

2024 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

2024

ON THE COVER

Many thanks to *Dave Ault* for this year's cover photo of the Conservation Land on Lowell Rd.

MORE ABOUT WINDHAM

Area	27.2 square miles	Residential Homes	4,608
Population	17,300 +/-	Residential Condos	757
2023 Total Net Valuation	\$3,153,701,800	Multi-Family Units	164
2023 Tax Rate	\$22.64/thousand	Seasonal Homes	159
2023 State Ratio	61% (estimated)	Commercial Property	233
Tax Billing	Semi-Annual	Acres in Current Use	836.76

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:

Maggie Goodlander - 223 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 _____ 603 404-1115

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!

TABLE OF CONTENTS

More About Windham	ii
Dedication	5
In Memoriam	6
Town Officials	7
Annual Senate Bill 2 Sessions	10
Governmental Reporting:	
Board of Selectmen	30
Town Administrator	32
Employee Wages – 2024	34
Vendor Payments - 2024	38
Schedule of Town Property	44
Capital Improvements Plan 2025-2032	48
Tax Rate & Disbursements Comparisons	71
Financial Reporting:	
Comparative Statement	75
Finance Director	77
Impact Fees Assessed & Collected - 2024	85
Independent Audit - 2023	88
Summary Inventory of Valuation	109
Tax Collector	110
Town Clerk	112
Town Treasurer	113
Departmental Reporting:	
Police Department	115
Fire Department	118
Community Development	126
General Services	128
Nesmith Library	131
Parks and Recreation	133
Tax Assessor	135
Human Services	137
Emergency Management	138
Fire Warden/State Forest Ranger	140
Windham Community Television	141
Vital Statistics Recorded as of December 31	143

Trustee/Board/Committee/Commission Reporting:

Conservation Commission	147
Depot Advisory Committee	149
Forestry Committee	150
Economic Development Committee	151
Highway Safety Committee	152
Local Energy Committee	153
Museum Trustees	155
Nesmith Library Trustees	156
Route 111 Beautification Committee	158
Searles School & Chapel Trustees	160
SE NH Hazardous Materials Mutual Aid District	162
Southern NH Planning Commission	165
Town Center Beautification Committee	166
Windham Housing Authority	167
Zoning Board of Adjustment	168

Community Organization Reporting:

Suzdal Sister City Committee	169
Windham Endowment for Community Advancement	170
Windham Lions Club	171
Windham Rail Trail Alliance	173
Windham Senior Citizens, Inc.	174
Windham Soccer Association	176
Woman's Service Club of Windham	178
Windham Garden Club	180
Windham Community Band	181
Friends of the Library of Windham	182
Women of Windham	184

School District Reporting:

District Officers/Enrollments	186
School District Annual Senate Bill 2 Sessions	187
School Board	194
Superintendent of Schools	195
School District Treasurer	197
Department of Revenue Administration	198
Student Services	199
School Counselors	201
School Resource Officers	203
Golden Brook School	205
Windham Center School	207
Windham Middle School	209
Windham High School	211
School District Employee Wages & Benefits	213

2024 Town and School Budgets/Warrants (pages A.1-A.59) _____ Colored Center Section

DEDICATION

The Town of Windham lost several very important figures this past year. Notably amongst them were Margaret Case, Douglas Yennaco, and George Dinsmore Jr.

Margaret Case - 1940-2024

A proud 53-year resident, Windham held a special place in Margaret's heart. She believed that giving back to her community was essential to a good society and a meaningful life. As a young mother she was a leader in the local Girl Scout troop and served on the Windham Conservation Commission. As her family established roots in Windham, she served on the Board of Selectmen from 1991-1983 (only the second woman to be on the Board) and served almost 20 years as Recreation Committee Chairperson, where she tirelessly worked to purchase the Town Beach and create programs and recreational facilities for town residents. Later in life she raised grants for the Searles Chapel to fund the restoration of the stained-glass windows, was long time Cable Advisory Committee chairperson and member of the Campbell Farm Committee. Margaret's passion for volunteering led her to earning the Chamber of Commerce's "Pearl Award," for her exceptional community service.



Douglas Anthony Yennaco – 1938-2024

Doug was raised in Medford, Massachusetts but spent much of his childhood at Cobbett's Pond in Windham, NH. He and his brother, took over their father's awning business and Doug later went out on his own, operating Atlantic Awning Company. He was very involved in the Town of Windham, serving as a selectman from 1982-1984. In 1984 he held the position of co-chair of the Board of Selectmen. Doug was also a member of the local Lions Club.

George G. Dinsmore Jr. – 1931-2024

George's family has lived in Windham since 1723. He grew up on Cobbett's Pond and met his wife, Marion, there. He was a Windham Selectman from 1969-1974 and was on the Planning Board in 1968 and then again from 1975-1985. George and Marion were members of the Windham Historic Committee which was instrumental in the restoration of Searles School and Chapel. He volunteered many hours of his time in the actual restoration work. George also was in the construction business, building homes and commercial buildings throughout Windham.



For these reasons and more, the Board of Selectmen is honored to dedicate the 2024 Town Report to Margaret Case, Doug Yennaco and George Dinsmore Jr.

IN MEMORIAM

Ronald Coish – 1935-2024

Ron served on the Windham Planning Board, Windham CIP Committee and was appointed as a representative to the first Regional Planning Commission. Beginning in the 1960's for many years, Ron served as a member of the Windham Volunteer Fire Department. Ron was a builder of custom homes and his legacy will be seen in the many homes that he lovingly built around Windham. In the more recent years, Ron has enjoyed spending time and joining in with activities at the Windham Senior Center.

Norman W. Young Jr. – 1943-2024

After Norm retired, he joined the Friends of Moeckel Pond where he served as Vice President and Treasurer. His passion became restoring the 250-year-old dam. It took 11 years for the restoration, but the dam stands as the largest Labyrinth Dam in the State of NH. Norm also served as Auditor for the Moeckel Pond Village District.

Veronica (Roni) F. Hewitt – 1926-2024

Roni was married to Lieutenant Colonel Walter Hewitt. Over the years, Roni was actively involved in many civic organizations in Windham. She enjoyed planning and hosting events of all kinds, especially if they were held at Searles Castle.

Kristen E. Murray – 1978-2024

Kristen was a devoted mother who loved her children more than anything else in this world. This year she became a “football Mom” to her son and was at every Gymnastics practice inside and outside of the gym for her daughter.

Brian Turner – 1969-2024

Brian was proud to be in Windham and coached the Windham Wolverines football teams and the NH All Stars and was given a volunteer award for his dedication. He was viewed as a second Dad to much of Windham.

TOWN OFFICIALS

BOARD OF SELECTMEN

Heath Partington, Chair – 2025

Mark Samsel, Vice Chair – 2026
Bruce Breton – 2026

Roger Hohenberger – 2027
Ross McLeod - 2027

TOWN ADMINISTRATOR

Thomas McPherson, Jr. (Interim)

Town Clerk

Candis Johnson - 2025

Tax Collector

Ruth Robertson

Town Moderator

Galen Stearns - 2026

Treasurer

Peter Tousignant

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

Keith Meile

Nesmith Library Director

Sylvie Brikiatis

Cable Studio Coordinator

Kelly McLaughlin

Community Resource Officer

Jake Hoag

Cable Advisory Board

Leo Hart, Chair – 2026

Tom Nolan, Vice Chair – 2026

Bob Coole – 2025

Barbara Coish – 2025

Daniel Pascarella – 2026

Roger Hohenberger, Selectman

Cemetery Trustees

Wendi Devlin, Chair – 2025

Barbara Coish – 2026

Frank Farmer – 2027

Conservation Commission

Mike Specian, Chair – 2026

Dave Curto, Vice Chair – 2027

Lisa Ferrisi – 2025

Wayne Morris – 2026

Kara Feldberg – 2027

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

Capital Improvements Committee

Rob Gustafson, Citizen, Chair

Mark Kovacs, Citizen, Vice Chair

Kathleen Harris, Citizen

Jack Gattinella, Planning Board

Payal Ballaya, Planning Board

Shannon Ulery, School Board

Cynthia Finn, School Board, Alt.

Ross McLeod, Board of Selectmen

Mark Samsel, Board of Selectmen Alt.

Design Review Sub-Committee

Peter Griffin, Chair – 2025
Renee Mallett, Vice Chair – 2026
David Blundell – 2025
Alexandra Tokanel – 2026
Jack Cartland, Alt – 2025
Theodore Moser, Alt. – 2026
Corey Porter, Alt – 2026

Economic Development Committee

Dave Valvo, Chair - 2027
Gary Garfield, Vice Chair – 2027
Kristi St. Laurent – 2026
Mitchell Jacoby – 2027
Matthew Swoboda – 2025
Simon Senior – 2025
Dennis Withee – 2025
Paul Brozo – 2026
Michael Oldenburg, Alt – 2027
Whitney Taylor, Alt. – 2027
Mark Samsel, Selectman
Bruce Breton, Selectman Alt
Jake Cross, Planning Board Member
Jeff Murphy, Salem Chamber of Commerce

Forestry Committee

Wanda Rice, Chair – 2026
Stephen Petron – 2027
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 – 2027
Carol Pynn – 2026
Derek Saffie – 2026
Lee Merrill – 2027
Frank Farmer, Alt. – 2027
Brad Dinsmore, Alt. – 2025
Heath Partington, Selectman

Housing Authority

Charles McMahon, Chair – 2026
Andy Dufour – 2025
Rita Ryan – 2026
Kristi St. Laurent – 2027
Mark Kovacs – 2025

Local Energy Committee

Mark Kovacs, Chair – 2025
John Gage – 2027
Joel Taft – 2027
Allen Reed – 2026
Swapnil Saket - 2026
Patrick Manzo – 2026
Kyle Gschwend, Alt. – 2026
Dennis Senibaldi, General Svcs. Dir.

Museum Trustees

Jean Manthorne, Chair – 2025
Carol Pynn – 2027
Derek Saffie – 2026
Bob Coole – 2027
Diane Farmer, Alt. – 2026

Nesmith Library Trustees

Theresa Abbamondi, Chair – 2025
Karen Moltenbrey, Asst Chair – 2025
James Murphy – 2025
Jennifer Cutler – 2026
Catherine Girata – 2026
Robin Bostic – 2027
Beth Talbott – 2027

Planning Board

Tom Earley, Chair – 2025
Jacob Cross, Vice Chair – 2026
Alan Carpenter – 2026
Jennean Mason – 2025
Payal Ballaya – 2027
Matt Rounds – 2027
Roger Hohenberger, Selectman
Bruce Breton, Selectman Alt.
Jack Gattinella, Alt. – 2025
Greg Balestrieri, Alt. – 2026
Derek Monson, Alt - 2026

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 – 2027

Frank Merchel – 2027

Neil Fallon – 2027

Elizabeth Gill – 2025

Rich Parow – 2025

Mike Mazalewski – 2025

Jim Bull – 2026

Ed Daigle - 2026

Supervisors of the Checklist

Eileen Mashimo, Chair – 2030

Jamison Tomasek – 2028

Roy Dennehy – 2026

Town Center Beautification Sub-Committee

Kathleen DiFruscia

Frank Farmer

Peter Griffin

Siri Wilbur

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 – 2027

Betty Dunn, Vice Chair – 2025

Pam Skinner – 2027

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

2024 Deliberative Session Minutes

Town Moderator Peter Griffin opened the first session of the Windham, NH Town meeting at 9:00am with the Pledge of Allegiance, followed by introduction of the panel. Present were Vice-Chair Heath Partington, Selectman Roger Hohenberger and Mark Samsel. Town Administrator Brian McCarthy, Deputy Town Clerk Hannah Davis, Finance Director Deb Padykula and Town Counsel Chris Bolt were also included in the introductions.

Moderator Griffin explained how the Deliberative Session operates under SB2. He also explained that Article 1 (voting of Town officers) have already been filed, and Article 2 and Article 3, have also been discussed at a prior Planning Board meeting, and that they will also be voted on voting day.

Motion to approve non-residents to ask questions/participate. Peter 1st crowd 2nd motion moved.

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)

Selectman Hohenberger explained that these funds will be used towards a lease for a new loader for the Transfer Station. It will be a five-year program. Selectman Hohenberger is in favor of this article, however proposed an amendment to remove the last sentence. "This article is part of the recommended Capital Improvement Program." A motion was called to move to warrant. Body seconded. CIP wants lump sum payment. Selectman Hohenberger has an issue with how it's worded. Vice-Chair Partington opposed the amendment. It is covered by how it is written. Resident Matthew Rounds came up with a compromise. Removing the word recommended. Selectman Hohenberger would be ok with that. CIP Board Member Shannon Ulery in agreement with Vice-Chair Partington. Recommended by CIP. Moderator Griffin interjected, stated that the amendment on the floor is to remove the word 'recommended', requested a second, Resident Al Letizio seconded. CIP Board Member Ulery is not in favor of removing the word. CIP Board Member Ulery states that CIP uses all estimates not hard numbers to try to maintain tax spikes. Selectman Samsel commended the work that CIP has done and prefers the current wording. Resident Dennis Senibaldi opposes change in the language. The Board changed the language not CIP, therefore it is still what they recommend. Resident Letizio Jr opposes the change in the language, we need the loader. Moderator Griffin called for vote. Opposed, amendment fails. No further discussion from audience. Moderator Griffin closed discussion.

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)

No comments from the audience. Selectman Hohenberger wanted it put on record that he has an objection to the last line. Discussion closed, will appear as noted on warrant.

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)

Selectman Hohenberger commented that CIP is a program that the Planning Board has adopted. CIP determined that they zeroed the amount. They wanted to put it into the budget. It's a plan on how money should be allocated. Selectman Hohenberger makes a motion to remove the word recommended. It was seconded. Vice-Chair Partington unsure how he is going to vote. CIP Board Member Shannon Ulery, put through as a zero because it is #1 priority, they wanted it to go in the budget because it is important to save lives. Selectman Samsel likes the language as is. Planning Board Member Matt Rounds believes Selectman Hohenberger totally in support of article, it's a procedural issue. Town Administrator McCarthy, question for CIP, was this in CIP previously, CIP Board Member Ulery, yes, they have seen this article two years in a row. Body cameras were also deemed top priority. Intention was always yes, CIP, number one priority. Moderator Griffin closed the discussion. In the negative for amendment. It will appear on the ballot as listed. Selectman Samsel motion to restrict reconsideration on articles article 3, 4, 5. Seconded by the crowd. Articles have been restricted.

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)

No discussion from audience. Moderator Griffin closed discussion.

Special Recognition

Selectman Hohenberger requested to speak. He stated after 30 years of dedicated service to the town as the elections moderator, the Board shared a heartfelt message. Selectman Hohenberger on behalf of the Board, thanked Moderator Griffin for all his years of service. He noted that Moderator Griffin has always been there and has done an excellent job. He has survived a lot of things but has kept this town going well. Congratulations were given to Moderator Griffin as well as a bottle of wine and a nice scarf to enjoy.

Resident Letizio made a motion to restrict reconsideration for Article 6, seconded and passed.

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~~ over the Windham Rail Trail.

No Tax Impact.

Recommended by the Board of Selectmen (5-0)

Motion to put on floor and seconded. Resident Bob Coole thinks a correction needs to be made to the fourth word from the end, to change last sentence or with ~~over~~. Selectman Samsel made a motion to change the word 'or' to the word 'over' in the last sentence. Motion second and passed. Selectman Samsel made a motion to restrict reconsideration. Seconded and passed.

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)

No questions/comments from audience. Moderator Griffin closed discussion and it will appear as stated. Selectman Samsel, motion to restrict reconsideration. Seconded and passed.

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-\$200,000~~; 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~~~~\$300,000~~ excluding the value of the person's residence as described in RSA 72:39-a (I).

2024 Estimated Tax Impact per thousand: \$0.08-\$0.13. Recommended by the Board of Selectmen (5-0)

Resident Wayne Morris, amend article 9, change 175 to ~~200,000~~. Selectman Hohenberger seconded. Explanation: Article 12 does the exemption. Discussion closed. Amendment passed. Resident Cynthia Finn, wants to make an additional amendment. Nest assets, 250,000 to ~~300,000~~. Seconded. Resident Betty Dunn questioned if an analysis has been done on what the impact of the town would be. Vice-Chair Partington stated that Resident Mark Kovacs did significant estimates for the town. Resident Kovacs advised that in 2010 91 people who qualified. With the increases in social security, this makes people less eligible. In 2023, numbers dropped to 42 people. This number has significantly dropped due to inflationary pressures and high valued prices. Resident Kovacs received figures from the federal reserves, number should increase by 90 residents being eligible. Essentially back to the same number over a decade ago. The elderly population has increased. However he is in support with the 250,000 amount. Vice-Chair Partington's perspective, the goal is to have estimates, based on real world exceptions, Selectman Samsel advised they looked at different options to get these amounts and can look again at a later time. Moderator Griffin closed discussion. Moderator Griffin requested votes to make the amendment of \$250,000 to \$300,000. Amendment passed. Will appear on the article. Selectman Samsel, motion to restrict reconsideration, seconded and passed.

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)

No discussion from audience. Selectman Samsel made a motion to restrict reconsideration on Article 10, seconded and passed.

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~~\$300,000, 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)

Resident Cynthia Finn requested to know how many people are taking advantage of the exemption; currently zero. In 2010 there were three. Resident Finn made a motion to increase exemption to ~~300,000~~300,000. Motion passed, will appear as amended. Selectman Samsel made a motion to restrict reconsideration on Article 11, seconded and passed.

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~~\$300,000, excluding the value of the person’s residence as described in RSA 72:37-b (III) (b).

2024 Estimated Tax Impact per thousand: \$.01. Recommended by the Board of Selectmen (5-0)

Resident Cynthia Finn made a motion to increase net assets from \$250,000 to ~~300,000~~300,000. Resident Mark Kovacs supports this amendment for consistency he believes this should be re-evaluated in 2025. Motion passed, will appear as amended. Selectman Samsel made a motion to restrict reconsideration, seconded and passed. Selectman Samsel wanted to thank the citizens that brought interest to this.

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)

No discussion from audience. Moderator Griffin closed discussion.

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)

No discussion from audience. Moderator Griffin closed discussion. Selectman Samsel made a motion to restrict reconsideration for Articles 13/14, seconded and passed.

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)

No discussion from audience. Moderator Griffin closed discussion. Selectman Samsel made a motion to restrict reconsideration for Article 15, seconded and passed.

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 **additional** 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 No additional tax impact.

Recommended by the Board of Selectmen (4-1)

Resident Betty Dunn is in favor of this article but has questions about when we will see improvements. Vice-Chair Partington stated the foundation needs to be fixed first. On Monday they will be talking about the foundation at the BOS meeting. Also, the funding not coming from new taxation, it is coming from the unassigned fund balance. Town Administrator McCarthy disagrees with Resident Dunn, saying things have been being done in the past year. Town Administrator McCarthy and General Services Director Dennis Senibaldi have been working hard with engineers, however it has been hard to get engineers to commit to scheduling meetings. The estimates are most likely going to exceed amounts already given.

