Tuition (new)	\$1	\$1	\$1
100.1280.00.564.213.000000.5	ESY Day Tuition (new)	\$1	\$1	\$1
100.1280.00.564.214.000000.5	ESY Day Tuition (new)	\$1	\$1	\$1
100.1280.00.564.299.000000.5	ESY Day Tuition	\$30,000	\$33,000	\$33,000
100.1280.00.581.299.000000.5	Mileage & Travel - ESY	\$1	\$1	\$1
100.1280.00.591.299.000000.5	Other Services (Camps) - ESY	\$12,000	\$7,000	\$12,000
100.1280.00.610.299.000000.5	Supplies - ESY	\$700	\$600	\$700
100.1300.00.561.214.000000.5	Vocational Tuition	\$202,666	\$250,000	\$250,000
100.1342.00.112.213.000000.5	Salaries - Teachers - FACS	\$1	\$73,694	\$73,694
100.1342.00.112.214.000000.5	Salaries - Teachers - FACS	\$1	\$47,208	\$47,208
100.1342.00.430.213.000000.5	Repairs & Maintenance	\$500	\$500	\$500
100.1342.00.430.214.000000.5	Repairs & Maintenance	\$900	\$900	\$900
100.1342.00.610.213.000000.5	Supplies - FACS	\$6,000	\$8,000	\$6,000
100.1342.00.610.214.000000.5	Supplies - Facs	\$14,000	\$14,000	\$14,000
100.1342.00.640.213.000000.5	Books - FACS	\$1	\$1	\$1
100.1342.00.640.214.000000.5	Books - Facs	\$1	\$1	\$1
100.1342.00.642.213.000000.5	Electronic Info - FACS	\$1	\$1	\$1
100.1342.00.642.214.000000.5	Electronic Info - FACS	\$1	\$1	\$1
100.1342.00.650.213.000000.5	Software - FACS	\$1	\$1	\$1
100.1342.00.650.214.000000.5	Software - Facs	\$1,000	\$1,000	\$1,000
100.1342.00.730.213.000000.5	Other Equipment - FACS	\$1,000	\$1,000	\$1,000
100.1342.00.730.214.000000.5	Other Equipment - FACS	\$1,600	\$1,600	\$1,600

Account	Description	FY24 Appropriated	FY25 Proposed Budget	FY25 Default Budget
100.1370.00.610.213.000000.5	Supplies - Tech Ed	\$4,340	\$3,900	\$4,340
100.1370.00.610.214.000000.5	Supplies - Tech Ed/Comp Sci	\$2,750	\$5,000	\$2,750
100.1370.00.640.213.000000.5	Books - Tech Ed	\$1	\$1	\$1
100.1370.00.642.213.000000.5	Electronic Info - Tech Ed	\$3,400	\$3,600	\$3,400
100.1370.00.642.214.000000.5	Electronic Info - Tech Ed/Comp Sci	\$0	\$2,000	\$0
100.1370.00.650.213.000000.5	Software - Tech Ed	\$1	\$1	\$1
100.1370.00.650.214.000000.5	Software - Tech Ed/Comp Sci	\$9,370	\$1	\$9,370
100.1370.00.730.213.000000.5	Other Equipment - Tech Ed	\$1	\$1	\$1
100.1370.00.730.214.000000.5	Equipment - Tech Ed/Comp Sci	\$9,100	\$5,000	\$9,100
100.1410.00.113.211.000000.5	Stipends - Co-Curricular	\$38,550	\$38,550	\$38,550
100.1410.00.113.212.000000.5	Stipends - Co-Curricular	\$35,550	\$35,550	\$35,550
100.1410.00.113.213.000000.5	Stipends - Co-Curricular	\$58,550	\$58,550	\$58,550
100.1410.00.113.214.000000.5	Stipends - Co-Curricular	\$125,755	\$125,755	\$125,755
100.1410.00.300.213.000000.5	Officials, Timekeepers	\$0	\$1	\$0
100.1410.00.330.214.000000.5	POLICE DETAILS - CO-CURRICULAR	\$9,000	\$1,000	\$9,000
100.1410.00.591.213.000000.5	Officials, Timekeepers	\$12,236	\$14,473	\$12,236
100.1410.00.610.213.000000.5	Supplies - Cocurricular	\$7,995	\$8,205	\$7,995
100.1410.00.730.213.000000.5	Equipment - Co-Curricular	\$1	\$1,500	\$1
100.1410.00.730.214.000000.5	Equipment - Cocurricular	\$5,000	\$1	\$5,000
100.1410.00.810.213.000000.5	Dues & Fees - Cocurricular	\$3,225	\$4,270	\$3,225
100.1410.00.810.214.000000.5	Dues & Fees - Cocurricular	\$18,700	\$12,820	\$18,700
100.1410.20.610.211.000000.5	Supplies - Di	\$2,280	\$2,280	\$2,280
100.1410.20.610.212.000000.5	Supplies - Co-Curricular	\$2,410	\$3,140	\$2,410
100.1410.20.610.213.000000.5	Supplies - Di	\$1,140	\$1,140	\$1,140
100.1420.00.108.214.000000.5	Salaries - Athletic Director	\$105,000	\$108,150	\$105,000
100.1420.00.113.213.000000.5	Stipends - Coaches	\$52,575	\$52,575	\$52,575
100.1420.00.113.214.000000.5	Stipends - Coaches	\$188,020	\$188,020	\$188,020
100.1420.00.300.214.000000.5	Officials, Timekeepers	\$67,007	\$71,405	\$67,007
100.1420.00.310.214.000000.5	Trainer Services	\$36,778	\$37,881	\$36,778
100.1420.00.320.214.000000.5	Contracted Services	\$2,178	\$2,178	\$2,178
100.1420.00.610.214.000000.5	Supplies - Athletics	\$19,016	\$19,110	\$19,016
100.1420.00.730.213.000000.5	Athletics	\$0	\$1	\$0
100.1420.00.739.214.000000.5	Other Equipment - Athletics	\$32,900	\$33,850	\$32,900
100.1420.00.810.214.000000.5	Dues & Fees - Athletics	\$124,175	\$130,980	\$124,175
100.1420.00.890.214.000000.5	Misc Exp. - Athletics - Awards	\$4,100	\$2,000	\$4,100
100.1430.00.112.213.000000.5	Salaries - Summer School	\$8,000	\$4,000	\$8,000
100.1430.00.112.214.000000.5	Salaries - Summer School	\$20,500	\$20,500	\$20,500
100.1430.00.610.213.000000.5	Supplies - Summer School	\$1	\$1	\$1
100.2120.00.108.214.000000.5	Salaries - School to Career Coordinator	\$55,000	\$57,650	\$55,000
100.2120.00.112.211.000000.5	Salaries - Guidance	\$264,739	\$264,739	\$264,739
100.2120.00.112.212.000000.5	Salaries - Guidance	\$137,351	\$137,351	\$137,351
100.2120.00.112.213.000000.5	Salaries - Guidance	\$234,353	\$234,853	\$234,853
100.2120.00.112.214.000000.5	Salaries - Guidance	\$444,095	\$444,095	\$444,095
100.2120.00.115.214.000000.5	Salaries - Secretary	\$80,502	\$77,549	\$80,502
100.2120.00.162.211.000000.5	Extra Duties - Guidance	\$2,828	\$2,828	\$2,828
100.2120.00.162.212.000000.5	Extra Duties - Guidance	\$1,477	\$1,477	\$1,477
100.2120.00.162.213.000000.5	Extra Duties - Guidance	\$2,477	\$2,477	\$2,477
100.2120.00.162.214.000000.5	Extra Duties - Guidance	\$6,744	\$7,071	\$7,071
100.2120.00.550.214.000000.5	Printing - Guidance	\$800	\$2,500	\$800
100.2120.00.610.211.000000.5	Supplies - Guidance	\$6,440	\$3,632	\$6,440
100.2120.00.610.212.000000.5	Supplies - Guidance	\$1,700	\$2,000	\$1,700
100.2120.00.610.213.000000.5	Supplies - Guidance	\$500	\$1,000	\$500
100.2120.00.610.214.000000.5	Supplies - Guidance	\$4,750	\$4,750	\$4,750
100.2120.00.640.211.000000.5	Books - Guidance	\$700	\$700	\$700
100.2120.00.640.212.000000.5	Books - Guidance	\$350	\$450	\$350
100.2120.00.640.213.000000.5	Books - Guidance	\$100	\$1	\$100
100.2120.00.640.214.000000.5	Books - Guidance	\$200	\$1	\$200
100.2120.00.650.211.000000.5	Software - Guidance	\$200	\$200	\$200
100.2120.00.650.212.000000.5	Software - Guidance	\$700	\$900	\$700
100.2120.00.650.213.000000.5	Software - Guidance	\$1	\$1	\$1
100.2120.00.650.214.000000.5	Software - Guidance	\$5,820	\$5,900	\$5,820
100.2120.00.730.212.000000.5	Equipment - Guidance	\$1	\$1	\$1
100.2120.00.733.214.000000.5	New Furniture - Guidance	\$800	\$800	\$800
100.2120.00.734.212.000000.5	Equipment - Guidance Technology	\$1	\$1	\$1
100.2120.00.734.213.000000.5	Equipment - Guidance Technology	\$1	\$1	\$1
100.2120.00.740.212.000000.5	Testing Material - Guidance	\$1	\$1	\$1
100.2120.00.740.213.000000.5	Testing Material - Guidance	\$1	\$1	\$1
100.2120.00.740.214.000000.5	Testing Material - Guidance	\$9,000	\$4,400	\$9,000
100.2120.00.810.212.000000.5	Dues & Fees - Guidance	\$1	\$1	\$1
100.2120.00.810.214.000000.5	Dues & Fees - Guidance	\$25	\$25	\$25

Account	Description	FY24 Appropriated	FY25 Proposed Budget	FY25 Default Budget
100.2120.01.115.214.000000.5	Salaries - Executive Functioning Coach	\$32,814	\$33,427	\$32,814
100.2130.00.112.211.000000.5	Salaries - Nurse	\$115,789	\$115,789	\$115,789
100.2130.00.112.212.000000.5	Salaries - Nurse	\$70,257	\$80,953	\$80,953
100.2130.00.112.213.000000.5	Salaries - Nurse	\$52,616	\$52,616	\$52,616
100.2130.00.112.214.000000.5	Salaries - Nurse	\$136,621	\$129,038	\$136,621
100.2130.00.112.299.000000.5	Salaries - Nurse	\$0	\$1	\$0
100.2130.00.114.211.000000.5	Salaries - Nurse Assistant	\$44,844	\$45,410	\$44,844
100.2130.00.114.212.000000.5	Salaries - Nurse Assistant	\$24,180	\$24,905	\$24,180
100.2130.00.114.213.000000.5	Salaries - Nurse Assistant	\$28,467	\$22,367	\$28,467
100.2130.00.114.214.000000.5	Salaries - Nurse Assistant	\$1	\$1	\$1
100.2130.00.610.211.000000.5	Supplies - Health Services	\$5,977	\$8,042	\$5,977
100.2130.00.610.212.000000.5	Supplies - Health Services	\$3,100	\$4,125	\$3,100
100.2130.00.610.213.000000.5	Supplies - Health Services	\$2,000	\$2,500	\$2,000
100.2130.00.610.214.000000.5	Supplies - Health Services	\$2,000	\$2,500	\$2,000
100.2130.00.730.211.000000.5	Equipment - Health Services	\$1,000	\$1,000	\$1,000
100.2130.00.730.212.000000.5	Equipment - Health Services	\$1	\$1	\$1
100.2130.00.739.214.000000.5	Other Equipment - Health Services	\$500	\$500	\$500
100.2130.00.810.212.000000.5	Dues & Fees - Health Services	\$1	\$1	\$1
100.2139.00.130.211.000000.5	Contracted Services - 504	\$3,610	\$3,610	\$3,610
100.2139.00.130.212.000000.5	Contracted Services - 504	\$1	\$1	\$1
100.2139.00.130.213.000000.5	Contracted Services - 504	\$1	\$1	\$1
100.2139.00.130.214.000000.5	Contracted Services - 504	\$0	\$1	\$0
100.2139.00.162.212.000000.5	Extra Duties- 504	\$1,500	\$1,500	\$1,500
100.2139.00.430.212.000000.5	Repairs & Maintenance - 504	\$650	\$650	\$650
100.2139.00.610.211.000000.5	Supplies - 504	\$500	\$500	\$500
100.2139.00.610.212.000000.5	Supplies - 504	\$500	\$600	\$500
100.2139.00.610.213.000000.5	Supplies - 504	\$1,000	\$1,500	\$1,000
100.2139.00.730.211.000000.5	Equipment - 504	\$3,610	\$3,610	\$3,610
100.2139.00.730.212.000000.5	Equipment - 504	\$1	\$1	\$1
100.2139.00.730.213.000000.5	Equipment - 504	\$1,500	\$3,633	\$1,500
100.2142.00.112.211.000000.5	Salaries - School Psychologist	\$94,398	\$109,698	\$109,698
100.2142.00.112.212.000000.5	Salaries - School Psychologist	\$76,498	\$61,198	\$61,198
100.2142.00.112.213.000000.5	Salaries - School Psychologist	\$76,498	\$65,171	\$76,498
100.2142.00.112.214.000000.5	Salaries - School Psychologist	\$61,582	\$61,582	\$61,582
100.2142.00.322.211.000000.5	Psychological Testing & Consulting Services (new)	\$1	\$1	\$1
100.2142.00.322.212.000000.5	Psychological Testing & Consulting Services (new)	\$1	\$1	\$1
100.2142.00.322.213.000000.5	Psychological Testing & Consulting Services (new)	\$1	\$1	\$1
100.2142.00.322.214.000000.5	Psychological Testing & Consulting Services (new)	\$1	\$1	\$1
100.2142.00.322.299.000000.5	Psychological Testing & Consulting Svcs (Not FY24)	\$25,000	\$25,000	\$25,000
100.2142.00.323.211.000000.5	Psychological Direct Counseling Services (new)	\$1	\$1	\$1
100.2142.00.323.212.000000.5	Psychological Direct Counseling Services (new)	\$1	\$1	\$1
100.2142.00.323.213.000000.5	Psychological Direct Counseling Services (new)	\$1	\$1	\$1
100.2142.00.323.214.000000.5	Psychological Direct Counseling Services (new)	\$1	\$1	\$1
100.2142.00.323.299.000000.5	Psychological Direct Counseling Services (do not u	\$110,000	\$110,000	\$110,000
100.2142.00.580.299.000000.5	Mileage & Travel - Psychological Services	\$500	\$350	\$500
100.2142.00.610.213.000000.5	Supplies - Psychological Services	\$100	\$100	\$100
100.2142.00.610.299.000000.5	Supplies - Psychological Services	\$13,000	\$13,000	\$13,000
100.2142.00.641.299.000000.5	Periodicals - Psychological Services	\$1	\$1	\$1
100.2142.00.650.299.000000.5	Software - Psychological Services	\$3,000	\$3,000	\$3,000
100.2142.00.810.299.000000.5	Dues & Fees - Psychological Services	\$3,000	\$3,000	\$3,000
100.2152.00.112.211.000000.5	Salaries - Speech Pathologist	\$347,242	\$431,178	\$431,178
100.2152.00.112.212.000000.5	Salaries - Speech Pathologist	\$82,703	\$72,635	\$82,703
100.2152.00.112.213.000000.5	Salaries - Speech Pathologist	\$84,894	\$65,171	\$84,894
100.2152.00.112.214.000000.5	Salaries - Speech Pathologist	\$143,367	\$150,065	\$150,065
100.2152.00.323.211.000000.5	Contracted Services - Speech/Lang. (new)	\$1	\$1	\$1
100.2152.00.323.212.000000.5	Contracted Services - Speech/Lang. (new)	\$1	\$1	\$1
100.2152.00.323.213.000000.5	Contracted Services - Speech/Lang. (new)	\$1	\$1	\$1
100.2152.00.323.214.000000.5	Contracted Services - Speech/Lang. (new)	\$1	\$1	\$1
100.2152.00.323.299.000000.5	Contracted Services - Speech/Lang.	\$80,000	\$80,000	\$80,000
100.2152.00.610.211.000000.5	Supplies - Speech	\$500	\$1,000	\$500
100.2152.00.610.212.000000.5	Supplies - Speech	\$500	\$500	\$500
100.2152.00.610.213.000000.5	Supplies - Speech	\$1,000	\$1,000	\$1,000
100.2152.00.610.214.000000.5	Supplies - Speech	\$1,140	\$1,140	\$1,140
100.2152.00.640.212.000000.5	Books - Speech	\$200	\$200	\$200
100.2152.00.640.213.000000.5	Books - Speech	\$50	\$50	\$50
100.2152.00.640.214.000000.5	Books - Speech	\$250	\$250	\$250
100.2152.00.650.211.000000.5	Software - Speech	\$2,070	\$2,070	\$2,070
100.2152.00.650.212.000000.5	Software - Speech	\$500	\$500	\$500
100.2152.00.650.213.000000.5	Software - Speech	\$500	\$500	\$500
100.2152.00.650.214.000000.5	Software - Speech	\$1,000	\$1,000	\$1,000

Account	Description	FY24 Appropriated	FY25 Proposed Budget	FY25 Default Budget
100.2152.00.730.212.000000.5	Equipment - Speech	\$150	\$300	\$150
100.2152.00.730.299.000000.5	Equipment - Speech	\$2,500	\$2,500	\$2,500
100.2152.00.733.213.000000.5	New Furniture - Speech	\$1	\$1	\$1
100.2152.00.733.214.000000.5	New Furniture - Speech	\$300	\$1	\$300
100.2152.00.734.211.000000.5	Equipment - Speech Technology	\$6,000	\$7,000	\$6,000
100.2152.00.734.212.000000.5	Equipment - Speech Technology	\$1,000	\$1,000	\$1,000
100.2152.00.734.213.000000.5	Equipment - Speech Technology	\$3,000	\$1,500	\$3,000
100.2152.00.734.214.000000.5	Equipment - Speech Technology	\$4,500	\$9,500	\$4,500
100.2152.00.734.299.000000.5	Equipment - Speech Technology	\$3,200	\$3,200	\$3,200
100.2152.00.738.214.000000.5	Replacement Equip.	\$0	\$1	\$0
100.2152.00.738.299.000000.5	Replacement Equip. (dont use FY24)	\$1,700	\$1,700	\$1,700
100.2152.00.740.211.000000.5	Testing Material - Speech	\$2,589	\$2,589	\$2,589
100.2152.00.740.212.000000.5	Testing Material - Speech	\$600	\$600	\$600
100.2152.00.740.213.000000.5	Testing Material - Speech	\$800	\$800	\$800
100.2152.00.810.299.000000.5	Dues & Fees	\$2,700	\$1	\$2,700
100.2159.00.610.212.000000.5	Supplies - Speech	\$1	\$500	\$1
100.2162.00.323.299.000000.5	Contracted Service - Direct Svc/Physical Therapy	\$100,000	\$100,000	\$100,000
100.2162.00.610.214.000000.5	Supplies - Physical Therapy	\$235	\$235	\$235
100.2162.00.610.299.000000.5	Supplies - Physical Therapy	\$0	\$200	\$0
100.2162.00.730.214.000000.5	Equipment - Physical Therapy	\$1,500	\$1,000	\$1,500
100.2162.00.730.299.000000.5	Equipment (dont use FY24)	\$0	\$1,000	\$0
100.2163.00.112.211.000000.5	Salaries - Occupational Therapist	\$231,518	\$200,344	\$214,877
100.2163.00.112.212.000000.5	Salaries - Occupational Therapist	\$19,551	\$16,641	\$16,641
100.2163.00.112.213.000000.5	Salaries - Occupational Therapist	\$19,551	\$42,154	\$42,154
100.2163.00.112.214.000000.5	Salaries - Occupational Therapist	\$63,578	\$63,578	\$63,578
100.2163.00.322.211.000000.5	Contracted Services Indirect - OT	\$1	\$1	\$1
100.2163.00.322.212.000000.5	Contracted Services Indirect - OT	\$1	\$1	\$1
100.2163.00.322.213.000000.5	Contracted Services Indirect - OT	\$1	\$1	\$1
100.2163.00.322.214.000000.5	Contracted Services Indirect - OT	\$1	\$1	\$1
100.2163.00.322.299.000000.5	Contracted Services Indirect - OT	\$600	\$1,000	\$600
100.2163.00.323.211.000000.5	Contracted Services Direct - OT	\$1	\$1	\$1
100.2163.00.323.212.000000.5	Contracted Services Direct - OT	\$1	\$1	\$1
100.2163.00.323.213.000000.5	Contracted Services Direct - OT	\$1	\$1	\$1
100.2163.00.323.214.000000.5	Contracted Services Direct - OT	\$1	\$1	\$1
100.2163.00.323.299.000000.5	Contracted Services Direct - OT	\$25,000	\$25,000	\$25,000
100.2163.00.610.211.000000.5	Supplies - Occupational Therapy	\$1	\$300	\$1
100.2163.00.610.212.000000.5	Supplies - Occupational Therapy	\$600	\$849	\$600
100.2163.00.610.213.000000.5	Supplies - Occupational Therapy	\$500	\$500	\$500
100.2163.00.610.214.000000.5	Supplies - Occupational Therapy	\$855	\$900	\$855
100.2163.00.640.211.000000.5	Books - Occupational Therapy	\$1	\$1	\$1
100.2163.00.640.212.000000.5	Books - Occupational Therapy	\$1	\$1	\$1
100.2163.00.640.213.000000.5	Books - Occupational Therapy	\$1	\$1	\$1
100.2163.00.640.214.000000.5	Books - Occupational Therapy (new)	\$1	\$1	\$1
100.2163.00.650.211.000000.5	Software - Occupational Therapy	\$600	\$600	\$600
100.2163.00.650.212.000000.5	Software - Occupational Therapy	\$100	\$100	\$100
100.2163.00.650.213.000000.5	Software - Occupational Therapy	\$100	\$100	\$100
100.2163.00.650.214.000000.5	Software - Occupational Therapy	\$400	\$400	\$400
100.2163.00.730.211.000000.5	Equipment- Occupational Therapy	\$660	\$800	\$660
100.2163.00.730.212.000000.5	Equipment- Occupational Therapy	\$500	\$500	\$500
100.2163.00.730.213.000000.5	Equipment- Occupational Therapy	\$1	\$1	\$1
100.2163.00.730.214.000000.5	Equipment- Occupational Therapy	\$750	\$750	\$750
100.2163.00.733.211.000000.5	New Furniture - Physical Therapy	\$0	\$1	\$0
100.2163.00.734.211.000000.5	Equipment - Physical TherapyTechnology	\$200	\$200	\$200
100.2163.00.734.212.000000.5	Equipment - Physical TherapyTechnology	\$1	\$1	\$1
100.2163.00.734.213.000000.5	Equipment - Physical TherapyTechnology	\$0	\$1	\$0
100.2163.00.734.214.000000.5	Equipment - Physical TherapyTechnology (new)	\$1	\$1	\$1
100.2163.00.737.212.000000.5	Replacement Of Fixtures	\$1	\$1	\$1
100.2163.00.738.211.000000.5	Equip. - Replacement /Occupational Therapy	\$800	\$800	\$800
100.2163.00.738.212.000000.5	Equip. - Replacement /Occupational Therapy	\$1	\$1	\$1
100.2163.00.738.213.000000.5	Equip. - Replacement /Occupational Therapy	\$500	\$500	\$500
100.2163.00.738.214.000000.5	Equip. - Replacement /Occupational Therapy (new)	\$1	\$1	\$1
100.2163.00.740.211.000000.5	Equipment - Testing Material/Occupa Therapy	\$800	\$800	\$800
100.2163.00.740.212.000000.5	Equipment - Testing Material/Occupa Therapy	\$700	\$700	\$700
100.2163.00.740.213.000000.5	Equipment - Testing Material/Occupa Therapy	\$800	\$500	\$800
100.2163.00.740.214.000000.5	Equipment - Testing Material/Occupa Therapy (new)	\$1	\$1	\$1
100.2190.00.800.211.000000.5	Assemblies	\$7,500	\$3,000	\$7,500
100.2190.00.800.212.000000.5	Assemblies	\$1,000	\$1,000	\$1,000
100.2190.00.800.213.000000.5	Assemblies	\$4,000	\$5,000	\$4,000
100.2190.00.800.214.000000.5	Assemblies (new)	\$1	\$1	\$1
100.2210.00.112.299.000000.5	New Teacher Training	\$3,000	\$1	\$3,000

Account	Description	FY24 Appropriated	FY25 Proposed Budget	FY25 Default Budget
100.2210.00.240.211.000000.5	Tuition Reimbursement	\$0	\$1	\$0
100.2210.00.240.212.000000.5	Tuition Reimbursement	\$0	\$1	\$0
100.2210.00.240.213.000000.5	Tuition Reimbursement	\$0	\$1	\$0
100.2210.00.240.214.000000.5	Tuition Reimbursement	\$0	\$1	\$0
100.2210.00.240.299.000000.5	Tuition Reimbursement - Non-Union	\$0	\$1	\$0
100.2210.00.320.214.000000.5	Professional Development -Training	\$6,050	\$6,801	\$6,050
100.2210.00.320.299.000000.5	Professional Ed Services - Admin Workshops	\$23,500	\$4,500	\$23,500
100.2210.00.322.299.000000.5	Instructional Program Improvement Services	\$4,500	\$23,500	\$4,500
100.2210.00.610.299.000000.5	Supplies - Instructional Program Improvement Svcs	\$0	\$1	\$0
100.2210.00.641.213.000000.5	Periodicals	\$1	\$1	\$1
100.2210.00.840.299.000000.5	Miscellaneous Expenditures - New Teacher	\$1	\$4,000	\$1
100.2212.00.112.299.000000.5	Salaries - T.G.I.F.	\$40,000	\$40,000	\$40,000
100.2212.00.320.299.000000.5	Professional Educational Services - TGIF Workshop	\$0	\$1	\$0
100.2212.00.610.299.000000.5	Supplies - T.G.I.F.	\$500	\$500	\$500
100.2212.01.112.299.000000.5	Salaries - T.G.I.F. Committee	\$15,000	\$15,000	\$15,000
100.2213.00.116.211.000000.5	Stipends - Mentoring	\$5,625	\$6,938	\$5,625
100.2213.00.116.212.000000.5	Stipends - Mentoring	\$2,500	\$2,438	\$2,500
100.2213.00.116.213.000000.5	Stipends - Mentoring	\$2,400	\$3,000	\$2,400
100.2213.00.116.214.000000.5	Stipends - Mentoring	\$5,000	\$3,000	\$5,000
100.2214.00.240.299.000000.5	Tuition Reimbursement	\$90,000	\$90,000	\$90,000
100.2214.00.320.299.000000.5	Professional Ed Svc -Teachers Workshop/Conference	\$35,000	\$35,000	\$35,000
100.2219.00.240.299.000000.5	Tuition Reimbursement - Para	\$15,000	\$15,000	\$15,000
100.2222.00.112.211.000000.5	Salaries - Media Specialist	\$97,929	\$97,929	\$97,929
100.2222.00.112.212.000000.5	Salaries - Media Specialist	\$93,898	\$93,898	\$93,898
100.2222.00.112.213.000000.5	Salaries - Media Specialist	\$62,858	\$62,858	\$62,858
100.2222.00.112.214.000000.5	Salaries - Media Specialist	\$71,163	\$71,163	\$71,163
100.2222.00.453.212.000000.5	Audio Visual - Media Center	\$750	\$750	\$750
100.2222.00.453.213.000000.5	Audio Visual - Media Center	\$1	\$1	\$1
100.2222.00.532.214.000000.5	Data Communication Services	\$21,349	\$22,955	\$21,349
100.2222.00.610.211.000000.5	Supplies - Media Center	\$3,550	\$3,550	\$3,550
100.2222.00.610.212.000000.5	Supplies - Media Center	\$1,000	\$1,000	\$1,000
100.2222.00.610.213.000000.5	Supplies - Media Center	\$500	\$1,000	\$500
100.2222.00.610.214.000000.5	Supplies - Media Center	\$1,350	\$1,350	\$1,350
100.2222.00.640.211.000000.5	Books - Media Center	\$9,565	\$9,052	\$9,565
100.2222.00.640.212.000000.5	Books - Media Center	\$2,100	\$4,150	\$2,100
100.2222.00.640.213.000000.5	Books - Media Center	\$2,000	\$3,000	\$2,000
100.2222.00.640.214.000000.5	Books - Media Center	\$7,600	\$8,360	\$7,600
100.2222.00.641.211.000000.5	Periodicals - Media Center	\$785	\$785	\$785
100.2222.00.641.212.000000.5	Periodicals - Media Center	\$525	\$550	\$525
100.2222.00.641.213.000000.5	Periodicals - Media Center	\$300	\$400	\$300
100.2222.00.641.214.000000.5	Periodicals - Media Center	\$1,300	\$1,300	\$1,300
100.2222.00.642.211.000000.5	Electronic Info - Media Center	\$16,155	\$17,774	\$16,154
100.2222.00.642.212.000000.5	Electronic Info - Media Center	\$8,251	\$10,060	\$8,251
100.2222.00.642.213.000000.5	Electronic Info - Media Center	\$14,350	\$14,450	\$14,350
100.2222.00.642.214.000000.5	Electronic Info - Media Center	\$10,200	\$19,392	\$10,200
100.2222.00.649.212.000000.5	Supplies - Maps, Globes	\$1	\$1	\$1
100.2222.00.730.211.000000.5	Equipment - Learning Commons	\$500	\$1	\$500
100.2222.00.730.212.000000.5	Equipment - Media Center	\$350	\$1	\$350
100.2222.00.733.212.000000.5	New furniture - Media Center	\$1	\$1	\$1
100.2222.00.739.214.000000.5	Other Equipment - Media Center	\$500	\$500	\$500
100.2225.00.108.290.000000.5	Salaries - Technology Director	\$110,917	\$114,245	\$110,917
100.2225.00.117.211.000000.5	Salaries - Technology	\$55,000	\$58,115	\$55,000
100.2225.00.117.212.000000.5	Salaries - Technology	\$27,305	\$28,111	\$27,305
100.2225.00.117.213.000000.5	Salaries - Technology	\$27,305	\$28,111	\$27,305
100.2225.00.117.214.000000.5	Salaries - Technology	\$94,308	\$99,289	\$94,308
100.2225.00.117.290.000000.5	Salaries - Technology	\$159,135	\$175,125	\$159,135
100.2225.00.130.211.000000.5	Salaries - Overtime (New)	\$1	\$1	\$1
100.2225.00.130.212.000000.5	Salaries - Overtime (New)	\$1	\$1	\$1
100.2225.00.130.213.000000.5	Salaries - Overtime	\$1	\$1	\$1
100.2225.00.130.214.000000.5	Salaries - Overtime (New)	\$1	\$1	\$1
100.2225.00.320.299.000000.5	Professional Development-Technology	\$11,000	\$12,000	\$11,000
100.2225.00.430.299.000000.5	Repairs & Maintenance - Technology	\$39,000	\$52,000	\$39,000
100.2225.00.531.299.000000.5	Telephone	\$11,000	\$11,000	\$11,000
100.2225.00.532.299.000000.5	Data Communication Services	\$30,000	\$55,000	\$30,000
100.2225.00.581.299.000000.5	Mileage & Travel - Technology	\$1,000	\$1,000	\$1,000
100.2225.00.610.211.000000.5	Supplies - Technology	\$11,810	\$11,810	\$11,810
100.2225.00.610.212.000000.5	Supplies - Technology	\$2,000	\$2,000	\$2,000
100.2225.00.610.213.000000.5	Supplies - Technology	\$1,500	\$2,000	\$1,500
100.2225.00.610.214.000000.5	Supplies - Technology	\$5,000	\$5,000	\$5,000
100.2225.00.610.299.000000.5	Supplies - Technology	\$16,000	\$16,000	\$16,000

Account	Description	FY24 Appropriated	FY25 Proposed Budget	FY25 Default Budget
100.2225.00.650.299.000000.5	Software - Technology	\$436,800	\$467,045	\$436,800
100.2225.00.734.212.000000.5	Technology- Equipment	\$1	\$1	\$1
100.2225.00.734.214.000000.5	Technology- Equipment	\$209,832	\$245,227	\$209,832
100.2225.00.734.299.000000.5	Technology- Equipment	\$130,750	\$157,707	\$130,750
100.2225.01.108.290.000000.5	Salaries - Student Data Coordinator	\$112,500	\$112,500	\$112,500
100.2310.00.103.299.000000.5	Salaries - School Board	\$3,500	\$7,500	\$3,500
100.2310.00.115.299.000000.5	Salaries - Secretary SB	\$14,000	\$9,000	\$14,000
100.2310.00.341.299.000000.5	Ballot Clerks	\$500	\$500	\$500
100.2310.00.540.299.000000.5	Advertising - Ballots	\$1,000	\$4,620	\$1,000
100.2310.00.610.299.000000.5	Supplies - District	\$2,415	\$2,400	\$2,415
100.2310.00.810.299.000000.5	Dues & Fees	\$6,500	\$5,925	\$6,500
100.2310.00.890.299.000000.5	Committee Expenses	\$3,250	\$3,375	\$3,250
100.2312.00.107.299.000000.5	Salaries - Clerk Services	\$500	\$500	\$500
100.2313.00.104.299.000000.5	Salaries - Treasurer	\$6,180	\$6,180	\$6,180
100.2313.00.580.299.000000.5	Mileage & Travel - Treasurer	\$500	\$500	\$500
100.2313.00.610.299.000000.5	Supplies - Treasurer	\$1,350	\$2,000	\$1,350
100.2313.01.104.299.000000.5	Salary - Deputy Treasurer	\$500	\$500	\$500
100.2314.00.105.299.000000.5	Salaries - Moderator	\$200	\$200	\$200
100.2317.00.330.299.000000.5	Contracted Services - Auditors	\$26,635	\$25,860	\$26,635
100.2318.00.330.299.000000.5	Contracted Services - Counsel Fees	\$95,000	\$100,335	\$95,000
100.2321.00.109.290.000000.5	Salaries - Superintendent	\$149,350	\$158,981	\$149,350
100.2321.00.115.290.000000.5	Salaries - Secretary	\$77,448	\$89,302	\$77,448
100.2321.00.130.290.000000.5	Salaries - Secretarial Overtime	\$1	\$1	\$1
100.2321.00.320.290.000000.5	Professional Development/Mentorship	\$5,180	\$5,104	\$5,180
100.2321.00.534.290.000000.5	Postage	\$2,500	\$2,500	\$2,500
100.2321.00.540.290.000000.5	Advertising	\$1	\$1	\$1
100.2321.00.550.290.000000.5	Printing	\$250	\$250	\$250
100.2321.00.580.290.000000.5	Mileage & Travel- Superintendent	\$5,500	\$5,539	\$5,500
100.2321.00.610.290.000000.5	Supplies	\$9,400	\$11,500	\$9,400
100.2321.00.733.290.000000.5	Furniture - SAU Office	\$5,000	\$4,000	\$5,000
100.2321.00.735.290.000000.5	Equipment - Replacement	\$1	\$1	\$1
100.2321.00.810.290.000000.5	Dues & Fees	\$6,870	\$7,147	\$6,870
100.2321.00.890.290.000000.5	Miscellaneous Expenditures	\$24,234	\$25,234	\$24,234
100.2322.00.109.290.000000.5	Salaries - Communications Liason	\$85,000	\$87,550	\$85,000
100.2322.00.320.290.000000.5	Professional Development- Communications	\$0	\$50	\$0
100.2322.00.550.290.000000.5	Printing - Communications	\$500	\$500	\$500
100.2322.00.580.290.000000.5	Mileage & Travel - Communications	\$750	\$825	\$750
100.2322.00.610.290.000000.5	Supplies - Communications	\$200	\$300	\$200
100.2322.00.810.290.000000.5	Dues & Fees - Communications	\$333	\$980	\$333
100.2331.00.108.211.000000.5	Salaries - Director	\$95,000	\$97,850	\$95,000
100.2331.00.108.212.000000.5	Salaries - Director	\$122,265	\$117,157	\$122,265
100.2331.00.108.213.000000.5	Salaries - Director	\$122,265	\$119,962	\$122,265
100.2331.00.108.214.000000.5	Salaries - Director	\$125,970	\$123,597	\$125,970
100.2331.00.108.290.000000.5	Salaries - Director	\$206,279	\$212,362	\$206,279
100.2331.00.109.290.000000.5	Salaries - Asst. Superintendent	\$138,000	\$142,000	\$138,000
100.2331.00.115.290.000000.5	Salaries - Asst. Superintendent Admin Asst.	\$54,018	\$57,200	\$54,018
100.2331.00.320.290.000000.5	Professional Development - Asst. Superintendent	\$1,500	\$4,000	\$1,500
100.2331.00.320.299.000000.5	Workshops/Conferences - Director	\$3,000	\$5,000	\$3,000
100.2331.00.550.290.000000.5	Printing - Asst. Superintendent	\$1,500	\$2,000	\$1,500
100.2331.00.580.211.000000.5	Mileage & Travel - Director of CIA	\$1	\$750	\$1
100.2331.00.580.212.000000.5	Mileage & Travel - Director of CIA	\$1	\$750	\$1
100.2331.00.580.213.000000.5	Mileage & Travel - Director of CIA	\$1	\$750	\$1
100.2331.00.580.214.000000.5	Mileage & Travel - Director of CIA	\$1	\$750	\$1
100.2331.00.580.290.000000.5	Mileage & Travel - Director of CIA	\$4,000	\$4,000	\$4,000
100.2331.00.581.299.000000.5	Mileage & Travel - District Directors	\$4,500	\$1,500	\$4,500
100.2331.00.610.290.000000.5	Supplies - Director of CIA	\$6,000	\$6,000	\$6,000
100.2331.00.610.299.000000.5	Supplies - Director	\$2,000	\$2,000	\$2,000
100.2331.00.733.290.000000.5	Equipment (new)	\$1	\$1	\$1
100.2331.00.810.290.000000.5	Dues & Fees - Director of CIA	\$16,262	\$4,545	\$16,262
100.2331.00.810.299.000000.5	Dues & Fees - Director	\$9,007	\$10,137	\$9,007
100.2331.01.108.290.000000.5	Salaries - Director of Assessment & Accountability	\$101,000	\$105,000	\$101,000
100.2332.00.109.290.000000.5	Salaries - Special Services Director	\$108,610	\$111,869	\$108,610
100.2332.00.115.290.000000.5	Salaries - Secretary	\$42,640	\$43,930	\$42,640
100.2332.00.130.290.000000.5	Salaries - Secretarial Overtime	\$1	\$1	\$1
100.2332.00.320.290.000000.5	Professional Educational Services - Workshops	\$3,000	\$1	\$3,000
100.2332.00.580.211.000000.5	Mileage & Travel - Special Services Director	\$700	\$700	\$700
100.2332.00.580.212.000000.5	Mileage & Travel - Special Services Director	\$500	\$500	\$500
100.2332.00.580.290.000000.5	Mileage & Travel - Special Services Director	\$2,000	\$900	\$2,000
100.2332.00.610.290.000000.5	Supplies - Special Services Director	\$700	\$1	\$700
100.2332.00.810.290.000000.5	Dues & Fees - Special Services Director	\$1,750	\$1,700	\$1,750

Account	Description	FY24 Appropriated	FY25 Proposed Budget	FY25 Default Budget
100.2332.01.115.290.000000.5	Salaries - Registrar for the district	\$54,974	\$56,618	\$54,974
100.2410.00.110.211.000000.5	Salaries - Principal	\$116,480	\$121,500	\$116,480
100.2410.00.110.212.000000.5	Salaries - Principal	\$113,050	\$117,500	\$113,050
100.2410.00.110.213.000000.5	Salaries - Principal	\$119,029	\$120,025	\$119,029
100.2410.00.110.214.000000.5	Salaries - Principal	\$122,500	\$125,000	\$122,500
100.2410.00.111.211.000000.5	Salaries - Assistant Principal	\$196,370	\$202,262	\$196,370
100.2410.00.111.212.000000.5	Salaries - Assistant Principal	\$95,018	\$97,868	\$95,018
100.2410.00.111.213.000000.5	Salaries - Assistant Principal	\$102,954	\$106,042	\$102,954
100.2410.00.111.214.000000.5	Salaries - Assistant Principal	\$196,725	\$201,082	\$196,725
100.2410.00.115.211.000000.5	Salaries - Secretary	\$93,797	\$100,619	\$93,797
100.2410.00.115.212.000000.5	Salaries - Secretary	\$72,814	\$72,390	\$72,814
100.2410.00.115.213.000000.5	Salaries - Secretary	\$69,730	\$75,742	\$69,730
100.2410.00.115.214.000000.5	Salaries - Secretary	\$139,242	\$164,263	\$139,242
100.2410.00.130.211.000000.5	Salaries - Secretarial Overtime	\$6,000	\$5,000	\$6,000
100.2410.00.130.212.000000.5	Salaries - Secretarial Overtime	\$1,000	\$1,000	\$1,000
100.2410.00.130.213.000000.5	Salaries - Secretarial Overtime	\$2,000	\$1,000	\$2,000
100.2410.00.130.214.000000.5	Salaries - Secretarial Overtime	\$1,500	\$2,000	\$1,500
100.2410.00.320.211.000000.5	Professional Development - Principal	\$12,000	\$9,000	\$12,000
100.2410.00.320.212.000000.5	Professional Development - Principal	\$2,000	\$2,000	\$2,000
100.2410.00.320.213.000000.5	Professional Development - Principal	\$3,000	\$4,500	\$3,000
100.2410.00.320.214.000000.5	Professional Development - Principal	\$5,700	\$3,000	\$5,700
100.2410.00.434.211.000000.5	Copy Machine Maintenance	\$60,629	\$45,000	\$60,629
100.2410.00.434.212.000000.5	Copy Machine Maintenance	\$19,200	\$28,000	\$19,200
100.2410.00.434.213.000000.5	Copy Machine Maintenance	\$24,857	\$30,000	\$24,857
100.2410.00.434.214.000000.5	Copy Machine Maintenance	\$40,821	\$47,347	\$40,821
100.2410.00.534.211.000000.5	Postage - Principal	\$4,100	\$4,100	\$4,100
100.2410.00.534.212.000000.5	Postage - Principal	\$3,620	\$3,700	\$3,620
100.2410.00.534.213.000000.5	Postage - Principal	\$3,000	\$3,050	\$3,000
100.2410.00.534.214.000000.5	Postage - Principal	\$2,000	\$2,000	\$2,000
100.2410.00.580.211.000000.5	Mileage & Travel - Principal	\$3,400	\$3,400	\$3,400
100.2410.00.580.212.000000.5	Mileage & Travel - Principal	\$3,300	\$3,300	\$3,300
100.2410.00.580.213.000000.5	Mileage & Travel - Principal	\$600	\$2,600	\$600
100.2410.00.580.214.000000.5	Mileage & Travel - Principal	\$3,600	\$5,000	\$3,600
100.2410.00.610.211.000000.5	Supplies - Principal	\$8,250	\$9,750	\$8,250
100.2410.00.610.212.000000.5	Supplies - Principal	\$4,650	\$5,025	\$4,650
100.2410.00.610.213.000000.5	Supplies - Principal	\$7,000	\$5,000	\$7,000
100.2410.00.610.214.000000.5	Supplies - Principal	\$3,000	\$3,000	\$3,000
100.2410.00.640.211.000000.5	Books - Principal	\$600	\$600	\$600
100.2410.00.650.212.000000.5	Software - Principal	\$1	\$1	\$1
100.2410.00.650.213.000000.5	Software - Principal	\$200	\$300	\$200
100.2410.00.730.211.000000.5	Equipment - Principal	\$1	\$1	\$1
100.2410.00.730.212.000000.5	Equipment - Principal	\$1	\$1	\$1
100.2410.00.733.214.000000.5	New Furniture - Principal	\$500	\$1,000	\$500
100.2410.00.734.213.000000.5	Equipment - Principal Technology	\$500	\$1	\$500
100.2410.00.737.211.000000.5	Replacement Of Fixtures - Principal	\$1	\$1	\$1
100.2410.00.739.214.000000.5	Other Equipment - Principal	\$1,500	\$1,500	\$1,500
100.2410.00.810.211.000000.5	Dues & Fees - Principal	\$7,532	\$8,032	\$7,532
100.2410.00.810.212.000000.5	Dues & Fees - Principal	\$2,950	\$3,125	\$2,950
100.2410.00.810.213.000000.5	Dues & Fees - Principal	\$6,305	\$6,755	\$6,305
100.2410.00.810.214.000000.5	Dues & Fees - Principal	\$5,000	\$3,950	\$5,000
100.2410.00.890.214.000000.5	Miscellaneous Expenditures	\$2,500	\$4,000	\$2,500
100.2490.00.610.211.000000.5	Supplies - Report Card	\$1,000	\$1,000	\$1,000
100.2490.00.610.212.000000.5	Supplies - Report Card	\$1	\$253	\$1
100.2490.00.610.213.000000.5	Supplies - Report Card	\$1	\$1	\$1
100.2490.00.890.213.000000.5	Graduation Expense	\$13,625	\$10,900	\$13,625
100.2490.00.890.214.000000.5	Graduation Expense	\$40,000	\$56,775	\$40,000
100.2511.00.109.290.000000.5	Salaries - Dir of Business, Finance & Operations	\$125,000	\$130,000	\$125,000
100.2511.00.115.290.000000.5	Salaries - Business Assistant	\$24,370	\$26,260	\$24,370
100.2511.00.130.290.000000.5	Salaries - Secretarial Overtime	\$1	\$1	\$1
100.2511.00.320.290.000000.5	Contracted Services - Business	\$5,000	\$5,000	\$5,000
100.2511.00.580.290.000000.5	Mileage & Travel - Business	\$2,500	\$1,700	\$2,500
100.2511.00.610.290.000000.5	Supplies - Business	\$3,800	\$4,500	\$3,800
100.2511.00.810.290.000000.5	Dues & Fees - Business	\$2,000	\$1,000	\$2,000
100.2511.01.109.290.000000.5	Salaries - Assistant Business Administrator	\$88,200	\$91,500	\$88,200
100.2515.00.119.290.000000.5	Salaries - Accounting Staff	\$66,200	\$68,500	\$66,200
100.2515.01.119.290.000000.5	Salaries - Accounting Clerk	\$44,048	\$46,800	\$44,048
100.2519.00.109.290.000000.5	Salaries - HR Director	\$101,764	\$107,000	\$101,764
100.2519.00.115.290.000000.5	Salaries - HR Assistant	\$74,072	\$78,000	\$74,072
100.2519.00.130.290.000000.5	Salaries - HR Assistant Overtime	\$250	\$500	\$250
100.2519.00.320.290.000000.5	Professional Educational Services - Workshops	\$1,250	\$1,250	\$1,250