There have also been staffing challenges with the General Services Department. Once the foundation is fixed then the other issues can be addressed. Town Administrator McCarthy estimates 300,000 + to restore the building. Resident Matthew Rounds said that he thinks it will affect taxes. Motion to remove the phrase no tax impact. Selectman Hohenberger also agrees as it is coming from the unassigned fund balance, which is originally acquired from taxation. Town Administrator McCarthy had a discussion with legal and that it will not affect 2024 budget year, meaning there is no tax impact this year. Resident Rounds stated again, it will cost the taxpayers. Resident Cynthia Finn suggested adding that funds are not to be raised by additional taxation. Vice-Chair Partington agrees with Resident Finn to add 'no additional' instead of 'no tax impact'. Resident Rounds is comfortable with no additional tax impact. Attorney Bolt says it is ok to say no additional tax impact, however the line regarding tax impact cannot be fully removed under the Municipal Finance Act Chapter 32. 1st motion NO TAX IMPACT changed to **NO ADDITIONAL TAX IMPACT**. Motion passed. 2nd motion to adjust the sentence in the middle to include **ADDITIONAL** taxation. Motion passed. General Services Director Senibaldi stated that costs have gone up since COVID. Hopefully this will be happening by June. Selectman Samsel motion to restrict reconsideration for Article 16 in its amended form. Motion passed.

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)

Resident Wayne Morris asks for total support from the Selectman. They do not have enough Selectman Monday night they can reconsider. Selectman Samsel made a motion to restrict consideration on Article 17. It will appear on warrant in its original form.

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)

No discussion from the audience. Moderator Griffin closed discussion. Selectman Samsel made a motion to restrict reconsideration for Article 18, seconded and passed.

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)

Local Energy Committee member Pat Manzo explained that the final total cost of purchase will be \$130,000 total, at this point we are leasing them. Switching from lease to purchase will save the Town money in the long run and it will end up paying for itself. He also noted that the system should operate for 25-40 years. Resident Rounds questioned the \$32,500 in the article as the total buyout word be \$130,000. Resident Rounds motioned to change total number from \$32,500 over the next four years to approx. \$130,000. Attorney Bolt advised that anything adjusted to the number would have to be paid out this year and would not follow the contract. He also advised that funds received from this article would have to be paid out or they would be lost. Resident Kovacs stated the contract does not allow that outright purchase in the next two years, therefore he is in opposition to that amendment. The amendment fails. Moderator Griffin closed discussion, it will appear on the ballot in the original form. Selectman Samsel made a motion to restrict reconsideration for Article 19, seconded and passed.

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)

No discussion from audience. Moderator Griffin closed discussion. Selectman Samsel made a motion to restrict reconsideration for Article 20, seconded and passed.

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)

No discussion from audience. Moderator Griffin closed discussion. Selectman Samsel made a motion to restrict reconsideration for Article 21, seconded and passed.

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)

Resident Charlie McMahon, in favor as a citizen as well as chairman of the Windham Housing Authority. The timeline is to have allocation by this August. Resident Matthew Rounds, member of Planning Board, wants to be clear that this is going to be run by a for profit company. These houses will not be dedicated to Windham Residents. Resident Rounds made a motion to change the price of the land from sum of \$1 to market rate. Resident Andy Dufour is against restrictions of making it just Windham residents, he noted that this is not done for any other things in town, such as the playgrounds and fields. Attorney Bolt does not know if this amendment is allowed. It has to be determined what the underlying grant is that you are going for. Resident Betty Dunn speaks in opposition to the amendment and is in favor of the original wording. She noted that in the reality of the funding, they need to keep it open, they cannot limit to just Windham residents due to the funding that is being provided. She stated that looking at the statistics show that it is local people that reside in these communities. Resident McMahon disagrees with the change to this article, if it is changed to market rate, they will not qualify for market rate with the funding. Attorney Bolt does not know if DRA will like this and disqualify the article if you make the change. Moderator Griffin closed discussion on the amendment, amendment fails. No further discussion from audience on the article. Moderator Griffin closed discussion. Selectman Samsel made a motion to restrict reconsideration for Article 22, seconded and passed.

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)

No discussion from audience. Moderator Griffin closed discussion. Selectman Samsel made a motion to restrict reconsideration for Article 23, seconded and passed.

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)***

No discussion from audience. Moderator Griffin closed discussion. Selectman Samsel made a motion to restrict reconsideration for Article 24, seconded and passed.

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)

Resident Allen Reed, member of the subcommittee wants to reiterate there is no cost to the town budget. Resident Mark Kovacs, strongly supports, is a member of the committee as well.

Moderator Griffin closed discussion. Selectman Samsel made a motion to restrict reconsideration for Article 25, seconded and passed.

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	<u>(Principal \$359,344 and Interest \$107,448)</u>	
<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)

No discussion from audience. Moderator Griffin closed discussion. Selectman Samsel made a motion to restrict reconsideration for Article 26, seconded and passed.

Other Business:

Selectman Samsel said the Board thanks Moderator Griffin for all his years of service.

Town Administrator McCarthy echoed Selectman Samsel's appreciation of his service and also wants to thank department heads and staff. It was a lot of work this year to get everything working. Thanks to the Board of Selectman for their work with the budget and the voter's guide and thanks to the citizens.

Vice-Chair Partington noted that the Board works for a long time on the budget and they try to make everything as transparent as possible.

Moderator Griffin thanked everyone for their support for the past 30 years. He noted that he is not a one-man-show, every year there are 70-100 people that help out with elections. He also thanked Town Clerk Nickie Merrill, Deputy Town Clerk Hannah Davis, the Police Department, the Fire Department and the School Department.

Motion to adjourn.



OFFICIAL BALLOT
ANNUAL TOWN ELECTION
WINDHAM, NEW HAMPSHIRE
MARCH 12, 2024

Uncle Bepi will
TOWN CLERK

INSTRUCTIONS TO VOTERS

A. TO VOTE, completely fill in the OVAL to the RIGHT of your choice(s) like this:

B. Follow directions as to the number of candidates to be marked for each office.

C. To vote for a person whose name is not printed on the ballot, write the candidate's name on the line provided and completely fill in the OVAL.

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

BOARD OF SELECTMEN	PLANNING BOARD	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)
ROGER HOHENBERGER 1,525 <input checked="" type="checkbox"/>	PAYAL BALLAYA 1,225 <input checked="" type="checkbox"/>	FRANK FARMER 2,014 <input checked="" type="checkbox"/>
ROSS MCLEOD 1,442 <input checked="" type="checkbox"/>	JERRY RUFO 775 <input type="checkbox"/>	(Write-in) <input type="checkbox"/>
GARY RODGERS 433 <input type="checkbox"/>	KATIE BABINE 915 <input type="checkbox"/>	(Write-in) <input type="checkbox"/>
JACK GATTINELLA 906 <input type="checkbox"/>	MATTHEW ROUNDS 1,378 <input checked="" type="checkbox"/>	(Write-in) <input type="checkbox"/>
(Write-in) <input type="checkbox"/>	(Write-in) <input type="checkbox"/>	(Write-in) <input type="checkbox"/>
(Write-in) <input type="checkbox"/>	(Write-in) <input type="checkbox"/>	(Write-in) <input type="checkbox"/>
MODERATOR	ZONING BOARD OF ADJUSTMENT	TRUSTEE OF THE TRUST FUND
For Two Years Vote for not more than (ONE)	For Three Years Vote for not more than (TWO)	For Three Years Vote for not more than (ONE)
GALEN STEARNS 1,286 <input checked="" type="checkbox"/>	ERIC W. CRAWFORD 816 <input type="checkbox"/>	(Write-in) <input type="checkbox"/>
PAM MCCARTHY 1,043 <input type="checkbox"/>	MICHELLE STITH 1,491 <input checked="" type="checkbox"/>	(Write-in) <input type="checkbox"/>
(Write-in) <input type="checkbox"/>	PAMELA SKINNER 1,224 <input checked="" type="checkbox"/>	(Write-in) <input type="checkbox"/>
(Write-in) <input type="checkbox"/>	(Write-in) <input type="checkbox"/>	(Write-in) <input type="checkbox"/>
TOWN CLERK	TRUSTEE OF THE LIBRARY	SUPERVISOR OF THE CHECKLIST
For Three Years Vote for not more than (ONE)	For Three Years Vote for not more than (TWO)	For Six Years Vote for not more than (ONE)
NICOLE MERRILL 1,663 <input checked="" type="checkbox"/>	BETH TALBOTT 1,662 <input checked="" type="checkbox"/>	EILEEN MASHIMO 1,842 <input checked="" type="checkbox"/>
JENNEAN MASON 799 <input type="checkbox"/>	ROBIN BOSTIC 1,479 <input checked="" type="checkbox"/>	(Write-in) <input type="checkbox"/>
(Write-in) <input type="checkbox"/>	(Write-in) <input type="checkbox"/>	(Write-in) <input type="checkbox"/>

ARTICLES

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)

1,536

YES
NO

FY24	FY25	FY26	FY27	FY28	Total
\$31,000	\$31,000	\$31,000	\$31,000	\$31,000	\$155,000

698

2024 Estimated Tax Impact per thousand: \$0.01.

Recommended by the Board of Selectmen 5-0

TURN BALLOT OVER AND CONTINUE VOTING

ARTICLES CONTINUED

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)

FY24 \$27,000	FY25 \$27,000	FY26 \$27,000	FY27 \$27,000	FY28 \$27,000	Total \$135,000
------------------	------------------	------------------	------------------	------------------	--------------------

2024 Estimated Tax Impact per thousand: \$0.01.

Recommended by the Board of Selectmen 5-0

1,686

YES

NO

837

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)

FY24 \$75,000	FY25 \$75,000	FY26 \$75,000	FY27 \$75,000	FY28 \$75,000	Total \$375,000
------------------	------------------	------------------	------------------	------------------	--------------------

2024 Estimated Tax Impact per thousand: \$0.02.

Recommended by the Board of Selectmen 5-0

1,718

YES

NO

817

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

1,438

YES

NO

1,054

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 over the Windham Rail Trail.

No Tax Impact.

Recommended by the Board of Selectmen 5-0

1,938

YES

NO

545

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

1,942

YES

NO

534

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, \$200,000; 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 \$300,000 excluding the value of the person's residence as described in RSA 72:39-a (1).

2024 Estimated Tax Impact per thousand: \$0.13.

Recommended by the Board of Selectmen 5-0

1,818

YES

NO

699

GO TO NEXT BALLOT AND CONTINUE VOTING



ABSENTEE
OFFICIAL BALLOT
ANNUAL TOWN ELECTION
WINDHAM, NEW HAMPSHIRE
MARCH 12, 2024

BALLOT 2 OF 3

Lincoln B. Smith
TOWN CLERK

INSTRUCTIONS TO VOTERS

- A. TO VOTE, completely fill in the OVAL to the RIGHT of your choice(s) like this:
- B. Follow directions as to the number of candidates to be marked for each office.
- C. To vote for a person whose name is not printed on the ballot, write the candidate's name on the line provided and completely fill in the OVAL.

ARTICLES CONTINUED

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.	2,030
	YES <input checked="" type="checkbox"/>

YES

NO

526

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 \$300,000, excluding the value of the person's residence as described in RSA 72:38-b (III).

2,071

YES

NO

478

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 \$300,000, excluding the value of the person's residence as described in RSA 72:37-b (III) (b).

1,974

YES

NO

559

2024 Estimated Tax Impact per thousand: \$.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)

1,365

YES

NO

2024 Estimated Tax Impact per thousand: \$.03. Recommended by the Board of Selectmen 4-1

1,161

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)

1,978

YES

NO

585

No Tax Impact. Recommended by the Board of Selectmen 5-0

ARTICLE 15: Eamed 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 Eamed Time Expendable Trust Fund for the purpose of paying Town employees their accumulated eamed time amounts at the time of their retirement or resignation from the employ of the Town of Windham. (Majority vote required)

1,152

YES

NO

1,374

2024 Estimated Tax Impact per thousand: \$.02. Recommended by the Board of Selectmen 4-1

TURN BALLOT OVER AND CONTINUE VOTING

ARTICLES CONTINUED

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 additional 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)

1,748

YES
NO

No Additional Tax Impact.

Recommended by the Board of Selectmen 4-1

773

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)

1,265

YES
NO

2024 Estimated Tax Impact per thousand: \$0.03.

Recommended by the Board of Selectmen 4-0-1

1,203

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)

1,025

YES
NO
1,445

2024 Estimated Tax Impact per thousand: \$0.07.

Recommended by the Board of Selectmen 3-0-1

1,025

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)

1,482

YES
NO

1,021

2024 Estimated Tax Impact per thousand: \$0.01.

Recommended by the Board of Selectmen 5-0

995

YES
NO
1,505

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

1,982

YES
NO

514

No Tax Impact.

Recommended by the Board of Selectmen 5-0

GO TO NEXT BALLOT AND CONTINUE VOTING



ABSENTEE
OFFICIAL BALLOT
ANNUAL TOWN ELECTION
WINDHAM, NEW HAMPSHIRE
MARCH 12, 2024

BALLOT 3 OF 3

Uncle Befrill
TOWN CLERK

INSTRUCTIONS TO VOTERS

- A. TO VOTE, completely fill in the OVAL to the RIGHT of your choice(s) like this:
- B. Follow directions as to the number of candidates to be marked for each office.
- C. To vote for a person whose name is not printed on the ballot, write the candidate's name on the line provided and completely fill in the OVAL.

ARTICLES CONTINUED

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:

1,021
YES
NO
1,473

- (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)

1,401
YES
NO
1,155

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)

1,529
YES
NO

2024 Estimated Tax Impact per thousand: \$0.02.

Recommended by the Board of Selectmen 5-0

1,040

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)

1,855
YES
NO
660

No Tax Impact.

Recommended by the Board of Selectmen 5-0

TURN BALLOT OVER AND CONTINUE VOTING

ARTICLES CONTINUED

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)

1,409

YES

NO

993

<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>Seaside 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	TOTAL OPERATING BUDGET \$20,404,586	
<u>Health and Human Services</u>	\$69,662	<i>(Principle \$359,344 and Interest \$107,448)</i>	
<u>Historic Commission</u>	\$7,500	<i>Capital Outlay - Roads (Part of CIP \$126,500)</i>	
<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)

YOU HAVE NOW COMPLETED VOTING THIS BALLOT



ABSENTEE
OFFICIAL BALLOT
ANNUAL TOWN ELECTION
ZONING BALLOT
WINDHAM, NEW HAMPSHIRE
MARCH 12, 2024

Winnifred Miller
TOWN CLERK

INSTRUCTIONS TO VOTERS

TO VOTE, completely fill in the OVAL to the RIGHT of your choice(s) like this:

ARTICLES

Article #2. To vote by ballot on the following amendments to the Windham Zoning Ordinance and Zoning District Map as proposed by the Planning Board:

Planning Board Amendment #1. Are you in favor of the adoption of Amendment #1 as proposed by the Planning Board for the Town of Windham Zoning Ordinance? (This amendment, if adopted, would add a definition to Section 616.4 of the Watershed Protection Overlay District (WPOD) provisions, inserting a definition of "stabilized" which would be defined as a condition where soil erosion approaches that of undisturbed soil.)

1,891

YES

NO

603

THE PLANNING BOARD RECOMMENDS VOTING YES (5-0)

Planning Board Amendment #2. Are you in favor of the adoption of Amendment #2 as proposed by the Planning Board for the Town of Windham Zoning Ordinance? (This amendment if adopted, would amend a definition in Section 616.4 of the Watershed Protection Overlay District (WPOD) provisions by deleting the existing definition of Tributary Stream and replacing it with a new definition of "Tributary" which includes the requirement of a concentrated flow of surface water, including that which is present in a stream bed, ditch, pipe system or channel.)

1,827

YES

NO

655

THE PLANNING BOARD RECOMMENDS VOTING YES (5-0)

Planning Board Amendment #3. Are you in favor of the adoption of Amendment #3 as proposed by the Planning Board for the Town of Windham Zoning Ordinance? (This amendment, if adopted, would amend the provisions of the Watershed Protection Overlay District (WPOD), Section 616.5 by adding a prohibition of application of fertilizers or pesticides within 200 feet of the prevailing high water mark of public water bodies, tributaries or wetlands within the WPOD District, and limits the types of fertilizers that can be used in other District areas.)

1,935

YES

NO

562

THE PLANNING BOARD RECOMMENDS VOTING YES (5-0)

Planning Board Amendment #4. Are you in favor of the adoption of Amendment #4 as proposed by the Planning Board for the Town of Windham Zoning Ordinance? (This amendment, if adopted, would amend the provisions of the Watershed Protection Overlay District (WPOD), Section 616.6.1 by requiring that any applications for development within the WPOD must include plans which depict tributaries, wetlands and any associated setbacks or buffers on or within 100 feet of the subject property, with exceptions for areas legally inaccessible.)

1,883

YES

NO

604

THE PLANNING BOARD RECOMMENDS VOTING YES (5-0)

Planning Board Amendment #5. Are you in favor of the adoption of Amendment #5 as proposed by the Planning Board for the Town of Windham Zoning Ordinance? (This amendment, if adopted, would amend the provisions of the Watershed Protection Overlay District (WPOD) Section 616.6.2 by specifying that the Planning Board may require additional erosion control measures in addition to those set forth in the submitted erosion and sedimentation control plan.)

1,835

YES

NO

641

THE PLANNING BOARD RECOMMENDS VOTING YES (5-0)

Planning Board Amendment #6. Are you in favor of the adoption of Amendment #6 as proposed by the Planning Board for the Town of Windham Zoning Ordinance? (This amendment, if adopted, would amend the provisions of the Watershed Protection Overlay District (WPOD) Section 616.6.4.5 by adding the requirement that site development shall generally be limited to disturbance (activities which expose soil) of one acre at a time; that such disturbed areas must be stabilized before development disturbance of another one acre; requiring drainage measures; and allowing the Planning Board to waive the limitation on sites exceeding three (3) acres.)

1,825

YES

NO

653

THE PLANNING BOARD RECOMMENDS VOTING YES (5-0)

VOTE BOTH SIDES OF BALLOT

ARTICLES CONTINUED

Planning Board Amendment #7. Are you in favor of the adoption of Amendment #7 as proposed by the Planning Board for the Town of Windham Zoning Ordinance? (This amendment, if adopted, would amend the provisions of the Watershed Protection Overlay District (WPOD) Section 616.8.1 by requiring a 100 foot wide buffer zone from the centerline of any tributary (as defined in Section 616.4) as well as the edge of any wetlands associated with a tributary.)	1,813
YES <input checked="" type="checkbox"/>	
NO <input type="checkbox"/>	
THE PLANNING BOARD RECOMMENDS VOTING YES (5-0)	632
Planning Board Amendment #8. Are you in favor of the adoption of Amendment #8 as proposed by the Planning Board for the Town of Windham Zoning Ordinance? (This amendment, if adopted, would amend the provisions of the Watershed Protection Overlay District (WPOD) Section 616.8.2 by limiting the Planning Board's ability to approve reductions in the 100 foot buffer zone setback requirements in Section 616.8.1 to no more than 60% (i.e. 60 feet).)	1,783
YES <input checked="" type="checkbox"/>	
NO <input type="checkbox"/>	
THE PLANNING BOARD RECOMMENDS VOTING YES (5-0)	656
Planning Board Amendment #9. Are you in favor of the adoption of Amendment #9 as proposed by the Planning Board for the Town of Windham Zoning Ordinance? (This amendment, if adopted, would enact a series of changes to Section 607 governing the Flood Plain District provisions, all as required by State or Federal officials, so as to maintain eligibility of property owners in Windham to participate in the Federal Flood Insurance program.)	1,912
YES <input checked="" type="checkbox"/>	
NO <input type="checkbox"/>	
THE PLANNING BOARD RECOMMENDS VOTING YES (5-0)	535

VOTE BOTH SIDES OF BALLOT

March 28, 2024 Town Articles 4, 15 & 17 Recount

	March 12, 2024	March 28, 2024	Difference
ARTICLE 4	2668	2666	-2
OVER VOTE	0	0	0
UNDER VOTE	145	143	-2
YES	1686	1702	16
NO	837	821	-16
ARTICLE 15	2666	2665	-1
OVER VOTE	0	0	0
UNDER VOTE	140	140	0
YES	1152	1153	1
NO	1374	1372	-2
ARTICLE 17	2666	2668	2
OVER VOTE	0	0	0
UNDER VOTE	198	194	-4
YES	1265	1295	30
NO	1203	1179	-24



3/29/2024

Galen A. Stearns Moderator

BOARD OF SELECTMEN

On behalf of the Board of Selectmen, we are pleased to submit our annual report for 2024. It is through the dedication and passion of all those who do so much for the community that we have achieved many accomplishments 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.

Conservation Land Purchase: The purchase of 40 plus acres of conservation land located at 21 and 24 Lowell Road was made possible with the exceptional \$6.2 million conservation land purchase warrant article passed by the citizens in March of 2022. Significant and essential efforts by the Conservation Committee, citizens, town legal counsel and many town employees deserve recognition when considering how we got to this point. The parcels contain interconnection to existing conservation lands enabling the expansion of wildlife corridors and preexisting conservation trails.

Non-Union Wage Study Implementation: A wage study by Municipal Resources Inc. resulted in the Board supporting and implementing increased salaries and an additional wage step for non-union employees of the town. This keeps the non-union employees' salaries more in line with the salary increases that were made at recent negotiations for the municipal, fire and police union contracts.

Town Hall: Significant progress was made through the town hall renovations. This year the foundation of the building was re-constructed after a structural engineering study was performed. While the work was being done it was clear that a little bit more effort would result in a full basement that allows for increased accessibility for future needs and decreases moisture issues affecting the structure. The work was performed without closing any of the offices inside the building, continuing service to the public with minimal interruption.

PFOS Investigation: Wilcox and Barton Engineering continued to be retained by the Town to conduct additional site investigation and to develop a Remedial Action Plan (RAP) to address the properties who showed exceedances above the allowed State drinking water standards in wells in the area of both the former fire station on North Lowell Road and the current station on Fellows Road. As part of the working RAP, the Town engages the services of Advanced Radon Mitigation – the Water Techs to continue installation of Point of Entry Treatment Systems (POETS) as necessary. In addition, permitting from the State of NH has started for the Remedial Impervious PFS Soil Cap which was voted in at the March 2024 election.

Personnel: We experienced a few changes in personnel this past year through retirements, new hires, and resignations for other endeavors. Of special note was the retirement of Town Administrator Brian McCarthy who ran the day-to-day operations of the town since 2022.

Employees who started their employment with us in 2024:

Noah Bahan, Firefighter
John Bennett, Police Officer
Jonathan Buchanan, Police Officer
Joan Carbone, Library Children Asst
Raphael DeSouza, Police Officer
Paul Dion, Van Driver
Kelly Dorton, Assistant Town Clerk
Liesel Gregor, Lifeguard
Donna Huot, Assistant Town Clerk
Nicole Letourneau, Library Assistant
Gale Littlefield, Assistant Town Clerk

Steven Lowe, Social Media Tech Librarian
John McLaughlin, Police Dispatcher
Keith Meile, Building Inspector
Andrew Mezza, Firefighter
Angela Ordile, Deputy Tax Collector
Abigail Petrini, Lifeguard
Connor Roche, Firefighter
Jared Smith, Videographer
Michael St. Hilaire, Police Officer
Shannon Ulery, Deputy Town Clerk

Employees terminating employment in 2024:

Bryan Bliss, Police Sergeant
Nicole Merrill, Town Clerk
Kellen Browinski, Student Intern
Emily Brown, Assistant Tax Collector
Denise Centazzo, Assistant Town Clerk
Daniel Clark, Police Sergeant
Laura Cryts, Police Secretary
Hannah Davis, Deputy Town Clerk
Alain Houle, Temporary Laborer
Paul Hudson, Van Driver
Paul Kelly, Firefighter

Nathan Leahy, Police Officer
Brian McCarthy, Town Administrator
Michael McGuire, Building Inspector
William Merrill, Firefighter
Meaghan O'Dwyer, Environmental Planner
Caron Pelletier, Deputy Tax Collector
Lorrie Pitt, Town Clerk
Susan Salois, Assistant Tax Collector
Christopher Shea, Videographer
Kristina Young, Library Children Asst

We welcome our new employees to our community and wish them every success in their new positions. 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.

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

- Fire Training Equipment from the Eastman Foundation
- An emergency call box from the Town of Pelham
- Televisions from AJ Letizio Sales & Marketing
- Searles Front Steps from Windham Packaging LLC
- Town Common Beautification Donation from the Windham Endowment
- New Town Christmas Tree from Delahunty's
- Fall Decorations at Griffin Park from Delahunty's
- DJ for Harvest Fest and the Tree Lighting from The Windham Lion's Club
- The Summer Concert Series from Cyr Lumber
- Trash Totes for the July 4th celebration, the food truck fest and the Black Out Cancer Game from Casella Waste.
- Karl Dubay (Dubay Group) for the sound equipment and donation for the Jazz on the Common concert

As always, we appreciate and 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 from your input and support.

Respectfully submitted,

Heath Partington, Chair

For the Entire Board:

Mark Samsel, Vice Chair
Ross McLeod
Bruce Breton
Roger Hohenberger

TOWN ADMINISTRATOR

In November of this year, our Town Administrator, Brian McCarthy, retired from his work in public service. Prior to his retirement, Brian worked with staff and department heads to complete several projects throughout town, most notably the foundation repairs in the Town Hall building. Now that the repairs to the foundation are completed, we will now 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.

Since my appointment as your Interim Town Administrator in November, I have worked firsthand with the Department heads and Town employees from every aspect of our operation. Our staff displays a high level of commitment, dedication, and proficiency to our community. I would like to thank the Board of Selectmen and all the staff for assisting me in this interim position. I appreciate all the support I have received during this transition period.

In 2024, we disseminated a new Voters' Guide for our citizens and we plan to do so again this year. 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 11th. 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 2025 Town operating budget, we project a 2.1% increase for the coming year which is much less than last year's budget (5.2%).

Proposed Budget

2025 Operating Budget \$ 21,549,007

2024 Operating Budget \$ 20,654,211

***Increase over 2024 Budget \$ 894,796 or 4.3%**

(Minus the impact of a \$2.0 Million conservation bonds from 2024, the operating budget percentage increase for 2025 would be 3.2%)

Default Budget

2025 Default Budget \$ 21,085,318

***Increase over 2024 Budget \$431,107 or 2.1%**

Our total Town operating budget accounts for 16.9% 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	\$5.66	\$17.60	32.1%
Pelham	\$5.38	\$18.34	29.3%
Hudson	\$4.97	\$16.45	30.2%
Londonerry	\$3.77	\$16.14	23.4%
Derry	\$5.25	\$18.69	28.1%
Average	\$5.01	\$17.44	28.7%
Windham	\$3.83	\$22.64	16.9%

As you will note, the average total operating budget for surrounding Towns as it relates to their total tax rate is 28.7%.

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 townadmin@windhamnh.gov.



Thomas McPherson/Interim Town Administrator

EMPLOYEE WAGES - 2024

NAME	POSITION	REGULAR SALARY	SHIFT DIFF	OVERTIME	HOLIDAY	CONTR SVCS	INCENTIVE PAY	OTHER	GROSS WAGES
Albert, Cheryl	Ballot Clerk	136.00							136.00
Anderson, Samantha	Library Assistant PT	25,673.65							25,673.65
Antista, Jeffrey	Police Sergeant	77,473.87	1,901.63	28,196.97	5,062.04	931.29	3,958.09	4,182.93	121,706.82
Ashworth, Alyssa	Recreation Lifeguard	4,342.45							4,342.45
Attilano, John	Recreation Lifeguard	2,964.40							2,964.40
Bahan, Noah	Firefighter	26,372.10		1,412.78	2,080.52			1,040.00	30,905.40
Baker, David	Firefighter	69,499.09		14,404.73	3,179.87		8,113.09	800.00	95,996.78
Becht, Samuel	Recreation Lifeguard	4,599.07							4,599.07
Begley, Cara	Recreation Lifeguard	250.75							250.75
Bennett, John	Police Officer	3,566.94							3,566.94
Berube, Nicholas	Firefighter	69,499.10		52,731.75	3,889.84	96.07	6,574.40	11,365.92	144,157.08
Blazek-Ahearn, Caden	General Services Laborer/Highw	58,209.23		10,216.55	227.17			680.00	69,332.95
Bliss, Bryan	Police Sergeant	44,113.16	527.68	10,370.68	1,983.44	1,311.30	1,721.74	35,402.70	95,430.70
Bodenrader, Brian	Police Dispatcher PT	17,841.25	894.90		223.68			200.00	19,159.83
Boss, Frances	Ballot Clerk	140.25							140.25
Merrill, Nicole	Town Clerk	24,982.36						7,285.75	32,268.11
Boudreau, Daniel	Police Officer	60,474.31	900.03	11,395.03	4,582.32	190.01		3,571.64	81,113.34
Boutin, Michael	General Services Laborer /Highw	53,642.52		8,215.52	204.03			305.00	62,367.07
Brady, Stephen	Assistant Fire Chief	110,691.45						5,831.00	116,522.45
Brikiatis, Sylvie	Library Director	115,556.32							115,556.32
Brink, Erin	Event Assistant	250.00							250.00
Brockmeier, Mark	Ballot Clerk	212.50							212.50
Browinski, Kellan	Student Intern	1,575.00							1,575.00
Brown, Emily	Assistant Tax Collector	9,141.85							9,141.85
Brown, Louise	Admin Asst to Assessor	67,711.60							67,711.60
Brown, Rebecca	Ballot Clerk	68.00							68.00
Buchanan, Jonathan	Police Officer	3,566.94							3,566.94
Burbank, Karen	Assistant Library Director	78,619.26						9,996.00	88,615.26
Bushell, Cynthia	Library Admin Assistant PT	28,979.81							28,979.81
Butterfield, Catherine	Ballot Clerk	72.25							72.25
Campbell, Gordon	Call Firefighter	6,959.93							6,959.93
Carbone, Joan	Library Children Asst PT	13,195.46							13,195.46
Carmichael, Paula	HR Director	95,678.64							95,678.64
Caron, Michael	Police Chief	121,742.52						4,375.46	126,117.98
Carroll, Olivia	Recreation Lifeguard	3,060.00							3,060.00
Casparius, Amy	Planning Administrative Assista	48,604.20						9,996.00	58,600.20
Centazzo, Denise	Assistant Town Clerk	24,362.40		730.82				652.02	25,745.24
Chang, Marijana	Ballot Clerk	136.00							136.00
Chartier, Craig	General Services Laborer/Trasnf	65,332.15		8,026.58	2,822.69			10,816.00	86,997.42
Clark, Daniel	Police Sergeant	4,919.25	8.20	3.69	983.85		319.75	33,628.29	39,863.03
Coish, Barbara	Videographer	1,200.00							1,200.00
Cole, Donald	Firefighter	69,499.09		6,646.34	3,500.11	1,455.56	6,434.52	13,358.25	100,893.87
Coole, Robert	Treasurer	1,338.19							1,338.19
Courtois, Matthew	Police Officer	74,266.10	1,129.70	28,626.94	5,122.37	2,284.12	3,728.60	1,801.54	116,959.37
Cryts, Laura	Police Secretary	37,043.31						5,234.85	42,278.16
Curran, Joseph	Call Firefighter	182.79							182.79
Dame, Michael	Firefighter	64,782.43		12,146.65	2,927.46	85.46	6,490.51	10,796.00	97,228.51
Davis, Hannah	Deputy Town Clerk	10,427.97		998.42				3,759.05	15,185.44
Davis, Robert	Deputy Treasurer	125.00							125.00
Dawe, Daniel	Police Sergeant	86,762.31	940.23	22,454.14	6,333.36	421.56	5,675.36	4,117.23	126,704.19
Demarco, Ralph	Fire Lieutenant	78,780.55		61,129.61	3,597.83	1,415.73	9,038.03	7,938.94	161,900.69
Desouza, Raphael	Police Officer	38,760.75	119.78	2,251.94	2,377.97			334.40	43,844.84
Devlin, John	General Services Manager	81,930.82						3,792.20	85,723.02
Diesel, Simone	Recreation Lifeguard	6,098.65							6,098.65
DiGloria, Stephen	General Services Laborer/Trasnf	55,250.77		204.25	1,902.51			820.00	58,177.53
Dillon, Brian	Firefighter	61,484.13		12,207.66	3,421.74			1,248.00	78,361.53
Dion, Paul	Van/Car Driver PT	50.69							50.69
Doherty, Daniel	Firefighter	69,499.05		18,345.42	3,500.11	1,022.36	8,252.97	13,361.88	113,981.79
Dortona, Kelly	Assistant Town Clerk	2,158.62							2,158.62

NAME	POSITION	REGULAR SALARY	SHIFT DIFF	OVERTIME	HOLIDAY	CONTR SVCS	INCENTIVE PAY	OTHER	GROSS WAGES
Dubowik, Danielle	Firefighter	69,519.65		26,722.39	4,396.78		8,252.97	3,361.92	112,253.71
Dunn, Timothy	Fire Lieutenant	78,780.62		36,378.22	4,612.48	1,005.01	2,854.11	1,050.00	124,680.44
Dzierlatka, Jason	Police Officer	74,185.57	1,323.63	39,242.45	5,409.18	5,396.17	1,864.30	2,955.31	130,376.61
Fallon, Dianna	Ballot Clerk	246.50							246.50
Finch, Aaron	Temporary Laborer	4,428.57		51.47					4,480.04
Finn, Cynthia	Supervisors Of Checklist	938.00							938.00
Fisher, Paul	Call Firefighter	4,196.34							4,196.34
Flynn, Jessica	Police Sergeant	90,057.25	501.33	28,402.93	7,561.06	3,675.47	4,496.64	1,369.15	136,063.83
Forde, Richard	Ballot Clerk	408.00							408.00
Fournier, Timothy	Firefighter	68,746.54		4,040.70	3,500.11	480.36	5,595.23	800.00	83,162.94
Frangomihalos, George	ZBA/Code Enforcement Admin	74,131.15		1,312.42				9,996.00	85,439.57
Freeston, Victoria	Library Assistant PT	17,322.55							17,322.55
Gallagher, Neil	Ballot Clerk	280.50							280.50
Gebo, Russell	Van/Car Driver PT	287.23							287.23
Gerstein, Isabel	Recreation Lifeguard	2,684.00							2,684.00
Gogumalla, Neelima	Ballot Clerk	212.50							212.50
Graham, Aaron	Firefighter	58,166.89		11,177.56	3,490.29	466.69	3,235.20	400.00	76,936.63
Gregor, Liesel	Recreation Lifeguard	1,185.00							1,185.00
Haas, Cheryl	Parks And Recreation Director	79,607.49		8,812.27				6,660.92	95,080.68
Halen, Darrell	Videographer	1,875.00							1,875.00
Hardy, Jennifer	Police Records Clerk	32,994.83						1,334.00	34,328.83
Hart, Leo	Ballot Clerk	280.50							280.50
Hildebrandt, Eric	Fire Lieutenant	75,323.13		36,786.79	4,635.84	3,066.12	9,034.17	1,804.39	130,650.44
Hoag, Jacob	Community Resource Officer	58,865.35	148.63	9,840.51				375.00	69,229.49
Holm, Wayne	General Services Laborer/Trasnfer	49,432.98						820.00	50,252.98
Houde, Jo-Ann	Library Assistant PT	64,589.49						9,996.00	74,585.49
Hudson, Paul	Van/Car Driver PT, Park Ranger	7,324.39							7,324.39
Hunt, Thomas	Ballot Clerk	148.75							148.75
Huot, Donna	Assistant Town Clerk	22,166.08		1,178.82				3,335.00	26,679.90
Iworsky, Gregory	Police Sergeant	85,293.18	1,025.38	25,106.24	5,903.31	190.01	6,893.13	13,958.64	138,369.89
Iworsky, Heather	Police Prosecutor	96,246.71						2,496.00	98,742.71
Johnson, Candis	Town Clerk	86,191.66		3,280.50				2,574.00	92,046.16
Joyce, Michelle	Searles Attendant	5,800.00							5,800.00
Kelly, Paul	Firefighter	26,026.71		2,027.50	1,104.83	632.60		2,439.28	32,230.92
Kovacs, Mark	Ballot Clerk	119.00							119.00
Kovacs, Ruth	Ballot Clerk	289.00							289.00
Lau, Gloria	Ballot Clerk	76.50							76.50
Lavoie, Jeremy	Firefighter	67,182.78		25,372.72	3,203.00		6,220.07	800.00	102,778.57
Leahy, Nathan	Police Officer	22,421.17	858.08	1,321.17	1,024.89			1,402.87	27,028.18
Lemasurier, Noelle	Temporary Police Dispatcher	104.52							104.52
Leriche, Jordana	Police Dispatcher	48,658.87	592.26	7,696.45	3,094.98			2,696.00	62,738.56
Letourneau, Nicole	Library Assistant PT	1,434.62							1,434.62
Lewandowski, Abigail	Recreation Lifeguard	4,321.51							4,321.51
Lincicum, Anitra	Minute Taker	10,575.00							10,575.00
Littlefield, Gale	Assistant Town Clerk	19,467.54		1,075.85					20,543.39
Lord, Patrick	Library Assistant PT	8,263.22							8,263.22
Lowe, Steven	Social Media Tech Librarian	48,731.30							48,731.30
Lukow, Ethan	Recreation Lifeguard	1,922.01							1,922.01
Lundergan, Charles	Firefighter	69,499.07		3,870.65	3,115.82		6,574.40	10,796.00	93,855.94
Lutz, Paul	General Services Laborer/Trasnfer	9,142.85							9,142.85
Mallett, Renee	Minute Taker	1,920.00							1,920.00
Manning, Elena	Recreation Lifeguard	2,366.25							2,366.25
Marquis, Angela	Fire Department Secretary	54,576.39						8,004.00	62,580.39
Marsden, Charles	Van/Car Driver PT	1,262.95							1,262.95
Mashimo, Eileen	Supervisors Of Checklist	9,263.20							9,263.20
Mashimo, Paul	Supervisors Of Checklist	176.00							176.00
Mashimo, Katherine	Supervisors Of Checklist	512.00							512.00
McCahon, Ellen	Ballot Clerk	72.25							72.25
McCarthy, Brian	Town Administrator	115,412.93						1,614.49	117,027.42