Account	Description	FY24 Appropriated	FY25 Proposed Budget	FY25 Default Budget
100.2519.00.330.290.000000.5	Consulting Services - HR	\$1,200	\$2,000	\$1,200
100.2519.00.540.290.000000.5	Advertising - HR Job Posting	\$6,000	\$6,000	\$6,000
100.2519.00.580.290.000000.5	Mileage & Travel - HR	\$700	\$700	\$700
100.2519.00.610.290.000000.5	Supplies - HR	\$1,300	\$1,300	\$1,300
100.2519.00.810.290.000000.5	Dues & Fees - HR	\$500	\$500	\$500
100.2519.00.890.290.000000.5	Miscellaneous Expenditures - HR	\$2,500	\$2,000	\$2,500
100.2519.00.891.290.000000.5	Pre-Hiring Expenses - HR	\$13,000	\$10,000	\$13,000
100.2519.01.891.290.000000.5	Volunteer Fingerprinting	\$0	\$5,000	\$0
100.2610.00.108.290.000000.5	Salaries - Director of Facilities	\$101,500	\$104,545	\$101,500
100.2610.00.115.290.000000.5	Salaries - Facilities Administrative Assistant	\$24,370	\$26,260	\$24,370
100.2610.00.130.290.000000.5	Salaries - Secretarial Overtime	\$0	\$1	\$0
100.2610.00.320.299.000000.5	Professional Development	\$1,500	\$1,500	\$1,500
100.2610.00.611.299.000000.5	Uniforms - Facilities & Maintenance	\$5,750	\$7,500	\$5,750
100.2610.00.612.299.000000.5	Supplies - Facilities & Maintenance Safety	\$1,000	\$1	\$1,000
100.2610.00.738.299.000000.5	Replacement Equipment - Facilities & Maintenance	\$5,000	\$1	\$5,000
100.2620.00.118.211.000000.5	Salaries - Custodians	\$263,676	\$264,618	\$263,676
100.2620.00.118.212.000000.5	Salaries - Custodians	\$160,268	\$162,866	\$160,268
100.2620.00.118.213.000000.5	Salaries - Custodians	\$191,918	\$172,744	\$191,918
100.2620.00.118.214.000000.5	Salaries - Custodian	\$331,055	\$332,322	\$331,055
100.2620.00.118.290.000000.5	Salaries - Custodians	\$257,504	\$255,929	\$257,504
100.2620.00.118.299.000000.5	Salaries - Custodian	\$0	\$1	\$0
100.2620.00.130.211.000000.5	Salaries - Custodians Overtime	\$28,800	\$28,800	\$28,800
100.2620.00.130.212.000000.5	Salaries - Custodians Overtime	\$17,280	\$17,280	\$17,280
100.2620.00.130.213.000000.5	Salaries - Custodians Overtime	\$17,280	\$17,280	\$17,280
100.2620.00.130.214.000000.5	Salaries - Custodians Overtime	\$57,600	\$57,600	\$57,600
100.2620.00.130.299.000000.5	Salaries - Custodians Overtime	\$13,500	\$13,500	\$13,500
100.2620.00.421.211.000000.5	Rubbish Removal	\$12,852	\$20,000	\$12,852
100.2620.00.421.212.000000.5	Rubbish Removal	\$13,061	\$14,500	\$13,061
100.2620.00.421.213.000000.5	Rubbish Removal	\$10,490	\$13,500	\$10,490
100.2620.00.421.214.000000.5	Rubbish Removal	\$20,564	\$25,000	\$20,564
100.2620.00.421.290.000000.5	Rubbish Removal	\$3,056	\$3,200	\$3,056
100.2620.00.429.211.000000.5	Septic Tank	\$5,008	\$5,509	\$5,008
100.2620.00.429.212.000000.5	Septic Tank	\$2,544	\$2,671	\$2,544
100.2620.00.429.213.000000.5	Septic Tank	\$2,491	\$2,864	\$2,491
100.2620.00.429.214.000000.5	Septic Tank	\$6,254	\$7,000	\$6,254
100.2620.00.429.290.000000.5	Septic Tank	\$200	\$210	\$200
100.2620.00.430.211.000000.5	Repairs & Maintenance	\$42,750	\$44,888	\$42,750
100.2620.00.430.212.000000.5	Repairs & Maintenance	\$30,121	\$31,627	\$30,121
100.2620.00.430.213.000000.5	Repairs & Maintenance	\$34,185	\$35,895	\$34,185
100.2620.00.430.214.000000.5	Repairs & Maintenance	\$95,880	\$100,674	\$95,880
100.2620.00.430.290.000000.5	Repairs & Maintenance	\$13,752	\$14,440	\$13,752
100.2620.00.430.299.000000.5	Repairs & Maintenance	\$15,000	\$15,000	\$15,000
100.2620.00.434.290.000000.5	Copy Machine Maintenance	\$23,000	\$25,000	\$23,000
100.2620.00.436.211.000000.5	Painting	\$3,000	\$5,000	\$3,000
100.2620.00.436.212.000000.5	Painting	\$3,000	\$3,000	\$3,000
100.2620.00.436.213.000000.5	Painting	\$1,500	\$2,000	\$1,500
100.2620.00.436.214.000000.5	Painting	\$3,000	\$3,500	\$3,000
100.2620.00.436.290.000000.5	Painting	\$1,000	\$1,000	\$1,000
100.2620.00.437.211.000000.5	HVAC Repair & Maintenance	\$5,170	\$5,429	\$5,170
100.2620.00.437.212.000000.5	HVAC Repair & Maintenance	\$6,270	\$6,584	\$6,270
100.2620.00.437.213.000000.5	HVAC Repair & Maintenance	\$2,970	\$3,119	\$2,970
100.2620.00.437.214.000000.5	HVAC Repair & Maintenance	\$9,350	\$9,818	\$9,350
100.2620.00.437.290.000000.5	HVAC Repair & Maintenance	\$4,950	\$5,198	\$4,950
100.2620.00.438.211.000000.5	Repair & Maintenance Contracts	\$42,376	\$67,750	\$42,376
100.2620.00.438.212.000000.5	Repair & Maintenance Contracts	\$32,249	\$33,861	\$32,249
100.2620.00.438.213.000000.5	Repair & Maintenance Contracts	\$32,510	\$34,136	\$32,510
100.2620.00.438.214.000000.5	Repair & Maintenance Contracts	\$82,276	\$86,390	\$82,276
100.2620.00.438.290.000000.5	Repair & Maintenance Contracts	\$7,514	\$7,890	\$7,514
100.2620.00.449.211.000000.5	Equipment Rentals	\$1	\$1	\$1
100.2620.00.449.212.000000.5	Equipment Rentals	\$1	\$1	\$1
100.2620.00.449.213.000000.5	Equipment Rentals	\$1	\$1	\$1
100.2620.00.449.214.000000.5	Equipment Rentals	\$1	\$1	\$1
100.2620.00.449.290.000000.5	Equipment Rentals	\$5,000	\$7,500	\$5,000
100.2620.00.531.211.000000.5	Telephone	\$2,280	\$3,900	\$2,280
100.2620.00.531.212.000000.5	Telephone	\$2,640	\$3,100	\$2,640
100.2620.00.531.213.000000.5	Telephone	\$2,640	\$3,500	\$2,640
100.2620.00.531.214.000000.5	Telephone	\$4,800	\$4,000	\$4,800
100.2620.00.531.290.000000.5	Building Operating Services	\$7,460	\$8,000	\$7,460
100.2620.00.531.299.000000.5	Telephone	\$3,000	\$3,000	\$3,000
100.2620.00.580.299.000000.5	Mileage & Travel- Facilities & Maintenance	\$2,000	\$2,500	\$2,000

Account	Description	FY24 Appropriated	FY25 Proposed Budget	FY25 Default Budget
100.2620.00.610.211.000000.5	Supplies	\$49,623	\$52,104	\$49,623
100.2620.00.610.212.000000.5	Supplies	\$25,025	\$26,276	\$25,025
100.2620.00.610.213.000000.5	Supplies	\$27,989	\$29,388	\$27,989
100.2620.00.610.214.000000.5	Supplies	\$60,648	\$63,680	\$60,648
100.2620.00.610.290.000000.5	Supplies	\$10,000	\$10,500	\$10,000
100.2620.00.622.211.000000.5	Electricity	\$268,483	\$248,491	\$268,483
100.2620.00.622.212.000000.5	Electricity	\$94,878	\$83,370	\$94,878
100.2620.00.622.213.000000.5	Electricity	\$133,368	\$116,429	\$133,368
100.2620.00.622.214.000000.5	Electricity	\$373,789	\$376,477	\$373,789
100.2620.00.622.290.000000.5	Electricity	\$21,435	\$19,064	\$21,435
100.2620.00.623.211.000000.5	Propane	\$95,760	\$95,700	\$95,760
100.2620.00.623.212.000000.5	Propane	\$855	\$825	\$855
100.2620.00.623.214.000000.5	Propane	\$4,275	\$4,125	\$4,275
100.2620.00.624.211.000000.5	Heating Oil	\$2,328	\$3,090	\$2,328
100.2620.00.624.212.000000.5	Heating Oil	\$107,800	\$93,240	\$107,800
100.2620.00.624.213.000000.5	Heating Oil	\$100,488	\$87,095	\$100,488
100.2620.00.624.214.000000.5	Heating Oil	\$210,616	\$183,425	\$210,616
100.2620.00.624.290.000000.5	Heating Oil	\$5,778	\$5,177	\$5,778
100.2620.00.730.211.000000.5	Equipment	\$2,000	\$2,500	\$2,000
100.2620.00.730.212.000000.5	Equipment	\$2,000	\$2,500	\$2,000
100.2620.00.730.213.000000.5	Equipment	\$2,000	\$2,500	\$2,000
100.2620.00.730.214.000000.5	Equipment	\$2,000	\$2,500	\$2,000
100.2620.00.730.290.000000.5	Equipment	\$2,000	\$1,000	\$2,000
100.2620.00.737.211.000000.5	Replacement Of Fixtures	\$1	\$1	\$1
100.2620.00.737.212.000000.5	Replacement Of Fixtures	\$0	\$1	\$0
100.2620.00.737.213.000000.5	Replacement Of Fixtures	\$0	\$1	\$0
100.2620.00.737.214.000000.5	Replacement Of Fixtures	\$1	\$1	\$1
100.2620.01.130.299.000000.5	Salaries - Custodians Summer Help	\$0	\$6,660	\$0
100.2620.02.130.299.000000.5	Salaries - Custodians Substitute	\$0	\$3,700	\$0
100.2630.00.108.290.000000.5	Salaries - Head Groundskeeper	\$72,349	\$87,000	\$76,849
100.2630.00.130.299.000000.5	Salaries - Groundskeeping Summer Help	\$0	\$1	\$0
100.2630.00.422.299.000000.5	Snow Removal	\$162,750	\$175,000	\$162,750
100.2630.00.424.211.000000.5	Sites - Landscaping	\$9,500	\$11,480	\$9,500
100.2630.00.424.212.000000.5	Sites - Landscaping	\$7,275	\$12,055	\$7,275
100.2630.00.424.213.000000.5	Sites - Landscaping	\$7,500	\$10,850	\$7,500
100.2630.00.424.214.000000.5	Sites - Landscaping	\$38,715	\$42,700	\$38,715
100.2630.00.424.299.000000.5	Contracted Services	\$222,030	\$246,210	\$222,030
100.2630.00.610.299.000000.5	Supplies - Grounds Maintenance	\$31,500	\$34,650	\$31,500
100.2630.00.731.299.000000.5	Equipment - Grounds Maintenance	\$0	\$1,000	\$0
100.2640.00.439.211.000000.5	Equipment Repair - Custodial	\$1	\$1	\$1
100.2640.00.439.212.000000.5	Equipment Repair - Custodial	\$1	\$1	\$1
100.2640.00.439.213.000000.5	Equipment Repair - Custodial	\$1	\$1	\$1
100.2640.00.439.214.000000.5	Equipment Repair - Custodial	\$1	\$1	\$1
100.2650.00.435.299.000000.5	Maintenance - Vehicle	\$0	\$8,000	\$0
100.2650.00.626.299.000000.5	Gasoline - Vehicle Operation & Maintenance	\$0	\$8,000	\$0
100.2660.00.330.299.000000.5	Police Details and Traffic Control	\$700	\$700	\$700
100.2660.00.430.299.000000.5	Repairs & Maintenance - Security Services	\$1,500	\$1,000	\$1,500
100.2660.00.610.299.000000.5	Supplies - Security Services	\$1	\$1	\$1
100.2660.00.739.299.000000.5	Equipment - Security Services	\$1	\$1	\$1
100.2721.00.519.299.000000.5	Regular Transportation	\$1,883,952	\$1,883,952	\$1,883,952
100.2722.00.519.299.000000.5	Special Transportation	\$750,000	\$947,304	\$947,304
100.2722.01.519.299.000000.5	Transportation - ESY	\$90,000	\$90,000	\$90,000
100.2723.00.519.299.000000.5	Transportation - Vocational	\$200,000	\$157,000	\$200,000
100.2724.00.519.211.000000.5	Transportation	\$6,900	\$6,900	\$6,900
100.2724.00.519.212.000000.5	Transportation	\$3,300	\$4,750	\$3,300
100.2724.00.519.213.000000.5	Transportation - Co-Curricular	\$27,000	\$27,000	\$27,000
100.2724.00.519.214.000000.5	Transportation - Athletic	\$119,181	\$119,181	\$119,181
100.2724.00.519.299.000000.5	Transportation - Co-Curricular	\$14,000	\$13,000	\$14,000
100.2725.00.519.214.000000.5	Transportation	\$1	\$1	\$1
100.2727.00.519.299.000000.5	Transportation - Homeless	\$10,000	\$10,000	\$10,000
100.2813.00.322.211.000000.5	Instructional Program Improvement Services	\$8,500	\$11,500	\$8,500
100.2813.00.322.212.000000.5	Instructional Program Improvement Services	\$4,500	\$4,500	\$4,500
100.2813.00.322.213.000000.5	Instructional Program Improvement Services	\$5,500	\$5,500	\$5,500
100.2813.00.322.214.000000.5	Instructional Program Improvement Services	\$6,500	\$7,500	\$6,500
100.2813.00.322.299.000000.5	Instructional Program Improvement Services	\$9,500	\$14,500	\$9,500
100.2900.00.135.299.000000.5	Salaries - Non-Union Salary Pool	\$229,958	\$208,949	\$229,958
100.2900.00.136.299.000000.5	Wea Retirement Severance Payments	\$380,510	\$585,645	\$585,645
100.2900.00.137.299.000000.5	Administrative Retirement Severance Payments	\$104,656	\$10,472	\$104,656
100.2900.00.138.211.000000.5	WEA Perfect Attendance - GBS	\$9,000	\$5,000	\$9,000
100.2900.00.138.212.000000.5	WEA Perfect Attendance - WCS	\$1,500	\$1,500	\$1,500

Account	Description	FY24 Appropriated	FY25 Proposed Budget	FY25 Default Budget
100.2900.00.138.213.000000.5	WEA Perfect Attendance - WMS	\$9,500	\$6,000	\$9,500
100.2900.00.138.214.000000.5	WEA Perfect Attendance - WHS	\$6,000	\$5,000	\$6,000
100.2900.00.139.213.000000.5	Holiday Pay - Paraprofessional	\$1	\$2,500	\$1
100.2900.00.139.214.000000.5	Holiday Pay - Paraprofessional	\$1	\$4,500	\$1
100.2900.00.139.299.000000.5	Holiday Pay - Paraprofessional	\$18,000	\$2,700	\$18,000
100.2900.00.211.211.000000.5	Health Insurance	\$2,205,887	\$2,721,972	\$2,757,785
100.2900.00.211.212.000000.5	Health Insurance	\$888,885	\$1,148,036	\$1,148,036
100.2900.00.211.213.000000.5	Health Insurance	\$988,220	\$1,224,229	\$1,224,229
100.2900.00.211.214.000000.5	Health Insurance	\$2,307,730	\$2,644,534	\$2,644,534
100.2900.00.211.290.000000.5	Health Insurance	\$629,034	\$847,827	\$866,782
100.2900.00.212.211.000000.5	Dental Insurance	\$115,391	\$126,111	\$127,059
100.2900.00.212.212.000000.5	Dental Insurance	\$50,701	\$54,728	\$54,728
100.2900.00.212.213.000000.5	Dental Insurance	\$56,736	\$57,221	\$57,221
100.2900.00.212.214.000000.5	Dental Insurance	\$126,514	\$128,805	\$128,805
100.2900.00.212.290.000000.5	Dental Insurance	\$30,612	\$36,420	\$37,182
100.2900.00.213.211.000000.5	Life Insurance	\$17,519	\$17,519	\$17,519
100.2900.00.213.212.000000.5	Life Insurance	\$5,893	\$5,893	\$5,893
100.2900.00.213.213.000000.5	Life Insurance	\$6,756	\$6,780	\$6,780
100.2900.00.213.214.000000.5	Life Insurance	\$23,484	\$23,484	\$23,484
100.2900.00.213.290.000000.5	Life Insurance	\$7,476	\$7,800	\$7,800
100.2900.00.214.211.000000.5	LTD Insurance	\$15,796	\$18,500	\$18,500
100.2900.00.214.212.000000.5	LTD Insurance	\$7,133	\$7,300	\$7,300
100.2900.00.214.213.000000.5	LTD Insurance	\$7,133	\$9,200	\$9,200
100.2900.00.214.214.000000.5	LTD Insurance	\$20,808	\$19,500	\$20,808
100.2900.00.214.290.000000.5	LTD Insurance	\$5,460	\$5,500	\$5,460
100.2900.00.216.290.000000.5	Short Term Disability	\$14,500	\$8,000	\$14,500
100.2900.00.220.211.000000.5	FICA	\$667,787	\$701,416	\$694,270
100.2900.00.220.212.000000.5	FICA	\$275,577	\$294,766	\$287,516
100.2900.00.220.213.000000.5	FICA	\$337,874	\$336,981	\$337,483
100.2900.00.220.214.000000.5	FICA	\$689,205	\$711,471	\$693,421
100.2900.00.220.290.000000.5	FICA	\$189,362	\$198,988	\$189,362
100.2900.00.220.299.000000.5	FICA	\$30,358	\$39,957	\$40,848
100.2900.00.231.211.000000.5	NHRS- Employees	\$70,588	\$69,263	\$64,577
100.2900.00.231.212.000000.5	NHRS- Employees	\$40,668	\$39,568	\$37,704
100.2900.00.231.213.000000.5	NHRS- Employees	\$45,844	\$41,713	\$41,704
100.2900.00.231.214.000000.5	NHRS- Employees	\$100,657	\$110,766	\$99,341
100.2900.00.231.290.000000.5	NHRS-Employees	\$288,379	\$322,356	\$299,948
100.2900.00.231.299.000000.5	NHRS-Employees	\$3,721	\$31,499	\$32,940
100.2900.00.232.211.000000.5	NHRS- Teachers	\$1,415,370	\$1,425,138	\$1,436,315
100.2900.00.232.212.000000.5	NHRS- Teachers	\$577,694	\$596,624	\$596,624
100.2900.00.232.213.000000.5	NHRS- Teachers	\$723,261	\$719,038	\$724,674
100.2900.00.232.214.000000.5	NHRS- Teachers	\$1,501,242	\$1,538,734	\$1,525,978
100.2900.00.232.290.000000.5	NHRS-Teachers	\$74,240	\$42,939	\$74,240
100.2900.00.232.299.000000.5	NHRS-Teachers	\$48,927	\$48,338	\$48,338
100.2900.00.240.290.000000.5	Tuition Reimbursement - SAU	\$13,500	\$9,000	\$13,500
100.2900.00.240.299.000000.5	Tuition Reimbursement - Admin	\$9,000	\$9,000	\$9,000
100.2900.00.250.299.000000.5	Unemployment Comp	\$18,524	\$21,180	\$18,524
100.2900.00.260.299.000000.5	Workers Comp	\$134,253	\$138,398	\$134,253
100.2900.00.291.290.000000.5	TSA Contributions - SAU	\$28,000	\$28,000	\$28,000
100.2900.00.291.299.000000.5	TSA Contributions	\$56,000	\$43,620	\$56,000
100.2900.00.335.299.000000.5	TSA Management Expenses	\$1,200	\$1,200	\$1,200
100.2900.00.520.299.000000.5	Liability Insurance	\$134,253	\$143,651	\$134,253
100.2900.00.891.299.000000.5	Pre-Employment Physicals	\$1,500	\$1,500	\$1,500
100.2900.01.111.211.000000.5	Administrator Overbase	\$12,697	\$12,913	\$12,697
100.2900.01.111.212.000000.5	Administrator Overbase	\$7,307	\$6,376	\$7,307
100.2900.01.111.213.000000.5	Administrator Overbase	\$7,582	\$6,838	\$7,582
100.2900.01.111.214.000000.5	Administrator Overbase	\$12,604	\$12,281	\$12,604
100.2900.01.111.290.000000.5	Administrator Overbase	\$36,890	\$45,143	\$36,890
100.2900.01.136.299.000000.5	AFSCME Retirement Severance Payments	\$1,500	\$1,500	\$1,500
100.2900.01.138.211.000000.5	AFSCME Perfect Attendance - GBS	\$875	\$500	\$875
100.2900.01.138.212.000000.5	AFSCME Perfect Attendance - WCS	\$875	\$500	\$875
100.2900.01.138.213.000000.5	AFSCME Perfect Attendance - WMS	\$875	\$500	\$875
100.2900.01.138.214.000000.5	AFSCME Perfect Attendance - WHS	\$875	\$500	\$875
100.2900.01.139.211.000000.5	Holiday Pay - Paraprofessional	\$1	\$7,800	\$1
100.2900.01.139.212.000000.5	Holiday Pay - Paraprofessional	\$1	\$500	\$1
100.2900.01.220.290.000000.5	WEA Warrant Article - FICA	\$0	\$1	\$0
100.2900.01.230.290.000000.5	WEA Warrant Article - NHRS	\$0	\$1	\$0
100.2900.02.211.290.000000.5	Health Insurance - Retirees	\$276,993	\$257,192	\$276,993
100.2900.02.212.290.000000.5	Dental Insurance - Retirees	\$15,522	\$13,135	\$15,522
100.2900.03.211.290.000000.5	PCORI/HRA/FSA	\$60,669	\$90,200	\$90,200

Account	Description	FY24 Appropriated	FY25 Proposed Budget	FY25 Default Budget
100.4300.00.300.299.000000.5	Architect/Engineer Services	\$1	\$1	\$1
100.4500.00.430.212.000000.5	Repairs & Maintenance	\$1	\$1	\$1
100.4500.00.450.299.000000.5	Building Acquisition & Construction	\$1	\$1	\$1
100.5110.00.910.299.000000.5	Principal Debt	\$3,400,000	\$3,400,000	\$3,400,000
100.5120.00.830.299.000000.5	Interest Debt	\$1,214,650	\$1,059,950	\$1,059,950
100.5221.00.930.299.000000.5	Transfer To Food Service	\$1	\$1	\$1
100.5251.00.930.299.000000.5	Transfer to Capital Reserve Fund	\$1	\$1	\$1
401.2900.00.239.299.000000.5	Benefits - NU	\$16,204	\$14,432	\$16,204
401.3100.00.190.299.000000.5	Salary - Director of Food Service	\$84,572	\$87,110	\$84,572
401.3100.00.191.211.000000.5	Salary - GBS Kitchen Supervisor	\$26,649	\$27,417	\$26,649
401.3100.00.191.212.000000.5	Salary - WCS Team Leader	\$18,449	\$19,654	\$18,449
401.3100.00.191.213.000000.5	Salary - WMS Team Leader	\$20,980	\$21,475	\$20,980
401.3100.00.191.214.000000.5	Salary - WHS Chef Manager	\$35,102	\$37,200	\$35,102
401.3100.00.191.299.000000.5	Salary - SNS Account Manager	\$36,873	\$37,934	\$36,873
401.3100.00.192.211.000000.5	Salary - GBS Nutrion Services Asst.	\$71,443	\$89,941	\$71,443
401.3100.00.192.212.000000.5	Salary - WCS Nutrion Services Asst.	\$30,240	\$31,558	\$30,240
401.3100.00.192.213.000000.5	Salary - WMS Nutrion Services Asst.	\$31,607	\$32,794	\$31,608
401.3100.00.192.214.000000.5	Salary - WHS Nutrition Services Asst.	\$72,278	\$87,093	\$72,278
401.3100.00.193.299.000000.5	Salary - Truck Driver	\$18,533	\$19,857	\$18,533
401.3100.00.211.299.000000.5	Benefits - Health Insurance	\$48,563	\$35,906	\$48,563
401.3100.00.212.299.000000.5	Benefits - Dental Insurance	\$1,812	\$948	\$1,812
401.3100.00.220.299.000000.5	Benefits - FICA	\$34,427	\$39,413	\$34,427
401.3100.00.231.299.000000.5	Benefitis - NHRS - Employees	\$24,733	\$26,431	\$24,733
401.3100.00.291.299.000000.5	Benefits - TSA Contributions	\$3,500	\$3,500	\$3,500
401.3100.00.330.299.000000.5	Contracted Service	\$4,500	\$4,500	\$4,500
401.3100.00.331.299.000000.5	Contracted Service - Vending Service	\$1,000	\$1,500	\$1,000
401.3100.00.430.211.000000.5	Repairs Lunch Program - Gbs	\$1,000	\$500	\$1,000
401.3100.00.430.212.000000.5	Repairs Lunch Program - Wcs	\$1,000	\$500	\$1,000
401.3100.00.430.213.000000.5	Repairs Lunch Program - Wms	\$1,000	\$500	\$1,000
401.3100.00.430.214.000000.5	Repairs Lunch Program - Whs	\$3,000	\$3,000	\$3,000
401.3100.00.430.299.000000.5	Repairs - Food Service	\$5,000	\$2,500	\$5,000
401.3100.00.435.299.000000.5	Repairs - Vehicle Maintenance	\$2,500	\$1,500	\$2,500
401.3100.00.534.299.000000.5	Postage - Food Service	\$50	\$50	\$50
401.3100.00.550.299.000000.5	Printing - Food Service	\$250	\$250	\$250
401.3100.00.580.299.000000.5	Mileage & Travel	\$4,000	\$4,000	\$4,000
401.3100.00.610.211.000000.5	Supplies Lunch Program - Gbs	\$13,000	\$9,938	\$13,000
401.3100.00.610.212.000000.5	Supplies Lunch Program - Wcs	\$5,425	\$5,303	\$5,425
401.3100.00.610.213.000000.5	Supplies Lunch Program - Wms	\$5,425	\$4,283	\$5,425
401.3100.00.610.214.000000.5	Supplies Lunch Program - Whs	\$10,850	\$8,746	\$10,850
401.3100.00.610.299.000000.5	Supplies - Food Service	\$2,795	\$1,000	\$2,795
401.3100.00.626.299.000000.5	Supplies - Fuel for Truck	\$3,000	\$1,192	\$3,000
401.3100.00.630.211.000000.5	Food Lunch Program - Gbs	\$96,000	\$118,661	\$96,000
401.3100.00.630.212.000000.5	Food Lunch Program - Wcs	\$48,000	\$46,536	\$48,000
401.3100.00.630.213.000000.5	Food Lunch Program - Wms	\$69,500	\$54,429	\$69,500
401.3100.00.630.214.000000.5	Food Lunch Program - Whs	\$149,100	\$145,169	\$149,100
401.3100.00.630.299.000000.5	Food Service Food	\$42,600	\$63,727	\$42,600
401.3100.00.650.299.000000.5	Software - Food Service	\$10,000	\$12,500	\$10,000
401.3100.00.730.299.000000.5	Equipment	\$1	\$1	\$1
401.3100.00.810.299.000000.5	Dues & Fees	\$2,000	\$1,000	\$2,000

TOWN CLERK

I am pleased to present the narrative portion for the Town Clerk's Department for 2023. The office is responsible for a number of areas. Some of the many services that we provide are listed below:

- Motor Vehicle- Certified Municipal and Title Agent for the Department of Motor Vehicles and Title Bureau for the State (titling vehicles, plates, and registrations among other functions).
- Election Related Functions- (voter registration, address change, party change, absentee ballots, testing of ballot machines, validating ballots, candidacy filing, reconciliation, post-Election processes, among many other tasks).
- New Resident "Onboarding" and Local Census- Maintain current resident list for all properties within Town. Establishes legal residency for new residents, provides information about the Town and Departments within.
- Record Keeper- Official record keeper for the Town, preserve and maintain all permanent records, and any other statutory records requirements in a safe and secure area.
- Local Registrar - Issuance and validation of all Births, Deaths, Divorces, and Marriages on behalf of the State.
- Dog Registration- Maintain registrations and issuance of all dog licenses and tags on behalf of the Town.
- Boat Registrations- Certified boat agent on behalf of the State.
- Notary Public- 4 Notaries in office

We also issue an array of permits, licenses, as well as administer oaths to elected and appointed officials, among many other important responsibilities that are either statutory, or have been adopted by the Town over time.

Town Clerk Department Staff-

Nicole Merrill, Town Clerk

Hannah Davis, Deputy Town Clerk

Candis Johnson, Assistant Town Clerk

Denise Centazzo, part-time Assistant Town Clerk

Business Hours: Mondays 8am-6pm and Tuesday-Friday 8am-4pm

I have been an employee with the Town since January 2004, and am honored to serve the Windham residents as your Town Clerk since 2009. Customer service, efficiency, progression, and willingness to go the extra mile have always been paramount to my philosophy. I am extremely active within my Town and City Clerk's Association, serving on committees therein including Legislation, DMV Initiative, and Nominating Committee. Additionally, I represent New Hampshire on a Federal level, as Local Leadership Council Member to the US Election Assistance Commission. On the local side, I am fully engaged in our own community through various committees in our amazing Town.

My staff and I continue to attend workshops, training, and meetings to remain connected and to have firsthand knowledge of our own community, to best serve our residents. Staying on top of law changes, and the newest processes are integral for the success of our operation. In addition, I continue to further my

education, completing my certification and designation as a Certified New England Municipal Town Clerk. I am currently completing my Master Municipal Clerk certification and designation.

I've always believed that local officials remain in great relations with all the State Agencies. It is also essential to always remain fully aware of what the latest projects and updates that may be occurring throughout all of the State and Vendor Partners. We are always trying to keep the quality of service at the top, while adhering to State laws, remaining fiscally responsible, and securing efficiencies in all areas.

Election overview:

The Town Moderator, Peter Griffin along with his Assistant Elizabeth Dunn, have continued to serve the Town of Windham. Over the years, we have recruited additional Assistant officials to aid in our process. We have had the privilege to have many dedicated volunteers for the Town, including our very own High School students. I would also like to take this moment to also thank all Ballot clerks, Selectmen, any and all Election officials, and volunteers that helped this past year. Without you, Elections would never be as successful as they are. We continuously receive compliments from our own voters, Secretary of State's office, Attorney General's auditors, party appointed attorneys, and public observers on how well our operation is consistently run for many years, and that our efforts are over and beyond required by law, and how highly organized everything is in Windham.

On behalf of Town of Windham, a heartfelt thanks to each and every one involved, and their willingness and dedication to the Town. We appreciate and thank them immensely!

There are hundreds of existing Election laws to adhere to, and after each legislation session there are always amendments to existing or additional new laws that are rolled down locally that we must follow and execute properly, which is a task within itself given the handful of officials, manual processes, limited resources, staff, and tools. At times, we are at the mercy of the State, and that includes timely Election materials that we need to use by law.

We are always striving to do better, even in the smallest of details. It takes months to prepare for any Election that is approaching. We have many meetings leading up to each Election to ensure that the safety, traffic, set-up, training, and any last-minute tasks are being addressed and advocated for on behalf of the voters, volunteers, and Election officials. Concluding each Election, all counting, and reconciliation takes place at the polls and can be watched in person or viewed on live stream through our local cable channel. All required paperwork that is due is completed, and all ballots and ballot counting devices are police transported and secured under lock and key until retention period allows. After each Election, we have post-Election meetings to identify areas or unique situations that occurred that need to be vetted through, additionally coming up with new ways to run the best overall operation.

We respectfully ask that if anyone has suggestions, has an interest to understand Election process, or wants to be involved, please contact us directly-your local officials are the trusted source of information. We have always had a standing goal to provide the upmost trust and transparency to all, and we are always inspired to teach and offer hands on training to gain the understanding that is needed to truly comprehend the Election process.

This past year, we had our annual Town Meeting in March.

For the minutes and the results for the Town Election that took place, and the recount that transpired, please refer to the appropriate section of the Town report.

Misc.:

We were fortunate to partner with the High School and acquire two interns, Connor McGrath and Tucker Adams. They started with us in September and have completed many tasks and projects! They also have stepped up and have really helped with daily tasks and important ongoing projects. Due to our residential growth in Town, we have a constant in-person flow of foot traffic at our counter. Couple that with the demand of our online services that we process in house, email and phone inquiries, we simply can't break away from our residents. Our other functions need to be addressed and completed, and require staff support. Connor and Tucker assisting us in these areas has been such a relief, and even though they are limited and can't help with common transactions with the public, there are many manual and timely tasks behind the scene operations to complete, and we wish we could have more time with them each week.

Throughout the year we coordinate various informational incentives and events, such as the Top Dog Raffle, 3rd Grade "Kids Vote" of Dog Tag, Annual Rabies Clinic, New Resident "onboarding", and educate local service groups.

In Closing:

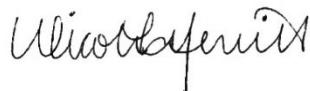
Please make sure you subscribe to us on Facebook, Instagram, and especially on our town website so you are connected, and don't miss important information. If you would like to receive an email for motor vehicle or dog reminders, please contact the Town Clerk's Department directly.

We are continually looking for ways to save costs for the taxpayers of Windham, yet our forecast is slowly improving with streamlining all services that we offer. Our Mission is to conduct Town business with efficiency and effectiveness while catering to our residents, with a smile! If you want to stop by, my door is always open for any questions, suggestions, or concerns, I am always happy to listen to input. Please come on by and say "hi!"

Finally, I would like to personally thank my team, Hannah, Candi, Denise, and interns, Connor and Tucker. Thank you for consistently showing up every day with smiles and a positive attitude, I understand our interactions with the public have changed in the public service climate, and I recognize and appreciate you continuing to be confident, patient, kind, and helpful.

I would also like to thank my fellow Department Heads, Brian McCarthy Town Administrator, Board of Selectmen, and the many dedicated Town employees and elected and appointed volunteers for their continued support throughout the year. It has always been my sincere pleasure serving as your Town Clerk, and I am truly thankful for the opportunity.

Respectfully,



Nicole Merrill, CMC

TOWN TREASURER

The Town Treasurer Report presents a cash-basis summary of all transactions administered through the Town's General Fund, as compiled by the Town's Finance Department, working with collaboratively with Robert Coole, the Town Treasurer.

General Fund Cash Balance on January 1, 2023	\$22,986,605.86
Cash Receipts:	
Tax Collector – Property Taxes, Interest, Etc.	68,048,024.18
Town Clerk	4,633,437.82
Community Development	252,552.35
Transfer Station	82,264.18
Police Department	12,334.50
Fire Department	484,446.88
State of NH – Meals & Rooms Distribution	1,514,238.38
State of NH – Highway Block Grant	351,889.80
State of NH – Bridge Grant	69,834.92
State of NH – Shared Revenue Grant	0.00
Other Intergovernmental –EM, State Grants, Etc.	138,010.44
Cable Franchise Fees	282,352.53
Sale of Town Property	13,200.00
Insurance & Other Miscellaneous Reimbursements	80,423.68
Donations/Gifts/Grants	5,308.38
Tax Anticipation Note Proceeds	0.00
Long Term Bond Proceeds	0.00
Administration & Miscellaneous Revenues	0.00
Interest on Investments	221,610.41
Transfers In from Special Revenue, Trust Funds	439,590.21
Timing of Transfers Impact	636,388.50
Subtotal Cash Receipts	\$77,265,907.16
Cash Disbursements:	
Selectmen's Warrants	-21,378,478.10
School District Transfers	-50,095,076.00
Transfer Out to Property/Earned Time Trust Funds	-75,000.00
Transfer Out to Village Districts	-42,666.00
Subtotal Cash Disbursements	(\$71,591,220.10)
General Fund Cash Balance on December 31, 2023	28,661,292.92

The tax collector also received \$127,009 in land use change taxes that were passed to the conservation commission and are not reflected in the report above.

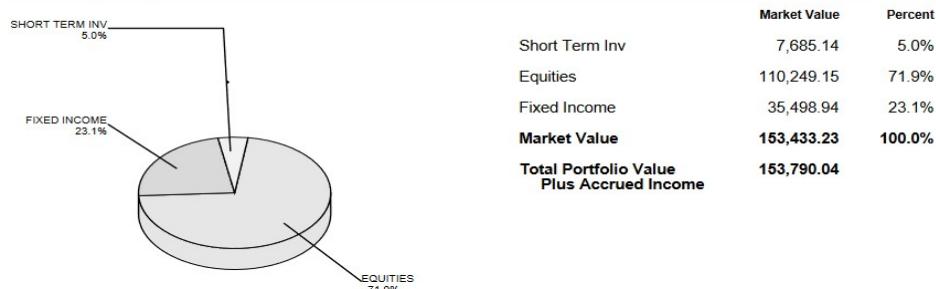
The general fund cash, held in custody by the Town Treasurer, was invested as follows as of Dec. 31, 2023:

Citizens Bank Operating Account – earning .01%	\$4,211,935.63
Citizens Bank Investment Account – earning 2.09%	\$4,987,207.88
Citizens Bank General Fund Checking – earning .01%	\$325,878.05
Citizens Bank Tax CC Account – earning 0.01%	\$3,046,198.60
TD Bank Checking Account – earning 0.00%	\$16,019,678.08
TD Bank Ambulance Account – earning 4.33%	\$70,394.68

Trustees of the Trust Funds

Sub Name	Sub Account Number	Year End Balance 2022	Year End Interest 2023	Deposits	Withdrawals	Year End Balance 2023	Comments
CAPITAL RESERVE FUNDS							
Fire Apparatus	xxxxxx4178	\$ 123.66	\$ 3.75	\$-	\$-	\$ 127.41	
SD Repair/Replace Septic	xxxxxx4186	\$ 1,659.95	\$ 37.05	\$-	\$ 1,696.71	\$ 0.29	
SD Special Ed	xxxxxx4194	\$ 402,057.30	\$ 13,535.10	\$ 250,000.00	\$-	\$ 665,592.40	
School Bldg/Grounds Maint	xxxxxx4201	\$ 980,540.45	\$ 22,072.89	\$ 350,000.00	\$ 705,408.55	\$ 647,204.79	
Windham Greenway Rail Trail CRF	xxxxxx2489	\$ 30,211.97	\$ 916.35	\$-	\$-	\$ 31,128.32	Opened 6/14/2022
Moeckel Pond Village District	xxxxxx2504	\$-	\$ 68.51	\$ 8,746.14	\$-	\$ 8,814.65	Opened 8/25/2023
EXPENDABLE TRUST FUNDS							
Property Maintenance	xxxxxx4219	\$ 140,892.03	\$ 3,290.52	\$ 75,000.00	\$ 134,449.44	\$ 84,733.11	
Earned Time	xxxxxx4227	\$ 311,675.71	\$ 9,453.27	\$-	\$-	\$ 321,128.98	
Town Museum	xxxxxx4235	\$ 4,605.08	\$ 139.67	\$-	\$-	\$ 4,744.75	
Town of Facilities	xxxxxx4243	\$ 16.16	\$ 0.49	\$-	\$-	\$ 16.65	
Campbell Farm	xxxxxx4251	\$ 7.22	\$ 0.22	\$-	\$-	\$ 7.44	
Veterans Area	xxxxxx4269	\$ 2,751.16	\$ 83.44	\$-	\$-	\$ 2,834.60	
Griffin Park Passive Rec	xxxxxx4277	\$ 12,878.07	\$ 1,809.73	\$ 64,075.88	\$-	\$ 78,763.68	
Repair Town Buildings	xxxxxx4285	\$ 1,997.66	\$ 60.59	\$-	\$-	\$ 2,058.25	
Griffin Park	xxxxxx4293	\$ 3,923.86	\$ 119.02	\$-	\$-	\$ 4,042.88	
Primary Cemetery Maintenance Fund	xxxxxx4417	\$ 82,299.07	\$ 2,570.23	\$ 6,000.00	\$ 200.00	\$ 90,669.30	
LIBRARY							
Martha Clark/Books	xxxxxx4300	\$ 1,009.10	\$ 30.61			\$ 1,039.71	
Nesmith Library	xxxxxx4318	\$ 1,008.62	\$ 30.69	\$ 8.07		\$ 1,047.38	
Elizabeth Wilson Library Fund	xxxxxx4326	\$ 1,008.62	\$ 30.60	\$-		\$ 1,039.22	
SCHOOL							
Searles School Repairs	xxxxxx4334	\$ 2,934.01	\$ 88.99	\$-	\$-	\$ 3,023.00	
Eliz Wilson Fund	xxxxxx4342	\$ 1,008.62	\$ 30.60	\$-	\$-	\$ 1,039.22	
School Dist 2, 3, 4, 6	xxxxxx4350	\$ 4,056.17	\$ 123.03	\$-	\$-	\$ 4,179.20	
Long Range Technology Fund	xxxxxx2512	\$-	\$ 26.30	\$ 75,000.00	\$-	\$ 75,026.30	Opened 10/27/23
MISC							
Cobbets Pd Vill Dist	xxxxxx4368	\$ 13,923.09	\$ 422.29	\$-	\$-	\$ 14,345.38	
Historic District Commission	xxxxxx4376	\$ 2,421.98	\$ 73.46	\$-	\$-	\$ 2,495.44	
Town - Marston - Finn Dam Project	xxxxxx4384	\$ 26,444.69	\$ 802.08	\$-	\$-	\$ 27,246.77	
Town - Common Beautification	xxxxxx4392	\$ 17,717.57	\$ 498.16	\$-	\$ 2,899.00	\$ 15,316.73	
Searles Landscaping Trust	xxxxxx4409	\$ 1,307.33	\$ 30.04	\$-	\$ 467.26	\$ 870.11	
Stock Dividend	xxxxxx2497	\$ 167.39	\$ 7.65	\$ 170.94	\$-	\$ 345.98	
Subtotal		\$ 2,048,646.54	\$ 56,355.33	\$ 829,001.03	\$ 845,120.96	\$ 2,088,881.94	
Market Value of Fixed Income Portfolio		\$ 146,707.01				\$ 153,790.04	
Total		\$ 2,195,353.55	\$ 56,355.33	\$ 829,001.03	\$ 845,120.96	\$ 2,242,671.98	

Investment Objective: Fixed Income



Activity Summary

Market Value At Beginning of Period	146,707.01
Receipts and Income.....	533.02
Expenses and Disbursements.....	0.00
Realized Gain/Loss.....	0.00
Change In Income Accrual.....	326.04
Change In Unrealized Gain/Loss.....	6,223.97
Market Value At End of Period	153,790.04

Respectfully submitted, Jacob Cross, Chairman, Trustee of the Trust Fund

POLICE DEPARTMENT



The Windham Police Department is a customer-driven, service-oriented organization committed to making a difference throughout the community each and every day. We remain resolute to provide the best possible police service even in the face of the challenges, difficulties, and limitations imposed upon all of us.