NAME	POSITION	REGULAR SALARY	SHIFT DIFF	OVERTIME	HOLIDAY	CONTR SVCS	INCENTIVE PAY	OTHER	GROSS WAGES
McGuire, Michael	Building Inspector	33,790.49		391.69				420.55	34,602.73
McLaughlin, Kelly	Cable Coordinator	71,366.06		2,820.25				2,768.00	76,954.31
McLaughlin, John	Police Dispatcher	16,591.84	139.99	291.87	1,866.59			624.00	19,514.29
McPherson, Thomas	Fire Chief	123,892.93						5,237.60	129,130.53
Meile, Keith	Building Inspector	31,986.24						3,335.00	35,321.24
Mello, Alexander	Community Development Direct	92,521.48						9,996.00	102,517.48
Merrill, William	Firefighter	29,338.69		772.07	1,258.43		2,565.10	38,828.80	72,763.09
Merrill, Lee Ann	Ballot Clerk	148.75							148.75
Mezza, Andrew	Firefighter	25,219.38		1,149.21	1,686.91			1,040.00	29,095.50
Miloro, Michael	Library Assistant PT	12,394.75							12,394.75
Mirisola, Shane	Police Captain	108,470.59				1,162.85	7,260.24	10,749.96	127,643.64
Moltenbrey, Jay	Call Firefighter	60.77							60.77
Moltenbrey, Jesse	Police Dispatcher	60,626.06	299.02	11,387.95	3,477.02		3,037.15	400.00	79,227.20
Montgomery, Laura	Associate Librarian Inter/Loan	59,825.84						9,996.00	69,821.84
Morganson, Charles	Ballot Clerk	148.75							148.75
Mullen, Irene	Ballot Clerk	280.50							280.50
Mullen, Robert	Ballot Clerk	280.50							280.50
Nagle, Barbara	Library Assistant PT	21,059.48							21,059.48
Nault, Diana	Firefighter	1,313.48			312.73			35,202.90	36,829.11
Nelson, Alianna	General Services Administrative	51,594.47		89.34					51,683.81
Nevers, Casey	Police Officer	66,701.90	3,264.67	31,837.58	4,266.00	7,880.43		9,121.55	123,072.13
Nieves, Matthew	Police Officer	76,333.36	1,062.74	41,910.52	6,457.72	4,651.38	1,920.23	971.57	133,307.52
Nolan, Thomas	Videographer	1,108.25							1,108.25
O'Dwyer, Meaghan	Environmental Planner	50,297.35		44.27				1,077.70	51,419.32
O'Loughlin, Philip	Police Officer	74,101.46	721.31	18,116.22	5,409.18	5,046.57	3,728.60	1,153.33	108,276.67
Ordile, Angela	Deputy Tax Collector	15,222.38							15,222.38
Padykula, Deborah	Finance Director	121,742.53							121,742.53
Palo, Azra	Head Youth Librarian	76,217.43							76,217.43
Parker, Robert	Assistant Finance Director	84,672.30							84,672.30
Pelletier, Caron	Assistant Tax Collector	16,260.39							16,260.39
Pelletier, Jamie	Administrative Asst. to the Tow	67,420.40						2,496.00	69,916.40
Pelletier, Nicholas	Firefighter	62,136.17		19,811.33	3,341.42	576.86	4,479.51	800.00	91,145.29
Petrini, Abigail	Recreation Lifeguards	1,455.00							1,455.00
Pevna, Molly	Children's Librarian	71,388.80							71,388.80
Pitt, Lorrie	Assistant Town Clerk	15,670.00							15,670.00
Pitts, Ryan	Firefighter	67,541.42		31,613.93	4,054.98	2,172.48	7,842.69	800.00	114,025.50
Rinehart, Stephanie	Social Media Tech Librarian	63,632.73							63,632.73
Robertson, Patrick	Firefighter	69,601.94		25,973.50	3,948.45	1,801.35	3,776.78	1,050.00	106,152.02
Robertson, Ruth	Tax Collector	82,496.30						652.60	83,148.90
Roche, Connor	Firefighter	50,004.72		5,593.18	2,249.21	506.08			58,353.19
Root, Dennis	Van/Car Driver PT	2,475.30							2,475.30
Rusak, Melissa	Police Dispatcher	59,176.20	2,656.98	16,673.52	4,096.00			8,404.00	91,006.70
Salois, Susan	Assistant Tax Collector	7,707.19							7,707.19
Sanchez, Ella	Recreation Lifeguards	2,980.00							2,980.00
Sanchez, Stephen	Police Officer	72,550.04	967.90	9,644.23	4,722.92	506.68		8,262.81	96,654.58
Saulnier, James	Deputy Fire Chief	96,753.95							96,753.95
Savard, Scott	Fire Lieutenant	78,780.55		19,793.08	3,619.81	598.96	8,562.34	11,549.96	122,904.70
Schroeter, Maria	Adult Services Librarian	75,066.81							75,066.81
Senibaldi, Dennis	General Services Director	115,943.78						4,981.00	120,924.78
Serian, Anita	Ballot Clerk	140.25							140.25
Serian, Steven	Ballot Clerk	212.50							212.50
Simmons, Jennifer	Treasurer	1,125.00							1,125.00
Smith, Bryan	Police Captain	110,691.45				583.70	7,260.24	10,749.96	129,285.35
Smith, Jared	Videographer	1,230.00							1,230.00
Soucy, Roland	Part Time Building Inspector	2,400.00							2,400.00
St. Hilaire, Michael	Police Officer	3,566.94							3,566.94
Stearns, Galen	Ballot Clerk	263.50							263.50
Stevens, John	Fleet Maintenance Mechanic	37,850.00							37,850.00
Suech, Julie	Planner/Assistant Director	80,929.42							80,929.42

NAME	POSITION	REGULAR SALARY	SHIFT DIFF	OVERTIME	HOLIDAY	CONTR SVCS	INCENTIVE PAY	OTHER	GROSS WAGES
Surette, Stephen	Police Officer	74,233.24	1,207.84	27,498.48	5,422.60	5,233.50	5,939.54	11,575.77	131,110.97
Talavera, Ramon	General Services Laborer/Transf	55,939.98		4,362.34	2,388.77			10,676.00	73,367.09
Tangney, Brendan	Firefighter	69,499.12		23,847.98	3,317.79	814.21	6,294.64	800.00	104,573.74
Taylor, Robert	Firefighter	69,499.09		25,958.51	4,055.84	244.55	2,937.50	1,050.00	103,745.49
Tomasek, Jamison	Supervisors Of Checklist	3,704.00							3,704.00
Townson, Arlene	Library Assistant PT	15,359.16							15,359.16
Ulery, Shannon	Assistant Town Clerk PT	4,441.74		67.50					4,509.24
Van Hirtum, Christopher	Police Corporal	78,662.27	2,156.33	27,465.91	6,351.06	2,691.49		1,406.51	118,733.57
Wason, Courtney	Library Children Asst PT	21,096.71							21,096.71
Weyers-Leuchtnar, Crystal	Police Dispatcher	59,176.20	1,389.99	9,005.01	4,330.40		2,977.59	8,404.00	85,283.19
Wimmer, Mark	Ballot Clerk	144.50							144.50
Young, Kristina	Library Children Asst PT	1,514.75							1,514.75
Zins, Zacharey	Firefighter	69,499.11		20,161.25	3,366.57		6,014.88	800.00	99,841.81
Town Total		6,966,963.92	24,738.23	960,694.80	188,975.88	58,596.98	189,924.31	513,111.59	8,903,141.71

VENDOR PAYMENTS - 2024

Vendor Name	2024 Payments	Vendor Name	2024 Payments
1st Responder Newspaper	\$ 170.00	Blazing Saddles Mowing Svcs., LLC	\$ 28,900.00
2-Way Communications Svc., Inc.	\$ 1,675.00	Bliss, Bryan	\$ 180.00
43 Rockingham Rd, LLC	\$ 15,735.00	Blue Haven Solar LLC	\$ 10,611.28
7 Rock Realty LLC	\$ 7,125.86	Robert Bates, Inc.	\$ 7,271.25
A Very Good Cleaning Company	\$ 1,442.07	Bolduc, Michael	\$ 3,950.00
A&M Signs With Style, Inc.	\$ 5,168.00	Border Area Mutual Aid Association	\$ 100.00
A & R Masonry, LLC	\$ 4,000.00	Boston Concrete Corporation	\$ 2,000.00
Dedham Sportsmen's Center, Inc.	\$ 18,275.95	Bouchard,Matthew & Kristen	\$ 454.28
Appalachian Events	\$ 596.75	Boudreau, Daniel	\$ 215.54
ACOANH	\$ 40.00	Bound Tree Medical LLC	\$ 13,289.91
Advantage Tennis, Inc.	\$ 80,850.00	Bourassa, Melissa	\$ 124.00
Affinity LED Light LLC	\$ 23,098.50	Bowe, Tina	\$ 50.00
Aids Response-Seacoast	\$ 525.00	Boyden's Landscaping	\$ 195,497.81
Air Cleaning Specialists of	\$ 640.00	Breezy Gale Village District	\$ 37,557.00
Airgas USA, LLC	\$ 4,011.79	Bridges: Domestic &	\$ 1,200.00
Albertsons Safeway	\$ 1,510.00	Brikiatis, Sylvie	\$ 497.53
Alert-all Corporation	\$ 2,028.90	Broadhurst, Kim	\$ 112.00
Allegiance Trucks	\$ 5,264.86	Brodat Co	\$ 174.45
Allegiance Trucks LLC	\$ 4,765.50	Brox Industries Inc.	\$ 1,965.58
Alpine Software Corp.	\$ 6,165.00	BUCEPHALUS, LLC	\$ 10,243.95
American Commercial Furniture, LLC	\$ 4,648.62	Bulldog Fire Apparatus, Inc.	\$ 1,853.14
American Flagging & Traffic	\$ 4,987.22	Burbank, Karen	\$ 808.27
American Striping LLC	\$ 900.00	Burke, April	\$ 60.00
Amric Services, LLC	\$ 19,660.00	Butterfly Network, Inc	\$ 298.00
Anderson, Samantha	\$ 70.88	Byron, Jacquelyn	\$ 350.70
Angelakis, James and Elizabeth	\$ 1,110.76	Child Advocacy Center of	\$ 1,250.00
Antista, Jeffrey	\$ 375.00	Call2Recycle	\$ 1,246.43
Aquarius Capital Solutions	\$ 2,000.00	Cam's Demolition & Disposal, Inc	\$ 90,480.00
ASCAP	\$ 445.66	Cares, Rose	\$ 112.00
Ashworth, Alyssa	\$ 150.00	Caron, Michael C	\$ 420.00
Assabet Interactive	\$ 1,550.00	Carparts Distribution Center, Inc.	\$ 4,290.57
ATG Manchester LLC	\$ 554.26	Carroll,Olivia	\$ 205.18
Atlantic Tactical, Inc.	\$ 8,663.96	Cartographic Associates, Inc.	\$ 9,300.00
DatabaseUSA, LLC	\$ 1,245.00	Cartridge World	\$ 6,516.19
AUM, LLC	\$ 6,199.75	Court Appointed Special Advocates	\$ 500.00
Auto Electric Service LLC	\$ 266.00	Casco Food Equip. Service	\$ 480.00
Avala Tec Awning, Inc	\$ 1,855.16	Casella Waste Services, Inc.	\$ 47,635.22
Avitar Associates of New England	\$ 28,234.00	Castleton	\$ 19,341.67
Axon Enterprise, Inc.	\$ 59,074.66	CB LaFrance Contracting Co., LLC	\$ 6,390.00
B & H Oil Co., Inc.	\$ 30,720.63	Central Paper Products Co.	\$ 21,758.25
Bahan, Noah	\$ 40.00	CentralSquare Technologies	\$ 21,651.69
Baker, David	\$ 70.00	Chappell Tractor	\$ 135,800.18
Ballard Truck Center	\$ 105.95	Chartier, Craig	\$ 130.00
Bank of America	\$ 4,466.00	Cheng and Chen Family Trust	\$ 454.23
Baron's Major Brands, LLC	\$ 3,870.95	Gr. Derry Community Health Services, Inc	\$ 2,500.00
Barrett Planning Group LLC	\$ 5,000.00	Citizens Bank	\$ 112,719.53
Barry Homes LLC	\$ 7,768.24	CivicPlus LLC	\$ 44,318.84
Barta, Evan	\$ 2,220.00	Clark, Kenneth & Nancy	\$ 1,108.76
Bauchman's Towing Inc	\$ 22,230.43	Clean Restroom Rentals Inc	\$ 7,420.41
bc underwood llc	\$ 3,960.00	Clix New England	\$ 1,974.00
Beaudoin, Gerard V Jr.	\$ 1,500.00	Center for Life Management	\$ 5,400.00
Beaumont & Campbell	\$ 125,644.78	Cloud City Drones	\$ 2,195.00
Begley, James and Linda	\$ 455.05	CMA Engineers, Inc.	\$ 5,759.68
Bellemore Property Svcs., LLC	\$ 60,362.50	Coach K's NH Tennis Hub, LLC	\$ 11,903.44
Ben's Uniforms	\$ 14,458.89	Cohen Steel Supply Inc.	\$ 8,656.50
Benchmark Engineering, Inc.	\$ 2,386.50	Cole, Donald	\$ 26.00
Bergeron Protective Clothing LLC	\$ 20,649.72	Comcast	\$ 11,137.92
Best of the Best Cleaning	\$ 154,454.50	Community Caregivers of Gr. Derry	\$ 3,500.00
BestWay Wildlife Control	\$ 1,500.00	Polumbo, Scott	\$ 28,550.00
Bill DeLuca Chevrolet	\$ 461.85	Confalone,Maureen	\$ 453.87
Johnson, William D.	\$ 2,748.00	Conroy, Christopher and Danielle	\$ 1,110.70
Bizot, Suzanne	\$ 455.05	Consolidated Communications	\$ 21,297.98
Blackstone Audio Books	\$ 3,848.78	Continental Paving Inc	\$ 14,069.28

Vendor Name	2024 Payments	Vendor Name	2024 Payments
ConvenientMD LLC	\$ 1,740.00	Estey, Carol	\$ 18.88
Conway Office Products, Inc.	\$ 3,829.78	Eurofins Environment Testing Northeast, LLC	\$ 3,829.15
Coogan, Gerald I	\$ 875.00	Evans,Peter&Catherine	\$ 454.27
Coole, Robert S	\$ 19.99	Eversource	\$ 124,226.65
Cornerstone IAQ Services, LLC	\$ 2,400.00	ExpressMED at Salem	\$ 115.00
Courage Tactical LLC	\$ 1,416.33	F. W. Webb Company	\$ 4,252.97
Courtois, Matthew	\$ 77.91	Family Promise of Southern New Hampshire	\$ 2,500.00
Reworld Sustainable Solutions, LLC	\$ 514,560.65	Farnsworth, Ashley	\$ 62.00
Coyle, Kathleen P.	\$ 436.61	FARO Technologies, Inc.	\$ 331.73
CSG Forte Payment, INC	\$ 251.58	FAST Rescue Solutions	\$ 5,740.00
Cubicle Solutions, Inc.	\$ 1,108.50	Fences Unlimited Inc	\$ 8,204.00
Cunningham, Julie	\$ 50.00	Ferguson, Daniel	\$ 8,170.00
Curto, Dave	\$ 125.00	Fernandez, Barbara	\$ 62.00
Cushion,David & Blake, Diane	\$ 454.28	Ferrante, Eugenia	\$ 6,649.00
Custom Sheet Metal Corporation	\$ 5,455.00	Field Works of New Hampshire	\$ 3,275.00
Cyr Lumber Co., Inc.	\$ 11,989.18	First State Bank of Livingston	\$ 201,375.85
Daniels Equipment Company, Inc.	\$ 356.86	Fisette Small Engine, LLC	\$ 1,335.52
Darragh, Pilar	\$ 27.00	Fitch, Eric & Filomena	\$ 453.89
Dawn's Sign Tech Inc	\$ 7,000.00	Flagworks Over America, LLC	\$ 437.85
Decker, Lisa	\$ 88.66	Fleet Ready Corp.	\$ 4,499.67
Decosta, Pam	\$ 200.00	Fleetpride Inc	\$ 683.67
Dell Financial Services	\$ 2,907.60	Flynn, Jessica	\$ 1,275.00
DEM Electric	\$ 138,399.71	Flynn, Michael & Dana	\$ 454.28
DeMarco, Ralph	\$ 49.87	Ford of Londonderry	\$ 6,546.45
Demco Inc	\$ 2,141.47	Formax	\$ 406.00
Dermatec Direct	\$ 505.49	Fournier, Timothy	\$ 96.00
Derry, Town of	\$ 121,813.30	Fox, Aaron and Jennifer	\$ 1,110.87
Peter DeSalvo Contracting, LLC	\$ 4,016.90	Fox, Kyle & Yesenia	\$ 454.25
Deshpande, Suraj and Choughule, Kanika	\$ 1,110.80	Fritz Family Plumbing	\$ 40.00
Devine, Millimet & Branch	\$ 11,900.00	Fritz, Douglas	\$ 453.87
Devlin Construction, Inc.	\$ 39,435.00	Full Circle Forestry, LLC	\$ 340.00
Devlin, John	\$ 195.59	Fun4All LLC	\$ 8,700.00
Dictation Sales & Service Inc.	\$ 1,924.56	Gallex	\$ 17,025.00
DiGloria, Steve	\$ 29.76	Game Show Party	\$ 712.50
Dignan, Peter and Rita	\$ 455.01	Gardella-Godbout, Melissa	\$ 112.00
DiNapoli Polygraph Services	\$ 4,400.00	Gemini Electric Inc.	\$ 3,081.09
Dirigo Safety, LLC	\$ 9,000.00	GENDRON FAMILY REV TR	\$ 181.53
AWSI/DISA Global Solutions, INC	\$ 836.97	Get Down Tonight	\$ 350.00
DISA Global Solutions, INC	\$ 1,927.77	Gettysburg Flag Works	\$ 1,342.82
DJ's Custom Clothing	\$ 385.00	Giampetruzz, Carmen	\$ 1,700.00
Dodge Grain Co., Inc.	\$ 117.00	Gianfrancesco, Kayla	\$ 62.50
Doe, Robert and Kimberly	\$ 455.06	Gilbert, Gerald and Desrosiers, Matthew	\$ 1,110.78
Dog Waste Depot	\$ 237.77	GK & K Pushcarts & Concessions	\$ 217.00
Doherty, Daniel	\$ 32.00	GMILCS, Inc.	\$ 48,405.72
Donahue, Tucker & Ciandella, PLLC	\$ 74,778.08	Goldberg, Robert & Louisa	\$ 454.22
Donovan Equipment Co Inc	\$ 1,413.12	Gong, Sichen & Liu, Qianqian	\$ 454.23
Drivers License Guide Company	\$ 52.00	Good Fun LLC	\$ 3,500.00
Drummond, Woodsum &	\$ 23,790.70	Gorski, Thomas and Janis	\$ 455.03
The Dubay Group Inc.	\$ 500.00	GovConnection Inc	\$ 1,932.18
Dubowik, Danielle	\$ 32.00	Government Forms and Supplies	\$ 309.96
Dunkenzbret LLC	\$ 42,086.89	Greater Salem Chamber	\$ 400.00
Dunn, Timothy	\$ 25.00	Grainger	\$ 9,874.36
Dyson Piano-Keyboard	\$ 800.00	Granite Industrial Gases, Inc.	\$ 596.45
Dyson-Demers, Thomas J	\$ 300.00	Granite State Analytical	\$ 418.00
Dzierlatka, Jason	\$ 425.40	Granite State Cover Corp	\$ 6,577.00
Bartlett, Earl	\$ 5,307.00	Granite State Dock & Marine, LLC	\$ 8,000.00
East Coast Emergency Outfitter	\$ 2,875.94	Granite State Music	\$ 600.00
Eastern Analytical Inc	\$ 4,991.65	Granite State Specialties, LLC	\$ 6,597.96
Eastern Minerals Inc.	\$ 35,278.05	Granville, Robin	\$ 112.00
Eastpoint Lasers	\$ 291.50	Granz Power Equipment	\$ 330.24
Ebsco Industries, Inc.	\$ 2,250.75	Green Insurance Associates	\$ 1,901.00
Eliminator Inc	\$ 5,727.56	Greenwood Emergency Vehicles, Inc.	\$ 1,035.02
Elliott Hospital	\$ 750.00	GreenWorks, Inc.	\$ 4,627.95
Elm USA, Inc.	\$ 438.50	Groundhog Landscaping & Property	\$ 41,610.00
Elstein, Adar and Marissa	\$ 1,110.72	GTP Enterprises	\$ 100.00
Emergency Education Consultants LLC	\$ 7,365.00	Guglielmino, Derek	\$ 453.89
EML Analytical, Inc	\$ 212.00	Haas, Cheryl	\$ 420.00
ESRI Inc	\$ 3,372.74	Hamill, Jack	\$ 54.27

Vendor Name	2024 Payments	Vendor Name	2024 Payments
Handyman Etc. LLC	\$ 300.00	Kudugunti, Shashi	\$ 454.27
Hansen Bridge LLC	\$ 42,439.50	L&M Auto Spring Service	\$ 14,446.72
Harbor One Mortgage	\$ 251.02	Larchmont Engineering and Irrigation	\$ 182.95
Hardy, Jennifer	\$ 83.11	Lavallee, Janet	\$ 62.00
Harlow, Michael	\$ 1,110.78	Lavoie, Norman&Jaymie	\$ 1,108.78
Harrison Shrader Enterprises	\$ 2,335.00	Law Office of Paul M.	\$ 560.69
Harvey, Krysten and David	\$ 455.06	Lawson Products, Inc	\$ 1,310.11
Haven	\$ 2,000.00	Leader Bank	\$ 7,618.00
HealthTrust	\$ 1,795,582.16	Leightronix, Inc	\$ 5,376.00
Henry Schein, Inc.	\$ 7,342.00	Leon J. Christian & Sons	\$ 4,750.00
HENSON, ADAM P &	\$ 10.00	LHS Associates Inc.	\$ 34,171.61
Hermann, Laura	\$ 150.00	Liberti, Anthony&Sara	\$ 454.25
Higgins Office Products Inc	\$ 450.00	Liberty Utilities	\$ 12,206.32
Hillz Auto Detailing LLC	\$ 1,550.00	Libraria LLC	\$ 238.80
Hoadley, John&Susan	\$ 1,107.91	LifeSavers, Inc	\$ 2,907.00
Hoehn, Oscar Jr	\$ 10,550.00	Loomis, Kathy	\$ 50.00
Home Health and Hospice Care	\$ 1,000.00	Lou's Custom Exhaust	\$ 300.00
Hopkins, Kevin	\$ 500.00	Lowe, Edmund	\$ 10.45
Houde, Jo-Ann	\$ 158.37	Lowe, Steven E	\$ 207.96
Howard P Fairfield, LLC	\$ 13,361.33	LS Associates LLC	\$ 3,600.00
Hoyle Tanner & Associates, Inc.	\$ 2,866.50	Lundergan, Charles J. III	\$ 218.97
Hudkins Law	\$ 70,000.00	Luxer Corporation	\$ 1,797.68
Hudson Quarry Corp	\$ 110.70	M&D Power and Services	\$ 750.00
Hudson, Paul	\$ 585.68	M-R Land Excavation Inc	\$ 21,600.00
Hughes, Esther	\$ 2,399.99	M2 Facility Solutions LLC	\$ 11,867.08
Hynes, Kathryn	\$ 34.60	MacDonald, Thomas and Mildred	\$ 455.06
International Assoc. of Chiefs of Police	\$ 715.00	MacFarland, Brian and Julie	\$ 1,110.85
Iftimia, Nicusor and Ileana	\$ 1,110.76	Machain, Margaret	\$ 62.00
Immaculate Power Sweeping LLC	\$ 29,220.00	Maguire Equipment	\$ 3,216.00
Impact Fire Services, LLC	\$ 2,777.06	Mailings Unlimited	\$ 9,514.28
Inception Technologies Inc.	\$ 8,301.00	Malik, Gaurav	\$ 53.00
Inclusion Solutions, LLC	\$ 2,335.85	Manthorne, Jean S	\$ 512.53
Industrial Protection Services	\$ 18,345.44	Marc-Aurele, Michael	\$ 538.85
Industrial/Organizational Solutions Inc.	\$ 498.00	Marshfield Rescue Supply, LLC	\$ 62.95
Infinite Graphic Resources	\$ 2,620.00	Martel Engineering, Inc.	\$ 21,590.00
Interstate Refrigerant Recovery, Inc.	\$ 9,830.00	Martin, Anthony	\$ 1,110.76
Interware Development Company, Inc.	\$ 6,693.30	Mashimo, Eileen	\$ 469.45
Irwin Chevrolet	\$ 41,833.00	Mason, Jennean	\$ 30.00
Isaiah 58	\$ 2,500.00	MASSEY, CHRISTOPHER R &	\$ 1,108.80
Island Tech Services	\$ 34,101.99	Maynard & Lesieur Inc	\$ 7,881.82
IT Unlimited, Inc.	\$ 540.00	McCarthy, Brian	\$ 339.95
Iworsky, Heather	\$ 2,514.75	McFadden, Eric	\$ 400.00
J&R Masonry	\$ 9,150.00	MCGOVERN MHQ INC	\$ 173,561.40
Jacobs, Edward and Cheryl	\$ 455.01	McGuire, Michael	\$ 1,167.88
Janulis, Linda M.	\$ 2,832.91	McIntire Business Products	\$ 459.00
JCD Contracting LLC	\$ 5,375.00	McKenna, Denise	\$ 112.00
JN Nursery, LLC	\$ 106,681.76	McLaughlin, Christine	\$ 112.00
Jo-Ann Stores, LLC	\$ 1,000.00	McPherson, Thomas L Jr	\$ 65.00
Joe's Discount Office Furniture, LLC	\$ 1,429.75	Mechanical Construction & Svcs., Inc.	\$ 18,646.21
Johnson, Candis	\$ 8.73	Medicus Management Services, LLC	\$ 6,232.94
Johnston, Jennifer	\$ 50.00	Meile, Keith	\$ 213.46
Jones, Aaron	\$ 600.00	Meissner, Ralph&Lauren	\$ 1,108.91
Jones, Griffin	\$ 4,176.00	Mello, Kevin&Erica	\$ 454.23
Jones, Nathan	\$ 4,300.00	Merrill, LeeAnn	\$ 112.00
Jordan Equipment Co	\$ 17,156.75	Merrill, William	\$ 26.00
Kafejelis, Nicholas	\$ 400.00	Methuen Glass & Mirror LLC	\$ 950.00
Kase Printing, Inc	\$ 3,268.00	MetLife	\$ 129,211.35
Katimy, Mark	\$ 600.00	Meyer, Allison	\$ 800.00
Kay, Diane	\$ 50.00	Mezza, Andrew	\$ 25.00
Keach-Nordstrom Associates Inc	\$ 44,389.59	Mezza, Christine	\$ 48.25
Kelly, Paul	\$ 454.98	Middlesex Commercial Sales Inc.	\$ 2,900.00
Key Code Media	\$ 8,753.00	Midwest Motor Supply Co. Inc.	\$ 443.19
Kimtek Corporation	\$ 6,170.00	Midwest Tape, LLC	\$ 12,000.00
Klemm's Express	\$ 136.00	Migma Systems, Inc.	\$ 70.00
Kofile Technologies, Inc.	\$ 2,851.00	Mill City Iron Fabricators Inc.	\$ 3,070.00
Kona Ice 4 U	\$ 512.00	Miller Family Trust	\$ 1,279.43
KP Bergeron Development, LLC	\$ 20,369.29	Milone, Cathy M.	\$ 455.06
KS Statebank	\$ 16,873.95	Minuteman Trucks, Inc.	\$ 5,200.00

Vendor Name	2024 Payments	Vendor Name	2024 Payments
Mirisola, Shane	\$ 420.00	Pediatric Emergency Standards, Inc.	\$ 3,201.85
Moeckel Pond Village District	\$ 5,070.00	CBS Marketing Solutions, Inc	\$ 907.87
Moltenbrey, Jay	\$ 102.95	Petty Cash - Town Clerk	\$ 400.00
Montenero,Paul&Joanne	\$ 453.87	Petty Cash - Police Department	\$ 146.88
Montigny,Sara	\$ 100.00	Pevna, Molly	\$ 93.13
Moosewood Ecological LLC	\$ 3,495.00	Pevna, Molly	\$ 138.37
MORAN, WILLIAM &	\$ 1,108.84	Phillips, Gerstein & Channen, LLP	\$ 211.00
Moreau, Julien F.	\$ 100.00	Pianoarts, Inc.	\$ 179.00
Morrison, Andrea	\$ 62.00	Picnic Table Factory	\$ 613.00
New Hampshire Mosquito Squad	\$ 589.68	Pinnacle Towers, LLC	\$ 17,380.58
Motorola	\$ 66,567.00	Pitt, Lorrie	\$ 3,919.50
Municipal Resources, Inc.	\$ 143,724.69	Pitts, Ryan	\$ 43.21
N 'n M Recycling LLC	\$ 820.00	Bertelsmann Publishing Group Inc.	\$ 2,404.70
N.E.T.S. Inc	\$ 1,195.00	Plodzik & Sanderson, PA	\$ 24,360.00
National Fire Protection Assoc.	\$ 1,725.00	Plourde Sand & Gravel Co., Inc.	\$ 23,598.02
Neal, Brad and Misty	\$ 1,110.74	Plunkett, Richard	\$ 455.03
Nesmith Library Board of Trustees	\$ 88,587.39	Policy Well & Pump Co Inc	\$ 450.00
Neverett's Sew & Vac Inc	\$ 1,050.00	Poole, Kimberly	\$ 50.00
Nevers, Casey	\$ 133.00	Positive Promotions	\$ 640.41
New England Kenworth	\$ 318.84	POTVIN, GEORGE J &	\$ 1,108.89
New England Sports Floors	\$ 3,800.00	Power Products	\$ 261.27
Newcomb Ann	\$ 75.00	PowerDMS, Inc.	\$ 3,245.36
NGIC-Claims Towers	\$ 238.50	Poyant Signs	\$ 189.00
NH Antique Co-op	\$ 1,750.00	Precision Fence LLC	\$ 6,100.00
NH E-ZPass Customer Service Center	\$ 58.03	Presto Direct LLC	\$ 83.90
NH GFOA	\$ 100.00	Price, Terry and Audrey	\$ 455.03
NH Health Officers Association	\$ 45.00	Primex	\$ 171,472.00
NH Local Welfare Administrators Assoc.	\$ 40.00	Primex	\$ 259,101.00
NH Motor Transport	\$ 578.00	Pro Equipment Rental	\$ 18,325.00
NH Retirement System	\$ 216.46	Prodigy EMS, Inc	\$ 560.00
NH Tax Collectors Association	\$ 70.00	Promised Land Survey, LLC	\$ 10,000.00
NH Association of	\$ 40.00	ProQuest LLC	\$ 3,856.41
NH Assoc. of Conservation Comm.	\$ 950.00	Proulx, Dennis	\$ 350.00
NH Assoc. of Chiefs of Police Inc	\$ 200.00	Pyle, Caitlin	\$ 112.00
NH Building Officials Association	\$ 75.00	Pyrotecnico Fireworks Inc.	\$ 8,100.00
NH Municipal Association, LLC	\$ 110.00	Quadient Leasing USA Inc.	\$ 4,248.60
NHMA, Inc.	\$ 18,119.00	Quadient Finance USA, Inc.	\$ 27,904.62
NHTCA/NHCTCA Joint	\$ 75.00	Qualification Targets, Inc.	\$ 565.45
Niche Academy	\$ 1,600.00	Quality Name Plate, Inc	\$ 453.92
Nicole L Sawyer PsyD LLC	\$ 3,250.00	R&D Paving, Inc.	\$ 959,453.70
Nieves, Matthew	\$ 9,900.00	Rapala Development, LLC	\$ 1,521.13
Nolan, Judy	\$ 50.00	Rockingham County Chiefs	\$ 50.00
Nolan, Thomas	\$ 32.32	Morris, Michael J	\$ 3,700.00
North American Rescue	\$ 483.10	Rockingham County	\$ 264.84
North Conway Grand Hotel	\$ 618.02	ReSource Waste Services LLC	\$ 112,673.58
North of Boston Media Group	\$ 1,788.00	RGA Tire and Auto Repair Inc.	\$ 1,055.59
South Fork Properties, LLC	\$ 150.00	Rideout,Nicole&Michael	\$ 1,107.91
North Shore Axle and Machine, Inc.	\$ 510.00	Rinehart, Stephanie	\$ 83.82
Northeast Electrical Distributors	\$ 523.78	Leveille, Roger	\$ 5,657.25
Northeast Motorsports	\$ 39,491.40	RM Stoneyards	\$ 4,568.75
Northeast Record Retention, LLC	\$ 807.50	Road Runner LLC	\$ 469.50
NRSWMD	\$ 11,581.09	Robertson, Patrick	\$ 70.00
NVMC, Inc	\$ 5,240.00	Robertson, Ruth	\$ 146.73
O'Dwyer, Meaghan	\$ 17.28	Roche, Connor	\$ 1,540.00
Oakhem,Sean	\$ 453.88	Rocket Mortgage LLC	\$ 700.00
Omni Services Inc.	\$ 79.64	Rockingham Boat Repair & Sales, Inc.	\$ 26.00
Overhead Door Company	\$ 37,376.00	Rockingham Community Action	\$ 6,540.00
Palmer Gas Co., Inc.	\$ 58,956.83	Rockingham Nutrition &	\$ 3,815.00
Palmer Innovative Const. Co.	\$ 20,972.00	Rockingham Truck Repair, LLC	\$ 8,364.08
Palo, Azra	\$ 4,063.50	ROCKPORT Technology Group	\$ 224,821.06
Paone Jr.,Charles	\$ 453.87	Rodrigues, Eddie and Laura	\$ 1,110.85
Park Street Foundation	\$ 8,428.00	Rogers,Dennis&Sharon	\$ 454.28
Parker Stapleton, Katie	\$ 2,947.00	Root, Dennis	\$ 51.95
Passaic Healthcare Consultants	\$ 1,250.00	RPF Environmental Testing & Consulting Services	\$ 4,635.00
Pat's Key 'N' Lock	\$ 5,813.38	Rugged.One	\$ 6,000.52
Patel, Harendra and Savitaben	\$ 455.05	Ryan, John R.	\$ 1,108.87
Patel,Tusharkumar&Parulben	\$ 454.26	Ryan,Jacqueline	\$ 58.15
Paul the Plumber	\$ 748.00	Salem Co-operative Bank	\$ 1,567.00