Personnel

2023 brought with it significant personnel changes to the department. In December of this year, we saw the retirement of Sergeant Daniel Clark. Sergeant Clark dedicated over 21 years to this town and department. During his distinguished career, he served as a field training officer, detective, drug recognition expert, defensive tactics instructor, patrol sergeant, and assistant prosecutor. His presence around the Department will be missed by all and we wish him and his family the best of luck.

During the year we welcomed new Officers Stephen Sanchez, Casey Nevers, and Nathan Leahy.

Officer Sanchez comes to us from the Town of Hooksett where he served as a Police Officer for approximately 2 years. Previous to his law enforcement career, Officer Sanchez served in the U.S. Army for 4 years.

Officer Nevers attended Plymouth State University and completed his Bachelor of Arts in Criminal Justice. Officer Nevers is a lifelong resident of New Hampshire. and prior to being hired by this Department he was employed by the Hillsborough County Department of Corrections.

Officer Leahy comes to us after serving as a Police Officer for the Town of Sevierville TN for 7 years. Officer Leahy was born and raised in Tennessee and attended Walter State Community College in Morristown TN before beginning his law enforcement career. Officer Leahy moved to New Hampshire with his family in August.

We also welcomed our newest Dispatcher, Jordana LeRiche to our Department. Dispatcher LeRiche is a lifelong resident of Pelham NH and was a member of the US Navy prior to coming to Windham.

We will continue our efforts to fill our remaining police officer vacancies within the Department in 2024.

- Corporal Christopher VanHirtum became the Department's first Corporal in April after many years of this rank being vacant. He was promoted to Sergeant in December.
- Officer Daniel Boudreau is our newest member of the Southern New Hampshire Special Operations Unit, which is a regional tactical team.
- Officer Mathew Nieves became the Department's newest School Resource Officer in September.

Equipment

As part of the Police Department's overall technology upgrade, we replaced our current interview room recording system. The system is used to record crucial interviews with victims, witnesses, and integrations of suspects. The previous system used a DVD-RW for recording and storage and was antiquated and unreliable. The new system is a cloud-based system the integrates with the Department's digital evidence management system. It provides for greatly simplified workflow for storage and review of recorded video.

The Department purchased body worn cameras for all sworn personnel. Once these cameras are issued to officers, all interactions with the public will be captured. The implementation of body worn cameras will hopefully continue to improve transparency and strengthen the relationship between the public and law enforcement.

This year saw the completion of our three-year project to upgrade all portable and cruiser radios.

Training

The Department amassed a total of almost 1,300 hours of training. In addition to state mandated training, officers and dispatchers attended a wide variety of training in areas such as advanced DWI; crisis intervention training; de-escalation and scenario-based training.

Activity

The Department responded to over 15,000 calls for service. Officers conducted approximately 2,000 motor vehicle stops, made 236 arrests, took 594 offense reports, and investigated 326 motor vehicle accidents.

Reports of identity theft and financial exploitation of the elderly saw a significant increase this year with many of these cases resulting in extensive investigation by detectives.

School Resource Officers worked closely with the school district to teach and train both staff and students the “standard response protocols” to emergency situations within the schools.

Due to staffing demands and call volume, officers and dispatchers were required to work in excess of 4,500 hours of overtime.

Closing

As we enter a new year we undoubtedly will be challenged as we strive to meet our duty to provide quality police service to the community. But we can't do our job alone. By partnering with us we, the police and the taxpayers, can be more effective for and protective of our community for **law enforcement is everybody's business.**

I again want to take this opportunity to acknowledge the men and women of the Windham Police Department for their continued dedication to the Town of Windham and the law enforcement profession. Thank you for your commitment and personal sacrifices you have made during the past year.

Respectfully Submitted,

Michael C Caron

Michael C Caron
Chief of Police

FIRE DEPARTMENT

2023 was another busy year for our department in many areas including call volume. The department ended the year with 2,026 calls for service. New England is traditionally unpredictable, and although the winter was somewhat mild, we had our share of storm related calls for service. As we still reel in the effects of the pandemic, first responders not only continue with their pre-pandemic roles, but they took on the added risk of transporting infectious patients, all while trying to keep themselves protected and healthy. Despite the many challenges and stress this pandemic has placed on all of us, one thing that has remained evident throughout the course of 2023, is the community's willingness to be involved, the outpouring of generosity and the continual words of appreciation that comes to us daily. We cannot begin to thank all of you enough.

Residents are again reminded that the Fire Department and Emergency Management Office utilize Twitter and Facebook as alternate ways to reach out to residents during emergency events. Follow us on Twitter [@WindhamFD](https://twitter.com/WindhamFD) and on Facebook; [**Windham Fire and Emergency Management**](https://www.facebook.com/WindhamFireandEmergencyManagement), where residents can see on-going department incident and training events, storm related information, bulletins, and fire prevention information.

As we continue today, the Fire Department joined forces with New Hampshire Forest and Lands for residents to obtain their Open Burning Permits on-line. Residents can now go to; www.nhfirepermit.com At this website, permit applicants can view the list of enrolled communities; they may also check town or fire department websites to determine if their community is participating and follow the provided link. Users whose communities are enrolled establish a user profile on the website. A tutorial provides an overview of the laws and rules associated with each category of permit. Depending upon the community's pre-determined menu, Category I, II and III permits may be available as well as seasonal Category I and II permits. Each level of permitting is outlined in the system as well as the specifications for fire size, minimum setback from structures and other legal requirements. The system provides notification to the forest fire warden, fire departments and fire dispatch centers of a permit location, category, and duration. There is a nominal convenience fee assessed for the fire permit when obtained through the online system.

We also remind residents that open burning is now allowed between the hours of 5:00PM – 9:00AM. The exception to this rule is if the ground is completely snow covered and/or physically raining, you do not need a permit, but you do need to notify the Fire Department. The rules for burning brush have also changed where residents can purchase their permit 48 hours in advance of the day in which you wish to burn and will have to obtain a permit each time this occurs. The cost of on-line permits is \$5.00 which is non-refundable. This fee is paid to a "third party" vendor hired by the state to manage the on-line system. If you have any questions, please contact the Fire Department at 434-4907

We continue to participate in a successful program titled "Adopt –A- Cistern/Hydrant". This program, which began in 2011, calls for assistance from residents who live close to one of the community's fire cistern or hydrants. While it is not your responsibility to do so, you could perform a valuable public service, if while clearing your driveways, and walkways, you would take a few minutes more, and remove the snow from the closest cistern or hydrant to your home. Once the storm has passed, Fire Department Personnel clear the cisterns / hydrants from snow. However, emergency personnel may be busy handling other emergency calls during this period which ultimately delays the opening of these cisterns / hydrants. Since the inception of this program, several residents as well as businesses have stepped up and began assisting us in keeping cisterns and hydrants free of snow. This has been a very positive program. If you are interested in participating in this program, you are asked to call Deputy Chief James Saulnier at 434-4907. Your assistance is greatly appreciated.

PERSONNEL

2023 was a very busy year in personnel changes. In April, Firefighter/Paramedic Paul Fisher retired after having served for more than 15 years. We were fortunate to retain Paul amongst our ranks of Call Firefighter. In May, we were pleased to elevate Firefighter Jeremy Lavoie and Firefighter Nicholas Pellitier from probationary status to Full-time status. Both these individuals came to our department having served other communities and excelled quickly through their training period. In August, Lieutenant/Paramedic Jason Sliver retired. Lieutenant Sliver proudly served the fire service for over 24 years beginning with the Town of Hudson (NH) from 1999-2012 before coming to Windham. With the retirement of Lieutenant Sliver, the department announced the promotion of Firefighter/Paramedic Eric Hildebrandt to the rank of Lieutenant. Lieutenant Hildebrandt began his career as a Call Firefighter with the department in 1998 and then promoted to full-time Firefighter in 2002. Also in August, Firefighter Brian Dubowik resigned as a full-time Firefighter to pursue other career opportunities, however we are fortunate to retain him as a Call Firefighter. In June, the department welcomed Paul Kelly to the ranks of full-time Firefighter. Firefighter Kelly proudly served in the United States Navy from 2009 through 2014. In 2022, Firefighter Kelly was a Call Firefighter with the town of Litchfield (NH). Firefighter Kelly obtained his NH Certification of Firefighter Level I & II as well as his National Registry EMT Certification. In December, the department welcomed Probationary Firefighter Aaron Graham and Probationary Firefighter Brian Dillon as full-time Firefighters. Firefighter Graham previously served the town of Goffstown (NH) Fire Department and Firefighter Dillon previously served the town of Ringe (NH) and Peterborough (NH). We welcome them and their families to the department. We thank those who retired for their many years of dedicated service and contribution to the success of our department and welcome those who have joined us and wish them a safe and successful career and look forward to their contributions.

CALL VOLUME

The high demand for services and simultaneous call volume kept our members extremely busy again this year. Statistically, nearly 61% of the call volume was related to Emergency Medical Services (EMS), while the remaining calls were Fire - Haz Mat related incidents. Of the 2,026 incidents, 34% percent were simultaneous calls. This meant that for every call duty personnel were committed to, another call was received. This required additional manpower or assistance from another community. In addition, of the 2,026 calls, 1,190 were Emergency Medical Services with over 800 calls which required pre-hospital Advanced Life Support care. The average duration for an EMS call remains approximately 2 hours or less. This is from the initial dispatch of Emergency Personnel, until the ambulance is back in service and ready to respond to another emergency. This time frame is only for a single EMS response. The duration may be longer if a simultaneous call is received.

Managing the operational demands of the fire service necessitates a certain amount of overtime expense. As stated in the past, overtime cost covers pay for all full-time personnel for hours worked more than their normal 40-hour workweek. This may include coverage of personnel who have taken earned time, which is time personnel accumulate on a weekly basis for use toward bereavement leave, vacation, sick and personal time. Overtime also includes callback coverage, which occurs when off duty personnel are called back to the Station to provide additional support to on duty Firefighters, or to staff the Fire Station while on duty personnel are actively engaged in an emergency. "Callback" is the Operational Demand portion of the overtime budget. Other areas which may create overtime include paying for staff meetings, and any other events where personnel are required to work beyond their normal 40-hour work week.

All hours for overtime, with exception for the Operational Demand, are easily planned for because of their ability to be controlled. Because Operational Demand is on an "as needed" basis for emergencies, it is difficult to accurately predict how many emergencies we will respond to on a yearly basis, and how long each call will last.

Although the Town of Windham has not officially adopted the National Fire Protection Association (NFPA) standards we, as a department, are guided by these standards which have been written to ensure the safety of the public and Firefighters as they respond to the emergency needs of their communities. Of the many NFPA standards that guide the fire service, NFPA 1710 sets the standard for emergency response times and staffing. NFPA 1710 requires that emergency medical calls be responded to within 4-6 minutes, 90% of the time. It has been proven statistically that when pre-hospital care has been provided within 4-6 minutes for calls such as cardiac arrest, one's chances for survival are increased and hospital stays are shortened. NFPA 1710 also requires that emergency personnel respond to fires within 4-6 minutes 90% of the time, as well, as a fire will double in size for every minute it continues to burn unchecked. Furthermore NFPA 1710 requires that an ambulance be staffed with at least 2 Emergency Medical Technicians, (EMT's) and that a Fire Engine ideally be staffed with a minimum of 4 Firefighters.

Over the past several years, management and staff worked collectively to meet both; the operational demands of the department and the Town's budgetary constraints relating to increased overtime all the while, attempting not to reduce the number of on-duty personnel. Traditionally in past years when an emergency medical call was received, on-duty firefighters responded and if the ambulance (having 2 attendants) was committed to transport the sick or injured, off-duty personnel were called back to augment the reduction in staffing. Today, our daily on-duty staffing consists of one (1) Lieutenant and five (5) Firefighters, which has changed the way we deliver services. During an EMS incident, an ambulance is dispatched with two personnel while the engine responds with three personnel to provide additional assistance. One Firefighter remains at the station and is available to respond to another incident, meeting up with personnel from the engine. This has allowed us to capture many of the simultaneous calls with respect to EMS that otherwise would be covered by mutual aid assistance, as well as dispatch an additional Engine/Tanker, providing the additional water supply and equipment. There are varying circumstances in which these staffing levels may be reduced to comply with budgetary constraints. Labor and Management continue to review these circumstances and our response matrix throughout the year and make the necessary adjustments where needed.

TRAINING

The Department continues with its yearly training schedule, with EMT and Paramedic Refresher training continuing to be one of the largest training areas. In addition, refresher training was conducted in areas such as ice/water rescue, blood borne pathogens, self-contained breathing apparatus and Rapid Intervention Team (RIT). One of the greatest challenges in training is keeping up with the ever-changing regulations. Federal, State, and local regulations cover areas such as infectious substances, respiratory protection, hazardous materials, emergency vehicle operations, and structural firefighting. Among the major training disciplines that personnel train in are in areas such as Suppression, EMS, and Hazardous Materials Responses. Highlighted in the 2022 report was the allocation of funding to train one existing member to paramedic. We are proud to report the FF Nicholas Berube has completed nearly 2000 hours of classroom, clinical, practical, and field internship and obtained certification as a Nationally Registered Paramedic. For 2024 we are again seeking funding to send another department member for this training. During September Firefighters Ryan Pitts, Don Cole, Tim Fournier, and Jeremy Lavoie traveled to Pincourt, Quebec Canada to attend the Paratech University for advanced training in heavy lifting, stabilization, and extrication. With Interstate 93 and the volume of heavy vehicle traffic this advanced training has proven to be invaluable. Other notable trainings accolades in 2023, Firefighter Jeremy Lavoie earned his Advanced EMT Certification, Firefighter Nicholas Berube completed Confined Space Rescue Technician, Deputy Fire Chief James Saulnier has completed advanced training in firework display inspection and emergency response through the NH Fire Marshall's Office, Firefighter Jeremy Lavoie completed Confined Space Rescue Technician, Firefighter Brendan Tangney completed Ice Rescue Technician and obtained his

certification as Fire Inspector 1, and Firefighter Ryan Pitts obtained his certification as a Hazardous Materials Technician. We congratulate all these individuals for their hard work and dedication.

2023 was another successful year of our annual Fire Prevention Open House. Our firefighters introduced new training evolutions which were very successful. The day was very well attended and could not have been as successful without the support of our vendors, volunteers, firefighters and most importantly, the public. Thank you for your continued support.

EQUIPMENT

In February, the department held a ribbon cutting ceremony as it welcomed our new 2022 Pierce Fire Engine that replaced a 2006 KME. Due to supply chain issues, and situations beyond our control, the new engine was delayed through production. It did not take long for this new engine to be placed into service shortly after arrival. Our thanks to committee members; Chief Thomas McPherson, Lieutenant Jason Sliver, Firefighter's David Baker, Brendan Tangney, and Zacharey Zins

Late 2023, our department was regrettably denied a federal grant known as Assistance to Firefighters Grant (AFG) in the amount of nearly \$399,506 for the replacement of our Self-Contained Breathing Apparatus (SCBA's). Based on additional reviews of the application submitted, it is our intent to file for this grant again in early 2024 in hopes of a successful award. The Windham Town Administrator as well as the full Board of Selectmen have supported securing the departments 5% cost share from funds through the American Rescue Plan (ARPA)

In December with the support of the Town Administrator and the Board of Selectmen the department received approval to expend nearly \$59,000 in American Rescue Plan (ARPA) funds for the purchase of an All-Terrain utility Vehicle (ATUV) and all necessary equipment. The addition of this equipment will allow personnel to protect our recreational assets safely and adequately from forest fires and better provide emergency medical services to those who come to visit and enjoy our many recreational trail systems.

In closing, I want to thank Assistant Chief Steve Brady, Deputy Chief James Saulnier and Administrative Secretary Angela Marquis for their commitment, hard work, and dedication throughout the year. Their assistance has been greatly appreciated. To the firefighters of Windham, we recognize the unprecedented challenges that continue and the immense pressure you face, and we thank you for your continued dedication and perseverance. Lastly, I want to thank the town's management team, Town Administrator, Board of Selectmen, and the residents of Windham for the continued support of your Fire Department and we want to assure you that the members of the Department will continue to train and stand ready to meet the growing and ever-changing needs of our community, while delivering a competent and compassionate service.

As always, if you have any questions or need any information, please do not hesitate to call, or stop by the Fire Station. On behalf of the members of the Fire Department, we wish everyone a very happy and healthy new year.

2023 INCOME STATEMENT

Receipts	2022	2023
Ambulance	\$576,444.82	\$533,663.54
Permit Fees	\$16,355.00	\$18,665.00
Copy Fees	\$120.00	\$100.00
Haz-Mat District Reimb.	\$20,258.92	\$23,258.58
<u>Contracted Services*</u>	<u>?</u>	<u>\$3,297.50</u>
<i>Sub-Total</i>	<i>\$613,178.74</i>	<i>\$578,984.62</i>

**Represents 10% of the money collected and placed into the newly created Public Safety Revolving Fund for the fire hazardous materials contracted services.*

2023 FIRE PERMITS AND INSPECTIONS

TYPE	PERMITS	INSPECTIONS
Brush, Camp Cooking	1,081	0
Day Care	0	3
Heating Systems	331	97
Fuel Tank Installed	92	80
Fuel Tank Removal	3	3
In-Service	0	185
Place of Assembly	30	10
Water Supply	3	8
Wood/Pellet Stoves	19	22
Smoke Detector Inspection	47	9
Fire Prevention Programs	0	8
Fire Alarm Inspections	10	6
Sprinkler System	4	3
Fire Drills	0	40
Fire Watch	0	2
Construction Inspections/CO	0	44
Plan Reviews	0	22
Gas Piping	110	90
Blasting Permits	3	40
Blasting Complaints	0	3
Car Seat Safety Inspections	0	41
TOTALS	1,733	716

2023 INCIDENT RESPONSE SUMMARY

1 Fire	
100 Fire, other	1
111 Building fire	13
113 Cooking fires	1
114 Chimney or flue fire	1

118 Trash or rubbish fire, contained	1
131 Passenger vehicle fire	6
140 Natural vegetation fire, other	1
141 Forest, woods, or wildland fire	3
142 Brush or brush-and-grass mixture	7
150 Outside rubbish fire, other	1
160 Special outside fire, other	1
Totals	36
2 Overpressure Rupture, Explosion,	
251 Excessive heat, burns	5
Totals	5
3 Rescue & Emergency Medical Calls	
300 Rescue, EMS incident, other	1
320 Emergency medical service	3
321 EMS call, excluding MVC/injury	1,089
322 Motor vehicle accident/Injuries	72
324 Motor vehicle accident with no	63
331 Lock-in (if lock out , use 511)	1
363 Swift water rescue	1
381 Rescue or EMS standby	6
Totals	1,236
4 Hazardous Condition (No Fire)	
400 Hazardous condition, other	4
410 Combustible/flammable	1
411 Gasoline or other flammables	7
412 Gas leak (natural gas or LPG)	6
413 Oil or other combustible liquid	2
422 Chemical spill or leak	1
424 Carbon monoxide incident	17
440 Electrical wiring/equipment	3
441 Heat from short circuit (wiring),	3
444 Power line down	17
445 Arcing, shorted electrical	5
480 Attempted burning, illegal action,	1
Totals	67

5 Service Call

500 Service Call, other	103
510 Person in distress, other	2
511 Lock-out	8
512 Ring or jewelry removal	2
520 Water problem, other	5
521 Water evacuation	2
522 Water or steam leak	6
531 Smoke or odor removal	8
541 Animal problem	1
550 Public service assistance, other	2
551 Assist police or another agency	2
552 Police matter	2
553 Public service	2
554 Assist invalid	92
561 Unauthorized burning	7
571 Cover assignment, standby, Cover	41
Totals	285

6 Good Intent Call

600 Good intent call, other	41
611 Dispatched & canceled enroute	123
622 No incident found on arrival at	18
631 Authorized controlled burning	2
651 Smoke scare, odor of smoke	9
661 EMS call, party transported by	1
671 HazMat release investigation w/no	5
Totals	199

7 False Alarm & False Call

700 False alarm or false call, other	14
715 Local alarm system, malicious	1
730 System malfunction, other	16
733 Smoke detector activation due to	11
735 Alarm system sounded due to	14
736 CO detector activation due to	9
740 Unintentional transmission of	24
743 Smoke detector activation, no fire	17
744 Detector activation, no fire -	10
745 Alarm system activation, no fire -	67
746 Carbon monoxide detector	14
Totals	197

8 Severe Weather & Natural Disaster		
813 Windstorm, tornado/hurricane		1
	Totals	1

9 Special Incident Type		
	Totals	0
	Total Calls	2,026

Total Yearly Calls 2,026

Respectfully submitted,



Thomas L. McPherson Jr.
Fire Chief

COMMUNITY DEVELOPMENT

The Community Development Department is responsible for overseeing the building permit and code enforcement process as well as providing staff support to the Planning Board and its subcommittees, Zoning Board of Adjustment, Technical Review Committee, Economic Development Committee, Conservation Commission, and Historic District/Heritage Commission. The department maintains knowledge of local, state, and national regulations regarding building and land development activities to help ensure proper and efficient processes. The department is easily accessible to provide technical assistance to the public regarding rules, regulations, and policies guiding land use and economic development. We are also available to meet with landowners and developers regarding land development processes, feasibility, and permitting requirements.

In 2023, the department welcomed Meaghan O'Dwyer in August as the Environmental Planner, a new position that voters overwhelmingly supported to administer new environmental ordinances. In September, Julie Suech was promoted from Planning Technician to Assistant Director / Planner. As Assistant Director / Planner, Julie will help oversee the administration of the department and serve as the primary staff support liaison to the Planning Board. Also, George Frangomihalos will become the primary support liaison to the Zoning Board of Adjustment and Amy Casparius has become a full-time employee! The current Community Development roster is made up of:

Alexander Mello, AICP	Director
Julie Suech	Assistant Director / Planner
Amy Casparius	Administrative Assistant
Michael McGuire	Building Inspector / Health Officer
George Frangomihalos	Code Enforcement & ZBA Administrator / Deputy Health Officer
Meaghan O'Dwyer	Environmental Planner
Anitra Lincicum	Minute Taker for ZBA, Planning Board, and Board of Selectmen
Renee Mallett	Minute Taker for Conservation Commission

SHORT-TERM PLANNING / DEVELOPMENT REVIEW

Overseeing all development in town is one of the major responsibilities the department is charged with. In 2023, we reviewed the following permits:

Building Safety Division	
Building Permits	437
Electrical	490
Plumbing	150
Septic	70
Well	24
Chimney	3
Certificates of Occupancy	
New Home	24
Replacement of Home	8
Accessory Dwelling Units	1
New Commercial	1
Age-Restricted 55+	9
Miscellaneous Remodel	8

Zoning Board of Adjustment	
Variance Applications	52
Administrative Appeals	1

Planning Board	
Site Plans	11
Subdivisions	6
WWPD Special Permits	10
WPOD	21
Customary Home Occupations	2
Workforce Housing	0

Code Enforcement	
Code Complaint Investigations	19
Permanent Signs	13
Temporary Signs	30
Minor WPOD	13
Fence Permits	16
Seasonal Property Investigations	19

Water Allocation Fee Permits	
2022	22
2023	20

LONG-RANGE PLANNING / SPECIAL PROJECTS

The department looks ahead and works on various long-range planning initiatives across Town. In 2023, the Department worked on the following ventures:

Software

The Board of Selectmen authorized the purchase of software from CivicPlus (our current website vendor) to equip the Town with a full suite of web-based software for building/health (septic)/fire permits, code enforcement, planning and zoning board applications, and other regulatory services. It will allow the public to interact with our department 24/7/365 by allowing online applications, inspection requests, payment submittals, automatic recurring reminders, public access to view and access permit information, and view real-time status of permits. The software will allow Community Development staff to access important information in real-time in the field, improve collaboration with colleagues, immediately update permit status in the field, improve safety, save time, and connect with other applications (GIS and property data).

A lot of our processes are done manually, require duplication, are not customer-friendly, have no public interface, and are inefficient. In today's world and going forward there is and will continue to be an expectation to conduct a lot of things online. The software acquisition will be implemented in the Spring of 2024 and will utilize technology to make multi-step processes more streamlined, accurate, efficient, collaborative, transparent, and easier.

Master Plan

We are proud to announce the adoption of the 2023 Master Plan after a lengthy volunteer led process! The Planning Board adopted the plan on May 24, 2023 and can be viewed at the following link:

<https://www.windhamnh.gov/333/Master-Plan>.

The 2023 Master Plan was completed over a period of several months spearheaded by the Master Plan Process Committee (MPPC), a subcommittee of the Planning Board established in 2022. The MPPC consisted of Matthew Rounds (Planning Board), Roger Hohenberger and Jennifer Simmons (Board of Selectmen), Shannon Ulery (School Board), and staff from the Community Development Department. The Town is extremely thankful and proud that the MPPC utilized over several hundred hours of volunteer contributions to complete the draft. The committee received significant assistance from various supporting boards and committees including the Economic Development Committee, Planning Board, Historic District/Heritage Commission, School Board, Local Energy Committee, Rail Trail Alliance, and municipal staff.

From page 3: "The Master Plan was created and adopted to provide a vision for the Town of Windham, and to identify the necessary steps to achieve that vision. While some aspects of these goals may take longer to realize, the Plan is focused on identifying implementation efforts to meet the ideals set forth in this document. This effort focuses mainly on the physical aspects of the community, which include public facilities and infrastructure and how to best direct the form, type, and density of private development.

In accordance with State law, the Plan provides a basis for the Zoning Ordinance, which is Windham's primary tool for regulating development. Maintaining the feeling of community and small-town atmosphere Windham is known for requires balancing a diversity of challenges. This Master Plan addresses these challenges and works to establish a framework within which future development decisions should be made. The Windham community must also be prepared to address local and global changes, such as shifting demographics, retail shifts, and new energy opportunities. The Plan accomplishes this by delivering a clear vision and actionable implementation strategies to address these challenges."

Housing Opportunity Planning (HOP) Grant

We presented a draft grant application for a New Hampshire Housing Opportunity Planning (HOP) grant for the purpose of seeking the Board of Selectmen's authorization to submit said grant, which the board authorized. A HOP grant is part of a state-level initiative called InvestNH, which is a \$100 million program funded through the Governor's Office for Emergency Relief and Recovery using the state's allocation of Fiscal Recovery Funds of the American Rescue Plan (ARPA). \$5 million of the InvestNH initiative has been allocated to provide grants to municipalities to analyze and update their land use regulations to help increase housing development opportunities. More information on the program can be found via this link: <https://www.nhhopgrants.org/>.

We put out a Request for Proposals (RFP) to seek a qualified professional to implement Stage I (Needs Analysis and Planning) (the only phase that we will participate in) of the HOP grant that the Town received in the amount of \$25,000. The Board of Selectmen reviewed four proposals and selected Barrett Planning Group to help us implement the grant.

This project affords an opportunity for the Town to work directly with residents, business owners, town staff and local subject matter experts in updating the housing chapter of the Town's Master Plan. The project will result in a chapter that is directly informed by community members through a comprehensive outreach process and professional data analysis. Completion of this project will provide specific planning tools that will ensure the Town of Windham understands the local housing needs and values/attitudes toward housing to equip the Town to facilitate effective housing-related discussions and decisions. The project is expected to conclude in the spring/summer of 2024.

Environmental Planning

CPVD Septic Ordinance

In 2023, Windham Residents voted overwhelmingly to adopt an ordinance Governing Onsite Wastewater Treatment System Pump-Out and Inspection Within Cobbetts Pond Village District and to create an Environmental Planner position within the Community Development Department to administer the ordinance. Meaghan O'Dwyer was hired as the Town's Environmental Planner on August 8, 2023. Meaghan has already excelled in her short time with the Town and has proven to be an incredible asset. She coordinated with the authors of the ordinance and local septic companies to create a standard form to be used to track overall septic system performance. The Ordinance has been in effect for six months and to date we have verified that 199 properties out of 576 in the district (35%) have had their septic systems pumped and inspected within the past three years. The administration of this ordinance has identified three septic systems that needed repairs and one failed system that had to be replaced. The continued administration of this ordinance will help protect the water quality of Cobbett's Pond.

Stormwater / MS4 Compliance

Meaghan brings a lot of stormwater experience and education with her. Since August she has been able to:

- create electronic forms to document inspections related to stormwater;
- update stormwater maps;
- create a map that includes an inventory/ condition assessment of stormwater structures;
- update the stormwater board at the Transfer Station;
- continue sampling outfalls and stormwater structures; and,
- enhance community outreach related to stormwater topics.

The department welcomes all the new businesses and residents that chose to join this wonderful community! We look forward to 2024 and plan to continue utilizing technology to increase transparency and efficiency, explore training opportunities for staff and board members, improve procedures, and deliver high quality customer service. Our doors and phone lines are always open. We look forward to serving you in 2024!

Sincerely,



Alexander Mello, AICP
Director
Community Development Department

GENERAL SERVICES

GENERAL SERVICES: In 2023, we welcomed a new employee to the General Services Division, Alianna Nelson, to assist with administrative work for all three departments that make up the General Services Division. Ali brings an impressive skill to the job and has hit the ground running.

HIGHWAY: In 2023, we said goodbye to Scott Bradbury who worked for the Town for two years. On behalf of the General Services Division and the Town we wish him well in his new endeavor. In 2023, we also welcomed two new employees to the Highway Department, Caden Blazek and Michael Boutin. Each of them bring unique skill sets to the Department and has helped create a well-rounded workforce.

We completed many large paving projects in 2023: Roulston Rd, Jones Rd, Harris Rd, Field Rd, Marblehead Rd and Nashua Rd. It is expected that we will be bidding out the 2024 roads to be paved in early January of 2024. On the schedule for 2024 we are anticipating doing Kendal Pond Rd, Armstrong Rd, Turtle Rock Rd, Wilson Rd, Animal Control Parking lot and possibly a few others. A notice of construction will be published before the work begins. Along with the completion of our paving projects in 2023, we also completed multiple catch basin installations and repair projects, tree work, and significant brush removal in areas that have overgrown. Another major project that was completed was the replacement of the cross culvert on Nashua Rd. In addition to these large projects, we also completed our standard daily work of catch basin cleaning, road sweeping, sign replacement or installation, landfill operations, filling potholes, shoulder work and many other operations integral to the Highway Department.

MAINTENANCE: The maintenance Department worked aggressively to update and repair many of the old systems and issues within all our buildings.

Searles School and Chapel: The historic Searles School and Chapel had multiple major renovations in 2023. The Tower, whose interior had previously undergone demolition, was reconstructed to its previous historic beauty. The chapel side had its exit door replaced with construction that matches the historic front entrance and the school side had its exit door replaced with an elegant modern door. After a lightning strike destroyed the fire alarm panel a new up-to-date panel and new detectors were installed. The final project for Searles was the updating of the basement kitchen and bathrooms. All areas in the basement received new paint. New cabinets, appliances and stainless-steel countertops were installed throughout the kitchen. A new heating unit installed in the bathroom, as well as new one-piece solid surface countertops and new toilet partitions.

Highway Department: A new garage (50' X 55') was purchased by the department and constructed by staff in 2023. Utilizing staff to build the garage saved the Town over a hundred thousand dollars. This garage will be used to house equipment, keeping it out of the elements, as well as for additional storage.

Town Hall: An engineering study of the crawl space support structures was completed in 2023. With this report a design was completed to underpin the foundation and fix all the support structures that have deteriorated over the years. This portion of the project is going out to bid in early January 2024 and we anticipate that the work will commence in late spring 2024. This is only phase one of what we expect to be an extensive rehabilitation of the entire building.

Administration: New security doors were installed on the first and second floor.

Along with all the larger projects overseen by the Maintenance Department, we also oversaw and assisted with the setups of Town events and elections, Searles Chapel rentals, general maintenance, future construction / repair plans, and building cleaning and supply distribution. All of which was done by a combination of staff, vendors, and volunteers.

SOLID WASTE: The Transfer Stations ongoing mission is to provide efficient and effective solid waste disposal services for the residents of Windham. This is done through an ongoing commitment to continuous improvement. Detailed information on the station's operation and the stations brochure can be found on the Town website: www.windhamnh.gov.

In 2023, the Transfer Station welcomed a new employee Ramone Talavera. He has been an excellent addition to staff and is quickly learning the ropes.

The Transfer Station in conjunction with the Windham PTA and the American Legion Post 109 hosted its annual electronics collection. This was a highly successful event, raising thousands of dollars to aid both organizations.

The Transfer Station continues to dispose of its MSW at Covanta Energy in Haverhill, NH, which is a trash to energy plant. In January of 2022 we began a new six-year contract extension with Covanta Energy, securing our disposal needs through 2027. Our recyclables will now be delivered to Casella Waste's Charlestown facility as our contract ended on 12/31/2023 with Greenworks of Peabody Massachusetts. Metal recycling and demolition continue to go to the Re-Energy facility in Salem, NH.

Per our NH Solid Waste Permit, an annual operational report was submitted to NHDES within the required time frame. This discloses our operation performance for the calendar year.

2023 WASTE STREAM STATISTICS

Municipal Solid Waste	5525 tons
Construction & Demolition	926 tons
Single Stream Recycling	741 tons
Metal Recycling	364 tons
Oil Recycling	4795 gals

On behalf of all three departments, I would like to express my gratitude to all the staff, other departments, vendors, and volunteers who we work side by side with every day. It is with their dedication, commitment, and support that we are able to provide high quality services to the residents of Windham.

Respectfully Submitted,



Dennis Senibaldi
General Services Director

NESMITH LIBRARY

In 2023

- Nesmith Library customers borrowed 197,849 items.
- There were 7,821 registered borrowers.
- 10,925 eBooks and 14,390 e-audio books were borrowed by residents through the 3 digital services we participate in (the NH Downloadable books consortium(Libby), the GMILCS 3M Cloud Library, and Hoopla).
- 4,351 new books were added to the collection.
- 20,252 materials were borrowed from GMILCS consortium members for Nesmith customers.

Here is a look at our year in review for 2023! What a year it has been! The theme seems to be updating and renewing.

Nesmith Library completed year 13 as a member of the Greater Manchester Integrated Library Cooperative System (GMILCS). GMILCS is a nonprofit consortium of 11 public and 1 academic library in New Hampshire, sharing state of the art integrated library automation system software (POLARIS); resources, expertise, and experience.

Our brick walkways received a facelift and were relayed in May. The community was so patient and understanding with our almost daily changes in service levels during the construction.

Our teen area has received a much needed makeover with new furniture, carpets, a café style bar with charging ports, and a study pod. This was made possible thanks to a Gold Star Girl Scout project by Eleni Mouyos, donations and fundraising by the Friends of the Library, the Teen Advisory Group (TAG), Windham Endowment, and DMC foundation.

Our catalog also received a facelift this year. The new interface is much more engaging, interactive, and easier to use. New public computers were installed and we continue to update all of our web-based services.

This year has also brought an unprecedented amount of change to our staff as well. We said good-bye to Kirsten Rickershauser in our Children's room. She moved on to a wonderful full-time position at another library. Our other children's assistant, Chris Savukinas, retired. Replacing Miss Kirsten and Miss Chris are Courtney Wason and Kristina Young! Chelsea Paige moved on to another opportunity and Stephanie Rinehart joined us just in time to help us with communicating all the changes to the building and services. Patrick Lord has taken a supervisor position at another GMILCS library but will stay on with us for the weekends. Vickie Freeston returns to our staff to pick up the hours that Patrick dropped. Nancy Vigezzi, our award winning Head of Technical Services/Assistant Director retired at the end of November after a long career in libraries. We were fortunate to have her for her final 8 years. We wish her a fantastic retirement. Karen Burbank was promoted to Assistant Director and will continue her duties as Circulation Manager and Outreach Librarian as well.

Sadly, we lost Elaine Rittenhouse who passed away after a short illness. Elaine had been with the library for 30 years. We will all miss her smiles and kindness.

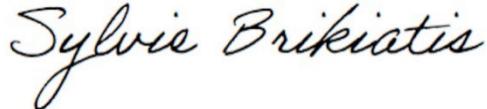
As my fifth year draws to a close as Library Director, I continue to be so grateful for the support that this community shows our library.

It is a pleasure working with this great staff, Board of Trustees, Friends of the Library volunteers, and the countless other volunteers that give of their time to make the library a wonderful community asset.

We all look forward to serving our entire community in 2024!

Registered Patrons	7,821
Books Added	4,351
Total #of Titles in Collection	73,885
Library Visits	55,559
Program Attendance	11,840
Multi-Purpose and Study Room Uses	1,603
Internet Uses	2,110
Volunteer Hours	574

Respectfully submitted,

A handwritten signature in black ink that reads "Sylvie Brikiatis".

Sylvie Brikiatis, Library Director

PARKS & RECREATION

Cheryl Haas, Director

In 2023, with many generous donations and the use of the ARPA funds, the Inclusive Play Area at Griffin Park was built! The official ribbon cutting was held on August 27, 2023.



*Thank you to everyone who contributed to this amazing project.
It truly does take a village!*

TAX ASSESSOR

The firm of Municipal Resources Inc. (MRI) continues to be contracted to handle the assessing functions for The Town of Windham. The primary members of the staff working in Town are, Paul McKenney, Scott Marsh, Michael Marsh and Jason Blanchard. Additional staff members may be assisting. It is requested that if any of the appraisers come to your property, you support the Town's efforts to keep assessments equitable and proper by answering their questions and allowing them to verify the data for your property.

MRI personnel are available to meet with taxpayers and if an appointment is desire. Louise Brown, in the Assessing Office, can schedule one for you.

Currently there are approximately 500 properties to be reviewed due to new building permits being issued and/or incomplete construction at the time of the last property visit. In addition, assessing staff will be reviewing additional properties as part of the continuing cyclical review process to verify that the assessing information on the current property record cards is accurate.

Windham's overall taxable assessments increased approximately \$46,000,000 in 2023 or roughly 1.5%, as a result of continuing residential construction. The overall total assessed value for the Town is approximately \$3,318,000,000.

An annual analysis by the Department of Revenue Administration of sales information for the past year has not yet been completed but the Town's assessment ratio for the 2023 tax year is estimated to be at 65%.

Individual property assessments, abatements, exemptions/credits, as well as many other items related to assessing, may be reviewed or obtained by visiting the assessing office or online using the Town's website at www.WindhamNH.Gov/162/Assessing.

The following is a list of Tax Exemptions and Credits currently available. Additional information and applications are available at the Assessing Office.

ELDERLY EXEMPTION	AMOUNT	REQUIRED AGE	INCOME LIMITATIONS	ASSET LIMITATION	
<i>\$ off assessed valuation</i>	\$160,000	65-74	Not in excess of \$45,000 if single or \$55,000 if married	Not in excess of \$160,000, excluding the value of the residence and up to two acres	
	\$190,000	75-79			
	\$ Full	80 and up			
OTHER EXEMPTIONS	INCOME LIMITATIONS		ASSET LIMITATION		
DISABLED <i>\$160,000 off assessed valuation</i>	Not in excess of \$45,000 if single or \$55,000 if married		Not in excess of \$160,000, excluding the value of the residence and up to two acres		
DEAF <i>\$15,000 off assessed valuation</i>					

BLIND <i>\$15,000 off assessed valuation</i>	No income/asset limits. Every inhabitant owning residential real estate and who is legally blind, as determined by the NH
	Department of Education, Bureau of Services for Blind and Visually Impaired.

VETERAN CREDITS	ELIGIBILITY
Standard/All Veterans <i>Tax Credit \$750</i>	Every resident who served in the armed forces in any of the qualifying wars or armed conflicts as listed in RSA 72:28 or not less than ninety (90) days of active service per RSA 72:28-b and was honorably discharged; or the spouse/surviving spouse of such resident.
Surviving Spouse <i>Tax Credit \$2,000</i>	The surviving un-remarried spouse of any person who was killed or died while on active duty in the armed forces, as listed in RSA 72:29-a.
Service-connected Disability <i>Tax Credit \$4,000</i>	Any person who has been honorably discharged and received a form DD-214 and who has a total and permanent service-connected disability, or is a double amputee or paraplegic because of the service-connected injury, or the surviving spouse of such person if such surviving spouse has not remarried.

Respectfully submitted,

Paul McKenney

Paul McKenney, CNHA, Contracted Assessor

HUMAN SERVICES

The Town of Windham, as required by NH State Statutes, provides financial assistance for residents when situations arise in their lives which prevent them from meeting their basic needs. The Town is the safety net for our residents until their situation improves or aid can be received through other agencies or programs. Residents in need of assistance must meet eligibility standards in order to qualify for shelter, food, utilities, medical needs, and/or any other necessities. Assistance provided by the Town is temporary in nature, and may be provided directly by the Town or by referral to the appropriate Federal, State or local agencies.

The Town also contributes to social and service agencies in the local area, which provide valuable help to our residents. These agencies include Windham's Helping Hands, Community Health Services, Shepherd's Pantry, Visiting Nurse/Hospice, Center for Life Management, Community Caregivers, Children's Services, AIDS Response, A Safe Place, Rape & Assault Services, Family Promise, Rockingham Community Action Program, Isaiah 58, and Meals on Wheels. The Town and these agencies work together to provide the most appropriate assistance. If persons applying are in need of employment, they are referred to the Department of Employment Security and our library for help with their job search.

The Town of Windham assisted approximately 25 households in 2023. The total cost of this assistance was \$63,151.56, which reflects an increase of \$25,316.02. Shelter assistance, which accounted for the largest increase in 2023, rose by approximately 50%. It should be reiterated that many residents are, after meeting with us, referred to other agencies for appropriate assistance and these numbers are not reflected in our number of households assisted. Some of these referrals are to Food Stamps, Food Pantries, Financial Aid for Needy Families (FANF), shelters, Community Health Services, NH Medicaid, Fuel Assistance and other applicable programs. These agencies assist our residents who are ill, struggling on fixed incomes or those who have incurred job losses or reduction of pay.