Vendor Name	2024 Payments	Vendor Name	2024 Payments
Salem North Concrete Construction Co Inc	\$ 11,750.00	Tamuzza,Joseph	\$ 72.50
Salem Ford, LLC	\$ 9,186.45	Tangney, Brendan	\$ 32.00
Reilly, Salvador	\$ 130.70	Tate Brothers Paving Co., Inc.	\$ 5,710.00
Samson Fastener Co Inc	\$ 760.01	Taylor, Robert	\$ 25.00
Sanchez, Stephen	\$ 132.52	TD Equipment Finance, INC	\$ 145,917.11
Sanders Searches LLC	\$ 1,300.00	Team Sunshine Construction LLC	\$ 80.00
Sanel NAPA	\$ 15,585.32	Telephone Systems Efficiency, Inc.	\$ 4,290.00
Santos, Joel	\$ 785.00	Ten Harris Road, LLC	\$ 8,737.67
Savard, Scott	\$ 102.00	Terminix Processing Center	\$ 502.00
Schoen, Edward	\$ 455.03	Tesla Energy Operations	\$ 160.00
Schroeter, Maria	\$ 191.49	The Dock Guy, LLC	\$ 1,750.00
Schroth, Harold	\$ 53.00	The Water Techs, Inc.	\$ 178,400.25
Southeast Land Trust of NH	\$ 1,551.93	Theran, Chelsea	\$ 30.00
Seekamp Environmental Consulting, Inc.	\$ 7,850.00	Thiele, Jodi	\$ 50.00
Southeastern NH Hazardous Materials	\$ 10,803.97	Thompson's Sewer Service Inc	\$ 5,720.00
Senibaldi, Dennis	\$ 75.00	Thornton, Lisa	\$ 226.56
Serian, Steven and Anita	\$ 1,110.85	Thotakura, Sushma	\$ 1,110.87
Service Mac LLC	\$ 3,625.00	Ti Sales	\$ 157.09
Shea Concrete Products, Inc.	\$ 8,155.00	TMDE Calibration Labs, Inc.	\$ 668.10
Shields, Christina	\$ 50.00	Todd Steffanides Jag Camp, LLC	\$ 14,057.77
SIG Sauer, Inc.	\$ 1,850.00	Topham, Robin and Kenneth	\$ 455.06
Sign-1-1	\$ 90.00	Topographix	\$ 900.00
Signarama of Concord	\$ 693.00	Torromeo Industries, Inc.	\$ 26,379.00
Signs Now NH	\$ 6,640.00	Touchstone Closing & Escrow LLC	\$ 73.92
Monroe, Sally	\$ 550.00	Transparent Language Inc.	\$ 1,260.00
Simione, Joyce and Ray	\$ 455.06	Treasurer, State of NH	\$ 5,214.00
Simmons, Jennifer	\$ 65.31	Treasurer, State of NH - DES	\$ 2,521.26
Sister City Committee	\$ 500.00	Treasurer, State of NH	\$ 200.00
Skyhawks Sports Academy LLC	\$ 4,784.00	Treasurer, State of NH	\$ 103,201.07
Smith Pump Co., Inc.	\$ 9,605.50	Tree Line Property Services, LLC	\$ 19,000.00
Smith, Bryan	\$ 420.00	Tree Street Solutions	\$ 300.00
Smoke n Hose BBQ	\$ 650.00	Treible, Jenni	\$ 3,241.00
SNHPC	\$ 12,606.29	Tri-Tech Forensics, Inc	\$ 3,953.55
Solidifi Title & Closing LLC	\$ 928.00	Trottier, Eric	\$ 1,650.00
Solution Health The Elliot	\$ 2,808.00	TST Hydraulics, Inc.	\$ 1,692.49
Belanger, Mark	\$ 1,100.00	Turf Works Irrigation & Landscapes LLC	\$ 14,136.25
Southern New Hampshire Plumbing Heating Cooling	\$ 2,834.00	Tyler Technologies, Inc.	\$ 56,948.28
Southern NH Special Operations Unit	\$ 5,000.00	U.S. Venture Holdings Inc	\$ 4,035.88
Southern NH Wildlife Control, LLC	\$ 5,395.00	UNH Conference and Catering	\$ 462.00
Spaziani Pickleball Associates LLC	\$ 200.00	United Rentals (North America), Inc.	\$ 530.76
Specian, Michael	\$ 172.98	UNUM Life Insurance Co. of America	\$ 10,116.35
Spector Manufacturing, Inc.	\$ 95,697.00	US Bank Home Mortgage	\$ 4,701.00
Spiller's	\$ 140.34	US Construction Fabrics, LLC	\$ 180.50
Spok, Inc.	\$ 87.54	United States Treasury	\$ 86.94
St Joseph Hospital	\$ 209.20	US Water Consultants Inc	\$ 1,385.00
St. Thomas Aquinas Church	\$ 3,382.50	Valon Mortgage, Inc	\$ 5,014.00
Stahly, Andreas	\$ 454.28	Value Line Publishing LLC	\$ 3,065.00
Standard Electric	\$ 107.47	Valvo, Dale	\$ 455.06
Stanley Elevator Company Inc	\$ 6,074.36	Vancini, Paula	\$ 455.06
Staples Business Advantage	\$ 1,965.67	Verizon Wireless	\$ 21,526.86
State Line Trailer Sales	\$ 10,740.00	Village Center Properties	\$ 329.56
State of NH	\$ 20.00	Vision Government Solutions, Inc.	\$ 12,854.00
State of NH - Dept. of Safety	\$ 37.00	United Business Machines	\$ 1,789.81
Stateline Trailers	\$ 1,606.00	WB Mason Company Inc	\$ 11,761.63
Stauss,Donna	\$ 453.87	WD Perkins	\$ 3,852.67
Stop Stick, LTD	\$ 1,054.00	We Hang Christmas Lights of New England, LLC	\$ 1,907.19
Strategic Training & Response Systems, LLC	\$ 1,897.50	Weinstein, Amanda	\$ 50.00
Suburban Wildlife Control, LLC	\$ 11,799.00	Wells Fargo	\$ 6,084.00
Sudati, Kristen	\$ 150.00	West, Barbara and Kurt	\$ 455.02
Sulaman, Hamshira and Kaleem	\$ 455.05	Western Oil, Inc.	\$ 5,793.43
Sullivan Tire Co	\$ 7,415.64	WFAR/WCB	\$ 2,500.00
Sullivan Tire Inc	\$ 59.04	Wharf Industries Printing, Inc.	\$ 593.90
Sullivan, Kevin	\$ 5,375.00	Whipple, Stephen	\$ 436.88
Sunbelt Rentals, Inc.	\$ 747.74	Wilbur E Tarbell American	\$ 4,045.96
Surette, Thomas and Christine	\$ 455.04	Wilbur, Siri	\$ 572.42
SymbolArts	\$ 3,413.50	Wilcox & Barton Inc.	\$ 114,128.22
Syroka, Kevin	\$ 550.00	Wildlife Encounters, LLC	\$ 570.40
SystemWorks, LLC	\$ 3,720.00	Wilkins, Travis	\$ 75.00

Vendor Name	2024 Payments
WIMMER, MARK R &	\$ 2,582.02
Windham Helping Hands	\$ 8,500.00
Windham Junction	\$ 647.30
Windham Mobil Brake and Tire LLC	\$ 6,495.76
Windham Printing & Publishing Inc.	\$ 6,645.80
Windham School District	\$ 221,657.75
Devaney, Sean	\$ 24,300.00
Treasurer, Trustee of Trust Funds	\$ 132,500.00
Windham, Town of	\$ 9,022.87
Window Tech	\$ 510.00
Winmill Equipment Company Inc	\$ 1,839.20
Winmill, Robert & Linda	\$ 34,657.01
Winship, Karen	\$ 1,108.78
Withrow, Richard P and Fries, Karen A	\$ 2,145.45
Witkowski, Timothy&Diane	\$ 454.28
Woody's Auto Repair & Towing Inc	\$ 14,730.65
Hinkelman, Edward G	\$ 414.71
Worthington, Genevieve	\$ 6,265.00
Worthington, Judy	\$ 796.73
Xerox Financial Services	\$ 1,342.80
Yennaco Property Management, LLC	\$ 1,300.00
Yunes, Eileen	\$ 62.00
Z Flag Store	\$ 364.50
Zambino, Michele	\$ 1,110.76
Zins, Mark P	\$ 7,703.20
Zins, Zacharey	\$ 26.00
Total	\$10,460,965.52

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	155,688	90,900			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				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,	3-A-955	0.34	270,600				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	19,400		✓	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	891,400			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
Lowell Rd, 24	20-D-400	22.6	297130				
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	27.97	1,750				Conservation
Bear Hill Rd	20-E-350	10.00	256,500		✓		Cons - Gage Lands
Golden Brook Rd	21-A-35	1.3	7600				
Range Rd, 190	21-C-130	.15	3,800				

Property Location	GIS ID	Acres	Assessed Land Value	*Appraised Bldg Value	Tax Deed	Gift	Description
Lowell Rd	21-D-1	9.2	20,100				
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				
Cobbetts Pond Rd	21-U-100	6.30	399,800				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		✓		
Cobbetts Pond Rd	21-W-2	6.40	230,300			✓	Conservation
Cobbetts Pond Rd	21-W-6	8.15	413,600	7,500			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				
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

~ 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 2025-2032 PLAN WINDHAM, NEW HAMPSHIRE

**Presented to the Windham Planning Board
October 9, 2024**

TABLE OF CONTENTS

<u>Section</u>	<u>Topic</u>	<u>Page</u>
I.	Introduction	3
	The Capital Improvements Program:	
	Purpose and Description	3
	Membership	3
	Meeting Schedule	3
	Expenditure Types	4
	CIP Advantages	4
	CIP Process	4
II.	Background: CIP 2025 Plan	
	A. Method of Classification and Prioritization of Capital Projects	5
	B. Year 2025 Available Capital Improvement Funds	5
III.	CIP FY 2025 Plan	6
IV.	CIP FY 2025 – 2032 Appropriation Chart	7
V.	Requested Capital Projects and Actions Taken	
	A. Fire Department	9
	B. General Services	12
	C. Local Energy Committee	15
	D. Administration/Board of Selectmen	16
	E. Trails Committee	16
	F. Windham School District	17
	G. Departments/Committees Not Submitting Requests for the FY 2025-2032 CIP	21

Appendices

A.	CIP Sub-Committee Membership	22
B.	Project Classifications	23

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 2024 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 2025 Available Capital Improvement Funds

The CIP Sub-Committee used the official tax valuation less utilities figure for 2024 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 2025, the sub-committee used the projected 2024 valuation and applied a 2.0% increase to reach \$3,189,377,200 as an estimated tax valuation figure. For FY 2026 - 2032 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 (2025 in this plan).

III. CIP FY 2025 Plan

FUNDING AMOUNTS

2024 Estimated Town Tax Valuation Less Utilities	\$3,189,377,200
2025 Estimated Town Tax Valuation Less Utilities with 2.0% estimated growth	\$3,253,164,744
CIP funding at \$0.71 per thousand of 2025 Estimate	\$ 2,309,747
Other CIP Contributions:	\$ 0
TOTAL AVAILABLE CIP FUNDING FOR 2025	\$ 2,309,747

FIXED CIP OBLIGATIONS FOR 2025

Fire Truck, Bond	\$ 100,145
REMAINING CIP FUNDS AVAILABLE FOR REQUESTED PROJECTS	\$ <u>2,209,602</u>

IV. CIP FY 2025 – 2032 Appropriations Chart

CIP FY 2025 - 2032 Appropriation Chart (Summary)										
Notes	CRF Balances	2025	2026	2027	2028	2029	2030	2031	2032	
CIP Projected Availability		\$2,309,747	\$2,355,942	\$2,403,061	\$2,451,122	\$2,500,144	\$2,550,147	\$2,601,150	\$2,653,173	
Fixed CIP Obligations										
Fire Truck Bond	1		100,145	96,065	91,985	87,905	78,825			
Total Fixed Obligations		\$100,145	\$96,065	\$91,985	\$87,905	\$78,825	\$0	\$0	\$0	
Effective Availability Other		\$2,209,602	\$2,259,877	\$2,311,076	\$2,363,217	\$2,421,319	\$2,550,147	\$2,601,150	\$2,653,173	
Other CIP Annual Contributions		-	0	0	0	0	0	0	0	
Net to Annual Appropriations	\$ -	\$ 2,209,602	\$ 2,259,877	\$ 2,311,076	\$ 2,363,217	\$ 2,421,319	\$ 2,550,147	\$ 2,601,150	\$ 2,653,173	
Annual Appropriations										
FIRE DEPARTMENT		-	0	860,000	0	659,000	150,000	308,000	0	
GENERAL SERVICES		-	675,000	565,000	445,000	330,000	150,000	300,000	0	
LOCAL ENERGY COMMITTEE		-	0	337,000	337,000	0	0	0	0	
ADMINISTRATION/BOARD OF SELECTMEN	262,542		32,500	32,500	0	0	0	0	0	
TRAILS COMMITTEE	31,800		100,000	150,000	150,000	150,000	150,000	150,000	90,000	
Town portion of CIP Appropriations		807,500	1,944,500	964,500	1,139,000	450,000	758,000	150,000	90,000	
Town portion of CIP Budget		810,741	833,039	855,701	878,735	907,147	1,005,692	1,025,806	1,046,322	
SCHOOL DEPARTMENT	1,651,105		783,000	984,200	704,000	725,000	914,000	737,000	750,000	
School portion of CIP Budget		1,398,861	1,426,838	1,455,375	1,484,482	1,514,172	1,544,455	1,575,345	1,606,851	
Total Annual Appropriations		\$ 1,945,446	\$ 1,590,500	\$ 2,928,700	\$ 1,668,500	\$ 1,864,000	\$ 1,364,000	\$ 1,495,000	\$ 900,000	
Variance			\$619,102	(\$668,823)	\$642,576	\$499,217	\$1,057,319	\$1,055,147	\$1,701,150	\$1,813,173
CIP FY 2025 - 2032 Appropriation Chart (Details)										
Notes	CRF Balances	2025	2026	2027	2028	2029	2030	2031	2032	
Effective Availability Other		\$ 2,209,602	\$ 2,259,877	\$ 2,311,076	\$ 2,363,217	\$ 2,421,319	\$ 2,550,147	\$ 2,601,150	\$ 2,653,173	
OTHER CIP ANNUAL CONTRIBUTIONS										
None										
Total Other contributions		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Net to Annual CIP Appropriations		\$ 2,209,602	\$ 2,259,877	\$ 2,311,076	\$ 2,363,217	\$ 2,421,319	\$ 2,550,147	\$ 2,601,150	\$ 2,653,173	
ANNUAL APPROPRIATIONS										
FIRE DEPARTMENT										
Personal Protective Clothing Replacement			0							
Engine - 3 Replacement				860,000						
Tanker 1 Replacement						659,000				
Forestry Replacement							150,000			
Mobile/Portable Radio Replacement								308,000		
Sub-Total		-	\$0	\$860,000	\$0	\$659,000	\$150,000	\$308,000	\$0	
GENERAL SERVICES										
Town Hall exterior renovation			270,000	130,000						
Roo Improvements			0							
Loader replacement (2012 Loader)			250,000							
5 Ton Truck replacement (2010 Truck)				280,000						
5 Ton Truck replacement (2012 Truck)					290,000					
Woodchipper						175,000				
5 Ton Truck replacement (2014 Truck)							300,000			
Transfer Station Trailer (2008 MSW trailer replacement)			155,000							
Transfer Station Trailer (2008 MSW trailer replacement)				155,000						
Transfer Station Trailer (2012 MSW trailer replacement)					155,000					
Transfer Station Trailer (2014 MSW trailer replacement)						155,000				
Day Tractor							150,000			
Sub-Total		-	\$675,000	\$565,000	\$445,000	\$330,000	\$150,000	\$300,000	\$0	
LOCAL ENERGY COMMITTEE										
Fire Department Solar Installation				\$168,500	\$168,500					
Police Department Solar Installation				\$168,500	\$168,500					
Sub-Total			\$0	\$337,000	\$337,000	\$0	\$0	\$0	\$0	
ADMINISTRATION/BOARD OF SELECTMEN										
Town Complex Beautification	2	15,647								
Nesmith Library Solar PPA	3	\$32,500	32,500	32,500	32,500					
Property Maintenance	4	\$186,560								
Marston-Finn Dam Project	5	\$27,834								
Sub-Total		\$262,542	\$32,500	\$32,500	\$32,500	\$0	\$0	\$0	\$0	
TRAILS COMMITTEE			31,800	100,000	150,000	150,000	150,000	150,000	90,000	
Sub-Total		31,800	\$100,000	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	\$90,000	

CIP FY 2025 - 2032 Appropriation Chart (Details)

Notes	CRF Balances	2025	2026	2027	2028	2029	2030	2031	2032
ANNUAL APPROPRIATIONS (continued)									
SCHOOL DEPARTMENT									
WMS Roof Replacement (Area D1, D1, E & Raised Wall)		333,000							
Wireless Network/System Servers/ SAU & WMS Network Closets		450,000							
GRS Kindergarten Roof/Unit Replacement			300,000						
WHS Roof Replacement (Section A)			684,200						
WHS Roof Replacement (Section E)				704,000					
WMS Boiler Plant Replacement & Conversion of 4 LP Boilers					725,000				
GRS Roof/Replacement (Section D)						208,000			
WHS Roof Replacement (Section E)						706,000			
WMS Cabinet Unit Heaters/Building A/C & WHS Heating and Ventilation							212,000		
WHS Roof Replacement (Section B & C)							525,000		
Capital Resrv/Building Project Fund	6	861,160						750,000	750,000
Special Education	7	789,945							
Repair/Replace Septic	8	0.30							
Sub-Total		\$1,651,105	\$783,000	\$984,200	\$704,000	\$725,000	\$914,000	\$737,000	\$750,000
TOTAL ANNUAL APPROPRIATIONS		\$1,590,500	\$2,461,700	\$1,331,500	\$1,864,000	\$1,364,000	\$1,495,000	\$900,000	\$840,000
VARIANCE		\$619,102	(\$201,823)	\$979,576	\$499,217	\$1,057,319	\$1,055,147	\$1,701,150	\$1,813,173

OTHER ANNUAL APPROPRIATIONS									
Primary High School Bond	9	1,742,500							
Golden Brook School Bond	10	2,545,750	2,459,050	2,372,350	2,285,650	2,207,450	2,137,750	2,068,050	1,998,350
Stat Building A/d Received (Offset)		(510,000)							
School District Bonds Total Payments		\$ 3,778,250	\$ 2,459,050	\$ 2,372,350	\$ 2,285,650	\$ 2,207,450	\$ 2,137,750	\$ 2,068,050	\$ 1,998,350
Total cost per thousand town valuation for School Bonds		1.16	0.74	0.70	0.66	0.63	0.60	0.56	0.53
Fire Department Quint Bond	11	96,586	48,654						
Total cost per thousand town valuation for Quint Bond		0.03	0.01						
Land Acquisition Bond for 20-D-1200 and 20-E-300	12	167,340	161,220	155,100	143,980	138,115	132,250	127,535	124,545
Water Bond	13	61,455	54,160	52,120	50,080	48,040	46,000	44,360	43,320
Searles Chapel Building Roof and Tower Project	14	28,770	28,770	28,770	28,770	28,770	28,770	28,770	28,770
Land Acquisition Bond for 20-D-400	15	149,845	144,127	139,838	135,549	131,260	126,971	122,682	118,342
Total cost per thousand town valuation for other bonds		0.13	0.12	0.11	0.10	0.10	0.09	0.09	0.08

CIP FY 2025-2032 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.

3 Capital Reserve Fund established in 2024 to accumulate funds to buyout the Power Purchase Agreement (PPA) in 2027.

4 Property Maintenance Trust fund established in 1995 by Town Warrant article.

5 The Marston-Finn Dam project trust fund was created by donations and managed by the Trustee of the Trust Funds

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

7 Special Education Capital Reserve Fund.

8 Unexpended CIP funds from prior years for School District Repair/Replace Septic (established in 2002). Balance of \$0.30.

Other Annual Appropriations:

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

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

11 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

12 Conservation Land Acquisition Bond - 15 year term with last payment in 2024. Payments anticipated to come from the Conservation Commission's Land Acquisition Fund.

13 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.