We truly appreciate the many local organizations who continue to provide assistance to our families. Windham's Helping Hands continues to sponsor the Back-to-School Backpack Drive, provide winter coats, and coordinate Thanksgiving Baskets and Christmas gifts. The Windham Woman's Service Club, American Legion, FLOW, residents and businesses continue to be very generous, with gifts and donations, as well.

In 2023, we were able to continue to offer free transportation services for our seniors for doctor visits and the weekly Wal-Mart shopping trip. We know our residents rely on these services and enjoy the weekly shopping trip. Our drivers are compassionate, dependable and caring, and more information about the van can be obtained by calling (603) 432-7732.

We hope that our residents will be able to meet their needs, however we remain ready to assist by way of direct aid or referrals to other agencies. As always, we are here to help; compassionately and confidentially.

The following represents a breakdown of the assistance granted in 2022:

Food Vouchers	\$ 3,270.00
Shelter Voucher	57,442.34
Electricity Vouchers	250.00
Oil/Propane	614.22
Gasoline	1,300.00
Miscellaneous	275.00
Total	\$63,151.56
Reimbursements	\$ 0.00

Respectfully submitted,



Paula Carmichael, Coordinator

EMERGENCY MANAGEMENT

Windham's Emergency Management continues to benefit from both an active Regional Emergency Planning Committee (REPC) made up of fourteen (14) surrounding communities for the purposes of Hazardous Material Response and Mitigation, as well as an active Local Emergency Planning Committee (LEPC) composed of both daytime employees and volunteers who meet to improve our state of preparedness and readiness. The Office of Emergency Management also continues to be prepared for the possibility of an emergency or shelter opening. 2023 remained a quiet year in terms of storm related emergencies, and of those we did encounter, we had no significant impacts in terms of power outages and wind damage. EM also continued its work in other areas.

Some of the highlights as we reflect on in 2023 were:

- Remained actively engaged in the COVID-19 Pandemic throughout the year following updates and guideline changes.
- Began it's 5-year review of the Town's 2018 Hazard Mitigation Plan for renewal with Southern NH Regional Planning.
- Continued its work on Local Emergency Planning Materials
- The EM web page continues to be improved and updated. It can be found at: <http://windhamnh.gov/depts/em.htm>. There you will be able to find the location of all emergency shelters in town, along with other important Emergency Preparation information and links.
- Application of various grant funding will remain a high priority for the towns Emergency Management
- Emergency Management pamphlets are available. They cover "Severe Weather", "Shelter", and general Emergency Management information. They were handed out at several town functions and were made available at various locations in town.
- Windham Fire and Emergency Management remain active on "Twitter" as an alternate way to inform residents of important information and weather alerts. You can find us at [@WindhamFD](https://twitter.com/WindhamFD).
-

As we enter 2024, we will continue to seek out additional Emergency Management grants whenever available, which would assist us in the purchase of equipment and offset training expenditures during the fiscal year.

As always, we extend an invitation to residents who would like to volunteer to assist us in such areas as management database integration, logistics, and shelter and communications sub-committees. If you are interested in joining, visit the website: www.windhamnh.gov and click on Departments - Emergency Management where you can contact Fire Chief Thomas McPherson or contact us at 434-4907.

In closing, I would like to extend my sincere thanks and gratitude to Mary Ann Horaj for her continued commitment and devoted dedication to Emergency Management in the assistance with secretarial and technical support. I also would like to thank our spirited team of volunteers who have continued to stand ready and work as a team to improve our planning and overall state of readiness at a moment's notice. Lastly, I want to thank all the members of Town Government for their continued support and dedication.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Thomas L. McPherson Jr." The signature is fluid and cursive, with "Thomas" on the first line, "L." on the second line, "McPherson" on the third line, and "Jr." on the fourth line.

Thomas L. McPherson Jr.
Fire Chief/Emergency Management Director

FOREST FIRE RANGER & STATE FOREST RANGER

This past year we observed wet weather in late spring and throughout the summer. This led to reduced wildfire activity throughout the state and allowed many of our state firefighting resources to respond to Nova Scotia and Quebec to assist our Canadian neighbors with their record wildfire season. We were also able to team up with local fire departments and provide many wildfire trainings throughout the state.

This time of year, we see fires caused by the careless disposal of woodstove ashes. Before dumping your woodstove ashes, you should place them in a covered metal container until they are out cold. Many homes in New Hampshire are located in the wildland urban interface, which is the area where homes and flammable wildland fuels intermix. Every year New Hampshire sees fires which threaten or destroy structures, a constant reminder that wildfires burn more than just trees. Even with the lower wildfire threat in New Hampshire in 2023, properties within the Wildland Urban Interface were still impacted, with 8 structures threatened and 3 destroyed by wildfires. Homeowners should take measures to prevent a wildfire from spreading to their home. Precautions include keeping your roof and gutters clear of leaves and pine needles and maintaining adequate green space around your home free of flammable materials. Additional information and homeowner recommendations are available at www.firewise.org. Please help Smokey Bear, your local fire department, and the state's Forest Rangers by being fire wise and fire safe! We ask everyone to remember Smokey's message about personal responsibility and follow his ABC's: Always Be Careful with fire. If you start a fire, put it out when you are done. **"Remember, Only You Can Prevent Wildfires!"**

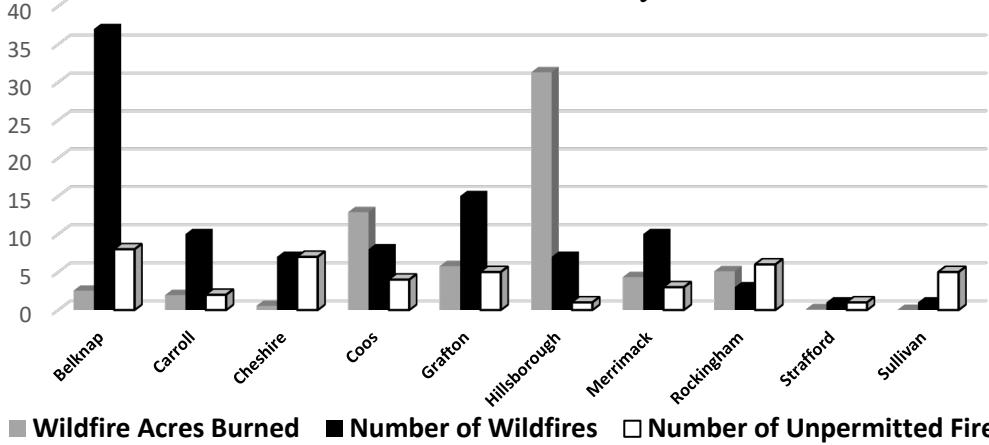
As we prepare for the 2024 fire season, please remember to contact your local Forest Fire Warden or Fire Department to determine if a fire permit is required before doing ANY outside burning. Under State law (RSA 227-L:17) a fire permit is required for all outside burning unless the ground is completely covered with snow. Fire permits are also available online in most towns and may be obtained by visiting



www.NHfirepermit.com. The burning of household waste is prohibited by the Air Resources Division of the Department of Environmental Services. You are encouraged to contact the local fire department for more information. Safe open burning requires your diligence and responsibility. Thank you for helping us to protect New Hampshire's forest resources. For more information, please contact the Division of Forests & Lands at (603) 271-2214, or online at www.nh.gov/nhdfi/. For up-to-date information, follow us on X and Instagram: [@NHForestRangers](https://www.instagram.com/nhforestrangers)

2023 WILDLAND FIRE STATISTICS

WILDFIRE ACTIVITY by COUNTY



Year	Number of Wildfires	Wildfire Acres Burned	Number of Unpermitted Fires*
2023	99	64.5	42
2022	59	203	48
2021	66	86	96
2020	113	89	165
2019	15	23.5	92

*Unpermitted fires which escape control are considered Wildfires.

CAUSES of FIRES REPORTED

Railroad operations & maintenance	Firearm & explosives use	Undetermined	Recreation & ceremony	Debris & open burning	Natural	Other causes	Power generation, transmission, distribution	Smoking	Arson	Misuse of fire by a minor	Equipment & vehicle use
0	0	22	3	80	4	4	10	1	2	0	4

WINDHAM COMMUNITY TELEVISION

WCTV Channel Line Up (Windham Comcast Subscribers):

Channel 6: Government
Channel 8: Public Access
Channel 16: Community Bulletin Board
Channel 22: Education

Comcast made changes to channel line up for customers in 2023. Current line up listed above. WCTV has made the Government and Education channels available on Live Stream (visit www.wctv21.com for links). Viewers can also use the Videos On Demand feature; there they can catch up on meetings and events they may have missed watching during Live broadcast.

WCTV's Government Channel provides coverage of all Board of Selectmen, School Board, Zoning Board of Adjustment, Planning Board, Conservation Commission, and Economic Development meetings. Coverage is also provided to many subcommittee meetings as requested. In addition, WCTV provides coverage for the Town Deliberative and School Deliberative Sessions.

Programs on WCTV's Public Access Channel are produced by volunteers, non-profit organizations and WCTV staff. WCTV also produces public service announcements in partnership with local non-profits and Town departments. Other programs aired on have been provided to us in partnership with local organizations, access stations, or by residents of Windham. Programs of interest to other New Hampshire communities are shared through the New Hampshire Coalition for Community Media (NHCCM) network.

In 2023 WCTV provided residents with coverage of Town and School Budget Hearings, Town and School Deliberative Sessions, Town Holiday Message, Candidates Night and Candidate Interviews, Election Coverage, Easter Egg Hunt, Memorial Day Parade, Town Day, Fire Department Open House, Harvest Fest, Holiday Band and Choir Concerts presented by WCS, WMS and WHS.

WCTV's Education Channel provided live coverage of the many school concerts and performances that take place in the WHS Auditorium. 2023 performances in Spring and Winter of 2023 included WCS Choir and Band, WMS Choir and Band, WHS Choir and Band.

WCTV offers training to residents interested in television production and looks forward to new endeavors. After certification, access users can produce studio or field productions with professional level audio and video equipment. Also, WCTV offers many opportunities for students to complete internship and work study programs.

The WCTV website www.wctv21.com provides a direct link to live stream channels, videos on demand, and announcements on special events covered by WCTV. WCTV also reaches out using social media to further provide residents with information on programs and events.

The Windham Cable Advisory Board officially welcomed new regular member Tom Nolan, and new alternate member, Daniel Pascarella.

WCTV would like to thank the entire Windham Cable Advisory Board for all their help and support throughout 2023. WCTV would also like to thank all our videographers for all their hard work and dedication to the studio. WCTV videographer's Tom Case, Barbara Coish, Bob Coole, Tom Nolan, and Darrell Halen were responsible for coverage of most government meetings.

Respectfully submitted,

Kelly McLaughlin

Kelly McLaughlin
Cable Coordinator, Town of Windham

VITAL STATISTICS RECORDED

AS OF DECEMBER 31, 2023

BIRTHS

CHILD'S NAME
BARBOSA, ISABELLE RAINÉ
BELANGER, TESSA JEAN
CAVANAGH, VICTORIA ANGELIQUE
CARTER, IVY JEAN
CUDDEMI, CHARLOTTE RUTH
DESHPANDE, MYRA KANIKA
DOREN, JACK GUY
ESTEVEZ, SCARLET ROSE
FROST, ISABEL EMMA
FROST, JONAH MAXWELL ELIAS
GALLOTTO, CAROLYN MARITZA
GRANDE, SEBASTIAN MARK
HARVEY, CAMERON KASSEY
HASSAN, NABILA TAREK ABDELMONEM KAMEL
HENNEBICQUE, GRAHAM ELLIS
JENKINS, CADEN PATRICK
JOHNSON, LUCY ABIGAIL
KELLEY, MOLLIEE JEANNE
KELLOGG, RONIN
KUMMER, CHARLOTTE QUINN
LAND, DANIEL HYK
LAURENT, HENRY MILES
LISTON, THEODORE STEBBINS
MARKS, ELLA ROSE
MARQUIS, REMI GRACE
MORRILL, REVAN ALEC
PARK, NOLAN TAYLOR
PESOLILLO, JAKE GABRIELE
PHOMVEHA, CRUZ JAMES
POULIOT, SUMMER HELEN
SCHAFFER, MADELYN EMELIA
SHOVEIN, SILAS JAMES
ST. CHARLES, MACKENZIE SKYE
STEVENS, COLBIE LINNEA
TRACEY, NATALIE RAE
TREIBLE, JEREMIAH ROSS
TSAI, MADISON
WATERMAN, ABIGAIL ROSE
WINSLOW, PENELOPE MARIE
ZHANG, EMMA CATHERINE

DEATHS

DECENDANT'S NAME
ADAMS, JOHN WAYNE
BENSON, RICHARD VICTOR
BOARDMAN, ROBERT ROSS
BODMAN, HAROLD WARD
BROWN, DENNIS W
BUCKLESS, KATHRYN M
CABRAL, LORETTA ALASKA
CALITRI, DRUSILLA M
CARON, PAUL ANDRE
CHANNAVE, LORENA
CHANG, BRUCE C
CHARITY, EDWARD H
CHARITY, JANE ANNE
CHASE, BRENDA LEE
CHILDS, ELEANOR B
COFFIN, DORIS M
COLANTUONO, WALTER F
CONROY, JOHN F
D'ANNOLFO, JANET MYRA
DAVID, GRETA T
DE GREEF, MARGOT GEERTRUIDA
DOHERTY, JEANNE M
DOWIE, COLIN PATRICK
EMERSON JR, DANIEL H
ERICKSON, SHIRLEY ANN
EVANS, MARILYN EILEEN
FIORELLO, LINDA MAY
FRECHETTE, PAULINE A
FURTADO, JANE M
GARRON, PATRICIA M
GRINGERI, JOSEPH JOHN
GUMPPER, WALTER
HEENAN, PATRICIA
HORTON III, WILLIAM L
IVAS JR, GEORGE J
JACK, DOUGLASS MACAURTHUR
JACKSON, LAWRENCE PAUL
JOAQUIM, JAMES KEVIN
JOHNSON III, JOHN E
JONES, KANG PU
LAPADULA, DORIS AUDREY
LEPPALA, JOHN T
LETENDRE, CECILE GENEVIEVE
LIEN, FRANK FUNGSTANG
LINNEHAN, JOAN A

L'HEUREUX, JEANNETTE A
LOUREIRO, MANUEL PAIS ALMEIDA
MAHONEY, PATRICIA
MANGANO, GAYLE ANN
MARQUIS, MILDRED T
MESSIER, JOAN MARIE
MICHALIK, LORENA
O'CONNOR, SANDRA ANN
OSTERFIELD, JOHN R
OVEN, DENI E
PATTI, MARIA
PELLEGRINI, DOROTHY ANN
PELLEGRINI, NAZZARENE B
PENNISI, CONSTANCE J
PENNISI, MAURICE A
RITTENHOUSE, ELAINE TERESA
RHODES, RICHARD ALBERT
ROKEL, JANICE LEE
ROSSETTI, CONCETTA MARIE
SACKLEY, GEORGE CHARLES
SEGALINI, AUD
SMITH, MICHAEL DEANE
SMITH, THOMAS LEMUAL
SOLA, ROSEMARIE A
SPELLMAN, GLORIA ANN
SPENCER, CECILIA E
SPINELLA, PATRICIA E
ST. GERMAIN, STEPHANIE ANN
STIFANO, RAYMOND EDWARD
SULLIVAN, PATRICIA ANNE
TAMBOURIS, CHARLES ADAM
TANIS, DAVID LEE
TERRELL, ZACHARY JOSEPH
THERRIAULT, DENISE ANNETTE
TILLEY, JAMES ANDREW
TOLL, LARUE RUTH
TREMBLAY, PAUL E
VROOMAN, THEODORE JAY
WAMSLEY, JOANNA
WARREN, JAMES PAUL
WHITTEMORE, DONALD RENNIE
ZINS, EUGENE P

MARRIAGES

PARTIES WED AFFILIATED TO WINDHAM

FERGUSON, LUKE WILLIAM	CRUZ BONILLA, ESTEFANIA
PAWELCZYK, MATTHEW STANLEY	GERALDINE
LOSPENNATO, BRIAN JAMES	MACINTOSH, MELLISSA MARIE
HERNANDEZ, ISAIAH EMMANUEL	RICCIARDI, BETHANY GRACE
MCNEIL, TIFFANY ELIZABETH	MOUNT, ELEECE ANDREA
NOEL, MATTHEW RICHARD	SPENCER, TODD
	KAONOHIOKALA
	BUGA, ALYSSA KAYE
HARRIS, PATRICK CAN	STREECHON, MARY ANN CHRISTINE
BOSTIC, LOREN BAILEY	KAWASAKI, KENTA CHRISTOPHER
THOMPSON, JOSEPH CHRISTOPHER	BEDELL, SAMANTHA MARY
LAWSON, MICHAEL LAWRENCE	LEBLANC, STEPHANIE JEANNE
PEIRCE, CODY ALLEN	TRAMACK, NICOLE LYNN
MASYS JR, JOSEPH WILLIAM	LAPIERRE, JESSICA MARIE
COSTANZO, CHRISTOPHER FRANCIS	CAREW, ALYSSE SHANNON
DIPAOLO, ANDREW CARL	COLLINS, KRISTY KEE
PEIRCE, ALYSSA BROOKE	SAWYER, GREGGORY WAYNE
CRANE, ALEXA ASHLEY	MAGEE, RILEY MATTHEW
VENTURA, RICHARD JOSEPH	BENNETT, GAIL LYNNE
BARBAGALLO, JAMES I	SOUCY, ERICA CAROLYN
MCCARTHY, KEVIN ROBERT	LEBLANC, NICOLE MARIE
BIRCHENOUGH, JAMIE M	PETYR, ALYSSA BROOKE
THIBODEAU, JENNIFER NICOLE	MAGUIRE, ANDREW GEORGE
SUTTON, TAYLOR BIJAN	SHEETS, TYLER TRAVIS

Respectfully submitted,



Nicole Merrill, CMC, Town Clerk

CONSERVATION COMMISSION

“There can be no greater issue than that of conservation in this country” President Theodore Roosevelt

2023 was an exciting, vibrant year for the Conservation Commission, as the 8-member commission energized to manage and enhance the town lands under its jurisdiction while attaining new properties to continue to preserve Windham for its residents. The commission holds public meetings on the second and fourth Thursday of each month, with a workshop scheduled the third Thursday of even months.

The Conservation Commission sets its standard through the 3 “P’s of conservation.

Plan

- Current landowner and future town relationship development.
- Proper forestry planning and management.
- Compliant trail development, strategies, and practices.
- Continued effort to acquire open space parcels, while keeping an acceptable balance of residential, commercial and industrial properties.

Preserve

- Plant and wildlife preservation in our fields, forests, streams, wetlands and ponds.
- Preservation of monuments, structures and Windham’s history.

Protect

- Protecting our investments for future generations through environmentally and ecologically sound practices.

Primary Responsibilities of the Commission are:

- Review of Planning Board applications, providing comments, concerns and suggestions where appropriate.
- Review of Zoning Board of Adjustment cases, providing comments related to environmental concerns and impacts.
- Review of “Dredge and Fill” applications with the purpose of assessing the environmental impacts of each proposal.
- Annual monitoring of Rt 28 Town Forest, Andrews/Ingersoll Conservation Land, Deer Leap Conservation Land and Landry’s Conservation Easement. Required walks and assessments are done with the guidance of Southeast Land Trust.

2023 Acquisitions

The Commission continues to be fully committed to protect open space in Windham. Protecting flora, fauna, water quality and wildlife which are crucial for a healthy environment. This year we added 18 acres of forest and wetlands to our inventory. Properties of this nature are crucial to a healthy ecosystem and we encourage any landowners looking to protect the town for future generations, to engage with the commission to make this happen.

Ecological Study

The Conservation Commission, with the support of the BOS, entered into a relationship with Moosewood Ecological LLC to conduct a multi-year biodiversity study of town owned properties. Holding 2 Bioblitz days and using the iNaturalist app (community-science database), the commission is cataloging the biodiversity of Windham. From rare and endangered turtles to everyday flora and fauna, this inventory will be crucial as Windham continues to grow. Giving the Conservation Commission and other boards in town information to make sound decisions for growth is also our purpose, while keeping in mind that biodiversity is crucial for vibrant environment and community.

Community Engagement and Involvement

Conservation lands are a cherished resource within the Town of Windham. Used for recreation, solitude, and reinvigorating one's soul. The Commission would like to thank those that have volunteered in 2023 to make "our" conservation lands what they are today:

Brendan Ashworth, Troop 266, Fosters Pond Kiosk
Sam Pancoast, Troop 266, Clyde Pond/Gage Lands Trail Signage
Mason Monterio, Troop 266, Canoe Ramp on Moeckel Pond
Friends of Moeckel Pond, Stone Wall @ Moeckel Pond
Denise Sarnie, Bee Hives, Campbell Farm
Clyde Pond MTB Group, Repair and maintenance, Clyde Pond/Gage Lands
Robin Wilson and Mark Wimmer, XC Trail Wetland Crossings, Clyde Pond/Gage Lands
Brandi Gilardi, Troop 22200, Fairy Houses, Fosters Pond
Nicholl Summers, Hike it Baby/LL Bean, Fosters Pond
Norm Babineau and Bill Hutchings, Trial Maintenance, Rt 28 Town Forest
Stapleton Family, Trail Maintenance, Ashton Park
And any additional residents that have helped keep "Our" conservation lands the assets that they are.

Respectfully submitted on behalf of the Windham Conservation Commission.

Mike Specian

Mike Specian, Chair

DEPOT ADVISORY COMMITTEE

Starting in 2004, the Committee was charted by the Board of Selectmen to provide a plan and carry out the vision to improve the buildings and surrounding area in conjunction with the Town designation of the Depot as a Historic District and development of the Windham Rail Trail.

The Windham Depot site with the Depot building, Freight building, parking lot and C16 B&M caboose is one of Windham's designated Historic sites. The re-development efforts started in 2006, through private donations, grants, direct Town appropriation, and Transportation Enhancement funds matched by the Town. Continued maintenance and funding is provided in collaboration with the Town and the Windham Rail Trail Alliance.

2023 focused primarily on ground maintenance and general upkeep of the buildings and the C-16. During the year, the Windham Rail Trail Alliance and volunteers provided over 50 hours of work at the site that included trash pickup, landscaping, mowing and maintenance.

This year the C-16 Caboose was host to 2 Nesmith Library story events for preschoolers, which were well attended, and provided everyone a tour of the caboose, always a favorite!

The Town maintenance team led by Dennis Senibaldi, also provides well appreciated assistance handling larger in scope work such as large tree removal, Depot building maintenance, and this year replacing the Depot maintenance gate. This was the first full year of contracted mowing services provided by the Town, which helps tremendously with that task.

The WDAC and WRTA always thank those who contribute in their own way, picking up and keeping the Depot area and trail clean, and always welcomes volunteers and sponsors, who may contact us through our website or phone contact.

The Windham Depot Advisory Committee is appreciative of the continued support provided by the Town, the Historic Commission and community, and to those who have donated their time and materials. We have openings on the Committee, so anyone interested in Depot maintenance activities and potential building project, please contact the Town Administrator or the Chairman. Also, please contact the same for any requests for guided discussion of this historic site, and tours of the C-16.

Respectfully submitted,



Mark Samsel, Chairman

FORESTRY COMMITTEE

The Windham Forestry Committee, established in 2014, works to manage the 200-acre McIlvaine Town Forest for recreation, wildlife habitat and forest products in ways consistent with our Forest Stewardship Plan.

Committee members meet as needed to discuss management and administration of the McIlvaine Town Forest. An initial timber thinning harvest was completed early in 2016. This activity removed some mature and low-quality trees, allowing new tree and brush growth to improve the overall health and biodiversity of the forest. Revenue generated from the sale of harvested wood products was placed in the Windham Special Forestry Fund. This special fund is utilized for ongoing town forest maintenance including recreational trail improvements, wildlife habitat management and historical artifact protection.

2023 McIlvaine Town Forest highlights include:

- Committee members and volunteers performed routine trail maintenance on a 1.5-mile loop trail that connects neighborhoods in the areas of Wood Meadow Estates, Bayberry Road, Weston Road, Osgood Street and Copps Hill Road. We also now maintain a new trail segment of about .5 mile that was created from near the historic Osgood cellar hole to the McIlvaine cellar hole.
- This year we partnered with Millstone Wildlife Center in Windham. Millstone is a wildlife rehabilitation facility that works primarily with small mammals that are sick, injured, or orphaned. Through this partnership, the McIlvaine Town Forest became home to 8 raccoons, 4 skunks, 3 opossums, 3 woodchucks, 1 fox, 1 porcupine, and 1 bobcat.
- On May 16 & 17 a brush fire occurred near the end of Osgood Road. Many towns and entities were involved in aiding the Windham Fire Department in dealing with this fire in an area without road access or adequate water in very dry conditions. We would like to thank the WFD for their hard work on this fire. We would also like to thank the following for their help: Hampstead, Hudson, Londonderry, Derry, Pelham, Litchfield, Salem, Nashua, Auburn, Chester, NH State Forestry Division, and Southeastern New Hampshire Hazardous Materials Mutual Aid District. A total of 4 acres burned. The fire was light enough that very few large trees were killed. The damage was mostly in the understory of bushes and young trees which were mostly killed. Thanks to a wet summer, some regrowth began. It will take a few years to recover. Fortunately, our county champion American Chestnut narrowly escaped.

In 2024, the Committee will continue maintaining the McIlvaine Town Forest recreational trail network. In addition, we will continue long range planning for maintenance, invasive species control, wildlife habitat improvements, and other forest resource stewardship projects. Our goal is to maintain a healthy forest that provides wildlife habitat, renewable timber resources, clean air, clean water, and varied outdoor recreational opportunities such as hiking and hunting to the residents of Windham.

Respectfully submitted,

Wanda Rice

Wanda Rice, Windham Forestry Committee Chair

HIGHWAY SAFETY COMMITTEE

The Highway Safety Committee, which is comprised of the Police and Fire Chiefs, General Service Director, Community Planner and four (4) citizen representatives, exists to promote highway safety using road signage, literature, and/or educational media.

The Committee accomplishes this mission in two main ways. First, we review all plans submitted to the Planning Board and comment on any issues that are related to Highway Safety such as road widths, signage, and access and egress points. Second, we review all requests from our residents and employees for such items as speed limit, stop, and yield signs, and other traffic related sign installations.

The committee remained active in site plans review and submitted comments when necessary to the Planning Board. The committee also reviewed and acted on several other issues brought forth from residents such as:

- ❖ Roulston Road Parking
- ❖ Londonderry Road
- ❖ Hardwood Road
- ❖ Heritage Hill Road

The Committee maintains its standard policy of recommending new roads be constructed with a minimum pavement width of twenty-eight (28) feet with curbing and closed drainage systems on all applicable applications.

If anyone has a recommendation or request for a highway safety measure, we encourage them to submit it to us using the "Highway Safety Request Form", which may be obtained from the Town Administrator's Office or email us at hsc@windhamnh.gov

Each request received is reviewed carefully and recommendations are made to the Board of Selectmen to either approve or deny the request.

In closing, we wish to offer the Committee's continuing appreciation to the residents for their interest and involvement in Highway Safety. We are always looking for suggestions to improve the safety of Town roads and, to this end, welcome your input.

We also wish to thank the Board of Selectmen for the support they have shown the Committee in endorsing many of our recommendations. Finally, we offer our appreciation and gratitude to the members of the Highway Safety Committee for their involvement and commitment to meeting our mission.

Respectfully Submitted for the Committee,

Thomas Sharpe Sr.

Thomas Sharpe Sr.
Chairman

HISTORIC DISTRICT / HERITAGE COMMISSION

The Historic District Commission (HDC) is a Town land use board appointed by the Board of Selectmen. The purpose of the Commission is to identify and preserve Windham's Historic Districts and heritage landmarks, especially those that are included in the Historic Cultural Resource List (HCRL), which can be reviewed on the Town website at <https://windhamnh.gov/302/HistoricDistrictHeritage-Commission>. The HDC oversees buildings and land use within the designated Historic Districts, and encourages the documentation and preservation of historic resources in the Town of Windham. This committee works with the town and private landowners to restore, renovate and, as a last resort, document historic buildings prior to demolition. High priorities are raising public awareness about the town's historic assets, any issues concerning the diminishing historic locations in Windham, and adding Historic Districts for preservation.

In 2023 the HDC continued in our duties, collaborating with the Planning Board, Zoning Board of Adjustment, Conservation Commission, Board of Selectmen, Community Development, and landowners to find new ways to protect the history of our town. Our duties include serving on the Technical Review Committee (TRC), reviewing building permits, and reviewing planning board and zoning variance applications related to historic assets in town. We thank Heath Partington for continuing as our Selectman liaison. Anyone interested in the HDC's endeavors are always welcome to join us at our regular meetings which are always scheduled for the first Thursday of the month at 7 pm in the Community Development Department Conference room.

Some of the projects the HDC worked on in 2023 include:

Town Hall: This important landmark was started in May 28, 1798 when residents voted to create a meetinghouse near the center of town, directing that a committee of eighty men would be tasked with framing the building and that the Selectmen would provide these workers with a barrel of rum. From the beginning this historic building has been integral to town life, providing a gathering space both for town meetings and religious services, housing the first Windham public library collection, and acting as the centerpiece of the 1892 festival to celebrate the 150th anniversary of the incorporation of Windham. This building has served as the Town Hall since 1835 and is one of the oldest meetinghouses in the state. 2023 saw continued efforts to reverse the effects of delayed maintenance and to chart a path forward to restoring Town Hall to its former glory. The HDC looks forward to their part in revitalizing this critical piece of Windham's, and New Hampshire's, history.

Pocket Parks: In 2022, an overwhelming 79% of voters supported designating Indian Rock as a Historic District, underscoring Windham residents' strong commitment to preserving the town's historical assets. Recognizing the importance of providing residents with access to and enjoyment of designated Historic Districts, the HDC has initiated research and preliminary planning for a series of pocket parks. These parks aim to enhance recreational options and contribute to the exceptional quality of life valued by Windham residents.

In the past year, historic markers were successfully installed at Indian Rock and Governor Dinsmore Wall. Additionally, plans are underway for another marker at the London Bridge Causeway. Residents can learn more about the site's history thanks to a kiosk crafted by Jack Skilling as part of his Eagle Scout project. This collective effort reflects Windham's dedication to preserving its rich heritage.

Master Plan: The HDC assisted the efforts of the Master Plan Steering Committee by updating a draft chapter on historic and cultural resources for inclusion in the latest iteration of Windham's Master Plan.

Historical Town Records: The Commission is continuing to collect, index and archive all Commission and historical records for digitizing into the Town records system designated for this purpose. Of great concern are the Thorndike survey maps and various records held by the Commission.

Looking forward to 2024: The Commission's plans include:

- Working with General Services, restoration experts, and the Board of Selectmen to repair and restore the Town Hall in the next 4 years.
- Furthering efforts to make town historic assets accessible and essential to residents.
- Identifying new ways to promote the history of Windham to residents and beyond.
- Documenting and preserving historic assets, with a strong focus on ensuring historic stone walls are preserved in accordance with New Hampshire state RSA 539:4.
- Working with the Strawberry Festival Committee to bring an annual historic presence by incorporating the history of the Town from its incorporation in 1742 to the present.

Respectfully,

Renee Mallett

Renee Mallett, Chair

HDC Members

Renee Mallett, Chair

Peter Griffin, Vice Chair

Derek Saffie, Secretary

Carol Pynn, Regular Member

Brad Dinsmore, Regular Member

Frank Farmer, Alternate Member

LOCAL ENERGY COMMITTEE

The Committee made progress in several areas. These include:

- Initiated Community Power Aggregation Project
- Completed one-year operation of Nesmith Library solar system
- Assisted Planning Board in updating 2023 Master Plan Energy Chapter
- Began assessment of “solar farm” proposals

John Gage, John Klyop, Pat Manzo, Allen Reed, Joel Taft, and Mark Kovacs continued as LEC members throughout 2022. Swapnil Saket and Kyle Gschwend joined the Committee this year.

Initiated Community Power Aggregation Project – Allen Reed

The NH legislature approved a bill which would enable local communities to act as an aggregator for electric power to be sold to community residents. This legislation allows the Town to negotiate lower cost, large volume electricity rates on behalf of all residents. This eliminates the need for individual residents to negotiate third-party supply rates for themselves and predatory practices experienced by some utility users. Residents may select to allocate a portion of their savings to procure renewable energy to reduce their carbon footprint.

Since the Local Energy Committee’s primary role is to advise and assist the Town and its residents on reducing their energy usage and costs, the committee can negotiate an electricity rate as a collective with lower cost, bulk electricity purchasing. Any overhead expenses are distributed within the basic rate charged to consumers. There is no cost to the town budget.

On October 2023 the LEC proposed to the Board of Selectmen that a sub-committee be formed, Windham Community Power Aggregation (WCPA). The purpose is to pursue a Windham Community Power Aggregation (WCPA) in 2024 with a Warrant on the March Town Meeting ballot. From this approval, the WCPA proposed that Standard Power be selected as the town’s implementation consultant and Power Aggregation Plan management provider. This was approved by The Board on November 20, 2023.

As required by RSA53, the WCPA will hold several open hearings open to the public to discuss the program with residents. These hearings will take place in January 2024. A survey was initiated in December to provide resident input to the Windham Community Power Plan. This plan is the framework outlining the details of the program and requires approval of the Public Utilities Commission to proceed.

Completed one-year operation of Nesmith Library solar system – Pat Manzo

The Nesmith Library’s solar photovoltaic (PV) installation has been operational since November, 2022. The system is operating as planned and has produced 82,500 KWH through October 31, 2023. The solar system produced 90% of Nesmith Library’s annual electrical consumption while reducing CO₂ emissions by approximately 58 tons. This is a major contribution to slowing global warming and is equivalent to planting 2,300 trees. More tangibly, the Nesmith electric bill over the last 12 months fell by approximately 50% reducing the electricity cost by \$8,400. These savings will increase to approximately \$15,000 annually after the Town completes the system purchase in 2028. Overall, it is operating as planned, reducing carbon emissions to the atmosphere significantly, and beginning to reduce the Town’s electrical costs. The Town is on plan to recover all solar system costs within 15 years; the solar system – with an approximate 40-year lifetime - will significantly reduce Windham’s electrical costs over that period.

Assisted Planning Board in preparing 2023 Master Plan Energy Chapter – Mark Kovacs

The Windham Planning Board requested that the LEC update the Energy Chapter of the 2015 Master Plan. The Committee in cooperation with the Planning Board generated a revised Chapter detailing Windham's current energy usage, recent efforts for municipal energy and cost saving measures, recommended steps for energy cost mitigation, and a set of energy-related goals. The principal goals include:

- Create a joint, LEC-chaired, Planning Board/LEC Sustainability Committee to investigate, promote, and coordinate sustainability solutions,
- Investigate incentive programs to encourage energy efficiency and onsite generation of existing structures,
- Modify existing zoning laws variance criteria to include implementation of energy efficiency and onsite-generation,
- Implement new zoning laws/subdivision regulations to require energy efficiency and onsite generation,
- Develop incentives and bonuses to encourage energy efficiency and onsite generation,
- Encourage commercial development that serves the public to include EV charging stations,
- Develop guidelines for all new Town and School District development to include onsite generation and energy efficiency systems.

Began assessment of “solar farm” proposals – Swapnil Saket and Mark Kovacs

NH recently modified group net metering regulations to allow group participants to live outside the municipality “hosting” the solar farm. The Town of Windham has received offers from several entities to participate in new “solar farms” scheduled for operation in 2025. At no investment/cost to the Town, solar farms offer dollar credits on the municipal electric bills based upon a share of the “farm’s” solar production. The share size is typically expressed as a percentage of the solar farms annual production represented by the Town’s annual municipal consumption. The “credits” depend upon the solar farm entity but are typically 10% of the dollar credit which the farm receives from the default supplier in the municipality hosting the farm (Eversource, Liberty Utilities, etc.). The solar farm investors are willing to offer this credit at no cost/investment since NH’s net-metering rules require that a solar farm can be authorized only if there is a guaranteed commitment to consume the solar power generated. Although a potential “solar farm” participant is free from investment or any operational costs, the participant must make a long-term commitment (typically 20 years) to consume the solar energy produced by the “farm.” Financial penalties can be imposed for failure to meet this contractual, consumption commitment. This condition effectively limits a municipality’s ability to construct its own on-site generation facilities for the contract lifetime.

The LEC anticipates completing its cost/benefit assessment of these proposals early in 2024 followed by a recommendation to the Town’s Administrator.

LEC Membership

Messrs. Heath Partington, BOS Liaison, John Gage, Kyle Gschwend, John Klyop, Pat Manzo, Allen Reed, Swapnil Saket, Joel Taft, and Mark Kovacs, Chairman

MUSEUM TRUSTEES

The Trustees of the Windham Museum are charged with the development and oversight of the Town Museum which is located in the historic Armstrong Building at 3 North Lowell Road. It houses purchased, recovered, and donated artifacts of Windham's past.

The year 2023 was a very active one for the Museum with a focus on engaging the youth of our community. The addition of scavenger hunts for a variety of age groups and old-fashioned toys have proven to be very popular. The Museum was a stop for Third Grade students studying New Hampshire History with many students returning later in the year with their families. A number of Scout troops held meetings at the Museum as well.

The High School Volunteer Program has continued to be successful with students completing cataloguing of the collection and participating in Museum Open Houses. The next phase of our work with the volunteers will be photographing the collection with an eventual goal of providing access to people wishing to do on-line research.

A highlight of the year was the Open House in August to commemorate the 125th anniversary of the Armstrong Building which houses the Museum.

Museum openings are publicized in the Town Calendar, The Windham Independent, and The Windham NH Neighborly Connection Group on Facebook. The Museum is also open by appointment and arrangements can be made by emailing jmanthorne@WindhamNH.gov. Please stop in when the "Open" sign is displayed out front.

The Museum's website can be reached at: <https://www.windhamnhmuseum.com>.

Windham Museum Trustees

Jean Manthorne, Chair
Diane Farmer, Vice-Chair
Linda Janulis
Carol Pynn
Derek Saffie

Alternates:

Bob Coole
Dana Snow

NESMITH LIBRARY TRUSTEES

This year saw the renovation of the brick walkways outside of the Nesmith Library. In addition to the ARPA funds allocated for the renovation, we were overwhelmed by the support of the community. Over \$34,000 was raised and 290 engraved bricks were purchased to support the project. If you haven't already found your brick, maps are available inside the library.

Despite such a lengthy and large project, the Trustees were incredibly grateful to our Director, Sylvie Brikiatis, and the entire staff for their dedication to minimizing any impact to the library services. While the construction necessitated closing for brief periods, their pandemic planning left them well prepared to continue to support the community even with limited access to the building itself.

Our staff remains the greatest asset of the library. We welcomed new staff, saw others transition into new roles, and said goodbye to long-serving staff members. The Board would like to thank the entire staff for another year of dedication in serving the Windham community.

We would especially like to acknowledge the retirement of our amazing Assistant Director, Nancy Vigezzi. The library will not be the same without her leadership, friendship, and years of dedication and experience. We wish her the best in this new chapter of her life.

We were happy to announce the promotion of Karen Burbank to Assistant Director. She will be performing these additional responsibilities along with her current duties of Circulation Manager and Outreach.

Our community suffered a great loss when Elaine Rittenhouse passed away this fall. Elaine transitioned to a part time role after retiring from the library last year. Her loss is deeply felt by us all.

The library continues to benefit from the generosity of F.L.O.W. and our many friends within the community. F.L.O.W. provides programming and items like museum passes that would otherwise not be fiscally possible. And, of course, F.L.O.W. events like the Strawberry Festival bring our community together and are what make our town so special.

The Board of Trustees invites all community members to consider creating a Named Fund at the Library. The Named Fund Program gives donors the opportunity to honor a loved one in perpetuity while supporting the Library's collection and services. It is a meaningful, forward-looking way to say that you care about your Library and all that it does for our community. For more information, stop by the Library or contact Director Sylvie Brikiatis or a Trustee.

Bad libraries build collections, good libraries build services, great libraries build communities.
-R. David Lankes

Respectfully submitted for the Trustees,

Theresa Abbamondi

Theresa Abbamondi, Chair

NESMITH LIBRARY INCOME STATEMENT 2023

Income

Fines	959.12
Lost or Damaged Books	1342.24
Non-resident cards	300.00
Copies	1827.76
Donations	6343.99
Flow	41254.54
Grants	.00
Interest	215.10
Other	.00
Town Operating Income	219689.00

Subtotal 271931.75

Expenditures

Library Acct expenditures	54261.19
Operating Expense	219689.00

Subtotal 273950.19

Trust Funds

Nesmith Library Named Fund	12540.71
* Donations	6408.08
Non-lapsing I (operating expense)	10531.70
Non-lapsing II (equipment expense)	1271.59

*\$250 of donation is restricted for internet services, \$550 is restricted to purchase book kits, approximately \$2500 was donated by a community group that has not decide what they would like to allocate the money towards. All of these funds to be expended in 2024.

ROUTE 111 BEAUTIFICATION COMMITTEE

The Board of Selectmen made the beautification of our town a priority in 2015 and this has remained a priority in succeeding years. The Board of Selectmen formed two committees who were charged with advancing the “beautification” of our town. One committee focused efforts on the Town Hall complex and surrounding areas. The other committee focused on the stretch of Route 111 from the eastward limit of the Rockingham Road (Rt. 28) Intersection, westward to the Wall Street/ Enterprise Road Intersection. I have served as the Chairman of that “other committee” which is referred to herein as the “Windham Rt. 111 Corridor Beautification Committee.” As of the writing of this letter, that committee is comprised of the following members:

Al Letizio, Jr. – Chairman

Jennifer Simmons - Board of Selectmen Member

Jay Yennaco – Windham Resident and Business Owner (Delahunty Nurseries)

Anthony Berni – Windham Resident and Business Owner (Canobie Lake Park)

Bill Deluca – Windham Resident and Business Owner (Bill Deluca Family of Dealerships)

The group met on several occasions and developed a strategy for the ongoing beautification and esthetic improvement of the Route 111 corridor in Windham. The first phase of this effort was to create FOUR prominent locations near major entry points where beautifully styled “Welcome to Windham” signs would be installed, featuring attractive perennial flower displays, with low voltage lighting and designed for longevity and low maintenance.



The four sign locations are as follows:

1. On the northerly side of Route 111, just west of the Rockingham Road (Rt 28) Intersection, just before the Rail Trail bridge
2. On the Southerly side of Route 111 in the vicinity of the Mammoth Road Intersection
3. At the bottom of the exit 3 off ramp from I93 southbound, within the current triangle area
4. At the bottom of the exit 3 off ramp from I93 northbound, within the current triangle area

The Board of Selectmen agreed unanimously to write \$25,000 into its 2016 operating budget for this “Phase 1” Welcome to Windham sign project of the Beautification Committee.

Meetings were conducted with DOT officials and the locations were confirmed. Final awarding of the contract for the sign construction was to Brothers Sign Company, who installed three of the four signs during the summer of 2017. Sign number 2 above was installed adjacent to Klemm’s Country Store in the summer of 2018, following the renovation of the Klemm site. This is the first of the signs to be illuminated at night, thanks to a generous offer from Arthur Klemm to provide power to the sign from his property at no cost to the town. The Board of Selectmen voted unanimously to fund the \$1,500 cost of lighting and wiring the sign. The work was performed by Stephens-Marquis Associates of Bedford, NH.

The Committee will reconvene in the Spring of 2024 and develop additional recommendations to the Board of Selectmen relating to the continued beautification of the Route 111 Corridor through Windham.

Respectfully submitted on behalf of the
Windham Rt. 111 Corridor Beautification Committee

A handwritten signature in blue ink, appearing to read "Al Letizio, Jr." followed by a surname.

Al Letizio, Jr,
Chairman

SEARLES SCHOOL & CHAPEL TRUSTEES

2023 was both an exciting and challenging year for Searles School & Chapel. It marked the evolution from a period of suspended animation of COVID. A period when there was no activity and subsequently no income.

It marked the year for completion of several major multi-year projects.

- the replacement of the tower roof and the repointing of the tower facade
- the interior tower reconstruction and painting
- renovation of the restrooms and kitchen; the first time since their installation in the early 1990s.
- replacement of the exterior doors in both the Chapel and School Rooms
- installation of weatherstripping on the front doors
- floor refinishing

Credit for the strategic scheduling and timing for this myriad of projects must be given to General Services Director Dennis Senibaldi and Searles School and Chapel Coordinator/Recreation Director Cheryl Haas.

This year marked a rebound of bookings and became the most successful year in our history. The diversity of events was astounding. They included weddings, parties (graduation, birthday, family, holiday, engagement), showers (bridal and baby), and mercy meals.

Also other events such as: Eagle Scout Award Ceremony, Festival of Wreaths, Lego Camp, piano recital, baptisms, meetings, and a Presidential Candidate visit. We also continued to fulfill our pledge to have the building used as a venue for Windham organizations such as Windham's Helping Hands.

Success can be attributed to the marketing and customer service efforts of Cheryl Haas while Michelle Joyce handled the opening and closing responsibilities. The total number of bookings was close to 100. This was before the development of a marketing program which began in 2023 will be continuing in 2024.

To address the funding needs for the facility as well as further restoration projects, we will be asking the voters to increase the Searles Revenue Fund from \$32,500 to \$42,000. Funding for this revenue fund is derived from income rental not taxes.

We continue to reach out to other community organizations to develop collaborations that could be mutually beneficial. Two of which include Searles Castle and Carrier Funeral Home. We also submitted Searles School & Chapel to the NH Film Bureau to be used as a potential film site.

Two old grist stones whose origins are unknown and have long languished in the dungeon of the building were donated by the Trustees to The Friends of Moeckel Pond to be used as part of a landscape plan for the Marston/Finn Dam at Moeckel Pond.

A major challenge occurred this summer when a lightning strike came perilously close to the building. No damage to the building occurred however, all of the electronics were destroyed including WIFI, HVAC, and alarms.

The Trustees continue to evaluate future projects. In 2023 plans and fundraising were developed for a redesign of the front steps to address both safety and aesthetic issues. Additionally, the restoration of two stone towers in front of the Chapel as well as repointing retaining walls adjacent to the handicapped entrance are on the list. As part of the renovation of the lower level, a photo gallery is being developed featuring the building's history and classes that have graduated from the building since its construction in 1908.

The Trustees have updated the fee structure for use of the building which the Board of Selectmen approved.

Betty Dunn, a long serving Trustee, retired from the Board. We thank her for her years of dedicated service. We have welcomed James Bull to the team.

The Trustees want to thank Town Administrator Brian McCarthy, General Services Director Dennis Senibaldi, Finance Director Deb Padykula, and Selectmen Liaison Ross McLeod for their continued guidance and support.

Sincerely,

Peter Griffin, Chairman

Peter Griffin

Current Roster:

Peter Griffin
Lisa Thornton
Mike Mazalewski
Rich Parow
Frank Merchel
Neil Fallon
Elizabeth Gill
James Bull

Southeastern New Hampshire Hazardous Materials Mutual Aid District

Bruce Breton
Selectman, Windham
Chairman, Board of Directors



Chief Thomas McPherson, Jr.
Windham Fire Department
Chairman, Operations Committee

About the District:

The Southeastern New Hampshire Hazardous Materials Mutual Aid District's membership is comprised of 15 communities, covering approximately 360 square miles with a population of over 195,000 people. The district was formed in 1993 to develop a regional approach for dealing with the increasing amounts of hazardous materials being used and transported within these communities.

The district draws its funding from an annual assessment from each community as well as from grants and donations. The FY 2023 operating budget for the district was \$163,900.00. Additionally, in 2023 the district applied for and received federal and other grants for equipment, training, and operational expenses totaling \$170,699.00. These grant awards included funding for equipment maintenance plans, replacement of the Technician trailer, new downrange radios and accessories, new spill control equipment, electric ventilation fans, sampling kit enhancements and a new gas analyzer instrument. This District was able to also sponsor a grant to train HazMat technicians for air monitoring as well as numerous other training programs for team members. The Fire Chiefs from each member community make up the Operations Committee of the District. The Operations Committee is overseen by a Board of Directors consisting of elected representatives from each community. It is the Board of Directors who approves the budget and any changes to the bylaws of the district. The Executive Board of the Operations Committee, which consists of the Chairman, Vice-Chairman, Treasurer, Technical Team Liaison, and one Member-at-Large, manages the operations of the district within the approved budget.

District Facility

The district maintains a facility in Windham that provides space to house several of its response vehicles and trailers, as well as provide office and meeting space for the District Administrator. In addition, the district is able to utilize the facility for monthly training for the Emergency Response Team as well as meeting throughout fire departments within the district.

The Emergency Response Team:

The district operates a Technical Emergency Response Team. This Response Team is overseen by one of the member communities Chief fire officers who serves in the Technical Team Liaison position. The Team maintains a three-level readiness response posture to permit it to immediately deploy an appropriate response to a District community's request for help involving an unplanned release of potentially dangerous chemicals within their jurisdiction. While the Team primarily prepares for response to unplanned accidental chemical releases it is also equipped and trained to deal with a variety of Weapons of Mass Destruction (WMD) scenarios. The team maintains a host of specialized response equipment to deal with chemical and environmental emergencies.

The Emergency Response Team is made up of 30 members drawn from the ranks of the fire departments within the district. The Team consists of six Technician Team Leaders, 21 Hazardous Materials Technicians, and 3 Communication Specialists. In addition to these personnel, the team also includes an industrial chemist from a local industry.

District Resources

The district's response resources include HazMat 1 which is the primary response vehicle and carries chemical detection and identification instruments, containment supplies, plugging, patching and intervention supplies, communication equipment, computer-based and other chemical reference guides as well as chemical protective equipment. The Team's other vehicles consist of a Command Support Unit (CSU), Rehab Truck, two Spill Trailers, a Technician Trailer, an Operations/Spill Trailer, a Firefighting Foam Trailer, an offroad UTV for downrange and remote deployment, an Air Supply/Lighting Trailer, and an SUV command vehicle.

The CSU, HazMat 1 along with the Technician Trailer, the UTV and SUV are housed in our Windham facility, while spill trailers are in Derry and Sandown allowing for rapid deployment of spill control materials throughout the district. The Foam Trailer is housed by Salem Fire, the Operations Trailer is housed by Hooksett Fire and the Air Supply trailer is housed at Chester Fire. Activation of the team is made at the request of the local Incident Commander through the Derry Fire Department Dispatch Center.

The Rehab truck which serves as a firefighter rehabilitation unit is also housed at our Windham facility. This unit is available to our member departments and is equipped with refrigerated cases of water and sports drinks and can serve hot beverages. The truck is also equipped with a heated inflatable shelter to provide first responders with a place to get out of the weather. To remove carcinogens from firefighters as soon as possible, this truck is also equipped with garden hoses, soap, and brushes to assist with the decontamination of firefighters at the scene of a fire or other incident. Staffing of this vehicle is done with a team of dedicated volunteers recruited from some of the district's fire departments along with the Derry Community Emergency Response Team (CERT).

Response Team Training

The Emergency Response Team members have completed 861 hours of training this calendar year. This training consisted of in-person training programs covering hazardous materials incident review, fire foam properties techniques and applications, Palmtop Emergency Action for Chemicals (PEAC) review, hazardous materials simulation equipment, chemical protective clothing, sampling methodologies and decontamination, waterway protection and booming, evidence collection, New Hampshire State Police Bomb Squad overview, radiological monitoring, suspicious package protocols, community target hazard site visits, electric vehicle and lithium battery incident management, leak control techniques, as well full-scale response drills with confined space rescue and hazard monitoring. Team leaders attended the International Association of Fire Chiefs HazMat conference in Baltimore, MD. In addition, through grant funding, the district was able to host approximately 20 hazmat technicians from its member communities in an “Air Monitoring” HazMat training class covering meters, chemical identification and limitations for Haz-Mat incidents. The annual New Hampshire HazMat Conference, sponsored by the New Hampshire Hazardous Materials Collaboration Council provided 21 Team members with nationally recognized speakers and subject matter experts discussing topics such as EV battery incidents and mitigation among others.

Emergency Responses

In 2023 to date, the Hazardous Materials Team responded to 30 incidents. These included an explosion at a business which required firefighting foam protection, a clandestine laboratory mixing toxic chemicals and spill trailer responses for hydrocarbon fuel spills petroleum station incidents, from motor vehicle crashes and home heating oil tank leaks. Other responses included propane emergencies, identifying unknown substances, as well as requests for technical assistance for member departments where a Response Team Leader provided consultation to the fire departments on the handling of an incident. The REHAB team responded to 19 incidents including fire scenes and large-scale training events.

For further information about the Southeastern New Hampshire Hazardous Materials Mutual Aid District, please visit our website at www.senhhazmat.org.

SOUTHERN NEW HAMPSHIRE PLANNING COMMISSION



SNHPC

The Southern New Hampshire Planning Commission (SNHPC) has provided the Town of Windham with a wide range of services and resources to help the town address its planning and transportation needs.

The SNHPC staff appreciates working with town staff in the planning, zoning, building, fire, police, recreation, and administrative departments, as well as the library. The SNHPC also thanks all the volunteers they've worked with on the Board of Selectmen, Planning Board, Economic Development Committee, and Conservation Commission. Finally, SNHPC staff appreciate the dedication of Town Commissioners including Peter Griffin, presently the SNHPC's Chairman and Edgar Lapointe, who recently volunteered to serve on the SNHPC's Budget Committee.

Despite nationwide inflation and cost increases across the vast spectrum of goods and services, the SNHPC has kept its municipal membership dues rate flat at \$0.676 per capita for the past four years by leveraging federal and other funding sources to benefit SNHPC member communities.

Highlights of the SNHPC's recent services to the Town of Windham included:

- Assisting Windham with state and federal transportation system funding opportunities, including securing \$1.879 Million through the NHDOT's Ten-Year Plan process for safety improvements at the intersection of NH Route 28/Roulston Road.
- Assisting Town staff as well as the Economic Development Committee with engaging NHDOT to begin the NH Route 111 corridor engineering study. This \$809,000 study will allow the town to define its future vision for NH Route 111 in conjunction with NHDOT partners.
- Completing trail mapping projects on behalf of the Windham Conservation Commission.
- Conducting traffic counts as well as bike/pedestrian counts within the Town of Windham to monitor townwide traffic volume patterns and changes.
- Performing regional freight planning, facilitating freight stakeholder meeting, truck route congestion planning and strategies and other freight research work.
- Assisting various town departments: Coordinating the update of Windham's Hazard Mitigation Plan, assisting the Planning Department with demographic analyses to support the Master Plan update, and providing GIS data and mapping needs, including Municipal Storm Sewer System requirements.
- Completing a comprehensive update of the Regional Housing Needs Assessment to analyze historical trends, project future needs, and identify strategies to meet the region's housing needs.
- Launching implementation of a \$500K U.S. EPA Brownfields Assessment grant, which will assess sites to provide new opportunities for cleanup and economic development.
- Identifying high-priority Electric Vehicle (EV) corridors and analyzing feasibility of DC Fast-Charging stations along transportation corridors.
- Working with Town staff and stakeholders to complete a grant-funded "Pathways to Play" project to enhance recreation access in SNHPC communities, including fielding a regional survey to assess recreation needs and opportunities, and developing an interactive map of recreation facilities.
- Coordinating regional climate action planning efforts, developing a climate action toolkit focused on roadway adaptations, and supporting federally-funded climate action planning efforts.
- Updating the 2016 Complete Streets Toolkit to include guidance on the most recent best practices and projects from New Hampshire and beyond.

Town of Windham Representatives to the Commission
Peter Griffin (SNHPC Chairman) & Edgar Lapointe

TOWN CENTER BEAUTIFICATION COMMITTEE

The Committee worked hard in 2023! A landscape designer was retained and created a design that will be implemented in the spring. We have also been obtaining estimates to evaluate the feasibility of installing electricity and water to the Common so plantings can be illuminated and watered. On three separate occasions Windham High School students worked towards their community service hours alongside Windham Garden Club members by doing the following:

- Installing plants donated by the Windham Garden Club.
- Spreading bark mulch donated by Delahuntys.
- Digging up and transplanting hostas donated by the Indelicato family.
- Planting shrubs with the Baker Grant funds.

We appreciate the partnership and support with The Windham Endowment for Community Advancement. They have collected donations and will continue to do so for the Town Center Beautification Project.

Many thanks to those who have generously supported the project to date:

Gina and Bruce Anderson	Theresa Arangio
Sally and Dave Devries	Rom Emrick
James Hebert	Patti and Al Letizio
Deborah and Douglas Melanson	Martin McDonough
Dennis Rogers	Carl Smith
Christine Surette	The Windham Lions Club
The Weller Family	The Windham Restaurant
Windham Seniors, Inc.	Homeyer Consulting Services Inc.
Fences Unlimited	Jim Finn and Liz Marston

Windham Endowment for Community Advancement



We encourage you all to stop by the Windham Town Common and watch the progress!

Respectfully Submitted:

Peter Griffin & Kathleen DiFruscia
Co-Chairs

Current Roster:

Peter Griffin	co-chair
Kathleen DiFruscia	co-chair
Frank Farmer	
Siri Wilbur	
Cheryl Haas	Parks and Recreation Director
Brian McCarthy	Town Administrator
Mark Samsel	Selectmen Liaison
Dennis Senibaldi	General Services Director

WINDHAM HOUSING AUTHORITY

The Windham Housing Authority/WHA, continued its work in 2023 in identifying the needs and requirements for a strong and resilient elder housing project with the goal of applying for funding in August of 2024. The 5 members of the WHA committed their time and expertise in researching current data and visiting local existing affordable housing projects to provide guidance on our own future facility planning. Discussions with the New Hampshire Housing Finance Authority relative to qualification of tax-credit financing provided information on how an application would be scored in comparison with competing projects. A clear point was having what was described as “site control” of the land that the proposed project is to be built on. To meet this direction there shall be a 2024 warrant article for an Option to Lease 10 acres of Town Owned land accessed from Fellows Road for this project. With approval of the option, this location will provide quick access to Town services and resources while providing an attractive living environment for our Seniors to enjoy. Going forward, the WHA continues to build on its efforts in meeting the housing needs for our elderly and facilitating via cooperative collaboration a strong path to achieve success.

The support of our Town of Windham citizens is sincerely appreciated.

Respectfully Submitted,



Charles McMahon * Chair
Andy Dufour
Mark Kovacs
Kristie St. Laurent
Rita Ryan

ZONING BOARD OF ADJUSTMENT

The Windham ZBA had another busy year, meeting 26 times and attending 5 site walks. The ZBA heard 56 cases. 4 cases were carried over from 2022, and 52 new cases were filed. In these cases, 41 variances were granted, 6 were denied, 7 were withdrawn, and 2 were carried over to 2024. In 6 of these cases, there were requests for rehearing, with 2 of those being granted. There was also 1 Appeals of Administrative Decisions.

Members of the ZBA at the end of the year were: Michelle Stith, Chair (2024); Betty Dunn, Vice Chair (2025); Pam Skinner, Secretary (2024); Neelima Gogumalla, Regular Member (2025) and Mark Brockmeier, Regular Member (2026). Michael Scholz and Galen Stearns serve as Alternates. The Board would also like to take this opportunity to thank Nick Shea whose terms as Vice Chair ended this year. We are grateful for your time on the Board and dedication to our community.

What exactly does the ZBA do? The Zoning Board of Adjustment has quasi-judicial powers, serving in its role “as the lowest court in the land” relative to land use issues. The Board’s purpose is to provide relief from the strict interpretation of Windham’s Zoning Ordinance while preserving the spirit and intent of the ordinance. The Board must decide what is lawful, in determining the proper balance between property owners’ constitutional rights to reasonable use of their land and the public rights of others. In addition to the responsibility of reviewing requests for variances, the Board is also charged with approval of special exceptions, grants of equitable waivers and hearing appeals of administrative decisions.

Information regarding Zoning Board of Adjustment applications, handbook, and by-laws is available on the Town of Windham website under committees, as well as public hearing notices, agendas, minutes and the annual meeting schedule.

The Board would like to thank Community Development Director Alex Mello, Community Development Assistant Director Julie Suech, Code Enforcement Administrator George Frangomihalos, Administrative Assistant Amy Casparius, and Minute Taker Anitra Lincicum for their attendance at the Board meetings, their many hours of preparation for meetings, and all the work that they do to help the Board and the townspeople. The Board would also like to thank cable TV videographers, especially Darrell Halen, who ensure that the ZBA meetings are broadcast and recorded. We recognize that this is a very valuable service and is important to many people who may be unable to attend meetings but still want to be involved! Lastly, we want to thank applicants and members of the community who attend and participate in ZBA meetings.

Respectfully submitted on behalf of the Board,

Michelle Stith

Michelle Stith, Chair

SUZDAL CITY ASSOCIATION

The relationship between our two Towns goes back to 1992, when John Barry and others from Windham traveled with him to visit Derry's Sister City of Cherepovets. On a side trip, they visited Suzdal and fell in love with the town. Our relationship developed from this initial visit.

Over the years, we have visited there often and hosted delegations here four times. Two of these delegations included Suzdal students and their teacher. They enjoyed two week stays here at school and site seeing.

We have not visited there personally since 2014 and with the present world situation, it is not likely that visits will resume soon, although we wish for that to happen. In August 2024, Suzdal will celebrate 1000 years since its inception. Several of us had planned for years to attend, but sadly this will not be possible next year.

In the past few years, our communication has been on the phone, Facebook and messages. We also have been mailing fifteen (15) pound boxes of cotton fabric to the quilters for their use to incorporate into their wall hanging quilts. Unfortunately, right now mail service is not going between our two countries, since the Ukraine conflict began.

We are determined not to let this valuable friendship die. It must survive. It must survive because of the friendships that have developed between individuals in our two towns.

I am thankful that the youth in Russia speak and read very well in English. Students who visited here are adults now, many with families of their own. They easily keep their own parents updated on our communications.

We are grateful for the Town of Windham support which has continued over the years by the inclusion of \$500.00 in the Town budget. We hope to at least resume the fabric delivery again soon.

Respectfully submitted by,



Barbara Coish, Chair

WINDHAM ENDOWMENT FOR COMMUNITY ADVANCEMENT

With the community's steadfast support, we are able to help foster new educational, recreational, cultural, and environmental initiatives year after year.

As we embark on a new year of service, I want to share some of the wonderful projects that the Windham Endowment for Community Advancement has been involved in this year, helping Windham be the best it can be.

- **The Windham Rail Trail will be safer for all.** As the winner of our inaugural Community Grant, the Windham Rail Trail Alliance received funding to help complete their Pavement Void Project—repairing the gaps and holes that have developed on the trail due to extreme weather conditions.
- **We've made a great stride toward being a more inclusive town.** The all-inclusive play space at Griffin Park was officially opened and dedicated this summer, and we joined with many other donors to bring this impressive effort to fruition.
- **Fourteen high school seniors received Windham Endowment scholarship awards,** which included opportunities for students attending vocational, two-year, or four-year programs. Since 2012, we have awarded \$118,500 to 107 students. We are pleased to announce that next year we will award two additional scholarships.
- **We enhance learning opportunities in our schools.** We've provided funding to repair the wind turbine at Windham High School, which teaches students about energy conservation, alternative energy, and renewable resources.
- **We've sponsored the American Legion because partnering with other nonprofits strengthens our community.** The American Legion has supported youth programs, provided meeting space, serves a special breakfast for first responders, and much more.

Next year brings a new year of projects. Partnering with the town's Beautification Committee, we will help fund improvements to the Windham Town Common. We also encourage Windham nonprofits to apply for funding through our community grant program to help make Windham an even better place to live.

With many thanks,



Diane Carpenter

President

P.S. Stay informed about our projects and application cycles. Visit windhamendowment.org and follow [@WindhamEndowment](#) on Facebook, Instagram, and LinkedIn.



WINDHAM LIONS CLUB



The Windham Lions Club was organized on December 2, 1969, and chartered on January 24, 1970. We are celebrating 53 years of service to the town of Windham.

Windham Lions continues to provide support, commitment and financial assistance to its charitable endeavors within the Windham Community, the State of New Hampshire and the National and International Lions.

Local Windham service projects and activities for the year ending 2023:

- Five thousand dollars (\$5,000) in Scholarships awarded to five (5) high school seniors in the furtherance of their college education:
 - **David Dunn Memorial Scholarship - \$1,000**
The David Dunn Memorial Scholarship was awarded to ***Sophie Ray-Windham High School***. Sophie is attending Suffolk University and is the daughter of Kenn and Joannie Ray of Windham.
 - **Jeffrey P. Shaw Memorial Engineering Scholarships – four (4) \$1,000**
The Jeffrery P. Shaw Memorial Engineering Scholarships were awarded to:
Robert Evans-Windham High School. Robert is attending the University of New Hampshire and is the son of Peter and Catherine Evans of Windham.
Joseph Freeston-Windham High School. Joseph is attending Lafayette College in Pennsylvania and is the son of Andrew and Victoria Freeston of Windham.
Maxwell Husson-Windham High School. Maxwell is attending the University of Rhode Island and is the son of Joseph and Kari Husson of Windham.
Rachel Chon-Windham High School. Rachel is attending Worcester Polytechnic Institute and is the daughter of Alan Chon and Sue Lam-Chon of Windham.

Other local activities include:

- Financial and food donations to Shepherd's Pantry along with members volunteering to assist in food distributions
- Donation to Windham Senior Center
- Windham Senior Center Beautification Project
- Donation of two (2) lilac bushes to Nesmith Library
- Donations to Windham Helping Hands F2FC Race/Walk, Coat and Toy Drives.
- Collection of used eyeglasses and hearing aids donated at one of the collection boxes at the Windham Transfer Station, Nesmith Library, Dr. Eye and Shaw's
- Donation of Christmas Cards for our Military Troops overseas
- Donation to American Cancer Society
- Donation to Homeland Heroes Foundation
- Donation to American Legion Post, Windham
- Adopt-a-Highway Clean-up
- Harvest Festival
- Donation to Windham Last Night Committee for Senior Night
- Shriners of New Hampshire - Donation of decorated Christmas Tree for their Festival of Trees fundraising event
- Memorial donation to The Jimmy Fund
- ***New Hampshire Lions District Level Projects this year have included:***

- Donations to NH Lions Sight and Hearing Foundation
- Donations to FIDELCO Foundation for Seeing Eye Dogs for New Hampshire residents
- Financial Support to NH Lions Camp Pride www.camppride.nhlions.org in New Durham, New Hampshire – a Camp for Special Needs Children & Adults
- Donation to Lions Twin State Soccer Games
- Donation to Lions Club International Foundation for Disaster Relief
- Donation to Lions Youth Service
- Donation to Community Caregivers
- Donation to CHAD
- Donation to the DogSight Project

Windham Lions Fundraisers have included:

- The annual Christmas Wreath & Kissing Ball Sales
- The annual 52 Week Raffle
- 2023 Windham Lions Golf Tournament

Our three major fundraisers were a huge success this year! We are very thankful to all those who have supported our fundraisers over the years. Without your kindness and generosity, we would not be as successful as we are in serving our community and those in need.

Kindness in Action-Hugs and Cuddles Service Project:

This year, the Windham Lions Club along with our many Lions clubs throughout New Hampshire embarked on a new and wonderful service project called “Hugs and Cuddles”. Bears were purchased from Build-A-Bear and sponsored by Lions members and members of our community, with proceeds donated to Childhood Cancer. The bears were donated to Grace House, Windham Convenient MD Urgent Care, CHAD, Derry Police and Fire Departments, Parkland Medical Center, and The Jimmy Fund in Boston in the hopes of bringing a little bit of comfort to those in need.

When caring people join together, roll up their sleeves and take action to make their community better, it's a beautiful thing - and an incredible feeling for everyone involved. That's Lions. Being a Lion is about leading by example, building relationships and improving the world through kindness. It's 1.4 million caring men and women serving together so they can make a lasting impact and change more lives.

The Windham Lions meet the first and third Wednesday of the month at the Windham Senior Center beginning at 7:00 p.m. Windham Lions is always looking to recruit new members – if you would like to join us, please contact President Pattie Provenzano at 603-881-9494.

The Windham Lions Club would like to take this opportunity to thank the local businesses, community organizations, residents and friends for their ongoing support in promoting Windham Lions charitable endeavors.

Stay Safe, Stay Healthy, Stay Positive!

Respectfully submitted on behalf of The Windham Lions Club,

Renee Bailey

Secretary

WINDHAM RAIL TRAIL ALLIANCE

Founded in 2004, the Windham Rail Trail Alliance is dedicated to the development and management of this remarkable 4.6-mile section of abandoned rail bed as a paved rail trail which is part of the Granite State Rail Trail. Connected with Derry and Salem, the 3 sections offer 12 miles of paved trail, the longest stretch along an abandoned rail bed in New Hampshire!

With excitement and gratitude, we were delighted to announce that we received the 2023 inaugural Community Grant awarded by the Windham Endowment for Community Advancement. We are proud of our partnership with the WE and for the recognition of the Windham Rail Trail which provides a truly exceptional rail trail experience to Windham and surrounding Communities.

In October, we completed a long-planned project to repair various sized surface voids that have accumulated over time. Using infrared technology, the repairs meld seamlessly with the asphalt and provide a long-lasting repair.

An overcast June 10th morning welcomed the 14th Annual Windham Rail Trail Flat n Fast 5K Race! Sam Fazoli of Derry was the overall winner with a time of 15:49, and for the women, Sara Krslovic of Peterborough clocked a time of 20:38. We look forward to the 2024 race scheduled for June 8.

In April we co-hosted the 3rd Millennium Running “Cheap Marathon”, run on sections of the Derry and Windham Rail Trails. This race is held with both 13- and 26-mile events is a designated qualifier for Boston and draws entrants throughout the United States and Canada. For the event, Chief McPherson and his team lead the Safety Command center at the Windham Depot, providing equipment and resources.

The trail serves as a popular destination for the Northeast Passage therapeutic recreation program as showcase in a segment of NH Chronicle, and we are happy as a continued host to the “Couch to 5K” training series run by the Greater Derry Track Club.

Approximately 200 hours were spent on maintenance by the WRTA and trail volunteers on brush cutting, trash removal, and the clearing of the trail and drainage lines of leaves. That number includes time work at the Windham Depot that consists of light landscaping and gardening. The Town maintenance team led by Dennis Senibaldi, also provides well appreciated assistance handling larger in scope work such as tree removal, and Depot building maintenance. The WRTA always thanks those who contribute in their own way, picking up and keeping the trail clean, and always welcomes volunteers and sponsors.

Students from Windham Woods reached out to the WRTA to communicate their report of trash and graffiti at the Dinsmoor and Stone Arch Bridges, waypoints that serve their outdoor activities. They offered their time to help clean up the areas along with the WRTA and Town, which was completed in December. We will remove the graffiti in the Spring of 2024. Our thanks to the students for bringing this to our attention.

The Windham Rail Trail Alliance is thankful for the support from town officials and accolades from Windham residents and many users from surrounding Communities. The economic and usage counts demonstrate the popularity, recognition, and need of the recreational opportunity that the Windham Rail Trail provides as the most renowned paved rail trail in the state! We are happy to serve as a continuing recreational outlet and Windham should take pride in the success of the Trail that has spread to the region. We remain the exclamation point for rail trail recreation in Windham and New Hampshire!

Respectfully submitted,



Mark Samsel, President, Windham Rail Trail Alliance

WINDHAM SENIOR CITIZENS, INC

The Senior Citizens continue to enjoy the fellowship that we share each Tuesday and Thursday at the Center. We enjoy hot meals that are supplied by Glendale in conjunction with Rockingham Nutrition Meals on Wheels. On Tuesday afternoons, we hold BINGO, which is a fun event. We never fail to stop for an ice cream break just before our BINGO Grand Finale. On Thursday afternoons, a small group can be found playing Mexican Train dominoes. There is always sharing and conversation through the day, which adds to the friendships that have formed.

Cheryl Haas through the Recreation Department has arranged speakers of interest- medical issues and informative sessions with Town Employees have been scheduled. Police Chief Caron, Louise Brown Assessing Administrator, Alex Mello from the Planning Department and Representatives from the Nesmith Library with crafts for the members are examples of these contacts that we enjoyed. We celebrated Coffee with a Cop and two officers on duty stopped to visit with us.

We were sad that our Line Dance Teacher was no longer available for us, however Cheryl has arranged for Functional Fitness classes with Gen Worthington to occur on Monday and Thursday, which have become very popular and valuable to keep our bodies healthy. We appreciate all that Cheryl does for us including being the guardian of the Senior building keys for those who have permission to use the center after hours.

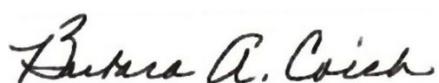
The generosity of our special friend and Honorary Member Daniel Popovici Muller cannot go unmentioned. He treats us with an endless stream of sweet desserts and in summer vegetables from his garden. Selectman Mark Samsel also shared freshly picked tomatoes with us.

For the 25th time, at the Senior Christmas Party on December 13th, I as President presented an award to this year's Senior Angel. This year the award went to the Marilyn Goulart, Chaplain of the group and a ready fill-in volunteer for every possible job that needs to be done.

Windham Senior Citizens, INC has a lease on the Senior building, which ends in October 2025. We plan, early in 2024 to ask the Selectmen to extend the lease. We feel we can easily continue to operate as a nonprofit as has been the case for over 40 years.

It was wonderful to see so many new and familiar faces at the Christmas Party. We wish that some of these folks would choose to join us during the week. We are not a bunch of old Fuddy Duddy's. We are a fun group of individuals, who 100% voluntarily keep the Windham Senior Center open and functioning. New members/participants are always welcome and encouraged.

Respectfully submitted by,



Barbara Coish. President

WINDHAM SOCCER ASSOCIATION

Windham Soccer Association is proud to provide organized soccer opportunities to almost 800 players at both the Recreation and Travel levels. We are dedicated to providing a safe, positive, and healthy environment for kids to develop both athletically and socially. We work to support player development and to help our players grow as lifelong athletes and teammates. Building friendships, having fun, and growing a love of soccer are as important as the work we do to ensure our athletes can be competitive wherever they play when graduating from our program.

Our Recreation program encompasses players from 2/3-year-old Tiny Tots to our U18 teams in the Intertown program.

- Tiny Tots is ALL ABOUT FUN! The focus is on introducing soccer to our youngest members and fostering a love for the game.
- U6 through U10 aged players are placed on co-ed teams that have weekly practices and games. The coaches work to create a fun environment where every child plays every game equitably. Windham is fortunate to have a large soccer family so that these age groups play solely in Windham. In the Fall 2023, we had 14 U6 teams, 14 U8 teams and 6 U10 teams!
- U12 through U18 Recreation teams play in the Co-ed Intertown League with surrounding towns, such as Derry, Londonderry, Hampstead, and Salem. Because players in these age groups tend to be smaller, playing in this league allows players to continue to play in a slightly more competitive environment.

Our Travel Program continues to grow and do amazing things in the NHSL (New Hampshire Soccer League). Our travel program offers a more competitive option for players who are willing to make a greater commitment to honing their soccer skills and being part of a more intense soccer environment. Our travel teams practice and play home games in Windham, but then travel all over the state for away games. Away games can be as close as Salem or as far away as Lake Winnipesaukee or the Vermont border. Windham Soccer Association partners with professional coaching organizations, so that all of our practices are run by certified trainers. This enables all of our players from both Rec and Travel to utilize consistent training methods regardless of individual teams' and parent coaches' expertise, and to learn from individuals who have dedicated their careers to the sport of soccer.

In the Fall of 2023, we fielded 16 Travel teams from U8 to U15. Of the 16 teams, 9 were eligible for the state playoffs. Four teams made the playoffs with two teams making it to the state finals in their division. Most of the remaining teams ended the season at a Halloween Jamboree where each team played in costume.

WSA also provides opportunities for players who become referees to referee Recreation matches and gain skills and experience to referee progressively higher-level games. Many referees also referee games for NHSL.

In the off season, Windham Soccer Association works to keep our players active. In the Winter, we offer Futsal clinics, Indoor Rec Clinics, and Indoor Travel training. We offer school vacation camps, as well as multiple summer camp opportunities.

Our organization depends on volunteers, from our board of directors to our coaches. Each Rec and Travel team has parent coaches who give their time and energy to ensure each player has a great season. If anyone is interested in becoming involved with our mission, please contact any one of us for more information.

Kim DeVries

Kim DeVries

President

Executive Board: Jamison Tomasek, Brett Ferguson, Larry Hawe, Chris Dona, Anne-Se Lima Pimenta, Ross McLeod.

Directors: Lew Zachas, Jane Manning, Erin Niles, Chad Asmus, Hillary Celebi, Emily Armstrong, Jonas Armstrong, Aaron Miller, Abigail Brady, Jennifer Friccione, Sarah Romano, Amy Steffanides, Alberto Chang.

WOMAN'S SERVICE CLUB OF WINDHAM

The Woman's Service Club of Windham (formerly the Windham Woman's Club) is a volunteer-run nonprofit organization founded in 1911.

Purpose of Club: To contribute to the education, culture, and needs of the Windham community and beyond, and to enhance the social life of its members. In so doing, it will not promote nor support any political cause, party, or individual.

2023 brought a major change for the Club. Meetings are no longer held at the Windham Town Hall. Instead the Windham Presbyterian Church has generously allowed the Club to meet in its Fellowship Hall. An alternative meeting place has been the Windham Senior Center. WSCW thanks Recreation Director Cheryl Haas for facilitating the Club's move and Pastor John Seiders for his generosity and cooperation.

On February 15 the Club held Candidate's Night with a live audience for the first time since COVID. Almost all the candidates participated with an audience of about 50 townspeople.

Due to a significant snowstorm, the Club did not hold its traditional bake sale at the Town Election in March.

In April WSCW held its Annual Craft Fair at Windham High School with over 100 crafters. The money raised was used to help fund two \$2500 scholarships to deserving Windham High School graduating seniors who demonstrated a strong commitment to community service

The Woman's Service Club of Windham held one Coat Drive in mid October at Town Hall. The Club thanks the Windham community for its support in donating over 1800 warm coats and sweaters, which were distributed to Shepherd's Pantry in Windham, Sonshine Kitchen in Derry, Renew in Derry and Families in Transition in Manchester.

In November WSCW worked with Windham's Helping Hands and American Legion Post 109 to provide Thanksgiving Baskets to local families. Its members also participated in the Holiday Families Project organized by Windham's Helping Hands to provide gifts to local children and senior citizens.

In 2023 the Club again reached out to NH women veterans through the Manchester VA Medical Center and provided Comfort Bags to women veterans undergoing cancer treatments.

In addition, the Woman's Service Club of Windham made donations to Shepherd's Pantry, Community Caregiver's of Greater Derry, the Rail Trail, the libraries of the four Windham public schools, Nesmith Library for the purchase of two Book Kits and to the Fight 2 Finish Cancer Run/Walk benefitting Windham's Helping Hands cancer afflicted families. The Club also made a substantial donation to the Wellness Room at Windham Center School.

For the past 16 years the Club has partnered with Our Place in Manchester, which provides educational and support services to young pregnant and parenting families in Southern NH. This year the members of WSCW contributed 5 infant car seats and 2 toddler car seats along with diapers, wipes, hand crocheted blankets and hand knitted sweaters.

Meetings are now held eight times per year at the Fellowship Hall at the Windham Presbyterian Church. Light refreshments are served at 11:45, followed by a program and then a business meeting. This year the members enjoyed two outstanding NH Humanities programs which were open to the public and a living history performance of Ruth Bader Ginsberg by Sheryl Faye. In December about 30 members enjoyed a festive Holiday Luncheon at the Black Water Grill in Salem.

Social Chairman, Melanie Kempton, has organized monthly events at a variety of local restaurants.

New members are always welcome at the monthly meetings. For more information, visit www.womansserviceclubofwindham.org or the WSCW Facebook page.

Valerie Bronstein

Valerie Bronstein, President

WINDHAM GARDEN CLUB



The Windham Garden Club (WGC), established in 1990, takes great pride in sharing the knowledge and the love of gardening. We are a club of about 57 members, men and women, who enjoy the beauty nature has to offer.

Our annual May Plant Sale is a long-standing Windham tradition and proceeds from the Plant Sale go back to the community through scholarships, community investment grants, education, and other community projects. We thank the Windham community for continued support of the sale every year. This year we awarded two \$2,000 Nancy Surette Memorial Scholarships to 2023 Windham High School graduates pursuing life sciences programs. We also donated plants for the Moeckel Pond Pollinator Garden (a Girl Scout Gold Award project) and the Town Common Beautification project.

Other activities during 2023 included:

- Informative and educational speakers at our monthly meetings.
- Maintaining civic gardens including the pollinator garden at the Nesmith Library.
- Digging and replanting plants affected by the new walkway project at the Nesmith Library.
- Hosting pumpkin decorating at the annual Harvest Fest
- Decorating a tree for the holidays on Windham Town Common
- Summer Solstice dinner and club awards night
- Coffee/Cocktails in the garden summer series visiting members gardens.

The WGC meets at Town Hall the third Thursday evening of each month, excluding July, August, and December. Our monthly meetings featuring informative speakers are generally open to the public. Come and join us and become familiar with our activities. For further information please see our website: windhamgardenclub.org or visit us on Facebook/Windham Garden Club.

Respectfully submitted,

Deborah Drake

President, 2023 - 2025

WINDHAM COMMUNITY BAND

The *Windham Community Bands* (WCB) are a volunteer non-profit organization based in Windham and consisting of three performing groups: the Windham Concert Band, the Windham Swing Band, and the Windham Flute Ensemble. Established in May of 1997 by Windham residents Frank Rydstrom and Roanne Copley, and the band's first conductor Bruce Lee, the WCB provides local musicians of all ages and walks of life the opportunity to grow musically through weekly rehearsals and frequent performances. With a year-round schedule of appearances, the WCB enriches the cultural life of the area, adding to old traditions and building new ones.

2023 was another year of many performances and music making opportunity for the community bands. Under the outstanding direction of Music Director Dr. Spencer Aston and Assistant Director Pam Choinski of the Windham Concert Band attracted many new members and continued to grow musically as a symphonic band. It performed numerous concerts including Performances within the town of Winham at community events, Wilmington 4th of July Celebration, countless concerts and parades throughout New Hampshire and Massachusetts (Windham, Manchester, Wilmington, Methuen, Nashua, Derry, Haverhill, Pelham, Wayland), annual Holiday Concert at WHS, performances with the Saint Anselm's Band, and a combined community band concert with the Amherst Town Band. Additional highlights for the Swing Band, directed by Rob Daisy assisted by Rob Fogg III, were the Framingham, Manchester, Brookline, Hudson, York Beach, ME. Unfortunately, the Flute Ensemble has yet to meet back up, but is hoping to get to gather soon. Lastly, this year the Windham Community Bands and some of its members have started a Saxophone Ensemble. They have played at a couple of the performances this year. That being Castleton and the Winter Concert. All three groups are looking forward to another great year and continued growth, success, and spreading the joy of live entertainment.

FRIENDS OF THE LIBRARY OF WINDHAM

Overview

The Friends of the Library of Windham (FLOW) is a group of dedicated volunteers who love books and the community. Founded in 1966 FLOW's mission is to advocate for the Nesmith Library, raise much needed funds to support the programs and resources being offered by the wonderful staff as well as sponsor programs and special events (including the ever-popular Book Sales and Strawberry Festival) to benefit the members of FLOW and the Windham Community.

Support to the Library-This year FLOW provided the following funds for programs/projects:

\$1500 for Adult Programs

\$1500 for Teen Programs

\$ 1500 for Children's Programs

\$ 3800 for Museum Pass program- which offers free or discounted entry to 12 area museums and parks including the New England Aquarium, SEE Science Center, NH State Parks, and the Boston Museum of Science. Check at the library for the full list.

\$10000 towards additional outdoor lighting, landscaping and other needs for Nesmith Library associated with improvements from the brick laying project.

Community Participation

October 2022-Windham Harvest Fest- FLOW information table offered Trick or Treat candy for the children along with a craft activity.

November 2022-Windham Elections- FLOW Information table at the high school offered an opportunity to win FLOW merchandise as well as several of our FLOW plushy strawberries.

December 2022-Windham Christmas Tree Lighting Ceremony FLOW information table distributed packets of hot chocolate and a free guessing game to win FLOW memberships and Winter Crafts.

Program Highlights

Winter Crafts Pick up- November 29-30, 2022- Families were able to reserve and then pick up craft activities to do at home.

Book Fair- March 8-11 and May 30-June 3, 2023- The two book fairs, along with the ongoing book sales in the library, raised over \$5000 this year.

Academic Grants-January- April 3, 2023 - We received a total of 25 applications for our 3 scholarships. Since the awards had not been made in several years, it was decided to award four equal scholarships of \$2500 for a total of \$10,000. The recipients were:

Emerson Carracedo: The 2023 Mary Long Arts Grant; Rachel Chon: The 2023 Professional Studies Grant; Rebecca Senior: The 2023 Professional Studies Grant; Alyssa Wan: The 2023 Professional Studies Grant.

38th Annual Strawberry Festival-June 3, 2023 - With the help of a great committee, and over 200 volunteers, we had a very successful Strawberry Festival. Some of the highlights/changes included:

1. We offered an opportunity to purchase a "SUPER" raffle ticket on line, which guaranteed participants had his or her name placed in every one of the raffle offerings. The ability to purchase the tickets was offered several weeks in advance of the actual Strawberry Festival.

2. The Children's Art Contest for the Strawberry Festival Cover Poster had 26 entries and the winner was Elizabeth Russell, aged 9.
3. We raised approximately \$30,000, including the Book Fair Sales for that week.

Build a Buddy August 26, 2023 - 10 Buddy models, suitable for stuffing, along with inclusion of a heart and birth certificate, were identified and ordered. FLOW members were given discounts, depending on their membership level. Purchasing was open to anyone interested. Parents were also able to reserve a time slot for the program. Children were treated to a drink, a snack, and a lollipop as they finished.

Conclusion

We have had a very successful year, thanks to the efforts of our Board of Director members and the numerous volunteers who served on the Strawberry Festival and the Book Fair Committees as well as the various individual programs where we needed assistance. The staff members of Nesmith Library are a pleasure to work with and always exceedingly helpful. With everyone's continued support we look forward to an even better 2024. Anyone interested in joining, volunteering or finding out more about FLOW can go to our website at www.flowwindham.org or contact me at flow@flowwindham.org .

SAVE THE DATE for the 39th Annual Strawberry Festival and Book Fair- June 1, 2024!

Respectfully Submitted,



Mary M. Connelly, President
Friends of the Library of Windham

WINDHAM AFRICAN AMERICAN COMMITTEE

Windham's African American Committee was founded in June of 2021, with the primary objective of overseeing the creation of a monument/marker to honor the lives of four enslaved Africans who contributed to the growth and prosperity of the Windham community.



The process began when an article by local historian Brad Dinsmore was published in the Windham Independent Newspaper. The story chronicled the discovery of the unmarked graves of the enslaved African Americans in the local Cemetery on the Hill. That discovery was due to extensive research done by Dinsmore, who said there could very well be more unmarked graves due to the fact that there were over a dozen slaves and free blacks in Windham during the 18th and 19th Centuries.

The African American Committee held bi-weekly meetings at the Community Development Center to discuss their objective of having a monument installed at the cemetery. Members included the following residents of Windham: Brad Dinsmore, Shelley Walcott, Peter Griffin, Bob and Ruth Coole, Diane Carpenter, Renee Mallett, Rev. John Seiders, Wendi Devlin, Wendy Williams, Kathleen Difruschia, Rebecca Howard, and Susan Mitchell.