14 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

15 Conservation Land Acquisition Bond - 15 year term with last payment in 2039.

TAX VALUATION PROJECTION

PROPERTY VALUATION	% Increase	YEAR	PROJECTED CIP TAX RATE	\$	School portion	Town portion	
				AVAILABLE	0.43	0.28	
\$3,189,377,200		2024	\$0.71	\$2,264,458			
\$3,253,164,744	2.0	2025	\$0.71	\$2,309,747	\$1,398,861	\$910,886	
\$3,318,228,059	2.0	2026	\$0.71	\$2,355,942	\$1,426,838	\$929,104	
\$3,384,592,600	2.0	2027	\$0.71	\$2,403,061	\$1,455,375	\$947,696	
\$3,452,784,452	2.0	2028	\$0.71	\$2,451,122	\$1,484,482	\$966,640	
\$3,521,330,141	2.0	2029	\$0.71	\$2,500,144	\$1,514,177	\$985,972	
\$3,591,756,743	2.0	2030	\$0.71	\$2,550,147	\$1,544,455	\$1,005,692	
\$3,663,591,878	2.0	2031	\$0.71	\$2,601,150	\$1,575,345	\$1,025,806	
\$3,736,863,716	2.0	2032	\$0.71	\$2,653,173	\$1,606,851	\$1,046,322	

V: Requested Capital Projects and Action Taken

A. Fire Department

Project Title: Personal Protective Equipment Replacement (PPE)

Proposed By: Chief Thomas L. McPherson Jr

Estimated Cost: \$130,000 requested for FY 2025

Proposal: Typical Firefighter Turnout Gear includes a vapor barrier that contains PFAS chemicals. PFAS – (Per and Polyfluoroalkyl substances) are a class of chemicals used to make products resistant to water, grease and stains. These are commonly found in firefighting gear. According to the IAFF (International Association of Firefighters), 48% of Firefighters will get cancer in their lifetime, some as early as their 20's. Our department has already seen a few of these cases and our department has many staff that is in their 20's and 30's. Though there are inherent dangers that are part of the job of Firefighter that contribute to occupational cancer risk, by working to eliminate PFAS free firefighting gear will significantly decrease their chances.

On August 2, 2024, Gov. Sununu signed HB 1352, An Act relative to firefighting personal protective equipment which identifies critical steps to help protect the life and safety of firefighters. The bill increases protection for firefighters from PFAS chemicals in their uniforms and personal protective equipment (PPE).

Beginning January 1, 2025, per HB1352, Fire Departments **SHALL NOT** provide as an option, the purchasing of firefighting station wear that contains intentionally added PFAS and further, as of July 1, 2025, Fire Departments **SHALL NOT** allow the wearing of same.

If approved, this request will provide enhanced performance levels and increased health and safety risks to our firefighters and comply with state statute by purchasing 33 sets (jacket & Pant) of Personal Protective Clothing. The goal will be to have all Firefighters in a primary set of Personal Protective Clothing.

NOTICE OF WITHDRAWAL – Excerpt from letter dated September 30, 2024 from the Fire Chief

Due to additional research information, the Fire Department has requested to withdraw its request for 2025 and has asked to defer this to a later date.

What we have learned through several recent meetings is that unlike firefighting foam and other sources of PFAS in the fire service, is that no true PFAS free Protective Clothing currently exists. During continued research, we found that transitioning away from per and polyfluoroalkyl substances (PFAS), which offer water-and-oil-repelling properties on the outer shells of firefighting turnout gear, could bring potential performance trade-offs.

Those trade-offs could be in the inner liners of the firefighting gear in terms of their Thermal Protective Performance (TPP) and Total Heat Loss (THL). Not having these values vetted out yet in PFAS free protective clothing, could mean purchasing gear that does not meet thermal protection and heat loss values that could potentially lead to firefighters overheating. Having been provided with this additional information, we feel purchasing this equipment now would be premature.

Therefore, I am respectfully requesting to withdraw the 2025 Request in the amount of \$130,000 for Protective Clothing. It is our intent to continue working with vendors to see that this equipment is purchased when appropriate.

Fire Department, (Cont'd)

Project Title: Engine 3 Replacement

Proposed By: Chief Thomas L. McPherson Jr

Estimated Cost: \$860,000 requested for FY 2026

Proposal: One of the biggest challenges that any fire department faces is fleet replacement. Delaying or pushing replacements out beyond their need brings long-lasting effects. Engine-3 is a 2011 KME with nearly 90,000 miles and approximately 6,700 Engine Hours. It is equipped with 1,000 gallons of water and has a Waterous 2,000 GPM rated pump. It carries 30 gallons of Class B Foam and is also equipped with one of two of the department's hydraulic rescue tools which are 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 in town as well as mutual aid requests. As presented, consistent with all our vehicle replacements, the scheduled rotation of our fleet preserves safety and a cost effective approach. The service requirements placed on these vehicles coupled with the many intricate systems require a tremendous amount of service as they age.

Manufacturer lead times since COVID have dramatically increased to nearly 750 days as expected delivery time from date of order. If approved, this request allows us to stay relatively close to the town's vehicle replacement policy.

CIP Recommendation: The CIP Sub-Committee assigned the request a Classification of II (Necessary) with funding of \$860,000 in FY2026.

Project Title: Tanker 1 Replacement

Proposed By: Chief Thomas L. McPherson Jr

Estimated Cost: \$659,000 requested for FY 2028

Proposal: Tanker-1 is a 2006 KME Commercial Tanker which carries 3,000 gallons of water. This vehicle currently has 29,500 miles and 2,600 engine hours. Tanker 1 has been a vital asset in the department's fire suppression operations and overall response. Today, without a municipal water supply system fire suppression water requirements throughout residential, commercial, and business development, 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 another 3,000 - gallon Tanker. These tankers, coupled with the purchase of our new Quint Aerial, and additional staffing, have allowed the department to work with the Insurance Service Office (ISO) to lower the fire protection rates for our residents.

Manufacturer lead times since COVID have dramatically increased to nearly 750 days as expected delivery time from date of order. If approved, this request allows us to stay relatively close to the town's vehicle replacement policy.

CIP Recommendation: The CIP Sub-Committee assigned the request a Classification of II (Necessary) with funding of \$659,000 in FY2028.

Fire Department, (Cont'd)

Project Title: Forestry Replacement

Proposed By: Chief Thomas L. McPherson Jr

Estimated Cost: \$150,000 requested for FY 2029

Proposal: Forestry-1 is a 2006 KME manufactured unit mounted on a Ford F-550 chassis. This vehicle currently has 9,500 miles and 3400 engine hours. This vehicle is equipped with a CET 650 GPM (gallons per minute) pump, a 300-gallon water tank, and a 10-gallon 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 towns' 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.

Manufacturer lead times for delivery since COVID have dramatically increased to nearly 750 days from date of order. If approved, this request would allow us to stay relatively close to the town's vehicle replacement policy.

CIP Recommendation: The CIP Sub-Committee assigned the request a Classification of III (Desirable) with funding of \$150,000 in FY2029.

Project Title: Mobile/Portable Radio Replacement

Proposed By: Chief Thomas L. McPherson Jr

Estimated Cost: \$308,000 requested for FY 2030

Proposal: The current communication equipment used by the fire department was purchased in 2018. Historically, vendors announce they will discontinue all parts and support around 10 years into a product life cycle. As the lifeline of communications for firefighters, when these units fail, the department runs the risk of placing the apparatus out of service and places firefighters in added danger when engaged in firefighting activities. The newer radios will remain digital capable and have noise cancelling algorithms that filter out background noise making the spoken voice clearer. Newer 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 and easier programming capabilities.

A portable radio is a firefighter's lifeline and anytime we are away from the apparatus, it is our primary way to communicate. They are subjected to the full abuse of firefighting and are expected to perform without fail every single time.

If approved, the purchase would replace all 33 Portable Radios, mobile and land radios. This purchase also allows us to upgrade all software needs associated with this equipment.

CIP Recommendation: The CIP Sub-Committee assigned the request a Classification of III (Desirable) with funding of \$308,000 in FY2030.

B. General Services

Project Title: Town Hall Exterior Renovation

Proposed By: Dennis Senibaldi, General Services Director

Estimated Cost: \$400,000 requested for FY 2025

Proposal: The Town Hall, which is the centerpiece for the Town, has continued to deteriorate to a deplorable condition. The requested proposal would be for exterior renovations, electrical upgrades, waterline replacements, IT infrastructure improvements, windows installation. Townhall was allocated \$300,000 in FY2024 which has covered all the structural improvements currently being addressed today.

CIP Recommendation: The CIP Sub-Committee assigned the request a Classification of I (Urgent) with funding of \$270,000 in FY2025, and \$150,000 in FY2026.

Project Title: Roads

Proposed By: Dennis Senibaldi, General Services Director

Estimated Cost: \$139,150 requested for FY 2025 (\$1,328,759 over 8 years)

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 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 IV (Deferrable) with no funding in FY2025. A majority of the sub-committee think that Roads are an operational expense and should be covered in the Town's operating budget.

Project Title: Loader (2012 loader replacement)

Proposed By: Dennis Senibaldi, General Services Director

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

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 2025. 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 later.

CIP Recommendation: The CIP Sub-Committee assigned the request a Classification of I (Urgent) with funding of \$250,000 in FY2025.

General Services, (Cont'd)

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

Proposed By: Dennis Senibaldi, General Services Director

Estimated Cost: \$280,000 requested for FY 2026

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 2026. 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 later.

CIP Recommendation: The CIP Sub-Committee assigned the request a Classification of II (Necessary) with funding of \$280,000 in FY2026.

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

Proposed By: Dennis Senibaldi, General Services Director

Estimated Cost: \$290,000 requested for FY 2027

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 later.

CIP Recommendation: The CIP Sub-Committee assigned the request a Classification of II (Necessary) with funding of \$290,000 in FY2027.

Project Title: Wood Chipper

Proposed By: Dennis Senibaldi, General Services Director

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 (2014 truck replacement)

Proposed By: Dennis Senibaldi, General Services Director

Estimated Cost: \$300,000 requested for FY 2030

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 2014 truck in 2030. 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 later.

CIP Recommendation: The CIP Sub-Committee assigned the request a Classification of III (Desirable) with funding of \$300,000 in FY2030.

General Services, (Cont'd)

Project Title: Transfer Station Trailer (2008 MSW trailer replacement)

Proposed By: Dennis Senibaldi, General Services Director

Estimated Cost: \$155,000 requested for FY 2025

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 \$155,000 in FY2025.

Project Title: Transfer Station Trailer (2008 MSW trailer replacement)

Proposed By: Dennis Senibaldi, General Services Director

Estimated Cost: \$155,000 requested for FY 2026

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 II (Necessary) with funding of \$155,000 in FY2026.

Project Title: Transfer Station Trailer (2012 MSW trailer replacement)

Proposed By: Dennis Senibaldi, General Services Director

Estimated Cost: \$155,000 requested for FY 2027

Proposal: Trailer prices have significantly increased to over \$100,000. Windham's trailer replacement cycle is 12 years; trailer will be past its life span and start to be safety issue if not purchased in FY2027. 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 II (Necessary) with funding of \$155,000 in FY2027.

Project Title: Transfer Station Trailer (2014 MSW trailer replacement)

Proposed By: Dennis Senibaldi, Highway Agent

Estimated Cost: \$155,000 requested for FY 2028

Proposal: Trailer prices have significantly increased to over \$100,000. Windham's trailer replacement cycle is 12 years; trailer will be past its life span and start to be safety issue if not purchased in FY2028. 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 III (Desirable) with funding of \$155,000 in FY2028.

General Services, (Cont'd)

Project Title: Transfer Station Day Tractor

Proposed By: Dennis Senibaldi, General Services Director

Estimated Cost: \$150,000 requested for FY 2029

Proposal: Replacement of a Day Tractor. The tractor is vital to keeping the transfer station running. Request is to replace current one in FY2029.

CIP Recommendation: The CIP Sub-Committee assigned the request a Classification of IV (Deferable) with funding of \$150,000 in FY2029.

C. Local Energy Committee

Project Title: Fire Department Solar System Installation

Proposed By: Mark Kovacs, Windham Local Energy Committee

Estimated Cost: \$337,000 requested over two years, \$168,500 in each year FY2026 and 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 and to preclude any constraint on required expansion of the Fire Department facilities.

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 over two years, \$168,500 in each year FY2026 and 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 and to preclude any constraint on required expansion of the Police Department facilities.

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.

D. Administration/Board of Selectmen

Project Title: Nesmith Library Solar PPA

Proposed By: Brian McCarthy, Town Administrator

Estimated Cost: \$97,500 requested for FY 2025

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 lifetime of the Library's roof, 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 \$97,500 funding request will add to the capital reserve fund (\$32,500 in each of the years 2025, 2026, and 2027) established in 2024 to purchase the "buyout" of the PPA contract.

CIP Recommendation: The sub-committee assigned a Classification I (Urgent). The funding will complete the capital reserve fund totaling \$130,000 required to "buyout" the PPA contract. The CIP recommends that the Warrant Article request authorization for a total of \$97,500 to be added to the reserve fund in three, \$32,500 installments in FY2025, FY2026, and FY2027.

E. Trails Committee

Project Title: Greenway Recreation Trail and Planning Feasibility Study

Proposed By: Wayne Morris

Estimated Cost: \$1,200,000 requested for FY 2025 through FY 203

Proposal: The project has an estimated cost of \$1.2M and involves creating additional capital reserves fund of \$100,000 for 2025. 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 several 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%).

In 2024 the Rail Trail Capital Reserve Fund was placed on the ballot with a funding ask of \$210,000. The article did not pass.

CIP Recommendation: The sub-committee assigned a Classification of II (Necessary) with funding of \$100,00 for 2025 into a capital reserve fund. The sub-committee recommendation to the Board of Selectmen is to submit a warrant article to request \$100,000 for the Rail Trail Capital Reserve Fund, allowing the residents of Windham to vote on the project. This would be towards the Town raising 20% of the project funding in case a federal grant for 80% of the cost is obtained.

F. Windham School District

Project Title: Windham Middle School Roof Replacement- Area D1, D2, E & Raised Wall

Proposed by: Jeff Hanulec, Director of Facilities, Windham School District

Estimated Cost: \$333,000 requested for FY 2025

Proposal: This is approximately 15,000 square feet of full roof replacement. The current Roof is 24-plus years old and has a forecasted useful life of 25 years. Full Replacement cost is the estimated cost to completely remove and replace all the existing roof area as indicated. Assembly down to the structural decking and replace it with materials that will meet current building code regulations.

CIP Recommendation: The sub-committee assigned classification I (Urgent) with funding of \$333,000 in FY2025.

Project Title: Wireless Network/System Servers/ SAU, WCS & WMS Network Closets & GBS MDF Network Closet & GBS IDF Network Closet

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

Estimated Cost: \$450,000 requested for FY 2025

Proposal: SAU

- Firewall replacement. Fortinet, include minimum of 3 10GB Fiber interfaces, redundant power supplies
- Core Switch, 96 copper ports. 16 10GB Fiber interfaces minimum, redundant power supplies and mainboards.
- UPS, 240 capable and include step down transformer for other hardware such as servers and controllers.

WCS

- Core Switch, 336 copper ports minimum. 2 10GB Fiber interfaces minimum, redundant power supplies and mainboards.
- UPS, 240 capable and include step down transformer for other hardware such as servers and controllers.

WMS (MDF & IDF Closets)

- Core Switch, 336 copper ports minimum. 4 10GB Fiber interfaces minimum, redundant power supplies and mainboards.
- UPS, 240 capable and include step down transformer for other hardware such as servers and controllers.
- IDF Switch, 336 copper ports minimum. 4 10GB Fiber interfaces minimum, redundant power supplies and mainboards.

- UPS, 240 capable and include step down transformer for other hardware such as servers and controllers.

CIP Recommendation: The sub-committee assigned classification II (Necessary) with funding \$450,000 of in FY2025.

Windham School District, (Cont'd)

Project Title: Golden Brook School Kindergarten Rooftop Unit Replacement

Proposed by: Jeff Hanulec, Director of Facilities, Windham School District

Estimated Cost: \$300,000 requested for FY 2026

Proposal: Replace rooftop & HVAC equipment that were not part of the Golden Brook expansion. The current equipment is 15-18 years old and has an estimated life of 20 years.

CIP Recommendation: The sub-committee assigned classification II (Necessary) with funding of \$300,000 in FY2026.

Project Title: Windham High School Roof Replacement Section A

Proposed by: Jeff Hanulec, Director of Facilities, Windham School District

Estimated Cost: \$684,200 requested for FY 2026

Proposal: Approximately 31,100 square feet of full replacement. The current Roof is 15-plus years old and has a forecasted useful life of 15 years. The full replacement cost is the estimated cost to completely remove the existing roof assembly down to the structural decking and replace it with materials that will meet current building code regulations.

CIP Recommendation: The sub-committee assigned a classification of II (Necessary) with funding of \$684,200 in FY2026.

Project Title: Windham High School Roof Replacement Section E

Proposed by: Jeff Hanulec, Director of Facilities, Windham School District

Estimated Cost: \$704,000 requested for FY 2027

Proposal: Approximately 32,500 square feet of full replacement. The current Roof is 15-plus years old and has a forecasted useful life of 15 years. The full replacement cost is the estimated cost to completely remove the existing roof assembly down to the structural decking and replace it with materials that will meet current building code regulations.

CIP Recommendation: The sub-committee assigned a classification of III (Desirable) with funding of \$704,000 in FY2027.

Project Title: Windham Middle School Boiler Plant Replacement & Conversion of 4 LP Boilers, Hot Water Heater, and Pumps

Proposed by: Jeff Hanulec, Director of Facilities, Windham School District

Estimated Cost: \$725,000 requested for FY 2028

Proposal: Conversion of old cast iron boilers to high-efficiency condensing propane boilers with indirect hot water. Removal of existing UST oil tank and installation of a propane tank farm.

CIP Recommendation: The sub-committee assigned a classification of III (Desirable) with funding of \$725,000 in FY2028.

Windham School District, (Cont'd)

Project Title: Golden Brook School Roof Replacement Section D

Proposed by: Jeff Hanulec, Director of Facilities, Windham School District

Estimated Cost: \$208,000 requested for FY 2029

Proposal: Approximately 9,450 square feet of full replacement. The current Roof is 15-plus years old and has a forecasted useful life of 15 years. The full replacement cost is the estimated cost to completely remove the existing roof assembly down to the structural decking and replace it with materials that will meet current building code regulations.

CIP Recommendation: The sub-committee assigned classification III (Desirable) with funding of \$208,000 in FY2029.

Project Title: Windham High School Roof Replacement Section D

Proposed by: Jeff Hanulec, Director of Facilities, Windham School District

Estimated Cost: \$706,000 requested for FY 2029

Proposal: Approximately 21,125 square feet of full replacement. The current Roof is 15-plus years old and has a forecasted useful life of 15 years. The full replacement cost is the estimated cost to completely remove the existing roof assembly down to the structural decking and replace it with materials that will meet current building code regulations.

CIP Recommendation: The sub-committee assigned classification IV (Deferable) with funding of \$706,000 in FY2029.

Project Title: Windham Middle School Cabinet Unit Heaters/Building A/C & Windham High School

Heating and Ventilation Systems 1 & 2

Proposed by: Jeff Hanulec, Director of Facilities, Windham School District

Estimated Cost: \$212,000 requested for FY 2030

Proposal: This is a forecasted in-kind replacement of units at the end of their useful life. Should the addition of air conditioning be incorporated into this project, the project will need to be engineered.