The Committee met bi-weekly on Friday mornings for just over a year, primarily at the Community Development Center. During that time, the group received material and moral support from several groups in town including the Windham Endowment for Community Advancement, Windham Presbyterian Church, Windham Cemetery Trustees and the Windham Citizens for Diversity Equity and Inclusion.

In addition to town support, the Committee partnered with the Black Heritage Trail of New Hampshire (represented by Dan Comly), who added Windham's monument to their registry and collaborated with the Committee on the marker inscription.

On Saturday, May 14, 2022 an unveiling of the marker was held at Golden Brook Elementary School. More than 50 people gathered to see the bronze plaque honoring Peter Thom, Rose, Pompey and Jeffry, the enslaved whose lives represented the untold contributions of other forgotten African Americans to the town's history.

The marker and a headstone (produced by Manchester Memorial Headstones) was officially installed at the Cemetery on the Hill in the summer of 2022, and a dedication ceremony was held on-site on Wednesday, August 31st.

ANNUAL **R**EPORTS
OF THE
**SDOF THE
TOWN OF **W**INDHAM
REW **H**AMPSHIRE**



2023

SCHOOL DISTRICT OFFICERS & ENROLLMENTS

School Board

Dennis Senibaldi, Chair	2025
Shannon Ulery, Vice-Chair	2024
Cynthia Finn	2024
Stephanie Wimmer	2026
Dr. Johny Kuttab	2026

Superintendent

Dr. Kori Alice Becht

Assistant Superintendent

Nancy Milligan

Moderator

Elizabeth Dunn

Executive Director of Finance and Operations

Dalisa Greenleaf

Clerk

Mary Ann Horaj

Executive Director of Student Services

Ken Duesing

Treasurer

Robert Coole

Executive Director of Technology

Harry Bennett

Director of Facilities and Grounds

Jeffrey Hanulec

Director of Human Resources

Kate Hennigar

Building Administrators

Golden Brook School

Principal: Chris Hunt

Assistant Principal: Brian Shawley

Assistant Principal: Doug Blay

Principal: Billie-Jo Martin

Assistant Principal: Nadine Herard

Principal: Brenda Morrow

Assistant Principal: Jay Gratton

Principal: Shannan McKenna

Assistant Principal: Chris Blair

Assistant Principal: Mike Keshigian

Windham Center School

Windham Middle School

Windham High School

Windham School District EOY Enrollment by GRADE

Grade	2022/2023
Pre-K/K	62/190
1	207
2	231
3	206
4	204
5	218
6	200
7	227
8	211
9	248
10	260
11	273
12	270
<u>OOD</u>	<u>21</u>
Total	3028

SCHOOL DISTRICT ANNUAL SB2 SESSIONS

WINDHAM SCHOOL DISTRICT DELIBERATIVE SESSION OF ANNUAL MEETING FRIDAY, FEBRUARY 10, 2023 - WINDHAM HIGH SCHOOL

School District Moderator Elizabeth Dunn welcomed all to the annual School District Deliberative Session. The meeting was called to order at 7:10 PM. All in attendance stood for the Pledge of Allegiance and a Moment of Silence. Moderator Dunn introduced School Board members Shannon Ulery, Vice Chair Rob Breton, Chair Cynthia Finn, Stephanie Wimmer and Dennis Senibaldi. Also, introduced were School District Clerk Mary Ann Horaj, Superintendent Kori Alice Becht, Assistant Business Administrator Cary Soto-Lozada, Business Administrator Dalisa Greenleaf and Attorney Mike Elwell. Moderator Dunn reviewed the rules and procedures of the meeting. This is the first session of the annual meeting, with the second session, the official ballot voting, on Tuesday, March 14, 2023 from 7 AM until 8 PM at Windham High School. Moderator Dunn read each of the articles into the record.

Article 1 - Election of Officers

The voters will be choosing two members for school board for 3 years each on March 14th, 2023.

Article 2 - Operating Budget

Shall the Windham School District raise and appropriate as an operating budget, not including appropriations by special warrant articles and other appropriations voted separately, the amounts set forth on the budget posted with the warrant or as amended by vote of the first session, for the purposes set forth therein, totaling \$62,765,688? Should this article be defeated, the default budget shall be \$61,822,342, which is the same as last year, with certain adjustments required by previous action of the Windham School District or by law; or the governing body may hold one special meeting, in accordance with RSA 40:13, X and XVI, to take up the issue of a revised operating budget only. Recommended by the School Board: 5 to 0. (Majority vote required.) NOTE: Warrant Article 2 (Operating Budget) does not include appropriations proposed in any other warrant articles.

Stephanie Wimmer addressed the article. She explained the budget was recommended by the school board and that it is the result of many hours and months of work by a number of individuals. The first budget was higher and the administrators were asked to go back and sharpen their pencils. The budget is the execution of strategies and needs. The budget addresses goals such as catching up and advancing students academically; addressing mental health and safety; inflation and maintaining the infrastructure. It is an increase over last year of 4.62%. The cost per pupil is below what is seen across the state. About \$48 million of the budget is from local taxes. In regards to revenues, the district receives adequacy aid, school building aid, special education aid, and aid from other sources. The estimated tax impact is \$408.29 on a \$500,000 home. The district hopes to return \$700,000 back to the taxpayers to help offset the taxes. Increases in the budget include 11 new positions; the WEA contract which was approved by the voters previously; an increase in Student Services and Utilities.

Cynthia Finn spoke on enrollments and the projections from NESDEC. New Hampshire is expected to see a decrease in enrollments. Windham's population is supposed to stabilize. These projected enrollments do not include new developments to be built. The cost per pupil in 2021/2022 for Windham was \$16,058. The statewide average is \$19,399.97.

Presentation on Article 2 was complete. Moderator Dunn spoke on the delay on taking action on Article 2. She explained there was a snafu and the checklist was not there and it is one of the requirements of the Deliberative Session. She explained it is on its way and should be here momentarily. She said in discussion with Attorney Elwell and in her gut, they will not take action until it is here. She does not want to have discussion on Article 2 at this time. Attorney Elwell and she feel they can go forward with the descriptions of the warrant articles, but not discussion.

Article 3 – Collective Bargaining Agreement with AFSCME Paraprofessionals

Shall the Windham School District approve the cost items included in the collective bargaining agreement reached between the Windham School Board and the American Federation of State, County, and Municipal Employees, Council 93, Local 1801 (Paraprofessionals) which calls for the following increases in salaries and benefits at the current staffing level over those paid in the prior fiscal year:

Fiscal Year	Estimated Increase
2024	\$ 184,123
2025	\$ 66,125
2026	\$ 73,077

and further to raise and appropriate \$184,123 for the upcoming fiscal year, (2023-2024) such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over those that would be paid at current staffing levels? Recommended by the School Board: 5 to 0. (Majority vote required)

Dennis Senibaldi spoke on the article. The contract is from July 1, 2023 through June 30, 2026. This will include yearly increases; longevity bonus; recognition of paraprofessional certifications and an increase in professional development days. He explained the paras work with students that need the most assistance.

The checklist arrived at 7:39 PM. Based on this Moderator Dunn was ready to proceed with discussion and action on the articles. She stated they will go back to Article 2 which is the Operating Budget.

Galen Stearns, 9 Bridle Bridge Rd, asked about the \$700,000 balance to be returned. S. Wimmer said budgets are estimates and in terms of estimates, they are hoping they can return \$700,000. In the past they have returned funds ranging from \$4.4 million to half a million. The districts fiscal year begins on July 1st. Last year the voters approved an article that allows the board to retain a certain amount of the fund balance. Last year they retained \$800,000.

Daniel Popovici-Muller, 12 Clarke Farm Rd, asked about the percentage increase and not the overall increase. He asked about the football stadium and money in the budget spent on athletic facilities. It was explained there is no intent to spend anything on facilities this year or next, but the board did take action to reconvene the committee to explore potential action in the future.

Moderator Dunn declared that discussion on Article 2 was complete and will appear on the warrant as written. Dennis Senibaldi made a motion to restrict reconsideration, which was seconded by Rob Breton. The restriction passed and Article 2 is complete.

Moderator Dunn moved on to discussion on Article 3 which was previously discussed.

Roger Hohenberger, 5 Thomas St, asked if they could put percentages next to each of the salaries. Shannon Ulery said they are hourly waged employees and not salaried. The average starting salary is now \$16.54 and will go up to \$18.00 in year one; \$18.50 in year 2 and \$19.00 in year 3.

Galen Stearns asked if this includes increases for current or new staff. Dennis Senibaldi explained this is for all the staff. Galen asked if it included benefits. D. Senibaldi said at this time there are no health benefits. The employees can buy into it. The cost for the 100 or so employees was well over one million dollars. They did talk about this in negotiations. Shannon Ulery said they wanted to agree upon a contract that the taxpayers will pass. She explained they would like to offer dental and health, but with the current state of the economy, they did not feel like that would be the prudent thing to do. They supported them on things they felt they could do.

The increase for the first year is 9% going from \$16.50 to \$18.00; the second- and third-year the increase is 3 percent each year. Daniel Popovici-Muller asked about the percentage of the increase on total wages and it was explained 9%.

Rob Breton provided his perspective on the insurance. He feels the wage is priority one and hopefully they can provide the rest of the services in the future.

No further discussion on Article 3 and business was completed and the article will appear on the warrant as printed. Dennis Senibaldi made a motion to restrict reconsideration on Article 3. Motion was seconded by several. Motion passes.

Article 4 - Trailer Article AFSCME CBA

Shall the Windham School District, if Article 3 is defeated, authorize the governing body to call one special meeting, at its option, to address Article 3 cost items only? Recommended by the School Board: 5 to 0. (Majority vote required)

D. Senibaldi explained this article allows the school board to have a special meeting if Article 3 is not passed. There was no discussion and the article will be on the ballot as printed.

Article 5 - Special Education Expendable Trust Fund

Shall the Windham School District raise and appropriate the sum of up to \$250,000 to be added to the Special Education Expendable Trust Fund established in 2017? This sum to come from June 30, 2023 unassigned fund balance available for transfer on July 1, 2023. (No amount to be raised by additional taxation.) Recommended by the School Board: 5 to 0. (Majority vote required.)

Shannon Ulery spoke on this article. The current balance is \$401,000, but they are anticipating withdrawing about \$200,000. They want to replenish it from the unexpended fund balance. They would not raise additional money from taxation.

Roger Hohenberger asked what the fund is used for. It was explained only special education purposes. R. Hohenberger said there are line items in the budget for this. S. Ulery explained they used to include these funds in the budget, but a prior business administrator suggested they go this route. It was approved by the voters and this is what they have been doing.

Daniel Popovici-Muller said he has been looking at this warrant article and the next one and they take \$600,000 from the unexpended fund balance. He also noted they hope to return \$700,000 to the taxpayers meaning there would be an overage of \$1.3 million dollars. He went on to speak about the volatility in the special education budget. He asked about the \$200,000 they were going to withdraw and if they were for one-time expenses or ongoing expenses, noting it would make it more desirable to have it in the special education budget if the latter is the case.

Special Education Director Kenneth Duesing said they are for services needed for students identified that need services.

Daniel Popovici-Muller said this fund is for one-offs and it should be in the budget. Shannon Ulery explained they have made those adjustments. Stephanie Wimmer said if you look at the budget, you will see Student Services has an increased number.

There were no more questions or comments and business on Article 5 was completed and will appear on the warrant as printed. Dennis Senibaldi made a motion to restrict reconsideration on Article 5 and seconded by Rob Breton. The motion passed.

Article 6 - Capital Needs and Building & Grounds Maintenance Capital Reserve Fund

Shall the Windham School District raise and appropriate the sum of up to \$350,000 to be added to the Capital Needs and Building & Grounds Maintenance Capital Reserve Fund established in 2015? This sum to come from June 30, 2023 unassigned fund balance available for transfer on July 1, 2023. (No amount to be raised by additional taxation.) Recommended by the School Board: 5 to 0. (Majority vote required)

Cynthia Finn spoke on what the funds have been used for, such as the bus loop at Center School, lighting upgrades and will be used for future projects.

Roger Hohenberger asked about how much the CIP allocated to the school district. S. Ulery explained the CIP allocated over one-million dollars. However, the school board looks at the total picture scenario. She explained, although the CIP is a wonderful tool, the money is coming out of your pocket. The board needed to think what the taxpayers should shoulder and the school board decided not to go through the CIP. Roger said the CIP works with the town and school and they really need to look at this. S. Ulery said they have addressed their concerns with the CIP and how they feel over the years - it ties their hands on a lot of projects. She is not sure if the CIP is the most appropriate way to fund.

Daniel Popovici-Muller asked about maintenance. He said Golden Brook and middle school were recently renovated and the high school building is in good shape. He asked how the school board is preparing for future expenses, such as for Center School. It was explained, in 2014 the district paid for a Capital Needs Assessment and they are looking at the potential of revising that assessment and adding money to that fund. They are not looking at an addition. They will review the Capital Needs Assessment with the Facilities Director and Building and Grounds and try to develop a new 10-year plan. S. Wimmer said that is one of their plans as part of their school board goals. In regards to saving for the next project, it was felt that would be holding taxpayers' money. D. Popovici-Muller suggested a fund that was set up with the Trustees of the Trust Fund to expend on a major project. Rob Breton said future school boards may be looking at Center School as the high school bond ends. Dennis is baffled by the question as they have had this article for years. D. Popovici-Muller explained he is not saying there is anything wrong with this, he was asking about future construction. C. Finn spoke on enrollment and they have one isolated report on stabilization and this is probably not the time to talk about future building projects, but they will take comments and suggestions under consideration.

Business on Article 6 was complete and will appear on the warrant as printed. Motion to restrict reconsideration by Cynthia Finn and seconded by several. Motion passes.

Article 7 - Long Range Technology Capital Reserve Fund

Shall the Windham School District raise and appropriate the sum of \$75,000 to be added to the Long-Range Technology Trust Fund previously established in 1993? This sum to come from June 30, 2023 unassigned fund balance available for transfer on July 1, 2023. (No amounts to be raised by additional taxation.) Recommended by the School Board: 5 to 0. (Majority vote required)

Rob Breton explained this was placed on the warrant in 1993, but technology is not what was required back then. He reviewed long-range plans for the district.

Business on Article 7 was complete and will appear on the warrant as printed. Motion to restrict reconsideration by Rob Breton and seconded by D. Senibaldi. Motion passes.

Article 8 - Discontinue Repair and Replace Septic Capital Reserve Fund

Shall the Windham School District vote to discontinue the School District Repair and Replace Septic Capital Reserve Fund previously established in 2002 (current balance \$1,654.19)? Said funds, with accumulated interest are to be transferred to the School District's General fund. Recommended by the School Board: 5 to 0. (Majority vote required)

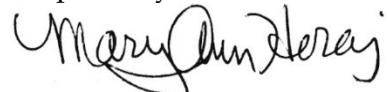
Shannon Ulery spoke on the article. As they looked back on past open capital reserve funds the Business Administrator found this. The work can go under Building and Grounds Capital Reserve. They want to move this to the General Fund so they do not need this account.

D. Popovici-Muller reminded everyone that Mr. Breton was finishing his service to the board after 9 years and thanked him. R. Breton said thank you and it was his honor. Moderator Dunn said it is right and proper to say thank you.

Business on Article 8 was completed and will appear on the warrant as printed. D. Senibaldi made a motion to recess the meeting until the voting on Tuesday, March 14th at 7:00 AM at Windham High School. Motion seconded by C. Finn. Motion passes.

The Deliberative Session was recessed at 8:27 PM.

Respectfully submitted,



Mary Ann Horaj
School District Clerk

STATE OF NEW HAMPSHIRE
ANNUAL SCHOOL DISTRICT ELECTION
MARCH 14, 2023
WINDHAM, NEW HAMPSHIRE

The Windham School District Election was held on Tuesday, March 14, 2023 between the hours of 7 AM and 8 PM at Windham High School, 64 London Bridge Road, Windham, NH. Officiating the election were Town Clerk Nicole Merrill, School District Clerk Mary Ann Horaj, Town Moderator Peter Griffin, Deputy Town Moderator Galen Stearns and School District Moderator Elizabeth Dunn. Also in attendance throughout the day were Selectmen, Supervisors of the Checklist, Ballot Clerks and other appointed Election Officials.

Absentee ballots were publicly opened, checked and counted by the Election Officials. There were 1,251 ballots cast.

The following were duly elected (*):

For SCHOOL BOARD MEMBER for THREE years (Vote for not more than TWO):

(NOTE: * Denotes Winner):

***Johny Kuttab: 747**

Daniel Popovici-Muller: 484

***Stephanie Wimmer: 822**

Article 2 - Operating Budget

Shall the Windham School District raise and appropriate as an operating budget, not including appropriations by special warrant articles and other appropriations voted separately, the amounts set forth on the budget posted with the warrant or as amended by vote of the first session, for the purposes set forth therein, totaling \$62,765,688? Should this article be defeated, the default budget shall be \$61,822,342, which is the same as last year, with certain adjustments required by previous action of the Windham School District or by law; or the governing body may hold one special meeting, in accordance with RSA 40:13, X and XVI, to take up the issue of a revised operating budget only. Recommended by the School Board: 5 to 0. (Majority vote required.) NOTE: Warrant Article 2 (Operating Budget) does not include appropriations proposed in any other warrant articles.

***YES: 805**

NO: 422

Article 3 – Collective Bargaining Agreement with AFSCME Paraprofessionals

Shall the Windham School District approve the cost items included in the collective bargaining agreement reached between the Windham School Board and the American Federation of State, County, and Municipal Employees, Council 93, Local 1801 (Paraprofessionals) which calls for the following increases in salaries and benefits at the current staffing level over those paid in the prior fiscal year:

Fiscal Year	Estimated Increase
2024	\$ 184,123
2025	\$ 66,125
2026	\$ 73,077

and further to raise and appropriate \$184,123 for the upcoming fiscal year, (2023-2024) such sum representing the additional costs attributable to the increase in salaries and benefits required by

the new agreement over those that would be paid at current staffing levels?
Recommended by the School Board: 5 to 0. (Majority vote required)

*YES: 858 NO: 365

Article 4 – Trailer Article AFSCME CBA

Shall the Windham School District, if Article 3 is defeated, authorize the governing body to call one special meeting, at its option, to address Article 3 cost items only? Recommended by the School Board: 5 to 0. (Majority vote required)

YES: 846 NO: 368

Article 5 - Special Education Expendable Trust Fund

Shall the Windham School District raise and appropriate the sum of up to \$250,000 to be added to the Special Education Expendable Trust Fund established in 2017? This sum to come from June 30, 2023 unassigned fund balance available for transfer on July 1, 2023. (No amount to be raised by additional taxation.) Recommended by the School Board: 5 to 0. (Majority vote required.)

*YES: 917 NO: 303

Article 6 - Capital Needs and Building & Grounds Maintenance

Shall the Windham School District raise and appropriate the sum of up to \$350,000 to be added to the Capital Needs and Building & Grounds Maintenance Capital Reserve Fund established in 2015? This sum to come from June 30, 2023 unassigned fund balance available for transfer on July 1, 2023. (No amount to be raised by additional taxation.) Recommended by the School Board: 5 to 0. (Majority vote required)

*YES: 884 NO: 331

Article 7 - Long Range Technology Capital Reserve Fund

Shall the Windham School District raise and appropriate the sum of \$75,000 to be added to the Long-Range Technology Trust Fund previously established in 1993? This sum to come from June 30, 2023 unassigned fund balance available for transfer on July 1, 2023. (No amounts to be raised by additional taxation.) Recommended by the School Board: 5 to 0. (Majority vote required.)

*YES: 203 NO: 218

Article 8 – Discontinue Repair and Replace Septic Capital Reserve Fund

Article 8 - Discontinue Repair and Replace Septic Capital Reserve Fund
Shall the Windham School District vote to discontinue the School District Repair and Replace Septic Capital Reserve Fund previously established in 2002 (current balance \$1,654.19)? Said funds, with accumulated interest are to be transferred to the School District's General fund.

Recommended by the School Board: 5

Respectfully submitted,

Respectfully submitted,
Mary Ann Heraj

Mary Ann Horaj
School District Clerk

SCHOOL BOARD

As 2023 comes to an end, the Windham School District's students, staff, and administration have shown how successful our learning community can be when we work together as a team. U.S. News & World Report (2023) ranks Windham High School #3 in the State of New Hampshire for best High School and Windham Middle School ranks #5. The Windham School Board is incredibly proud of these accomplishments, as well as all the effort and heart put into teaching and learning throughout the District. As a team, we are constantly evaluating and researching new and better ways to teach and learn.

- Currently, Windham School District is working on a District wide (NEASC) accreditation. If approved, we will be the only district in NH to have this district wide accreditation. We are confident that we have what it takes to meet this approval at all WSD buildings.
- Windham High School was recognized as a 2023 AP® School Honor Roll recipient, earning Silver School status.
- Thirty-Five pieces from Windham High School's students were nominated in the 2023 Scholastic Art Awards.
- Our facilities continue to evolve into top notch learning environments. The WSD facilities team works together with administration to maintain and enhance our buildings to keep us moving forward in a safe environment.

Windham is also in a unique position when it comes to enrollment. The state of New Hampshire enrollment is trending downward, yet Windham School District continues to increase in enrollment. We believe there are many factors involved in our consistent growth, our excellent teaching staff, Windham's location on I-93, and Windham's rural, small town feel all make the list. This increasing enrollment will continue to push our facilities to capacity and require forward-thinking and proper planning of facility needs in the coming years. This will be a critical task for leadership working in conjunction with all stakeholders over the next few years to continue to meet the needs of our student population.

I would like to thank the residents of Windham for their continued support of our students, staff, and district. Without your support none of this is possible.

Respectfully submitted,



Dennis Senibaldi
Chairman, Windham School Board

SUPERINTENDENT OF SCHOOLS

I am honored to present the annual Superintendent's Town Report for the Windham School District, highlighting our steadfast commitment to academic excellence within a supportive educational environment. As we navigate the evolving landscape of education, our district remains focused on the well-being and academic success of every student by educating the whole child.

In pursuing District Accreditation from The New England Association of Schools and Colleges by 2024, the efforts of Windham High School, Windham Middle School, Windham Center School, and Golden Brook Elementary School are ongoing. Each school is actively engaged in a specific stage in the process. Windham High School, as part of its re-accreditation, recently hosted its Collaborative Conference this past October, receiving very high marks for that stage in the re-accreditation process. Windham High School will host a full re-accreditation team in April of 2025, resulting in their re-accreditation for ten more years. Windham Middle School, Windham Center School, and Golden Brook Elementary School are at present preparing to host an accreditation team in April of 2024. We expect that visit will result in full accreditation for WMS, WCS, and GBS for ten years. All four schools are working to implement Priority Areas of Growth as they relate to our core values and the Windham Vision of a Graduate.

Aligned with the CASEL Framework, we are dedicated to cultivating skills and fostering an environment that advances students' learning and development within our daily curriculum. By integrating tailored activities, we aim to create a safe and healthy environment that promotes positive mental health for all individuals within our educational community. Furthermore, our commitment to the Multi-Tiered System of Support (MTSS) remains unwavering. We are advancing our K-12 Positive Behavior Interventions and Supports (PBIS) system to fortify a nurturing and inclusive environment that supports every student's needs. As part of this commitment, the district is proud to be in the second year of a partnership with the One Trusted Adult program. This program is grounded in research on the positive benefits that come when each student has a trusted adult in their life.

In 2022, our district's School Counseling department also incorporated a therapy dog program and we continue to keep the program available. The goal of this program is to be used as an additional resource to help with the ongoing struggles with mental health and promote positive interactions and connections within our school community.

The Understanding by Design (UbD) Framework aligns standards, assessments, and learning pathways for academic success. It bolsters student achievement by focusing on essential understandings, transferable skills, and knowledge. During the 2023 year, teachers met to review and revise both the K-8 science curriculum documents along with K-12 English Language Arts curriculum documents.

The district also incorporated a new course at the Windham Center School, Introduction to Global Concepts. This new curriculum allows students at Windham Center School to learn about global interconnectedness through an exploratory examination of different cultures and languages. This course is an opportunity to more fully align course offerings to the Vision of a Graduate and to more broadly explore what it means to be a global citizen in the 21st Century.

The accomplishments in the classroom and on state-mandated testing have placed Windham among the top-performing high schools and middle schools in New Hampshire according to *U.S. News & World Report* (2023). Windham High School was also recognized as a 2023 *AP® School Honor Roll* recipient earning Silver School status. We also had thirty-five pieces from Windham High School's students nominated in the 2023 Scholastic Art Awards. The Scholastic Art & Writing Awards recognize student achievement in the visual and literary arts in 28 categories, including drawing and illustration, photography, flash fiction, poetry, film and animation, journalism, and more. This is the nation's longest-running and most prestigious recognition program for creative teens. Four students received Gold Key awards, and their pieces were considered for National Awards. Nineteen students were Silver Key Award recipients and sixteen were awarded Honorable Mentions.

Another area of focus for our school district is continuous improvements to our facilities and grounds. One of the major projects undertaken during the summer of 2023 was the complete redesign of the playground at Golden Brook School which encompassed the removal and replacement of existing K-4 playground equipment and transitioning from wood chip flooring to a Poured-In-Place (PIP) surface. This project was completed before the start of the 2023-24 school year.

Apart from the playground redesign, the district's facilities department successfully executed several other projects, including the completion of a district-wide LED lighting project to enhance energy efficiency, successful repair of Windham High School's external walls, undertaking the Capital Needs Assessment for continual enhancement of the district's long-term capital plan, and continuing our ongoing efforts to enhance athletic fields and grounds for student use, such as cross-country course maintenance and installation of two additional culvert crossings.

The district secured a total of \$124,000 through the SAFE Grant to bolster safety measures in our schools. Collaborating closely with the Windham Police and Fire Departments, regular meetings are held to assess and implement ongoing safety improvements.

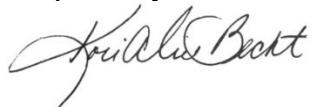
In addition to our academic achievements, our high school and middle school athletic programs have seen great success. Windham High School had another successful season. Our Fall and Winter Spirit teams were NHIAA Division 2 State Champions; Wrestling won Division 1 and Meet of Champions; Boys' Swim won the Team Championship; Five other programs made it to the NHIAA Final Four in their sports. At Windham Middle School, our athletic teams continue to be highly competitive during regular and postseason play-offs and championship competitions. WMS finished the year with Champions for the D3 Volleyball team and runner-ups for the D1 Volleyball, Field Hockey, Golf, and D1 Basketball teams. Our Cross Country teams had an amazing number (10) of runners finish in the top 32 for the Tri-County with two individuals in the top 10.

As we embrace the challenges and opportunities ahead, I am confident in our district's ability to foster a thriving educational community that empowers students, supports staff, and collaborates with our broader community for continued success.

Our success as a district is evidenced by the hard work and dedication of all our staff who play instrumental roles in fostering excellence within our schools. We are grateful for their dedication and contributions which are invaluable to our students' success.

Finally, I wish to express gratitude to the Windham School Board, the parent community, and Windham taxpayers for their unwavering support of our ongoing efforts. Your partnership and commitment are integral to our collective success.

Respectfully submitted,



Dr. Kori Alice Becht
Superintendent of Schools

School District Treasurer

General Fund			
Balance on hand 6/30/22			\$ 3,463,086.30
Income			
	Appropriation		\$ 48,595,076.00
	Federal & State Income		\$ 11,326,589.59
	Impact Fees		\$ 157,065.50
	Other Local Income		\$ 2,164,486.69
	Interest		\$ 67,977.66
Total Income			\$ 62,311,195.44
Expense			
	Bond Payment		\$ (4,748,100.00)
	Payroll		\$ (42,013,443.38)
	Vendor		\$ (16,207,682.49)
Total Expense			\$ (62,969,225.87)
Net Income			\$ (658,030.43)
Balance On Hand 6/30/23			\$ 2,805,055.87

7/1/21-present

THE ABOVE IS A CORRECT STATEMENT OF THE TRANSACTIONS OF THE TREASURER
DURING FY22 ENDING JUNE 30, 2023

*includes Federal grants (Title I-III, IDEA) where actual payer of funds was state or local payer

Respectfully submitted,
Robert S. Coole
 Robert S. Coole, Treasurer

Department of Revenue Administration

**Municipal Services Division
Concord, NH 03302-1122**

2023 Tax Rate Calculation

Gross Appropriation MS-22	\$ 63,624,811.00
Estimated Revenue MS-24	\$ 3,078,911.00
Net Local School Budget	\$ 60,545,900.00
Less Adequate Education Grant	\$ 7,810,637
Less State Education Tax	\$ 5,723,502
Approved School Tax Effort	\$ 47,011,761
Local Assessed Valuation	\$ 3,160,525,990.00
State	\$ 3,127,337,390.00
School Tax Rate (Effort/ Valuation x \$1,000)	\$ 14.87
State Tax Rate	\$ 1.83

STUDENT SERVICES

As of the end of 2023, the Windham School District is providing special education and educationally related services to 520 students in grades preschool – 12. This represents approximately 17.0% of the student population. In addition to those students attending public schools within the Windham School District, this number includes 30 students attending private schools for students with disabilities or public Charter schools. In compliance with the Federal and State regulations, Windham provides a comprehensive referral and evaluation process to identify students requiring special education services. These services are determined by a team of education specialists and the students' parents and/or guardians and are designed to ensure that the child's educational needs are met within the least restrictive environment possible.

The Federal IDEA grant continues to supplement the hiring of staff required for the provision of special education services, including teachers, related services providers, and paraprofessionals. Additionally, grant funds provide for professional development for general and special education staff and supports for students with disabilities.

During the spring and fall of 2023, the District experienced a higher rate of vacant positions than in the past for both related service providers and paraprofessionals. Given those challenges, the District continues to provide comprehensive services for students with disabilities and is continuing to work with the Department of Education to improve those services to students with disabilities. The entire District continues to see a 100% compliance rate on indicators from the New Hampshire Department of Education's State Performance Plan relating to timeliness of initial evaluations and secondary transitions.

In addition to providing services for students with disabilities, the District continues to provide accommodations for students who require them via Section 504 of the 1973 Rehabilitation Act. The District also continues to provide services to English Language Learners in each of our schools.

Special Services Notation: On August 30, 1999, New Hampshire RSA 32:11(a) became effective. This law requires that each school district provide in its annual report an accounting of actual expenditures by the District for special education programs and services for the previous two fiscal years, including offsetting revenues from all sources. The following constitutes the required information for FY '22 and FY '23.

2021-2022

Special Education Expenses

• Transportation, Supplies, Instruction, and Tuition	11,708,769.00
• Federal Special Education Funds	<u>686,938.00</u>
	\$12,395,707.00

Special Education Revenues

• Catastrophic Aid	471,575.00
• Federal Special Education Funds	<u>686,938.00</u>
• Medicaid Reimbursement	<u>54,895.00</u>
	\$ 1,223,408.00

Actual District Costs

- Expenditures Less Revenues **\$11,182,299.00**

2022-2023**Special Education Expenses**

- Transportation, Supplies, Instruction, and Tuition **\$ 11,610,330.00**
- Federal Special Education Funds **785,377.00**
- \$12,395,707.00**

Special Education Revenues

- Catastrophic Aid **367,930.00**
- Federal Special Education Funds **785,377.00**
- Medicaid Reimbursement **32,644.00**
- \$ 1,185,951.00**

Actual District Costs

- Expenditures Less Revenues **\$11,209,756.00**

Respectfully Submitted,

Kenneth P. Duesing

Kenneth P. Duesing
Executive Director of Student Services

SCHOOL COUNSELORS

The School Counseling Department is dedicated to serving all students with a comprehensive school-counseling program that is preventative in design, developmental in nature and is an integral part of the total educational program for students. The foundation for school counseling in the Windham School District is based on the American School Counselors Association (ASCA) national model. This model provides a framework for implementation of a comprehensive and accountable school-counseling program. As school counselors, we provide academic, personal/social, and career counseling services.

We are continuing to see an increase in mental health struggles and have an additional Mental Health counselor at the High School to help serve the need. We proudly have a certified mental health counselor/School Social Worker in every school in the district.

We are concentrating on Social Emotional Learning and making connections. We continue with district wide initiatives to include Mental Health Mondays, One Trusted Adult, Choose Love to name a few. Our goal is for all students to make a connection and for all students to have a sense of belonging. We hosted the Challenge Day Program at the high school for 100 students and 25 adults to make connections with one another and understand that we all might have more in common with one another than at first glance. We then followed up with a whole school assembly that allowed more students to make connections with one another. This program really helped to tie in our goals for mental help and acceptance.

Academic performance has an integral relationship to the social, physical and emotional changes of student development. The school counseling program is committed to focusing on the needs, interests, and issues related to student growth as well as individual development in academic, career, and personal/social areas.

We address the needs of the whole child by providing direct services to students through individual meetings as well as small group counseling and grade-level presentations. As a district, we monitor student progress, assist with achieving academic goals, increase access to courses of rigor, identify social emotional factors prohibiting learning and measure program effectiveness. It is our continued goal to provide common guidance services and experiences district wide by working diligently with each school to ensure all students' needs are being met.

The School Counseling services include but are not limited to:

- **School Guidance Curriculum:** classroom instruction, interdisciplinary curriculum, group activities, parent workshops and instruction
- **Individual Student Planning:** assisting students in establishing personal goals and developing future plans
- **Responsive Services:** Consultation with parents, teachers, administration, community agencies, individual or small group counseling, crisis counseling and response, peer facilitation and referrals
- **Systems Support:** professional development, collaboration and teaming
- **Post-Secondary Planning-College/Career Readiness**

Our counselors participate and are an intricate part of the MTSS-B team (Multi-Tiered Support Team) and SST (Student Support Teams) which work hard to provide interventions at all age-appropriate levels.

Social skills/Executive Functioning and Social Thinking programs are available in each school. These programs are developmental and sequential in nature. We are in our sixth year of having an Executive Functioning Coach at the high school and will provide Executive Functioning and Social Emotional skills to all grades through our School Counselors and classroom teachers.

Throughout the year, we continually meet with parents and teachers to discuss their concerns as well as provide ongoing consultations with all stakeholders utilizing outside resources that are available.

We participate in meetings, conduct student observations, administer testing (AP /PSAT/SAT/SAS), and make recommendations to parents and staff, as well as being an active part of the Special Education Teams at our respective schools. We continue to spearhead the Go Binders and Ready Set Go at Goldenbrook and Center Schools.

Our counselors sit on the board of directors of the Windham Helping Hands which is now in its 21st year and continues with its mission of helping families in need. In addition to the school counselors, representatives of the town and Fire Department are instrumental to this non-profit organization. Windham Helping Hands' annual food drive is a district wide event. Students from all schools collected food that was given to local families and food pantries.

Based on the number of students and families we serve, the quality of time we devote to both challenges and prevention would point to a successful school year. It has been our experience that the positive, preventative aspects of guidance and counseling can have long-term effects on student attitudes, knowledge, and decision making, leading students to achieve effective study skills, good citizenship, and greater productivity.

The past several years has been dedicated to supporting and making mental health awareness a priority. Staff are trained to look for signs of emotional distraught and who to go to for help. This answers the call for suicide prevention training to all districts from the NH Department of Education. We will be placing the new national suicide prevention hotline number (988) on all school issued IDs. We have been piloting the Therapy Dog Program for all our students to add to our mental health resources. We currently have five certified teams serving our four buildings. We are proud that our district supports these initiatives and we will continue to make mental health a top priority.

Our efforts are enhanced when the parents/guardians work together with the school as a team. As school counselors, we are able to work with students fostering mutual respect, cooperation, responsibility and self-reliance.

We remain committed to promoting high achievement, and fostering lifelong learning for all students. We will continue to work together and empower students to reach higher goals.
Respectfully submitted,

Windham School Counselors:

Julie Lichtmann, M.A., CAGS; Director K-12

Elizabeth Baddeley, M. Ed.

Sarah Boulanger, LMHC, LADC

Jessica Carleton, LICSW

Christi Dunn, M.Ed., CAGS

Blair Hess, M.Ed

Elizabeth Jodoin, M.Ed.

Rebecca Johnson, LMHC

Amanda Miller-Johnson, LMHC

Krystal Mitkonis, LMHC

Carolyn Ortiz, M.Ed.

Kristin Phillips, M.Ed.

Jillian Sapachetti, M.Ed.

Tammy Serra, M.Ed, Trauma certified

Kellie Steward, M.Ed., CAGS

Melissa Welch, M.Ed.

SCHOOL RESOURCE OFFICERS

The Windham Police Department School Resource Officer (SRO) program is based on the long-held concept of school based policing. Such a concept, divided into three (3) areas of responsibility (Teacher, Counselor, and Law Enforcement Officer) allows the SRO to educate, counsel and protect our school communities. This collaborative effort between law enforcement, educators, students, and parents provides for

- Safe learning environments
- Valuable resources for school staff
- A positive relationship with youth and families
- The ability to identify problems and develop strategies to address them

The town of Windham currently employs two school resource officers to cover the four schools. Currently, each resource officer covers two schools; Officer Nieves works with the Golden Brook School and Middle School and Officer Antista works with Center School and the High School. Officer Nieves has been working with the schools since 2023 and Officer Antista since 2020. Officer's Nieves and Antista introduced the Standard Response Protocols (SRP), which is derived from the "I Love U Guys" program. This program was rolled out to the entire district where every staff member and student have received the training. The district continues to conduct drills and training to ensure safety to all students and faculty.

Officer Nieves began his career in law enforcement as a police officer in Windham in 2019. He is a graduate of the 179th Police Academy at Police Standards and Training. Prior to working in law enforcement, Officer Nieves worked for the United States Postal Service as a Distribution Clerk and served the Billerica and Chelmsford Massachusetts area. Officer Nieves is a United States Army veteran where he served as a Military Police Officer in the 94th Military Police Company.

Officer Antista attended Endicott College in Beverly, MA where he earned his Bachelor's Degree in Criminal Justice. He started his law enforcement career in 2009 with the Rockingham County Department of Corrections. In 2013 Officer Antista transitioned to the Windham Police Department and attended the 163rd Police Academy.

Officers Nieves and Antista are active members of the School Safety Committee, which regularly meets to discuss, review and implement district-wide safety protocols for all facilities. They are involved in the emergency response drills at all facilities and train faculty and provide feedback on additional security measures throughout the year. SRO's also teach several classes, including Internet Safety, Vaping, Fatal Vision Goggles, Trauma Care, Criminal Law and Drug and Alcohol and Courage to Care as well as One Trusted Adult. The two SRO's also speak with students on a daily basis building a rapport and providing guidance for the future, whether it's for college, the work force or the military.

Safe School Reports for all four schools are provided to the SRO's for review and disposition. Depending on the severity of the incident, the SRO may simply counsel the student involved, meet with parents, send the juvenile to a diversion program or, for the most serious offenses,

complete a juvenile delinquent petition which requires the juvenile to go to family court. The SRO's are also responsible for completing follow-up investigations on juvenile cases that happen within the Town of Windham.

In closing, the SRO plays an integral role in keeping students safe and on the “right track of life.” Officer Antista and Officer Nieves also provide students, staff, and parents with a valuable resource as they navigate through the twists and turns of everyday life.

Matthew Nieves

Officer Matthew Nieves

Jeffrey Antista

Officer Jeffrey Antista

School Resource Officers

GOLDEN BROOK SCHOOL

The 2022-2023 school year was an amazing school year. This year was all of us getting back to our normal routines without any restrictions. We were able to have all school assemblies, concerts, and amazing shows that our parents, guardians, and community members could attend. Seeing the faces of the students when they looked out into the crowd and seeing all their parent's/guardians' faces was truly a blessing and it was obvious that everyone was excited to be back together for these special moments. I would like to thank our teachers and staff for the amazing job that they all do daily, making sure that our students continue to grow and learn. The Golden Brook staff is dedicated to our community and continues to go above and beyond for our students and each other.

Last year, we started a new whole-school incentive program that got all the students and staff involved. We started using the Positive Behavior Intervention Support, PBIS. This program focuses on a common language that all students can understand and follow. Also, this program focuses on the students being rewarded for their positive behaviors and not focusing on the negative. When the students are "caught" for their positive behaviors, they earn a ticket, and when all the students gather enough tickets, the whole school gets to celebrate their success. Some of the celebrations the students earned last year were dancing in the hallway, stuffy day, PJ day, and my favorite, pieing the administration during lunch. The students and staff truly enjoyed that one. Since we implemented the PBIS program, we have seen universal growth in our student's behavior. It is a great program, and I am excited to continue celebrating our student's success. We also continued to have our amazing student council students doing the morning announcements a few days a week. It was great seeing how proud the students were when they were able to take over the announcements. This helps promote the student body in truly believing that Golden Brook School is truly their school.

The Golden Brook School PTA continued to be very active and supportive. They supported our students and staff and planned fun events even with all of the safety protocols that were in place. In the fall of 2022, we had our second annual Trunk or Treat. This is a great community event that has the police and fire departments joining in, and the students love seeing them being a part of our school. Last year, the PTA put on a color-run fundraiser that was extremely successful and provided a lot of resources to our students and schools throughout the district. Thank you to our PTA for your ongoing going support. We couldn't do it without you.

At Golden Brook School, we pride ourselves on our strong, family-friendly bond and traditions. In June 2023, we said "good-bye" and "good luck" to our 4th-grade students with our annual 4th grade clap-out. We had so many parents, guardians, and community members at this event. It was great to see everyone. There was not a dry eye in the crowd. I had a tough time at the clap-out this year because this class was the first class that has been with me from the start of my career here at GBS, and my daughter Zoey was a part of this class. These students and I went through the construction project and then COVID together. They are an amazing class, and I truly miss seeing all of them at GBS. This event is turning into a great tradition at GBS that everyone looks forward to. We also said "goodbye" to one of our amazing staff members who has been a huge part of our GBS family for many years. We all would like to wish Mrs. Bortz the best in her retirement and her future endeavors. Her dedication to the Windham School District has been outstanding, and we were fortunate to have the opportunity to work with her.

On behalf of all the students, staff, and families you influenced in all of your years in Windham, we thank you with the utmost gratitude and sincere appreciation.

Our success at Golden Brook School is attributed to our amazing and devoted staff, who are always looking for different ways to help support and continue to educate our students. Another factor for the success of our school is due to the parents of our students, who continue to help and support our staff so we can strive to improve in all areas and continue to push our students to be the best that they can be in all areas of their education and in life. Our staff is constantly striving to provide students with the knowledge and skills they need that can be applied in everyday life and are able to navigate this world.

Christopher C. Hunt

Christopher C. Hunt, Principal

WINDHAM CENTER SCHOOL

During the 2022-2023 school year, Windham Center School (WCS) continued to provide all students with instruction that is aligned with Common Core Standards and followed the highest quality instructional practices. Our staff, parents, and school community have all played an important role in helping our staff to educate the whole child and making sure that our students are set up for success each and every day.

We are very proud of the progress that we have made working toward District Accreditation with the New England Association of Schools and Colleges (NEASC) and anticipate full accreditation in 2024. We continued to focus on the following three priorities: Social Emotional Learning (SEL), Professional Learning Communities (PLC) and Vision of the Graduate (VOG). They were all paramount in helping us create goals that were attainable to both staff and students. We continued to focus on our Professional Learning Communities (PLC) to help improve curriculum, instruction, and assessment. Teachers used DESSA ratings and statewide assessments to help create and/or modify lessons and instruction. Our One Trusted Adult Program also played a role in how teachers incorporated SEL into their daily instruction. In addition to this, a lot of collaboration was done within the district in order to align our VOG while tailoring it to the individual needs of each school.

Keeping the social emotional well being of students and staff at the forefront was critical to our overall success. We transitioned what was formerly known as Chillville, our sensory room, to an entire Wellness Center. This new location provided our students with ample space to have daily check-ins with our school counselors, social groups, visits with our therapy dog, Tortola, games, and space for self-awareness and recognition when they need to unwind and recharge.

The mini boat project proposal from Educational Passages was presented to the Windham School Board. The project was well received and approved. Our boat arrived a few days before school started. Students took the first couple of weeks to learn about the process of building, launching, and tracking our mini boat. As the first part of this process, we discussed boat naming traditions and each student generated a name that represented either New Hampshire, our town of Windham, or our school. After the list was narrowed to five, 452 members of our school community voted and the name selected was the *Wildcat Wave*. The Mini Boat, "Wildcat Wave" was assembled by students at WCS and once ready, it was dropped off at the Little Bay Lobster Company in Newington, NH. It was taken out to the Gulf of Maine on the F/V Rachel Leah and launched by Captain Patrick Terry and crew on January 16th. On July 8th, the boat was retrieved off of the coast of the island of Flores, Azores by a local school who sent pictures to WCS. The school is enjoying the boat and working on setting up a virtual visit with our school.

Our WCS Outdoor Classroom became a regular space for student learning. In order to provide equal access to outdoor education, it was expanded upon to include a handicap accessible path and solid flooring. In addition, a podium was built to offer teachers a space for their learning materials. The outdoor classroom helps our students to develop reflective and inquisitive thinking along with problem-solving approaches while developing an understanding and appreciation for nature.

WCS participated in a variety of community service projects that supported not only those in our own community, but in neighboring communities. We began with the annual Project Gratitude by collecting candy for our troops and then moved into the annual Windham's Helping Hands Thanksgiving food drive. We also continued to search beyond our own school community and offered charitable support to a neighboring community through the Lazarus House in Lawrence, Massachusetts. There, we coordinated with officials to support "Project Bethlehem" during the holiday season, with each homeroom adopting a family in need of general household donations; our parental support was remarkable. We understand that an all-around educational experience is not limited to classroom learning alone and exposes our children to the benefits of giving and showing empathy for others.

We are fortunate to have various afterschool activities available to our students. Our Drama Club performed the musical, *Hair Spray* at Windham High School. Students auditioned for various roles and this opportunity allowed them to showcase their various talents and abilities. Drama Club is a much anticipated after school activity and provides a wonderful platform for students to not only express their talents but also to challenge themselves and step out of their comfort zones while fostering creativity, teamwork, and personal growth.

We stayed committed to the safety and security of our students. WCS had a Homeland Security Audit with the intention of having them assist leadership in identifying effective solutions to increase the physical security of the building. The focus areas for the audit were access control, surveillance, and emergency alerting. Together with our Emergency Management Team, we created a strategic plan to continue to increase upon the safety of the building. Additional cameras were installed in blind spots inside and outside of the building, new safety locks were placed on all connecting doors, a blue light alerting system was installed, along with additional panic buttons.

Ultimately, family and community engagement remained a top priority for us, and the undeniable support of our PTA and community was impressive. Together, we were able to navigate through another successful year of learning and we will forever be thankful for the commitment of our staff, students, and parents.

Respectfully submitted,

B.J. Martin

B.J. Martin

WINDHAM MIDDLE SCHOOL

The 2022-2023 school year was a great year of learning for Windham Middle School. Windham Middle School is made up of two grade levels; 7th and 8th grade which created a student population of 440 students. Each student is recognized as a unique individual with our school mission statement encompassing that ideal. We believe in continuous improvement and are always looking for ways to improve our instructional practices to meet the needs of our learners academically, socially, and emotionally.

Throughout the school year, our staff participated in various professional development opportunities. We have a dedicated staff who recognize the importance of bringing students together and providing them with unique learning opportunities in a safe environment. Collectively, we focused on improving our PAWS (Providing Academic Wildcat Success) class period, Special Education supports and PBIS. Our staff also took part in training for *One Trusted Adult* in order to build positive connections with our students. All content areas have developed strong instructional techniques to grab the interests of all types of learners. Our students and staff participated in No Tech Days to encourage more collaboration, problem-solving and teamwork. Our school curriculum is continually reviewed and revised in order to improve student achievement. We proudly report that the students at Windham Middle School continue to score above the state averages in multiple assessments.

A positive school climate continued to flourish at Windham Middle School. Noelle Lambert, a World Class Para Athlete, Londonderry, NH native, UMASS Lowell alumni, member of the US Paralympic National Team, U.S. record holder for the 100-meter race, and competitor of the television show Survivor spoke with our students. Her story challenged our students to set goals and persevere over challenges in order to make their dreams come true. Our students continued to explore how to overcome obstacles by participating in the Northeast Passage's Similarity Awareness program and learning about the paralympics. The students experienced using a wheelchair while playing basketball, this provided them with new perspectives and understanding of others as well as how to have fun.

Our music program continued to grow under the direction of Ms. Buonpane and Mrs. Avalos. We continue to have a record number of students participate in Band, Orchestra, and Chorus. Our Band, Orchestra, and Chorus winter and spring concerts continue to be highlights for the community. The 7th grade Orchestra had the unique privilege of performing at the Executive Council Meeting at the State House for the governor in March. At this meeting, he signed a proclamation declaring March as "Music in our Schools Month for the State of NH". In addition, I was deeply honored to be recognized and named as the NHMEA, New Hampshire Music Educators Association Administrator of the Year. The Windham Middle School Drama Club performed the musical rendition of *Willy Wonka, Jr.* under the direction of Mrs. Koenigsbauer and Mrs. Strange. The collective talent of our student body is quite amazing and a sheer delight to share in.

We are thrilled that so many of our students are involved in a great number of sports and clubs offered at the middle school. Each year our participation increases in a variety of

extracurricular activities offered to our students. We are pleased to share that our Lego Robotics Club has blossomed into two very strong teams, who experienced tremendous success with both teams participating in challenging competitions. Our math team has also made tremendous growth with several students competing at a high level. All of our athletic teams continue to be highly competitive during both regular and postseason play-off and championship competitions. We finished the year with Champions for the D3 Volleyball team and runner ups for the D1 Volleyball, Field Hockey, Golf, and D1 basketball teams. Our Cross-Country teams had an amazing number (10) of runners finish in the top 32 for the Tri-County with two individuals in the top 10. Impressive Wildcats!

Windham Middle School continues to partner with outside organizations to enrich our school experience. Our students take an active role in giving back to our community by participating in a candy-give back program, where we donated 131 pounds of Halloween candy to the local dentist, as well as took part in a holiday food drive and clothing drive. Our athletic teams partnered with the Side-Out Foundation for breast cancer awareness and were able to raise over \$5000. Our students sent cards to our military for the holidays through Project Joy. A large number of our seventh graders enjoyed their field trip to Nature's Classroom while those who stayed behind experienced Wildlife Encounters, where they brought animals to the school. Our eighth-grade students traveled to Philadelphia and Gettysburg, PA where they learned a great deal and created lasting memories. The students loved exploring the city and visiting the historical sites.

Windham Middle School had a wonderful year thanks to our students, staff, parents, PTA volunteers and community who have embraced the importance of educating the whole child. Congratulations to Mrs. Donna Nordengren for being recognized as the recipient of the 2023 Charles Trevor McMahon Award for outstanding service by an instructional assistant. As the principal of this school, I am proud of everything we have accomplished this year and I appreciate the opportunity to showcase our achievements. Our successes can be attributed to the collective efforts of all. I look forward to another year of laughter and learning in 2023-2024.

Respectfully Submitted,

Brenda Morrow

Brenda Morrow
WMS Principal

WINDHAM HIGH SCHOOL

Windham High School is an educational community committed to excellence through hard work, high standards, personal responsibility, and dedication to others. The school's mission statement is embodied in the hard work of its staff and students, both in and out of the classroom. It is also one that has been supported through collaboration with the broader community in internships, donations, volunteerism, financial contributions, and endless cheerleading at concerts, theater productions, and sporting events.

The 2022-2023 school year saw some impressive accomplishments and recognitions for Windham High School. The school continued to be recognized as one of NH's "Best High Schools" by *U.S. News and World Report*. Additionally, the school was honored to earn a spot on the AP School Honor Roll. These recognitions are a result of the commitment of our staff, students, and community who continue to support our school.

In 2022-2023, Windham High School students achieved academic success on both the SAT tests and the Advanced Placement tests. On the SAT, WHS continued to perform well above state averages in both reading and math proficiency, with 75 percent achieving proficiency in ELA and 55 percent achieving proficiency in Math. In the area of Science, WHS is proud to report that 78 percent of our students achieved proficiency on the NH SAS Science test. There were 574 AP tests taken at WHS by 297 individual students. Seventy-one percent of students scored a 3 or higher. WHS continues to be proud of the variety of AP courses it offers, as well as their availability to any interested student. This is a direct reflection of the school's commitment to providing a rigorous curriculum for all students.

Of our 2023 graduates, 82 percent enrolled in four-year colleges and 4 percent enrolled in two-year schools. The list of colleges attended by members of the Class of 2023 includes Virginia Tech, Purdue, Clemson, WPI, Penn State, Carnegie Mellon, RIT, Villanova and, of course, the University of New Hampshire. We are pleased to hear that our graduates report being ready for the transition to college or the workforce. This is further evidenced by the fact that 90 percent of the Class of 2023 met the benchmarks established under the NH College & Career Readiness standards. This all speaks to our students' commitment to their studies, as well as the support they receive from WHS families, community, and staff.

We are particularly proud of four of our 2023 graduates: Nicholas Gomes (United States Air Force), Aidan Hau (UNH-ROTC), John Hiltz (Norwich-ROTC), Ronald Howes (Embry Riddle-ROTC), and Michael Wimmer (St. Lawrence-ROTC). We appreciate the dedication and honor that these students have exhibited through their commitments to the Armed Services. As a community, we owe a tremendous debt of gratitude to these young men.

The WHS fine arts department continued to thrive in 2022-2023. We had 20 students receive Scholastic Art awards, including three gold key winners: Heather Brayer, Chloe Darcy and Lianne Ye. Our music department produced several All-State music honors: for Jazz All State Choir: Emerson Carrecedo; for All Chamber: Gauri Valiyodiyil (voice) and Rachel Chon (violin); for Classical All State the following students were honored Mixed Choir: Gauri Valiyodiyil, Emerson Carrecedo and Finn Roach; for All State Treble Choir: Avery Byron and Sadie Lebsak; for All State Band: Rebecca Senior and Anna Sychevsky; and, for All State Orchestra: Rachel Chon. Our greatest honor was Avery Byron who represented New Hampshire for the first time in the All New England Festival in choir. The theater department put on two fantastic productions: *The Laramie Project* and *Mama Mia*. Additionally, one of the student-directed plays took first place in the NH Educational Theater Guild State Competition.

Our athletic teams also experienced success in their fields of play. Our Fall and Winter Spirit teams were NHIAA Division II State Champions; Wrestling won Division I and Meet of Champions; Boys' Swim won the Team Championship, and five other programs made it to the NHIAA Final Four in their sports. There was one Division I wrestling champion and two individual swim champions. The LEGO Robotics team also had another phenomenal year. It is wonderful to see our students have the ability to pursue their passions at such high levels.

Finally, WHS continues to pride itself on incorporating service learning in our everyday practices. Our students and staff are involved in a wide array of service learning and fundraising activities. To this end there are several service clubs that exist throughout the building, including SALT (Student Athlete Leadership Team), JCA (Jaguar Community Alliance), SMILES, KIND club, and a variety of Honor Societies. While students are also required to do community service as part of their graduation requirements, many far exceed the minimum. WHS is pleased to mirror and partner with the dedicated community in promoting and providing students with opportunities to give back.

WHS has much to be proud of, most importantly the commitment by students, staff, and the community to create a safe, supportive learning environment, where all students can thrive. The high school offers diverse courses, clubs, and activities, plus extended learning opportunities to engage as many students as possible. Students have access to a wide array of resources to meet them where they are and support them on their academic journey.

With gratitude,

Shannan McKenna

Shannan McKenna

School District Employee Wages Benefits

Employee	Assignment	Salary	Longevity	Extra Duty/OT/Other	Gross Pay	Total Benefits	2023 Gross Pay and Total Benefits
Abril-Sanchez, Jorge	TEACHER	\$76,390.50	\$0.00	\$150.00	\$76,540.50	\$51,781.61	\$128,322.11
Accardo, Sara L	TEACHER	\$80,460.00	\$2,750.00	\$0.00	\$83,210.00	\$45,881.14	\$129,091.14
Adams, Daniel E	TEACHER	\$66,530.00	\$0.00	\$60.00	\$66,590.00	\$30,142.38	\$96,732.38
Alexandrou, Dimitris Y	TECHNOLOGY TECHNICIAN	\$42,840.00	\$0.00	\$0.00	\$42,840.00	\$24,627.49	\$67,467.49
Allen, Nancy A	TEACHER	\$56,077.14	\$0.00	\$0.00	\$56,077.14	\$22,539.98	\$78,617.12
Alley-Violette, Gregory T	TEACHER	\$82,653.00	\$0.00	\$100.00	\$82,753.00	\$53,638.35	\$136,391.35
Amadeo, Maria	NUTRITION SERVICES ASSIST	\$17,590.54	\$0.00	\$0.00	\$17,590.54	\$1,345.72	\$18,936.26
Anderson, Mary V	TEACHER	\$89,229.00	\$1,750.00	\$0.00	\$90,979.00	\$36,303.28	\$127,282.28
Antkowiak, Paula M	PARAPROFESSIONAL	\$20,158.32	\$0.00	\$2,228.20	\$22,386.52	\$1,712.66	\$24,099.18
Arnone, Morgan A	TEACHER	\$59,412.29	\$0.00	\$200.00	\$59,612.29	\$28,203.30	\$87,815.59
Avallone, Cynthia A	TEACHER	\$82,653.00	\$2,250.00	\$750.00	\$85,653.00	\$54,670.52	\$140,323.52
Avalos, Kathleen M	TEACHER	\$60,626.00	\$0.00	\$2,740.00	\$63,366.00	\$48,274.69	\$111,640.69
Baddeley, Elizabeth	COUNSELOR	\$89,229.00	\$1,750.00	\$2,138.87	\$93,117.87	\$56,811.19	\$149,929.06
Bagdovitz, Meghan M	TEACHER	\$62,858.00	\$0.00	\$1,480.00	\$64,338.00	\$48,553.44	\$112,891.44
Bailey, Erin E	TEACHER	\$52,464.00	\$0.00	\$10,010.00	\$62,474.00	\$48,040.02	\$110,514.02
Bamberg, Kathryn E	TEACHER	\$78,815.00	\$2,250.00	\$0.00	\$81,065.00	\$53,350.68	\$134,415.68
Barbaro, Debra	SECRETARY	\$31,736.25	\$0.00	\$206.55	\$31,942.80	\$35,632.72	\$67,575.52
Bartlett, Jill	TEACHER	\$89,229.00	\$1,750.00	\$14,196.28	\$105,175.28	\$31,766.22	\$136,941.50
Bartlett, Ryan A	TEACHER	\$89,229.00	\$2,250.00	\$3,600.00	\$95,079.00	\$60,846.16	\$155,925.16
Bashalany, Joshua E	ADMINISTRATOR	\$92,500.00	\$0.00	\$500.00	\$93,000.00	\$56,210.04	\$149,210.04
Bass, Jacob T	TEACHER	\$43,915.00	\$0.00	\$2,310.00	\$46,225.00	\$23,294.66	\$69,519.66
Becht, Kori A	SUPERINTENDENT	\$154,350.00	\$0.00	\$9,936.50	\$164,286.50	\$70,077.14	\$234,363.64
Bedard, Jill C	SECRETARY	\$17,052.11	\$0.00	\$34.44	\$17,086.55	\$1,307.10	\$18,393.65
Bedard, Shawna	TEACHER	\$78,815.00	\$1,750.00	\$3,310.00	\$83,875.00	\$54,507.90	\$138,382.90
Beers, Heather	CUSTODIAN	\$34,854.00	\$0.00	\$3,452.10	\$38,306.10	\$16,038.20	\$54,344.30
Belanger, Donna	PARAPROFESSIONAL	\$23,399.74	\$500.00	\$672.52	\$24,572.26	\$1,879.80	\$26,452.06
Belanger, Paul G	MAINTENANCE TECHNICIANS	\$63,211.20	\$0.00	\$4,823.41	\$68,034.61	\$46,375.26	\$114,409.87
Bell, Katelyn L	NURSE	\$50,747.00	\$0.00	\$5,835.00	\$56,582.00	\$27,227.51	\$83,809.51
Bennett, Harry	EXEC DIR TECHNOLOGY	\$110,917.10	\$0.00	\$500.00	\$111,417.10	\$56,437.64	\$167,854.74
Bennington, Douglas S	TEACHER	\$78,815.00	\$0.00	\$0.00	\$78,815.00	\$41,883.79	\$120,698.79
Benson, Jessica H	CURRICULUM DIRECTOR	\$97,000.00	\$0.00	\$500.00	\$97,500.00	\$41,492.17	\$138,992.17
Berube, Amy B	TEACHER	\$57,573.00	\$0.00	\$2,980.00	\$60,553.00	\$44,595.45	\$105,148.45
Bishop, Amber L	TEACHER	\$62,858.00	\$0.00	\$8,896.00	\$71,754.00	\$42,834.97	\$114,588.97
Blair, Christopher P	ASSISTANT PRINCIPAL	\$101,225.31	\$0.00	\$2,446.65	\$103,671.96	\$40,637.71	\$144,309.67
Blay, Douglas C	ASSISTANT PRINCIPAL	\$98,184.75	\$0.00	\$2,388.15	\$100,572.90	\$52,820.37	\$153,393.27
Bly, Casey L	NURSE	\$68,402.00	\$0.00	\$0.00	\$68,402.00	\$31,056.36	\$99,458.36
Bond, Kasey N	TEACHER	\$48,805.00	\$0.00	\$480.00	\$49,285.00	\$25,236.10	\$74,521.10
Bonfiglio, Christina D	NURSE	\$48,715.00	\$0.00	\$110.00	\$48,825.00	\$25,104.25	\$73,929.25
Bortz, Cynthia M	OCCUPATIONAL THERAPIST	\$68,402.00	\$2,750.00	\$42,838.40	\$113,990.40	\$43,796.59	\$157,786.99
Boucher, Jamie A	TEACHER	\$19,262.94	\$0.00	\$160.00	\$19,422.94	\$8,372.52	\$27,795.46
Boulanger, Sarah E	MENTAL HEALTH COUNSELOR	\$52,181.97	\$0.00	\$1,505.72	\$53,687.69	\$23,181.39	\$76,869.08
Bourdon, Joshua R	TEACHER	\$47,073.00	\$0.00	\$0.00	\$47,073.00	\$22,645.99	\$69,718.99
Bourque, Amy K	TEACHER	\$78,815.00	\$0.00	\$6,830.00	\$85,645.00	\$25,993.79	\$111,638.79
Bourque, Jeffrey M	TEACHER	\$75,308.00	\$0.00	\$4,250.00	\$79,558.00	\$57,558.89	\$137,116.89
Bowles, Teresa	PARAPROFESSIONAL	\$18,207.25	\$0.00	\$76.68	\$18,283.93	\$1,398.72	\$19,682.65
Boyd, Laura A	PARAPROFESSIONAL	\$25,066.60	\$0.00	\$248.23	\$25,314.83	\$1,936.58	\$27,251.41
Brand, Jennifer	TEACHER	\$52,616.00	\$0.00	\$282.88	\$52,898.88	\$24,070.07	\$76,968.95
Bretton, Robert P	SCHOOL BOARD	\$700.00	\$0.00	\$0.00	\$700.00	\$53.55	\$753.55
Bryant, Matthew	TEACHER	\$78,815.00	\$1,750.00	\$11,291.87	\$91,856.87	\$48,601.52	\$140,458.39
Buckholz, Arthur F	TEACHER	\$44,732.00	\$0.00	\$5,961.47	\$50,693.47	\$44,241.85	\$94,935.32
Bullis, Jennifer L	TEACHER	\$80,460.00	\$2,250.00	\$2,097.74	\$84,807.74	\$35,332.26	\$120,140.00
Buonpane, Amy E	TEACHER	\$42,356.00	\$0.00	\$9,070.00	\$51,426.00	\$25,849.87	\$77,275.87
Burdette, Joel	LIBRARY MEDIA SPECIALIST	\$89,229.00	\$2,250.00	\$12,952.50	\$104,431.50	\$60,051.81	\$164,483.31
Burke, Christine M	TEACHER	\$58,473.00	\$0.00	\$0.00	\$58,473.00	\$25,920.56	\$84,393.56
Burke, Lee M	NURSE ASSISTANT	\$24,180.00	\$0.00	(\$515.00)	\$23,665.00	\$1,810.35	\$25,475.35
Burzlaff, Judiann	TEACHER	\$56,398.00	\$0.00	\$1,820.00	\$58,218.00	\$46,799.43	\$105,017.43
Byrne, John M	TEACHER	\$64,168.00	\$0.00	\$12,150.00	\$76,318.00	\$52,339.94	\$128,657.94
Cahill, Lorie A	HEAD CUSTODIAN	\$48,852.80	\$0.00	\$6,570.57	\$55,423.37	\$21,421.24	\$76,844.61
Calder, Patricia A	PARAPROFESSIONAL	\$21,932.82	\$0.00	\$912.63	\$22,845.45	\$1,747.69	\$24,593.14
Cannon, Sandra E	TEACHER	\$78,815.00	\$1,750.00	\$100.00	\$80,665.00	\$30,158.78	\$110,823.78
Carleton, Jessica L	COUNSELOR	\$89,229.00	\$1,750.00	\$2,610.90	\$93,589.90	\$56,820.32	\$150,410.22
Carley, Melissa I	TEACHER	\$70,057.00	\$0.00	\$6,800.00	\$76,857.00	\$44,042.79	\$120,899.79
Carnazzo, Emma J	SPECIAL ED DIRECTOR	\$97,000.00	\$0.00	\$500.00	\$97,500.00	\$56,626.40	\$154,126.40
Carroll, Lisa	TEACHER	\$52,616.00	\$0.00	\$220.00	\$52,836.00	\$24,298.46	\$77,134.46
Carter, Kelly A	NURSE	\$63,038.00	\$1,750.00	\$0.00	\$64,788.00	\$48,683.39	\$113,471.39
Case, Matthew R	PARAPROFESSIONAL	\$23,246.82	\$0.00	\$11,957.50	\$35,204.32	\$2,411.63	\$37,615.95
Cassady, Jr, Randle E	PARAPROFESSIONAL	\$39,918.20	\$0.00	\$0.00	\$39,918.20	\$17,515.33	\$57,433.53
Catabia, Danielle J	TEACHER	\$72,635.00	\$0.00	\$1,980.00	\$74,615.00	\$51,500.35	\$126,115.35
Celebi, Hillary M	PARAPROFESSIONAL	\$18,948.48	\$0.00	\$1,597.28	\$20,545.76	\$1,571.76	\$22,117.52
Cervantes-Garcia, Alma E	NUTRITION SERVICES ASSIST	\$11,812.00	\$0.00	\$0.00	\$11,812.00	\$903.59	\$12,715.59
Chan, Yim W	CUSTODIAN	\$41,988.80	\$0.00	\$18,320.80	\$60,309.60	\$41,594.54	\$101,904.14
Chaput, Martin L Jr	TEACHER	\$65,358.00	\$2,750.00	\$5,650.00	\$73,758.00	\$31,353.70	\$105,111.70
Chartrand, Donna M	NURSE	\$64,655.20	\$1,750.00	\$0.00	\$66,405.20	\$40,852.54	\$107,257.74
Chasse, Jessica S	PARAPROFESSIONAL	\$19,606.05	\$0.00	\$677.34	\$20,283.39	\$1,551.65	\$21,835.04
Chesley, Danielle T	OCCUPATIONAL THERAPIST	\$72,635.00	\$0.00	\$0.00	\$72,635.00	\$50,933.21	\$123,568.21
Cheung, Hau C	CUSTODIAN	\$39,596.80	\$0.00	\$1,550.24	\$41,147.04	\$17,544.89	\$58,691.93
Chopelas, Ashley	TEACHER	\$40,852.00	\$0.00	\$3,525.00	\$44,377.00	\$16,490.67	\$60,867.67
Chorley, Lea J	NUTRITION SERVICES ASSIST	\$11,453.80	\$0.00	\$0.00	\$11,453.80	\$876.23	\$12,330.03
Christie, Mary E	IT SUPPORT COORDINATOR	\$54,995.20	\$0.00	\$1,436.26	\$56,431.46	\$34,988.14	\$91,419.60
Cirelli, Michael J	TEACHER	\$78,815.00	\$0.00	\$2,910.00	\$81,725.00	\$45,439.30	\$127,164.30

Employee	Assignment	Salary	Longevity	Extra Duty/OT/Other	Gross Pay	Total Benefits	2023 Gross Pay and Total Benefits
Ciresi, Mari	ADMINISTRATIVE ASSISTANT	\$42,390.40	\$0.00	\$524.81	\$42,915.21	\$35,541.83	\$78,457.04
Clapper, Michelle E	ADMINISTRATIVE ASSISTANT	\$37,556.00	\$0.00	\$0.00	\$37,556.00	\$25,020.83	\$62,576.83
Clark Canty, Amy E	RTI TEACHER	\$89,229.00	\$0.00	\$12,793.63	\$102,022.63	\$59,245.56	\$161,268.19
Clark-Hartshorne, Kara E	TEACHER	\$80,460.00	\$2,250.00	\$440.00	\$83,150.00	\$52,902.86	\$136,052.86
Clement, Elizabeth	PAYROLL COORDINATOR	\$66,200.16	\$0.00	\$1,273.10	\$67,473.26	\$39,958.37	\$107,431.63
Clemons, Ashley B	TEACHER	\$48,946.00	\$0.00	\$6,550.00	\$55,496.00	\$35,750.21	\$91,246.21
Cloutier, Tyler	CUSTODIAN	\$222.00	\$0.00	\$0.00	\$222.00	\$16.98	\$238.98
Cobb, Susan M	TEACHER	\$89,229.00	\$1,750.00	\$4,449.19	\$95,428.19	\$38,534.10	\$133,962.29
Cohen, Christopher M	THEATER	\$3,000.00	\$0.00	\$0.00	\$3,000.00	\$229.51	\$3,229.51
Coish, Jonathan S	CUSTODIAN	\$49,830.40	\$0.00	\$10,809.10	\$60,639.50	\$12,968.36	\$73,607.86
Coish, Margaret R	TEACHER	\$42,356.00	\$0.00	\$1,160.00	\$43,516.00	\$47,223.28	\$90,739.28
Colbeth, Claire M	TEACHER	\$67,570.00	\$0.00	\$2,025.00	\$69,595.00	\$46,098.81	\$115,693.81
Cole Dahar, Hannah J	TEACHER	\$81,565.50	\$1,750.00	\$13,117.50	\$96,424.00	\$57,758.47	\$154,182.47
Commerford, Linda S	ACCOUNTING CLERK	\$44,054.40	\$0.00	\$0.00	\$44,054.40	\$28,705.93	\$72,760.33
Connors, Anne L	TEACHER	\$65,171.00	\$0.00	\$1,500.00	\$66,671.00	\$49,577.89	\$116,248.89
Conron, Jessica J	PARAPROFESSIONAL	\$21,932.82	\$0.00	\$380.97	\$22,313.79	\$1,707.05	\$24,020.84
Conroy, Danielle M	PARAPROFESSIONAL	\$19,940.96	\$0.00	\$341.52	\$20,282.48	\$1,551.66	\$21,834.14
Coole, Robert	TREASURER	\$6,180.00	\$0.00	\$0.00	\$6,180.00	\$472.80	\$6,652.80
Corbett, Tracy	PARAPROFESSIONAL	\$19,566.82	\$0.00	\$0.00	\$19,566.82	\$1,496.88	\$21,063.70
Corbin, Lisa H	TEACHER	\$78,815.00	\$2,750.00	\$1,940.00	\$83,505.00	\$35,058.79	\$118,563.79
Corcoran, Meghan F	CURRICULUM DIRECTOR	\$95,000.00	\$0.00	\$500.00	\$95,500.00	\$58,795.86	\$154,295.86
Corey, Christopher P	TEACHER	\$52,464.00	\$0.00	\$11,075.00	\$63,539.00	\$29,222.09	\$92,761.09
Coste, Alina	PARAPROFESSIONAL	\$5,564.79	\$0.00	\$0.00	\$5,564.79	\$414.66	\$5,979.45
Couillard, Beverly A	NUTRITION SERVICES ASSIST	\$2,178.52	\$0.00	\$0.00	\$2,178.52	\$166.68	\$2,345.20
Courter, Jody S	TEACHER	\$74,151.00	\$0.00	\$2,400.00	\$76,551.00	\$52,066.26	\$128,617.26
Cousens, Laura A	NUTRITION SERVICES ASSIST	\$2,588.00	\$0.00	\$0.00	\$2,588.00	\$197.99	\$2,785.99
Cove, Jennifer L	TEACHER	\$89,229.00	\$2,750.00	\$240.00	\$92,219.00	\$56,551.44	\$148,770.44
Covey, Amy	TEACHER	\$54,552.00	\$0.00	\$300.00	\$54,852.00	\$24,876.69	\$79,728.69
Cox, Kaitlyn	TEACHER	\$52,464.00	\$0.00	\$1,400.00	\$53,864.00	\$37,448.86	\$91,312.86
Creamer, Cecilia I	TEACHER	\$82,232.00	\$0.00	\$15,699.00	\$97,931.00	\$55,339.32	\$153,270.32
Crimmin, Kendall E.	TEACHER	\$63,038.00	\$2,250.00	\$2,950.00	\$68,238.00	\$49,671.53	\$117,909.53
Cronin, Suzanne	TECHNOLOGY FACILITATOR	\$72,238.00	\$0.00	\$6,160.00	\$78,398.00	\$31,629.51	\$110,027.51
Crosby, Michael L	TEACHER	\$40,852.00	\$0.00	\$60.00	\$40,912.00	\$21,269.34	\$62,181.34
Croteau, Catherine	DIRECTOR OF MATHEMATICS	\$97,000.00	\$0.00	\$500.00	\$97,500.00	\$42,845.45	\$140,345.45
Cuneo, Sheila D	THEATER	\$750.00	\$0.00	\$0.00	\$750.00	\$57.38	\$807.38
Curry, Steven J	TEACHER	\$47,208.00	\$0.00	\$7,660.00	\$54,868.00	\$43,898.17	\$98,766.17
Cyr, Haley L	NURSE ASSISTANT	\$21,779.12	\$0.00	\$63.88	\$21,843.00	\$1,670.96	\$23,513.96
Cyr, Jessica J	TEACHER	\$42,356.00	\$0.00	\$5,900.00	\$48,256.00	\$23,327.04	\$71,583.04
D'Amore, Meghan A	TEACHER	\$52,464.00	\$0.00	\$1,400.00	\$53,864.00	\$24,593.32	\$78,457.32
Dancy, Janet E	TEACHER	\$78,815.00	\$0.00	\$1,720.00	\$80,535.00	\$30,104.79	\$110,639.79
Davis, Mary E	PARAPROFESSIONAL	\$20,749.82	\$0.00	\$288.02	\$21,037.84	\$1,609.37	\$22,647.21
deLara, Alyssa J	TEACHER	\$24,557.69	\$0.00	\$0.00	\$24,557.69	\$19,555.13	\$44,112.82
Delehanty, Madalina	NURSE ASSISTANT	\$22,246.25	\$0.00	\$2,922.66	\$25,168.91	\$1,925.37	\$27,094.28
Delgreco, Linda C	PARAPROFESSIONAL	\$25,410.84	\$1,000.00	\$1,696.12	\$28,106.96	\$2,150.20	\$30,257.16
Delpidio, Nicole E	TEACHER	\$40,852.00	\$0.00	\$0.00	\$40,852.00	\$15,480.05	\$56,332.05
DeRousse, Graham M	TEACHER	\$60,626.00	\$0.00	\$1,160.00	\$61,786.00	\$47,439.29	\$109,225.29
Didrich, Robert	TEACHER	\$61,931.00	\$0.00	\$0.00	\$61,931.00	\$47,748.58	\$109,679.58
Dileo, Christine	PARAPROFESSIONAL	\$27,185.34	\$1,000.00	\$3,459.24	\$31,644.58	\$2,420.81	\$34,065.39
Diorio, Eileen T	SECRETARY	\$50,752.00	\$0.00	\$1,137.65	\$51,889.65	\$34,327.57	\$86,217.22
DiPietro, Arianna	SPECIAL ED TEACHER	\$51,613.00	\$0.00	\$1,160.00	\$52,773.00	\$17,864.41	\$70,637.41
DiTolla, Katherine R	TEACHER	\$75,308.00	\$0.00	\$1,270.00	\$76,578.00	\$31,107.56	\$107,685.56
Dixey, Melissa	TEACHER	\$74,151.00	\$0.00	\$0.00	\$74,151.00	\$50,986.30	\$125,137.30
Dizazzo, Donna	SECRETARY	\$25,132.46	\$0.00	\$4,488.22	\$29,620.68	\$2,265.93	\$31,886.61
Dobmeier, Katelyn V	TEACHER	\$42,048.38	\$0.00	\$3,680.00	\$45,728.38	\$32,864.91	\$78,593.29
Dodge, Stacey L	NUTRITION SERVICES ASSIST	\$18,722.49	\$0.00	\$0.00	\$18,722.49	\$1,432.32	\$20,154.81
Dorman, Nancy M	TUTOR	\$40,589.35	\$0.00	\$4,040.00	\$44,629.35	\$3,414.16	\$48,043.51
Doughty, Leah M	TEACHER	\$78,815.00	\$2,250.00	\$1,220.00	\$82,285.00	\$33,794.01	\$116,079.01
Douglas, Kami Lee	TEACHER	\$78,815.00	\$0.00	\$900.00	\$79,715.00	\$52,965.01	\$132,680.01
Dubina, Susan E	TUTOR	\$0.00	\$0.00	\$3,960.00	\$3,960.00	\$302.94	\$4,262.94
Dubreuil, Daniel E	NUTRITION SERVICES ASSIST	\$560.00	\$0.00	\$0.00	\$560.00	\$42.85	\$602.85
Duesing, Kenneth	EXEC DIR STUDENT SRVS	\$108,610.29	\$0.00	\$2,588.65	\$111,198.94	\$48,658.96	\$159,857.90
Dumais, Jamie B	TEACHER	\$65,171.00	\$0.00	\$40.00	\$65,211.00	\$48,804.15	\$114,015.15
Dunn, Christina L	NURSE	\$72,402.00	\$0.00	\$5,540.00	\$77,942.00	\$31,498.73	\$109,440.73
Dunn, Christina R	COUNSELOR	\$89,229.00	\$2,250.00	\$3,326.88	\$94,805.88	\$57,622.88	\$152,428.76
Dunn, Elizabeth A	SCHOOL BOARD	\$200.00	\$0.00	\$0.00	\$200.00	\$15.30	\$215.30
Dupuis, Jessica L	BOARD CERT BEHAVIOR ANALY	\$74,314.24	\$0.00	\$500.00	\$74,814.24	\$4,268.44	\$129,082.68
Ellins, Sarah E	TEACHER	\$54,395.00	\$0.00	\$360.00	\$54,755.00	\$45,805.26	\$100,560.26
Eng, Donna M	PARAPROFESSIONAL	\$20,749.82	\$0.00	\$264.27	\$21,014.09	\$1,607.55	\$22,621.64
Engel, Brenda A	TEACHER	\$70,045.00	\$0.00	\$3,200.70	\$73,245.70	\$51,108.12	\$124,353.82
Fay, Sherry A	TEACHER	\$78,815.00	\$2,750.00	\$0.00	\$81,565.00	\$53,497.78	\$135,062.78
Ferguson, Andrew	SPECIAL ED TEACHER	\$42,094.56	\$0.00	\$0.00	\$42,094.56	\$26,372.73	\$68,467.29
Ferreira, Beth A	PARAPROFESSIONAL	\$21,932.82	\$0.00	\$1,928.54	\$23,861.36	\$1,825.42	\$25,686.78
Feyler, Michelle D	PARAPROFESSIONAL	\$22,524.32	\$0.00	\$2,651.94	\$25,176.26	\$1,925.99	\$27,102.25
Fillion, Brian	TEACHER	\$89,229.00	\$1,750.00	\$929.73	\$91,908.73	\$56,713.21	\$148,621.94
Finn, Cynthia M	SCHOOL BOARD	\$700.00	\$0.00	\$0.00	\$700.00	\$53.55	\$753.55
Flaherty, Tara	PARAPROFESSIONAL	\$18,785.58	\$0.00	\$0.00	\$18,785.58	\$1,437.15	\$20,222.73
Fleet, Stephanie A	TEACHER	\$72,635.00	\$1,750.00	\$3,210.51	\$77,595.51	\$49,900.03	\$127,495.54
Fleming, Alessandra L	PARAPROFESSIONAL	\$19,747.59	\$0.00	\$1,691.25	\$21,438.84	\$1,640.12	\$23,078.96
Fleming, Bethany	EXEC FUNCTIONING COACH	\$31,827.34	\$0.00	\$1,295.56	\$33,122.90	\$2,533.94	\$35,656.84
Foley, Jennifer	DIRECTOR SPECIAL EDUCATIO	\$84,000.00	\$0.00	\$500.00	\$84,500.00	\$44,908.38	\$129,408.38

Employee	Assignment	Salary	Longevity	Extra Duty/OT/Other	Gross Pay	Total Benefits	2023 Gross Pay and Total Benefits
Fothergill, Nancy	TEACHER	\$89,229.00	\$2,750.00	\$17,240.00	\$109,219.00	\$61,172.48	\$170,391.48
Fotopoulos, Karla	PARAPROFESSIONAL	\$19,559.19	\$0.00	\$0.00	\$19,559.19	\$1,496.34	\$21,055.53
Freeman, Habiba J	SPECIAL ED TEACHER	\$56,398.00	\$0.00	\$3,020.00	\$59,418.00	\$25,653.60	\$85,071.60
Freethey, Christine	ADMINISTRATIVE ASSISTANT	\$27,422.85	\$0.00	\$39.31	\$27,462.16	\$10,712.90	\$38,175.06
Freisinger, Kerry R	TEACHER	\$72,635.00	\$0.00	\$2,261.53	\$74,896.53	\$41,271.84	\$116,168.37
Gadbois, Meaghan P	TEACHER	\$43,915.00	\$0.00	\$2,476.68	\$46,391.68	\$40,487.94	\$86,879.62
Gallo, Julia G	PARAPROFESSIONAL	\$23,943.92	\$750.00	\$81.86	\$25,505.78	\$1,951.18	\$27,456.96
Gantz, Susanne N	TEACHER	\$20,218.58	\$0.00	\$1,350.00	\$21,568.58	\$5,111.29	\$26,679.87
Garofoli, Rachel	SPEECH AND LANGUAGE	\$78,815.00	\$2,250.00	\$70.00	\$81,135.00	\$53,731.30	\$134,866.30
Gaudette, Lauren L	PARAPROFESSIONAL	\$17,799.52	\$0.00	\$6,372.47	\$24,171.99	\$1,849.15	\$26,021.14
Gauvin, Karlyn G	ADMINISTRATOR	\$84,000.00	\$0.00	\$3,000.00	\$87,000.00	\$43,004.79	\$130,004.79
Genna, Melissa	TEACHER	\$40,852.00	\$0.00	\$4,080.00	\$44,932.00	\$23,988.04	\$68,920.04
Gerstein, Stephanie	SECRETARY	\$24,225.00	\$0.00	\$0.00	\$24,225.00	\$13,871.18	\$38,096.18
Ghali, Amir F	SYSTEMS ADMINISTRATOR	\$39,663.46	\$0.00	\$2,500.00	\$42,163.46	\$17,183.68	\$59,347.14
Gilbert, Veronique	TEACHER	\$80,460.00	\$2,250.00	\$1,000.00	\$83,710.00	\$35,118.16	\$118,828.16
Golden, Brenda	SECRETARY	\$48,734.40	\$0.00	\$0.00	\$48,734.40	\$34,407.70	\$83,142.10
Gordon, Kaleigh	TEACHER	\$37,582.61	\$0.00	\$3,060.00	\$40,642.61	\$19,183.72	\$59,826.33
Graff, Eric A	TEACHER	\$89,229.00	\$2,250.00	\$6,940.00	\$98,419.00	\$58,329.14	\$156,748.14
Graff, Kristen G	PARAPROFESSIONAL	\$25,718.42	\$750.00	\$1,107.86	\$27,576.28	\$2,109.60	\$29,685.88
Gratton, Jay E	ASSISTANT PRINCIPAL	\$102,953.58	\$0.00	\$2,479.90	\$105,433.48	\$41,840.88	\$147,274.36
Greenleaf, Dalisa K	ASSISTANT BUSINESS ADMIN	\$125,000.00	\$0.00	\$2,903.85	\$127,903.85	\$62,188.37	\$190,092.22
Grimaldi, Lauren A	TEACHER	\$44,612.00	\$0.00	\$0.00	\$44,612.00	\$16,344.79	\$60,956.79
Grimes, Jeanne M	SECRETARY	\$27,488.25	\$0.00	\$84.40	\$27,572.65	\$38,358.10	\$65,930.75
Grzesik, Jacqueline Y	NUTRITION SERVICES ASSIST	\$23,291.31	\$0.00	\$420.38	\$23,711.69	\$1,813.97	\$25,525.66
Guerrero, Luis A	CUSTODIAN	\$41,988.80	\$0.00	\$1,400.00	\$43,388.80	\$30,196.50	\$73,585.30
Haalander, Lindsay R	TEACHER	\$62,858.00	\$0.00	\$845.00	\$63,703.00	\$48,371.38	\$112,074.38
Habib, Kristina T	TEACHER	\$56,398.00	\$0.00	\$1,380.00	\$57,778.00	\$27,671.44	\$85,449.44
Hachey, Michael R.	TEACHER	\$89,229.00	\$2,250.00	\$4,000.00	\$95,479.00	\$57,486.26	\$152,965.26
Haegle, Gary E	CUSTODIAN	\$42,259.20	\$0.00	\$16,305.32	\$58,564.52	\$23,019.02	\$81,583.54
Haegle, Glenn J	CUSTODIAN	\$42,633.60	\$0.00	\$9,723.06	\$52,356.66	\$33,976.86	\$86,333.52
Hagerty, Erin K	DIR ASSESS ACCTABILITY	\$98,000.00	\$0.00	\$5,884.60	\$103,884.60	\$30,836.76	\$134,721.36
Hall, Jon A	ADMINISTRATOR	\$105,000.00	\$0.00	\$3,019.25	\$108,019.25	\$63,104.28	\$171,123.53
Hampolian, Jocelyn M	BEHAVIOR COACH	\$75,280.93	\$1,500.00	\$2,160.00	\$78,940.93	\$58,861.49	\$137,802.42
Hans, Anthony R	TEACHER	\$54,552.00	\$0.00	\$10,819.00	\$65,371.00	\$27,892.82	\$93,263.82
Hanson, Carolyn	PARAPROFESSIONAL	\$24,573.13	\$1,000.00	\$869.94	\$26,443.07	\$2,022.89	\$28,465.96
Hanssen, Amy A	TEACHER	\$75,308.00	\$0.00	\$0.00	\$75,308.00	\$50,698.38	\$126,006.38
Hanulec, Jeffrey A	MANAGER OF FACILITIES	\$101,500.00	\$0.00	\$1,768.74	\$103,268.74	\$44,833.09	\$148,101.83
Hardiman, Scott	HEAD CUSTODIAN	\$59,564.80	\$0.00	\$14,686.06	\$74,250.86	\$44,622.41	\$118,873.27
Harpring, Stephanie G	TEACHER	\$80,460.00	\$0.00	\$0.00	\$80,460.00	\$32,222.54	\$112,682.54
Hartmann, Julie	TEACHER	\$82,653.00	\$1,750.00	\$2,585.00	\$86,988.00	\$55,184.24	\$142,172.24
Hartnett, Sean A	NETWORK ADMINISTRATOR	\$87,500.00	\$0.00	\$0.00	\$87,500.00	\$52,189.89	\$139,689.89
Haselton, Ashley	TEACHER	\$62,233.00	\$0.00	\$0.00	\$62,233.00	\$27,056.12	\$89,289.12
Hathaway, Pamela J	TECHNOLOGY FACILITATOR	\$67,570.00	\$0.00	\$2,740.00	\$70,310.00	\$41,975.98	\$112,285.98
Heger, Michelle M	TEACHER	\$82,653.00	\$2,750.00	\$5,673.11	\$91,076.11	\$56,131.95	\$147,208.06
Hemmer, Robert W	TEACHER	\$46,379.00	\$0.00	\$3,840.00	\$50,219.00	\$41,631.47	\$91,850.47
Hennigar, Catherine	DIRECTOR HUMAN RESOURCES	\$101,764.00	\$0.00	\$2,457.00	\$104,221.00	\$57,423.22	\$161,644.22
Herard, Nadine	ASSISTANT PRINCIPAL	\$95,017.50	\$0.00	\$2,327.25	\$97,344.75	\$39,205.74	\$136,550.49
Hess, Blair N	TEACHER	\$48,362.52	\$0.00	\$5,939.44	\$54,301.96	\$24,719.13	\$79,021.09
Hilton, Jessie	ADMINISTRATIVE ASSISTANT	\$23,760.00	\$0.00	\$0.00	\$23,760.00	\$1,817.65	\$25,577.65
Hoag, Cheryl A	PARAPROFESSIONAL	\$19,461.39	\$0.00	\$285.32	\$19,746.71	\$1,510.63	\$21,257.34
Hope, Deborah	TEACHER	\$78,815.00	\$2,250.00	\$28,366.25	\$109,431.25	\$53,207.05	\$162,638.30
Hopkins, Lindsay L	TEACHER	\$47,073.00	\$0.00	\$200.00	\$47,273.00	\$24,659.08	\$71,932.08
Hopkins-Smith, Colleen	TEACHER	\$84,845.50	\$1,750.00	\$2,190.00	\$88,784.50	\$55,919.75	\$144,704.25
Horaj, Mary Ann	SECRETARY	\$700.00	\$0.00	\$0.00	\$700.00	\$53.55	\$753.55
Hunt, Christopher C	PRINCIPAL	\$116,480.00	\$0.00	\$2,740.00	\$119,220.00	\$62,853.58	\$182,073.58
Husson, Kari E	PARAPROFESSIONAL	\$20,158.32	\$500.00	\$464.34	\$21,122.66	\$1,615.97	\$22,738.63
Iacono, Dennis	CUSTODIAN	\$0.00	\$0.00	\$592.00	\$592.00	\$128.52	\$70.52
Iannazzi, Rosemary	TUTOR	\$39,936.35	\$0.00	\$3,130.00	\$43,066.35	\$3,294.57	\$46,360.92
Iannuzzi, Lisa	TUTOR	\$37,100.00	\$0.00	\$80.00	\$37,180.00	\$2,844.27	\$40,024.27
Imlach, Alan D	CUSTODIAN	\$41,988.80	\$0.00	\$1,501.64	\$43,490.44	\$32,052.07	\$75,542.51
Jack, Wendy	CONSULTANT	\$12,495.00	\$0.00	\$0.00	\$12,495.00	\$955.87	\$13,450.87
Jendrasko, Natalie A	COMMUNICATION LIAISON	\$85,000.00	\$0.00	\$826.92	\$85,826.92	\$47,231.58	\$133,058.50
Jenkins, Beth E	NUTRITION SERVICES ASSIST	\$20,786.79	\$0.00	\$200.00	\$20,986.79	\$1,605.49	\$22,592.28
Jenkinson, Caitlin M	TEACHER	\$70,057.00	\$0.00	\$60.00	\$70,117.00	\$23,812.49	\$93,929.49
Jirsa, Sara A	TEACHER	\$40,852.00	\$0.00	\$0.00	\$40,852.00	\$21,911.10	\$62,763.10
Jodooin, Elizabeth A	COUNSELOR	\$75,308.00	\$1,750.00	\$3,370.85	\$80,428.85	\$50,294.96	\$130,723.81
Jodrey, Elise F	TEACHER	\$65,398.00	\$0.00	\$0.00	\$65,398.00	\$27,763.37	\$93,161.37
Johnson, Rebecca L	COUNSELOR	\$58,473.00	\$0.00	\$9,626.86	\$68,099.86	\$46,376.03	\$114,475.89
Jonesinski, Reneta T	SPECIAL ED TEACHER	\$76,880.00	\$0.00	\$210.00	\$77,090.00	\$29,102.08	\$106,192.08
Jorberg, Suzanne D	SECRETARY	\$6,493.60	\$0.00	\$0.00	\$6,493.60	\$496.75	\$6,990.35
Joy, Rebecca	PARAPROFESSIONAL	\$18,667.87	\$0.00	\$95.11	\$18,762.98	\$1,435.40	\$20,198.38
Kalil, Susan E	DIRECTOR FINE ARTS	\$99,825.39	\$0.00	\$500.00	\$100,325.39	\$42,738.65	\$143,064.04
Kane, Sandra M	HUMAN RESOURCES COORD	\$53,185.60	\$0.00	\$2,250.00	\$55,435.60	\$20,331.69	\$75,767.29
Kaplan, Rebecca D	TEACHER	\$44,387.49	\$0.00	\$2,680.00	\$47,067.49	\$38,200.22	\$85,267.71
Kaplo, Patrick J	TEACHER	\$82,653.00	\$1,750.00	\$13,581.62	\$97,984.62	\$38,104.64	\$136,089.26
Kaskiewicz, Christina S	ADMINISTRATOR	\$94,760.00	\$0.00	\$500.00	\$95,260.00	\$56,717.07	\$151,977.07
Kearns, Gavin S	TEACHER	\$76,498.00	\$0.00	\$3,421.78	\$79,919.78	\$31,683.07	\$111,602.85
Kennedy, Karlye S	ADMINISTRATIVE ASSISTANT	\$31,704.46	\$0.00	\$5,372.22	\$37,076.68	\$16,918.86	\$53,995.54
Keshigian, Michael R	ASSISTANT PRINCIPAL	\$94,000.00	\$1,500.00	\$6,346.15	\$101,846.15	\$52,616.84	\$154,462.99
Kiley, Julianne M	PARAPROFESSIONAL	\$20,744.29	\$0.00	\$3,339.24	\$24,083.53	\$1,842.38	\$25,925.91

Employee	Assignment	Salary	Longevity	Extra Duty/OT/Other	Gross Pay	Total Benefits	2023 Gross Pay and Total Benefits
Kingsley, Craig A	TEACHER	\$72,635.00	\$2,250.00	\$2,600.00	\$77,485.00	\$32,199.04	\$109,684.04
Klemm, Donald J	CUSTODIAN	\$45,504.00	\$0.00	\$21,268.76	\$66,772.76	\$45,899.39	\$112,672.15
Kosik, Jenna L.	TEACHER	\$62,858.00	\$0.00	\$0.00	\$62,858.00	\$27,172.57	\$90,030.57
Koski, Michael	DIRECTOR OF SCIENCE	\$7,076.58	\$0.00	\$0.00	\$7,076.58	\$3,521.14	\$10,597.72
Kosta, Michaela E	TEACHER	\$47,073.00	\$0.00	\$1,300.00	\$48,373.00	\$17,636.16	\$66,009.16
Koutroubas, James	NUTRITION SERVICES ASSIST	\$14,931.91	\$0.00	\$0.00	\$14,931.91	\$1,142.33	\$16,074.24
Kovaliv, Nicholas	TEACHER	\$72,635.00	\$0.00	\$510.00	\$73,145.00	\$30,123.14	\$103,268.14
Krishnamoorthy, Alexandra E	TEACHER	\$67,570.00	\$0.00	\$2,050.00	\$69,620.00	\$46,488.55	\$116,108.55
Lacaillade, Morgan	TEACHER	\$50,601.00	\$0.00	\$7,340.00	\$57,941.00	\$27,717.89	\$85,658.89
Laferriere, Cynthia	NUTRITION SERVICES MGR	\$36,476.16	\$0.00	\$396.48	\$36,872.64	\$10,158.15	\$47,030.79
Lagos, Timothy G	PARAPROFESSIONAL	\$19,566.82	\$0.00	\$80.00	\$19,646.82	\$1,503.02	\$21,149.84
Lamb, Tracey M	TEACHER	\$61,258.00	\$0.00	\$6,310.00	\$67,568.00	\$45,443.64	\$113,011.64
Lamontagne, Nicolle S	SCHOOL TO CAREER TRAN SPE	\$55,000.00	\$0.00	\$0.00	\$55,000.00	\$33,985.32	\$88,985.32
Lanchester, Irene K	SPECIAL ED TEACHER	\$47,912.41	\$0.00	\$480.00	\$48,392.41	\$23,449.87	\$71,842.28
Landry, Courtney R	TEACHER	\$68,402.00	\$2,250.00	\$1,780.00	\$72,432.00	\$50,874.74	\$123,306.74
LaRoche, Denise	NUTRITION SERVICES ASSIST	\$17,115.84	\$0.00	\$0.00	\$17,115.84	\$1,309.34	\$18,425.18
Larsen, Samantha R	TEACHER	\$62,858.00	\$0.00	\$80.00	\$62,938.00	\$48,152.06	\$111,090.06
Latour, Matthew	CUSTODIAN	\$14,800.00	\$0.00	\$1,190.94	\$15,990.94	\$6,421.09	\$22,412.03
Latour, Nathan A	CUSTODIAN	\$43,424.00	\$0.00	\$2,983.93	\$46,407.93	\$21,296.70	\$67,704.63
Latvis, Stephen R	TEACHER	\$82,653.00	\$1,750.00	\$2,984.37	\$87,387.37	\$36,167.16	\$123,554.53
Lavoie, Joshua D	TEACHER	\$70,057.00	\$0.00	\$1,280.00	\$71,337.00	\$50,912.35	\$122,249.35
Leberman, P Russell	TEACHER	\$78,815.00	\$1,750.00	\$9,371.22	\$89,936.22	\$47,672.88	\$137,609.10
Lehne, Laura E	TEACHER	\$40,852.00	\$0.00	\$0.00	\$40,852.00	\$22,818.30	\$63,670.30
Leister, Blake	TEACHER	\$80,460.00	\$0.00	\$7,670.00	\$88,130.00	\$32,220.91	\$120,350.91
Lemay, Jordan M	TEACHER	\$56,398.00	\$0.00	\$8,540.00	\$64,938.00	\$29,724.21	\$94,662.21
Lena, Rita C	TEACHER	\$82,653.00	\$0.00	\$5,863.90	\$88,516.90	\$34,535.25	\$123,052.15
Les, Janice L	TEACHER	\$70,057.00	\$0.00	\$780.00	\$70,837.00	\$42,583.82	\$113,420.82
Letizio, Katie M	KINDERGARTEN TEACHER	\$43,375.00	\$0.00	\$2,060.00	\$45,435.00	\$22,176.56	\$67,611.56
Leuteritz, Kimber L	PARAPROFESSIONAL	\$20,293.78	\$0.00	\$3,607.21	\$23,900.99	\$1,828.42	\$25,729.41
Levanti, Gregory	TECHNOLOGY TECHNICIAN	\$61,817.60	\$0.00	\$3,841.99	\$65,659.59	\$37,067.71	\$102,727.30
Lichtmann, Julie E	DIRECTOR OF GUIDANCE	\$102,953.58	\$3,500.00	\$4,979.90	\$111,433.48	\$58,124.90	\$169,558.38
Liddy, Laurie L	PARAPROFESSIONAL	\$22,524.32	\$0.00	\$3,718.68	\$26,243.00	\$1,967.41	\$28,210.41
Lindner, Thomas Jr	MAINTENANCE TECHNICIANS	\$57,345.60	\$0.00	\$2,812.26	\$60,157.86	\$44,234.52	\$104,392.38
Lingley, Eileen M	TEACHER	\$80,460.00	\$1,750.00	\$2,780.00	\$84,990.00	\$54,480.22	\$139,470.22
Lisa, Kristen L	PARAPROFESSIONAL	\$20,643.78	\$0.00	\$1,437.61	\$22,081.39	\$1,689.23	\$23,770.62
Lister, Jocelyn	SPEECH AND LANGUAGE	\$78,815.00	\$1,750.00	\$5,420.00	\$85,985.00	\$35,792.82	\$121,777.82
Lizotte, Alexandra A	TEACHER	\$44,998.75	\$0.00	\$0.00	\$44,998.75	\$32,937.21	\$77,935.96
Macleod, Anne	PARAPROFESSIONAL	\$19,164.73	\$0.00	\$1,334.82	\$20,499.55	\$1,568.19	\$22,067.74
Magnuson, Russell T	THEATRE TECHNICIAN	\$58,094.40	\$0.00	\$2,803.50	\$60,897.90	\$23,530.30	\$84,428.20
Magown, Peter	CUSTODIAN	\$41,988.75	\$0.00	\$5,925.47	\$47,914.22	\$21,115.84	\$69,030.06
Maloney, Terry A	PARAPROFESSIONAL	\$20,158.32	\$0.00	\$1,105.64	\$21,263.96	\$1,626.74	\$22,890.70
Marinelli, Debra A	TEACHER	\$78,815.00	\$2,750.00	\$220.00	\$81,785.00	\$45,471.71	\$127,256.71
Marinos, Sheila	NUTRITION SERVICES ASSIST	\$9,800.00	\$0.00	\$0.00	\$9,800.00	\$749.66	\$10,549.66
Maroon, Donna	TUTOR	\$31,592.55	\$0.00	\$1,250.00	\$32,842.55	\$2,512.45	\$35,355.00
Marraffa, Dominic	MUSIC ASSISTANT	\$1,290.00	\$0.00	\$0.00	\$1,290.00	\$98.71	\$1,388.71
Martin, Billie-Jo	PRINCIPAL	\$110,550.00	\$2,500.00	\$2,625.95	\$115,675.95	\$64,832.96	\$180,508.91
Martin, Cady A	TEACHER	\$36,556.22	\$0.00	\$0.00	\$36,556.22	\$39,543.84	\$76,100.06
Martin, Elizabeth	PARAPROFESSIONAL	\$20,115.72	\$0.00	\$958.50	\$21,074.22	\$1,612.18	\$22,686.40
Martin, Lisa	NUTRITION SERVICES ASSIST	\$582.80	\$0.00	\$0.00	\$582.80	\$44.59	\$627.39
Martinez, Luis	CUSTODIAN	\$38,140.80	\$0.00	\$1,426.27	\$39,567.07	\$18,894.54	\$58,461.61
Matthews, Nicole R	TEACHER	\$42,699.28	\$0.00	\$160.00	\$42,859.28	\$36,813.17	\$79,672.45
Maynard, Maria T	SECRETARY	\$45,510.40	\$0.00	\$0.00	\$45,510.40	\$32,687.58	\$78,197.98
McCarthy, Robyn L	TEACHER	\$67,570.00	\$0.00	\$1,300.00	\$68,870.00	\$50,204.76	\$119,074.76
McCarthy, Tiffany	TEACHER	\$56,398.00	\$0.00	\$100.00	\$56,498.00	\$46,305.28	\$102,803.28
Mccauley, Sharon B	PSYCHOLOGIST	\$89,229.00	\$2,250.00	\$1,000.00	\$92,479.00	\$56,410.95	\$148,889.95
McCook, Sarah A	TEACHER	\$23,989.98	\$0.00	\$0.00	\$23,989.98	\$9,076.15	\$33,066.13
Mccrevan, Heather	TEACHER	\$89,229.00	\$1,750.00	\$6,150.00	\$97,129.00	\$38,051.28	\$135,180.28
McGonagle, Ellyn D	TEACHER	\$68,344.00	\$0.00	\$0.00	\$68,344.00	\$46,408.70	\$114,752.70
Mckenna, Shannan G	PRINCIPAL	\$120,000.00	\$2,500.00	\$2,807.70	\$125,307.70	\$66,386.48	\$191,694.18
Melizzi-Golja, Mary Ann	TEACHER	\$82,653.00	\$0.00	\$0.00	\$82,653.00	\$45,426.03	\$128,079.03
Mendes, Dora F	Nutrition Services Superv	\$25,609.77	\$0.00	\$7,315.00	\$32,924.07	\$8,272.40	\$41,196.47
Merchel, Kathleen M	SECRETARY	\$25,051.50	\$0.00	\$131.85	\$25,183.35	\$14,079.26	\$39,262.61
Mercier, Rose	TEACHER	\$78,815.00	\$2,750.00	\$1,695.00	\$83,260.00	\$34,988.52	\$118,248.52
Merrill, Patricia M	ADMINISTRATIVE ASSISTANT	\$51,417.60	\$0.00	\$2,223.64	\$53,641.24	\$32,895.40	\$86,536.64
Michalik, Sarah A	TEACHER	\$40,852.00	\$0.00	\$2,020.00	\$42,872.00	\$22,490.29	\$65,362.29
Michaud, Kristina G	TUTOR	\$40,299.16	\$0.00	\$50.00	\$40,349.16	\$3,086.72	\$43,435.88
Michaud, Regina	TEACHER	\$89,229.00	\$2,750.00	\$1,740.00	\$93,719.00	\$53,954.32	\$147,673.32
Millard, Kristina M	PARAPROFESSIONAL	\$18,659.19	\$0.00	\$7.50	\$18,666.69	\$1,428.01	\$20,094.70
Miller Johnson, Amanda	MENTAL HEALTH COUNSELOR	\$50,601.00	\$0.00	\$0.00	\$50,601.00	\$23,657.62	\$74,258.62
Miller, Kristin	TEACHER	\$72,238.00	\$1,750.00	\$140.00	\$74,128.00	\$51,713.32	\$125,841.32
Milligan, Nancy M	ASSISTANT SUPERINTENDENT	\$134,000.00	\$0.00	\$500.00	\$134,500.00	\$58,406.54	\$192,906.54
Misiaszek, Katherine E	TEACHER	\$73,468.00	\$0.00	\$1,500.00	\$74,968.00	\$48,728.69	\$123,696.69
Mitchell, Jennifer M	PARAPROFESSIONAL	\$19,911.24	\$0.00	\$1,453.65	\$21,364.89	\$1,634.46	\$22,999.35
Mitkonis, Krystal A	MENTAL HEALTH COUNSELOR	\$78,815.00	\$0.00	\$520.00	\$79,335.00	\$32,947.11	\$112,282.11
Molina, Vianney	NUTRITION SERVICES ASSIST	\$15,264.45	\$0.00	\$0.00	\$15,264.45	\$1,167.75	\$16,432.20
Morin, Deborah	TEACHER	\$68,636.00	\$0.00	\$5,270.00	\$73,906.00	\$46,948.11	\$120,854.11
Morrison, Darlene M	TEACHER	\$89,229.00	\$1,750.00	\$2,420.00	\$93,399.00	\$56,671.92	\$150,070.92
Morrison, Kathleen	PARAPROFESSIONAL	\$16,018.99	\$0.00	\$0.00	\$16,018.99	\$1,225.45	\$17,244.44
Morrow, Brenda	PRINCIPAL	\$116,529.46	\$2,500.00	\$2,740.95	\$121,770.41	\$70,001.10	\$191,771.51
Morse, AnnMarie	TEACHER	\$89,229.00	\$0.00	\$2,300.00	\$91,529.00	\$48,271.75	\$139,800.75

Employee	Assignment	Salary	Longevity	Extra Duty/OT/Other	Gross Pay	Total Benefits	2023 Gross Pay and Total Benefits
Moser, Emily	TEACHER	\$40,852.00	\$0.00	\$3,500.00	\$44,352.00	\$16,461.28	\$60,813.28
Moyer, Kevin C	TEACHER	\$71,519.00	\$0.00	\$23,265.76	\$94,784.76	\$37,375.56	\$132,160.32
Mullen, Mary	PARAPROFESSIONAL	\$22,524.32	\$0.00	\$255.02	\$22,779.34	\$1,742.76	\$24,522.10
Munsey, Michael D	TEACHER	\$60,626.00	\$0.00	\$5,886.00	\$66,512.00	\$30,175.96	\$96,687.96
Murray, Sandra	ADMINISTRATIVE ASSISTANT	\$54,017.60	\$0.00	\$0.00	\$54,017.60	\$37,734.98	\$91,752.58
Nadeau, Jennifer L	TEACHER	\$50,192.97	\$0.00	\$260.00	\$50,452.97	\$42,954.72	\$93,407.69
Nazarian Knott, Laurie A	CO-CURRICULAR	\$0.00	\$0.00	\$1,500.00	\$1,500.00	\$114.76	\$1,614.76
Nevers, Cheyanne S	TEACHER	\$41,132.00	\$0.00	\$2,525.00	\$43,657.00	\$34,320.92	\$77,977.92
Nicely, Amy M	PARAPROFESSIONAL	\$9,245.86	\$0.00	\$0.00	\$9,245.86	\$707.27	\$9,953.13
Noel, Helen	TEACHER	\$67,570.00	\$0.00	\$1,340.00	\$68,910.00	\$42,024.64	\$110,934.64
Nolan, Susan E	TEACHER	\$61,320.00	\$0.00	\$0.00	\$61,320.00	\$44,818.00	\$106,138.00
Nordengren, Donna	PARAPROFESSIONAL	\$23,943.92	\$750.00	\$2,699.81	\$27,393.73	\$2,095.66	\$29,489.39
Nordengren, Edward M	TEACHER	\$56,985.50	\$0.00	\$4,220.00	\$61,205.50	\$47,654.93	\$108,860.43
O'Brien, Alison R	TEACHER	\$62,858.00	\$0.00	\$5,530.00	\$68,388.00	\$49,714.57	\$118,102.57
O'Connor, Kelly M	TEACHER	\$74,685.00	\$0.00	\$2,820.00	\$77,505.00	\$31,373.27	\$108,878.27
O'Neil, Kristine P	TEACHER	\$78,815.00	\$2,250.00	\$4,013.68	\$85,078.68	\$54,317.17	\$139,395.85
Offersen, Lisa	PARAPROFESSIONAL	\$4,633.63	\$0.00	\$8.27	\$4,641.90	\$355.11	\$4,997.01
Ortiz, Carolyn N	COUNSELOR	\$50,601.00	\$0.00	\$1,308.11	\$51,909.11	\$44,568.54	\$96,477.65
Pacheco, Heather L	TEACHER	\$85,490.00	\$3,500.00	\$3,000.00	\$91,990.00	\$54,971.33	\$146,961.33
Palmer, Denise	TEACHER	\$72,238.00	\$2,750.00	\$820.00	\$75,808.00	\$43,582.27	\$119,390.27
Pantazis, MaryEllen	ADMINISTRATOR	\$93,725.31	\$0.00	\$4,000.00	\$97,725.31	\$59,164.89	\$156,890.20
Papastefanou, Sarah M	NUTRITION SERVICES ASSIST	\$5,469.76	\$0.00	\$0.00	\$5,469.76	\$418.43	\$5,888.19
Parsons, Nancy	TUTOR	\$37,560.00	\$0.00	\$400.00	\$37,960.00	\$2,903.96	\$40,863.96
Peckham, Rhonda A	MANAGER OF NUTRITION SRVS	\$84,571.86	\$0.00	\$500.00	\$85,071.86	\$45,649.65	\$130,721.51
Pellerin, Bethany	TEACHER	\$79,313.00	\$0.00	\$4,105.00	\$83,418.00	\$54,376.90	\$137,794.90
Pelletier, Lindsay	TEACHER	\$48,805.00	\$0.00	\$262.39	\$49,067.39	\$25,118.51	\$74,185.90
Perry, Michelle	TEACHER	\$55,791.52	\$0.00	\$0.00	\$55,791.52	\$25,999.71	\$81,791.23
Peterson, Donna P	PARAPROFESSIONAL	\$24,712.74	\$1,000.00	\$837.72	\$26,550.46	\$2,031.13	\$28,581.59
Phillips, Kristin L	COUNSELOR	\$54,395.00	\$0.00	\$745.00	\$55,140.00	\$45,698.39	\$100,838.39
Pierce, Rebecca L	TEACHER	\$72,635.00	\$1,750.00	\$8,215.00	\$82,600.00	\$53,713.66	\$136,313.66
Pierpont, Sonia J	TEACHER	\$70,045.00	\$2,250.00	\$10,280.00	\$82,575.00	\$34,706.77	\$117,281.77
Pignone, Lisa E	PARAPROFESSIONAL	\$27,185.34	\$1,000.00	\$988.14	\$29,173.48	\$2,231.86	\$31,405.34
Pingree, Katie M	TEACHER	\$58,473.00	\$0.00	\$100.00	\$58,573.00	\$46,193.50	\$104,766.50
Plummer, Matthew D	CUSTODIAN	\$46,814.40	\$0.00	\$5,650.01	\$52,464.41	\$22,611.58	\$75,075.99
Pollock, Andrea J	TEACHER	\$66,658.00	\$0.00	\$340.00	\$66,998.00	\$30,314.93	\$97,312.93
Pomerleau, Marielle	TEACHER	\$47,073.00	\$0.00	\$700.00	\$47,773.00	\$24,802.42	\$72,575.42
Ponzini, Christine A	PARAPROFESSIONAL	\$20,158.32	\$0.00	\$242.82	\$20,401.14	\$1,560.77	\$21,961.91
Pratte, Patricia M	TEACHER	\$52,464.00	\$0.00	\$780.00	\$53,244.00	\$44,323.66	\$97,567.66
Proulx, Jennifer R	TEACHER	\$72,238.00	\$2,250.00	\$120.00	\$74,608.00	\$51,499.92	\$126,107.92
Provost, Victoria A	DATA COORDINATOR	\$77,000.00	\$0.00	\$0.00	\$77,000.00	\$28,884.65	\$105,884.65
Quaglietta, Laura	TEACHER	\$64,552.00	\$0.00	\$100.00	\$64,652.00	\$27,689.31	\$92,341.31
Radabaugh, Bethany J	TEACHER	\$60,626.00	\$0.00	\$7,480.00	\$68,106.00	\$46,759.83	\$114,865.83
Ranjith, Sithara	PARAPROFESSIONAL	\$21,932.82	\$0.00	\$982.87	\$22,915.69	\$1,753.05	\$24,668.74
Reddig, Lisa E	TEACHER	\$82,653.00	\$2,750.00	\$280.00	\$85,683.00	\$54,679.13	\$140,362.13
Reed, Debbie A	NUTRITION SERVICES ASSIST	\$8,097.40	\$0.00	\$0.00	\$8,097.40	\$619.43	\$8,716.83
Reills, Jessica B	TEACHER	\$72,635.00	\$0.00	\$3,260.00	\$75,895.00	\$31,960.04	\$107,855.04
Reinhart, Melanie A	TEACHER	\$65,171.00	\$0.00	\$100.00	\$65,271.00	\$27,864.80	\$93,135.80
Reynolds, Hilary J	TEACHER	\$8,360.39	\$0.00	\$0.00	\$8,360.39	\$4,691.65	\$13,052.04
Richard, Cheryl L	TEACHER	\$68,402.00	\$0.00	\$100.00	\$68,502.00	\$49,748.83	\$118,250.83
Rioux, David	SYSTEMS ADMINISTRATOR	\$26,008.77	\$0.00	\$0.00	\$26,008.77	\$22,057.41	\$48,066.18
Ripley, Pilat M	TEACHER	\$78,815.00	\$2,750.00	\$2,150.00	\$83,715.00	\$46,025.05	\$129,740.05
Robbins, Janet D	TEACHER	\$78,815.00	\$1,750.00	\$9,275.93	\$89,840.93	\$55,664.14	\$145,505.07
Robertson, Gayle A	TUTOR	\$37,440.00	\$0.00	\$0.00	\$37,440.00	\$2,864.16	\$40,304.16
Robinson, Rebecca L	SPECIAL ED TEACHER	\$67,570.00	\$0.00	\$393.28	\$67,963.28	\$29,569.25	\$97,532.53
Rogers, Cheryl A	PARAPROFESSIONAL	\$25,410.84	\$1,000.00	\$2,694.17	\$29,105.01	\$2,226.52	\$31,331.53
Rogers, Holly C	PARAPROFESSIONAL	\$19,566.82	\$0.00	\$98.86	\$19,665.68	\$1,504.43	\$21,170.11
Rosko, Jacob L	CUSTODIAN SUBSTITUTES	\$6,518.25	\$0.00	\$0.00	\$6,518.25	\$498.65	\$7,016.90
Ross, Elizabeth A	TEACHER	\$70,057.00	\$0.00	\$3,416.65	\$73,473.65	\$32,093.56	\$105,567.21
Ross, Lindsay R	OCCUPATIONAL THERAPIST	\$61,320.00	\$0.00	\$6,080.00	\$67,400.00	\$30,430.65	\$97,830.65
Rossel, Kerstin A	TEACHER	\$82,653.00	\$0.00	\$1,100.00	\$83,753.00	\$53,933.68	\$137,686.68
Roy, Jennie L	TECHNOLOGY FACILITATOR	\$83,882.92	\$0.00	\$1,260.00	\$85,142.92	\$48,457.52	\$133,600.44
Ruopp, Caleb S	TEACHER	\$53,642.40	\$0.00	\$600.00	\$54,242.40	\$24,163.56	\$78,405.96
Russell, Erin	TEACHER	\$73,783.00	\$0.00	\$3,600.00	\$77,383.00	\$52,646.09	\$130,029.09
Russell, Kimberley	TEACHER	\$68,344.00	\$0.00	\$0.00	\$68,344.00	\$28,746.04	\$97,090.04
Ryan, Russell C	MUSIC ASSISTANT	\$960.00	\$0.00	\$0.00	\$960.00	\$73.48	\$1,033.48
Rylant, Holly	OCCUPATIONAL THERAPIST	\$78,815.00	\$2,250.00	\$0.00	\$81,065.00	\$53,352.03	\$134,417.03
Saade, Hanaa	NUTRITION SERVICES ASSIST	\$6,316.00	\$0.00	\$0.00	\$6,316.00	\$483.19	\$6,799.19
Salvo-O'Connell, Elizabeth	TEACHER	\$62,858.00	\$0.00	\$3,110.00	\$65,968.00	\$25,911.21	\$91,879.21
Sampson, Maura	TEACHER	\$82,713.00	\$0.00	\$4,720.00	\$87,433.00	\$55,176.94	\$142,609.94
Santo, Kimberly S	TEACHER	\$67,535.50	\$0.00	\$0.00	\$67,535.50	\$49,663.97	\$117,199.47
Sapochetti, Jillian R	COUNSELOR	\$56,398.00	\$0.00	\$4,212.92	\$60,610.92	\$44,633.05	\$105,243.97
Savage, Eric L	TEACHER	\$70,860.00	\$0.00	\$2,460.00	\$73,320.00	\$51,083.12	\$124,403.12
Sawin, Ashley J	TEACHER	\$37,714.80	\$0.00	\$200.00	\$37,914.80	\$8,390.46	\$46,305.26
Sawyer, Lisa M	PARAPROFESSIONAL	\$20,158.32	\$0.00	\$788.10	\$20,946.42	\$1,602.48	\$22,548.90
Schaible, Pamela L	PARAPROFESSIONAL	\$902.16	\$0.00	\$0.00	\$902.16	\$69.02	\$971.18
Schneider, Rebecca L	TEACHER	\$60,626.00	\$0.00	\$1,080.00	\$61,706.00	\$18,571.81	\$80,277.81
Sears, Eileen	PARAPROFESSIONAL	\$20,158.32	\$0.00	\$409.30	\$20,567.62	\$1,573.50	\$22,141.12
Senibaldi, Dennis J	SCHOOL BOARD	\$700.00	\$0.00	\$0.00	\$700.00	\$53.55	\$753.55
Serian, Stephanie	TEACHER	\$67,570.00	\$0.00	\$0.00	\$67,570.00	\$49,411.80	\$116,981.80
Serra, India M	PARAPROFESSIONAL	\$20,872.28	\$0.00	\$2,581.42	\$23,453.70	\$1,794.24	\$25,247.94

Employee	Assignment	Salary	Longevity	Extra Duty/OT/Other	Gross Pay	Total Benefits	2023 Gross Pay and Total Benefits
Serra, Tammy I	COUNSELOR	\$89,229.00	\$1,750.00	\$3,564.04	\$94,543.04	\$37,219.77	\$131,762.81
Seymour, Kristen L	PSYCHOLOGIST	\$73,783.00	\$0.00	\$0.00	\$73,783.00	\$50,990.42	\$124,773.42
Shaka, Katherine A	TEACHER	\$80,460.00	\$0.00	\$560.00	\$81,020.00	\$34,300.21	\$115,320.21
Sharma, Amit	TEACHER	\$78,815.00	\$0.00	\$5,273.74	\$84,088.74	\$35,220.51	\$119,309.25
Shawley, Brian C	ASSISTANT PRINCIPAL	\$98,184.75	\$0.00	\$2,388.15	\$100,572.90	\$63,033.14	\$163,606.04
Shea, Kimberly A	PARAPROFESSIONAL	\$21,967.63	\$1,000.00	\$857.97	\$23,825.60	\$1,822.65	\$25,648.25
Shea, Morgan L	TEACHER	\$48,805.00	\$0.00	\$0.00	\$48,805.00	\$25,098.48	\$73,903.48
Sheehan, Bevin E	TEACHER	\$44,614.50	\$924.72	\$2,400.00	\$47,939.22	\$20,407.89	\$68,347.11
Shoubash, Katherine	TEACHER	\$70,045.00	\$1,750.00	\$7,340.00	\$79,135.00	\$44,700.62	\$123,835.62
Simard, Tanya	TEACHER	\$56,077.14	\$0.00	\$0.00	\$56,077.14	\$24,689.40	\$80,766.54
Simpson, Bryanna D	TEACHER	\$63,038.00	\$0.00	\$0.00	\$63,038.00	\$29,180.11	\$92,218.11
Smith, Alison C	TEACHER	\$57,627.53	\$0.00	\$450.00	\$58,077.53	\$24,184.56	\$82,262.09
Smith, Diane L	SECRETARY	\$55,074.40	\$0.00	\$1,916.27	\$56,990.67	\$19,278.22	\$76,268.89
Smith, Keriannne	PARAPROFESSIONAL	\$12,969.66	\$0.00	\$1,648.50	\$14,618.16	\$1,118.27	\$15,736.43
Smith, Jenna	TEACHER	\$45,532.00	\$0.00	\$120.00	\$45,652.00	\$24,748.91	\$70,400.91
Smith, Katherine S	TEACHER	\$60,626.00	\$0.00	\$13,795.08	\$74,421.08	\$45,986.75	\$120,407.83
Smith, Lisa M	SECRETARY	\$29,475.00	\$0.00	\$157.20	\$29,632.20	\$17,338.78	\$46,970.98
So, Nicholas T	MUSIC TEACHER	\$16,290.00	\$0.00	\$0.00	\$16,290.00	\$1,246.24	\$17,536.24
Soto-Lozada, Cary	ASSISTANT BUSINESS ADMIN	\$88,200.00	\$0.00	\$500.00	\$88,700.00	\$28,245.02	\$116,945.02
Soucy, Carol J	PARAPROFESSIONAL	\$27,185.34	\$1,000.00	\$3,498.03	\$31,683.37	\$928.87	\$32,612.24
Soucy, Elaine C	SECRETARY	\$30,979.26	\$0.00	\$121.10	\$31,100.36	\$28,693.94	\$59,794.30
Southwick, Rhonda K	TEACHER	\$69,693.72	\$0.00	\$510.00	\$70,203.72	\$26,982.71	\$97,186.43
St. Onge, Candace	TEACHER	\$78,815.00	\$1,750.00	\$1,605.00	\$82,170.00	\$53,671.22	\$135,841.22
St.Gelais, Timothy A	MASTER ELECTRICIAN	\$45,723.76	\$0.00	\$945.94	\$46,669.70	\$28,896.12	\$75,565.82
Starr, Lawrence A	CUSTODIAN	\$29,344.00	\$0.00	\$700.00	\$30,044.00	\$14,768.26	\$44,812.26
Steffanides, Todd	TEACHER	\$78,815.00	\$1,750.00	\$150.00	\$80,715.00	\$53,602.49	\$134,317.49
Steward, Kellie Ann	COUNSELOR	\$89,229.00	\$1,750.00	\$9,854.69	\$100,833.69	\$56,148.26	\$156,981.95
Stoddard, Michelle	TEACHER	\$79,637.50	\$2,750.00	\$0.00	\$82,387.50	\$53,733.74	\$136,121.24
Stone, Jessica E	TEACHER	\$60,626.00	\$0.00	\$3,940.00	\$64,566.00	\$29,618.12	\$94,184.12
Strang, Colleen R	THEATER	\$1,500.00	\$0.00	\$0.00	\$1,500.00	\$114.76	\$1,614.76
Stromski, Erin K	PARAPROFESSIONAL	\$7,847.97	\$0.00	\$7.50	\$7,855.47	\$600.95	\$8,456.42
Stuart, Cathleen P	TEACHER	\$68,980.00	\$0.00	\$7,761.25	\$76,741.25	\$52,118.78	\$128,860.03
Sullivan, Kristen J	TEACHER	\$79,313.00	\$0.00	\$8,330.00	\$87,643.00	\$55,236.83	\$142,879.83
Szynkiewicz, Nicole R	PARAPROFESSIONAL	\$20,749.82	\$0.00	\$2,151.89	\$22,901.71	\$1,751.97	\$24,653.68
Tanguay, Christine E	TEACHER	\$68,402.00	\$1,750.00	\$0.00	\$70,152.00	\$49,509.44	\$119,661.44
Tengstrand, Zsofia K	PSYCHOLOGIST	\$59,396.00	\$0.00	\$0.00	\$59,396.00	\$25,797.33	\$85,193.33
Tenhagen, Karen	TEACHER	\$62,858.00	\$0.00	\$4,682.95	\$67,540.95	\$46,313.80	\$113,854.75
Tewksbury, Deanna	TEACHER	\$78,815.00	\$1,750.00	\$2,760.00	\$83,325.00	\$54,353.68	\$137,678.68
Thompson, Heather M	EXECUTIVE ASSISTANT	\$64,817.93	\$0.00	\$543.93	\$65,361.86	\$41,652.24	\$107,014.10
Thorpe, Elizabeth	MUSIC ASSISTANT	\$6,450.00	\$0.00	\$0.00	\$6,450.00	\$493.49	\$6,943.49
Toohey, Veronica M	PARAPROFESSIONAL	\$18,557.88	\$0.00	\$1,155.62	\$19,713.50	\$1,508.12	\$21,221.62
Treanor, Alyssa A	PARAPROFESSIONAL	\$3,547.83	\$0.00	\$268.01	\$3,815.84	\$291.91	\$4,107.75
Troy, Jill	TEACHER	\$51,692.00	\$0.00	\$2,567.91	\$54,259.91	\$45,605.14	\$99,865.05
Tubbs, Judith E	TUTOR	\$37,946.28	\$0.00	\$4,040.00	\$41,986.28	\$3,211.95	\$45,198.23
Turcotte, Cassiopeia N	TEACHER	\$89,229.00	\$0.00	\$8,120.00	\$97,349.00	\$37,917.36	\$135,266.36
Turriza, Montserrat	SUMMER HELP	\$385.00	\$0.00	\$0.00	\$385.00	\$29.46	\$414.46
Tuttle, Katerina	PARAPROFESSIONAL	\$16,945.23	\$0.00	\$6.25	\$16,951.48	\$1,296.82	\$18,248.30
Ulery, Shannon L	SCHOOL BOARD	\$700.00	\$0.00	\$0.00	\$700.00	\$53.55	\$753.55
Urquhart, Deanne E	TEACHER	\$52,464.00	\$0.00	\$5,140.00	\$57,604.00	\$27,621.35	\$85,225.35
Urquhart, Jill E	PARAPROFESSIONAL	\$20,158.32	\$0.00	\$357.84	\$20,516.16	\$1,569.56	\$22,085.72
Vastl, Jessica L	TEACHER	\$52,464.00	\$0.00	\$820.00	\$53,284.00	\$25,475.28	\$78,759.28
Wactowski, Laura C	TEACHER	\$82,653.00	\$0.00	\$3,600.00	\$86,253.00	\$54,762.06	\$141,015.06
Walters, Kendall	PARAPROFESSIONAL	\$16,017.60	\$0.00	\$4,054.79	\$20,072.39	\$1,535.58	\$21,607.97
Ward, Katherine J	READING SPECIALIST	\$82,653.00	\$0.00	\$0.00	\$82,653.00	\$32,849.34	\$115,502.34
Waters, Matthew	TEACHER	\$59,078.00	\$0.00	\$100.00	\$59,178.00	\$43,598.91	\$102,776.91
Weilbrenner, Zachary	TEACHER	\$71,519.00	\$0.00	\$0.00	\$71,519.00	\$50,613.07	\$122,132.07
Welch, Melissa A	COUNSELOR	\$56,094.78	\$0.00	\$3,552.80	\$59,647.58	\$46,854.89	\$106,502.47
Welch, Michael K	TEACHER	\$89,229.00	\$1,750.00	\$5,577.96	\$96,556.96	\$57,748.21	\$154,305.17
Wells, Todd L	CUSTODIAN	\$67,011.20	\$0.00	\$4,381.55	\$71,392.75	\$26,735.93	\$98,128.68
Wentworth, Kerry A	SECRETARY	\$29,426.25	\$0.00	\$1,000.00	\$30,426.25	\$30,382.56	\$60,808.81
Westwood, Chad J	TEACHER	\$68,344.00	\$0.00	\$8,543.00	\$76,887.00	\$51,108.78	\$127,995.78
Wheeler, Roger	CUSTODIAN	\$67,697.60	\$0.00	\$2,033.18	\$69,730.78	\$37,956.29	\$107,687.07
Whipple, Genevieve P	PARAPROFESSIONAL	\$18,384.21	\$0.00	\$1,610.88	\$19,995.09	\$1,529.63	\$21,524.72
Whitehead, Deanne M	TEACHER	\$78,815.00	\$2,250.00	\$1,680.00	\$82,745.00	\$33,933.48	\$116,678.48
White-Rogers, Christine	TEACHER	\$76,498.00	\$0.00	\$4,270.00	\$80,768.00	\$53,544.87	\$134,312.87
Whitney, Sara L	TEACHER	\$58,642.00	\$0.00	\$4,860.00	\$63,502.00	\$28,406.16	\$91,908.16
Wilkins, Jody S	NUTRITION SERVICES ASSIST	\$17,840.65	\$0.00	\$0.00	\$17,840.65	\$1,364.78	\$19,205.43
Wilkins, Stacy M	PARAPROFESSIONAL	\$23,106.74	\$0.00	\$256.29	\$23,363.03	\$1,787.23	\$25,150.26
Williams, Jeri E	PSYCHOLOGIST	\$73,783.00	\$0.00	\$180.00	\$73,963.00	\$48,448.62	\$122,411.62
Williams, Julie E	TEACHER	\$72,635.00	\$1,750.00	\$2,600.00	\$76,985.00	\$43,965.47	\$120,950.47
Wilson, Robin S	GROUNDKEEPER	\$72,342.40	\$0.00	\$9,838.15	\$82,180.55	\$49,019.41	\$131,199.96
Wimmer, Stephanie N	SCHOOL BOARD	\$700.00	\$0.00	\$0.00	\$700.00	\$53.55	\$753.55
Wood, Victoria	PARAPROFESSIONAL	\$9,732.58	\$0.00	\$0.00	\$9,732.58	\$744.56	\$10,477.14
Woodbury, Katherine M	TEACHER	\$48,805.00	\$0.00	\$500.00	\$49,305.00	\$24,177.79	\$73,482.79
Wyka, Paula M	TEACHER	\$78,815.00	\$2,250.00	\$30,706.25	\$111,771.25	\$48,137.74	\$159,908.99
Yandow, Sarah F	TEACHER	\$52,464.00	\$0.00	\$3,060.00	\$55,524.00	\$37,924.74	\$93,448.74



Inclusive Play Area, Griffin Park