CIP Recommendation: The sub-committee assigned classification IV (Deferable) with funding of \$212,000 in FY2030.

Project Title: Windham High School Roof Replacement Sections B & C

Proposed by: Jeff Hanulec, Director of Facilities, Windham School District

Estimated Cost: \$525,000 requested for FY 2030

Proposal: Approximately 23,600 square feet of full replacement. The current Roof is 15-plus years old and has a forecasted useful life of 15 years. The full replacement cost is the estimated cost to completely remove the existing roof assembly down to the structural decking and replace it with materials that will meet current building code regulations.

CIP Recommendation: The sub-committee assigned classification IV (Deferable) with funding of \$525,000 in FY2030.

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 2031

Proposal: The district is evaluating, analyzing, and in conjunction with NESDEC and Building and Grounds in regard to enrollment projections, growth and facilities capacity. Monies to be deposited in Building and Grounds Capital Reserve for Future District Needs.

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

Project Title: Capital Reserve Fund/Building Project

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

Estimated Cost: \$750,000 requested for FY 2032

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 V (Premature) with funding of \$750,000 in FY2032.

G. Departments/Committees with No Requested Projects for the FY 2025-2032 CIP:

- Police Department
- 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

2024 CIP SUB-COMMITTEE MEMBERSHIP

- ❖ Rob Gustafson – Chair, Citizen Volunteer
- ❖ Mark Kovacs – Vice Chair, Citizen Volunteer
- ❖ Kathleen Harris – Secretary, Citizen Volunteer
- ❖ Jack Gattinella – Planning Board Member
- ❖ Payal Ballaya – 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

APPENDIX B

PROJECT CLASSIFICATIONS

Department	Project	Year	Cost								Class	Report							
				Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Total	Avg.	Class						
Fire Department	Personal Protective Clothing Replacement	2025	\$130,000	1	2	1	1	1	1	1	7	1.17	1						
General Services	Transfer Station Trailer (2008 MSW trailer replacement)	2025	\$155,000	1	2	1	1	1	1	1	7	1.17	1						
Administration	Nesmith Library Solar PPA	2025-27	\$97,500	1	1	1	1	1	2	1	7	1.17	1						
General Services	Loader replacement (2012 Loader)	2025	\$250,000	2	2	1	1	1	1	1	8	1.33	1						
General Services	Town Hall exterior renovation	2025	\$400,000	1	2	1	1	1	2	1	8	1.33	1						
Fire Department	Tanker - 1 Replacement	2028	\$659,000	2	2	2	2	2	2	2	12	2.00	2						
General Services	Transfer Station Trailer (2008 MSW trailer replacement)	2026	\$155,000	2	2	2	2	2	2	2	12	2.00	2						
Fire Department	Engine - 3 Replacement	2026	\$860,000	2	2	2	1	2	2	2	11	1.83	2						
General Services	5 Ton Truck replacement (2010 Truck)	2026	\$280,000	3	2	2	2	2	2	2	13	2.17	2						
General Services	5 Ton Truck replacement (2012 Truck)	2027	\$290,000	3	2	2	2	2	2	2	13	2.17	2						
General Services	Transfer Station Trailer (2012 MSW trailer replacement)	2027	\$155,000	3	3	2	2	2	2	2	14	2.33	2						
Trails Committee	Greenway Trail	2025-2032	\$1,200,000	2	5	1	1	1	1	2	12	2.00	2						
General Services	Transfer Station Trailer (2014 MSW trailer replacement)	2028	\$155,000	3	3	3	3	3	3	3	18	3.00	3						
General Services	Wood Chipper	2028	\$175,000	3	3	3	2	3	3	3	17	2.83	3						
Fire Department	Forestry Replacement	2029	\$150,000	3	2	3	3	3	3	3	17	2.83	3						
Fire Department	Mobile/Portable Radio Replacement	2030	\$308,000	4	3	3	3	3	3	3	19	3.17	3						
General Services	5 Ton Truck replacement (2014 Truck)	2030	\$300,000	4	3	3	3	3	3	3	19	3.17	3						
Local Energy Committee	Fire Department Solar Installation	2026-27	\$337,000	3	5	3	2	3	3	3	19	3.17	3						
Local Energy Committee	Police Department Solar Installation	2026-27	\$337,000	3	5	3	2	3	3	3	19	3.17	3						
General Services	Day Tractor	2029	\$150,000	4	3	4	4	4	4	4	23	3.83	4						
General Services	Roads (\$139,000 in 2025)	2025	\$139,150	6	6	6	1	6	1	6	26	4.33	4						
School District	WMS Roof Replacement (Area D1, D1, E & Raised Wall)	2025	\$333,000	1	2	1	1	1	1	1	7	1.17	1						
School District	GBS Kindergarten Rooftop Unit Replacement	2026	\$300,000	2	2	2	2	2	2	2	12	2.00	2						
School District	WHS Roof Replacement (Section A)	2026	\$684,200	2	2	2	2	2	2	2	12	2.00	2						
School District	Wireless Network/System Servers/ SAU & WMS Network Closets	2025	\$450,000	1	5	1	1	2	2	2	12	2.00	2						
School District	WHS Roof Replacement (Section E)	2027	\$704,000	2	2	3	3	2	3	3	15	2.50	3						
School District	WMS Boiler Plant Replacement & Conversion of 4 LP Boilers	2028	\$725,000	3	3	2	2	3	3	3	16	2.67	3						
School District	GBS Roof Replacement (Section D)	2029	\$208,000	3	3	3	4	4	3	3	20	3.33	3						
School District	WHS Roof Replacement (Section E)	2029	\$706,000	3	3	4	4	4	3	3	21	3.50	4						
School District	WMS Cabinet Unit Heaters/Building A/C & WHS Heating and Ventilation	2030	\$212,000	3	3	5	5	5	4	4	25	4.17	4						
School District	WHS Roof Replacement (Section B & C)	2030	\$525,000	4	3	5	5	5	4	4	26	4.33	4						
School District	Capital Reserve/Building Project Fund	2031	\$750,000	4	5	4	5	5	4	4	27	4.50	5						
School District	Capital Reserve/Building Project Fund	2032	\$750,000	4	5	4	5	5	4	4	27	4.50	5						
											\$ 13,029,850								
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																	

Note: as one member was not in attendance at the project request presentations, they were excluded from the ranking.

Note: as one member was not in attendance at the project request presentations, they were excluded from the ranking.

TAX RATE BREAKDOWN WINDHAM



New Hampshire
Department of
Revenue
Administration

2024
\$22.64

Municipal Tax Rate Calculation			
Jurisdiction	Tax Effort	Valuation	Tax Rate
Municipal	\$12,233,330	\$3,188,922,800	\$3.83
County	\$2,837,177	\$3,188,922,800	\$0.89
Local Education	\$51,425,748	\$3,188,922,800	\$16.13
State Education	\$5,637,911	\$3,153,701,800	\$1.79
Total	\$72,134,166		\$22.64

Village Tax Rate Calculation			
Jurisdiction	Tax Effort	Valuation	Tax Rate
Breezy Gale	\$37,557	\$21,099,400	\$1.78
Cobbetts Pond Village	\$0	\$300,529,900	\$0.00
Moeckel Pond Village	\$5,070	\$9,749,200	\$0.52
Total	\$42,627		\$2.30

Tax Commitment Calculation	
Total Municipal Tax Effort	\$72,134,166
War Service Credits	(\$432,000)
Village District Tax Effort	\$42,627
Total Property Tax Commitment	\$71,744,793

Sam Greene

11/5/2024

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	\$21,255,711	
Net Revenues (Not Including Fund Balance)		(\$8,412,472)
Fund Balance Voted Surplus		(\$327,000)
Fund Balance to Reduce Taxes		(\$800,000)
War Service Credits	\$432,000	
Special Adjustment	\$0	
Actual Overlay Used	\$85,091	
Net Required Local Tax Effort		\$12,233,330

County Apportionment

Description	Appropriation	Revenue
Net County Apportionment	\$2,837,177	
Net Required County Tax Effort		\$2,837,177

Education

Description	Appropriation	Revenue
Net Local School Appropriations	\$65,176,254	
Net Cooperative School Appropriations	\$0	
Net Education Grant		(\$8,112,595)
Locally Retained State Education Tax		(\$5,637,911)
Net Required Local Education Tax Effort		\$51,425,748
State Education Tax	\$5,637,911	
State Education Tax Not Retained	\$0	
Net Required State Education Tax Effort		\$5,637,911

Valuation

Municipal (MS-1)

Description	Current Year	Prior Year
Total Assessment Valuation with Utilities	\$3,188,922,800	\$3,160,525,990
Total Assessment Valuation without Utilities	\$3,153,701,800	\$3,127,337,390
Commercial/Industrial Construction Exemption	\$0	\$0
Total Assessment Valuation with Utilities, Less Commercial/Industrial Construction Exemption	\$3,188,922,800	\$3,160,525,990

Village (MS-1V)

Description	Current Year
Breezy Gale	\$21,099,400
Cobbleton Pond Village	\$300,529,900
Moeckel Pond Village	\$9,749,200

Windham

Tax Commitment Verification

2024 Tax Commitment Verification - RSA 76:10 II

Description	Amount
Total Property Tax Commitment	\$71,744,793
1/2% Amount	\$358,724
Acceptable High	\$72,103,517
Acceptable Low	\$71,386,069

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	\$ 71,752,663.00
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 2024 commitment amount on the property tax warrant.

Tax Collector/Deputy Signature: *Ruth A. Robertson Tax Collector* **Date:** *November 8, 2024*

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 2024 Tax Rate	\$22.64	\$11.32

Associated Villages

Breezy Gale	\$1.78	\$0.89
Cobbetts Pond Village	\$0.00	\$0.00
Moeckel Pond Village	\$0.52	\$0.26

Fund Balance Retention

Enterprise Funds and Current Year Bonds	\$0
General Fund Operating Expenses	\$81,156,547
Final Overlay	\$85,091

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), (2009), *Best Practice: Determining the Appropriate Level of Unrestricted Fund Balance in the General Fund*.

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

2024 Fund Balance Retention Guidelines: Windham	
Description	Amount
Current Amount Retained (1.20%)	\$976,521
17% Retained (<i>Maximum Recommended</i>)	\$13,796,613
10% Retained	\$8,115,655
8% Retained	\$6,492,524
5% Retained (<i>Minimum Recommended</i>)	\$4,057,827

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

COMPARATIVE STATEMENT OF APPROPRIATIONS & EXPENDITURES

	2024 APPROPRIATIONS	EXPENDED 2024	CARRYOVERS		BALANCE
			FROM 2024 TO 2025		
<u>Unaudited</u>					
<u>GENERAL GOVERNMENT</u>					
Town Officer's Salaries	\$ 3,337.00	\$ 2,788.08			\$ 548.92
Administration	\$ 986,479.00	\$ 972,061.84			\$ 14,417.16
Town Clerk's Expenses	\$ 384,618.00	\$ 311,174.10			\$ 73,443.90
Tax Collector's Expenses	\$ 176,448.00	\$ 168,972.55			\$ 7,475.45
Election and Registration	\$ 96,229.00	\$ 41,096.62			\$ 55,132.38
Cemetery	\$ 43,608.00	\$ 24,022.83			\$ 19,585.17
General Gov't Bldgs.	\$ 480,906.00	\$ 497,334.63			\$ (16,428.63)
Assessing	\$ 194,132.00	\$ 181,012.72			\$ 13,119.28
Information Technology	\$ 289,338.00	\$ 287,406.09			\$ 1,931.91
Town Museum	\$ 7,250.00	\$ 4,783.97			\$ 2,466.03
Searles Building	\$ 13,526.00	\$ 9,551.86			\$ 3,974.14
Legal Expenses	\$ 143,000.00	\$ 201,480.12			\$ (58,480.12)
Community Development	\$ 623,393.00	\$ 591,370.43	\$ 10,000.00		\$ 22,022.57
<u>PUBLIC SAFETY</u>					
Police Department	\$ 4,011,143.00	\$ 3,548,677.15	\$ 17,581.34		\$ 444,884.51
Contracted Details	\$ 5.00	\$ -			\$ 5.00
Dispatching	\$ 573,961.00	\$ 525,455.59			\$ 48,505.41
Fire Department	\$ 4,176,354.00	\$ 4,027,632.81			\$ 148,721.19
Emergency Management	\$ 10,488.00	\$ 5,315.95			\$ 5,172.05
<u>HIGHWAYS, STREETS, BRIDGES</u>					
Town Highway Maintenance	\$ 1,763,047.00	\$ 1,735,315.05			\$ 27,731.95
Street Lights	\$ 22,566.00	\$ 15,717.48			\$ 6,848.52
<u>SANITATION</u>					
Solid Waste Disposal	\$ 1,467,550.00	\$ 1,341,097.13			\$ 126,452.87
<u>HEALTH</u>					
Health and Human Services	\$ 69,663.00	\$ 50,003.46			\$ 19,659.54
<u>WELFARE</u>					
General Assistance	\$ 34,000.00	\$ 20,413.96			\$ 13,586.04
<u>CULTURE AND RECREATION</u>					
Library	\$ 1,277,224.00	\$ 1,216,576.41			\$ 60,647.59
Recreation	\$ 279,540.00	\$ 258,203.20	\$ 17,900.00		\$ 3,436.80
Historic Comm.	\$ 7,500.00	\$ 4,741.32			\$ 2,758.68
Conservation Comm.	\$ 9,760.00	\$ 8,101.27			\$ 1,658.73
Senior Center	\$ 6,552.00	\$ 5,844.80			\$ 707.20
Cable TV Expenses	\$ 113,096.00	\$ 109,112.59			\$ 3,983.41
<u>DEBT SERVICE</u>					
Long Term Notes - P + I	\$ 466,792.00	\$ 466,791.56			\$ 0.44
Interest - TANS	\$ 500.00	\$ -			\$ 500.00

CAPITAL OUTLAY

Road Improvements	\$ 126,500.00	\$ 126,500.00	\$ -	\$ -
Ambulance	\$ 130,540.00	\$ 130,537.50	\$ 2.50	\$ 2.50
Town Hall Improvements	\$ 200,000.00	\$ 144,874.19	\$ 55,125.81	\$ -
Police Technology Grant	\$ 40,000.00	\$ 38,898.72	\$ 1,101.28	\$ 1,101.28
Transfer Station Loader	\$ 31,000.00	\$ 26,340.30	\$ 4,659.70	\$ 4,659.70
Transfer Station Trailer	\$ 27,000.00	\$ 20,974.78	\$ 6,025.22	\$ 6,025.22
Gov. Dinsmore Bridge	\$ 100,000.00	\$ 42,439.50	\$ 57,560.50	\$ -
Police Department Radio System	\$ 75,000.00	\$ -	\$ 75,000.00	\$ 75,000.00
Remedial PFAS Cap	\$ 127,000.00	\$ 166.25	\$ 126,833.75	\$ -

CARRYOVERS

	2024 APPROPRIATIONS	EXPENDED 2024	TO 2025	BALANCE
<i>Unaudited MISCELLANEOUS</i>				
Retirement Svc Charges	\$ 4,000.00	\$ -	\$ 4,000.00	\$ 4,000.00
Insurance	\$ 2,488,166.00	\$ 2,220,059.13	\$ 268,106.87	\$ 268,106.87
Property Maintenance Trust	\$ 100,000.00	\$ 100,000.00	\$ -	\$ -
Searles Revenue Fund	\$ 42,000.00	\$ 42,000.00	\$ -	\$ -
Nesmith Library Solar PPA CRF	\$ 32,500.00	\$ 32,500.00	\$ -	\$ -
CARRYOVERS				
Searles Improvement	\$ 8,000.00	\$ -	\$ 18,851.00	\$ (10,851.00)
Cemetery	\$ 8,000.00	\$ 8,000.00	\$ -	\$ -
Fire	\$ 2,789.00	\$ 2,788.86	\$ 0.14	\$ 0.14
Town Common Beautification	\$ 97,760.00	\$ 43,225.28	\$ 54,534.72	\$ -
Town Hall	\$ 105,050.00	\$ 105,050.00	\$ -	\$ -
Historic District Commission	\$ 5,015.00	\$ -	\$ 5,015.00	\$ 5,015.00
TOTALS	\$ 21,482,325.00	\$ 19,716,410.08	\$ 358,387.12	\$ 1,407,527.80

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.

	2024	2023	2022
Town Only Tax Rate Breakdown			
Gross Appropriations (Approved Budget)	\$21,255,711	\$20,018,537	\$24,369,317
Less: General Fund Revenues (see Chart A)	(\$9,539,472)	(\$8,418,628)	(\$14,419,182)
Plus: Overlay (abatements)	\$85,091	\$46,498	\$57,056
Plus: War Service Credits	\$432,000	\$397,750	\$274,500
Net to Raise via taxation	\$12,233,330	\$12,044,157	\$10,281,691
Town Tax Rate	\$3.83	\$3.82	\$3.30

Chart A – General Fund Revenue (for tax rate)	2024	2023	Difference
Licenses, Permits & Fees	\$4,650,000	\$4,793,505	(\$143,505)
State Revenues	2,028,265	1,961,296	66,969
Income from Departments, Other Taxes and Interest, Grants and Intergovernmental	699,747	699,747	0
Capital Reserve Funds	0	0	0
Sale of Municipal Property	51,000	1,000	50,000
Cable Franchise Fees	268,000	292,000	(24,000)
Interest on Investments	500,000	150,000	350,000
Transfers In from other funds (Searles, Trust Funds)	42,000	41,500	500
Funds from Other Sources (Bond/Conserv, Rev funds)	173,460	179,580	(6,120)
Use of prior year fund balance to reduce the tax rate	800,000	300,000	500,000
<i>Total GF Revenue for tax rate (see chart above)</i>	<i>\$9,212,472</i>	<i>\$8,418,628</i>	<i>\$793,844</i>
Impact of Funds directly offsetting appropriations	\$327,000	0	\$327,000
Net GF Revenue on which the tax rate is set	\$9,539,472	\$8,418,628	\$1,120,844

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 each year and thus varies from year to year.

Town Debt

The full Statement of Bonded Indebtedness at the end of 2024 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), the 2021 loan for a Fire Truck (\$750,000), and two loans taken in 2024 through the NH Municipal Bond Bank (\$1,400,000) and TD Bank (\$600,000) for conservation land. 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 2024: \$140,631.17

The schedule of payments below reflects the remaining payments:

Years	Beginning Principal	Principal Paid	Interest Paid	Ending Principal	Total Payment
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:		\$140,631.17	\$4,608.98		\$145,240.15

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
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		\$1,165,000.00	\$224,773.76		\$1,389,773.76

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 2024: \$405,000.00.

The schedule of payments below reflects the remaining payments:

Years	Beginning Principal	Principal Paid	Interest Paid	Remaining Principal	Total Payment
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		\$405,000.00	\$77,905.00		\$482,905.00

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 2024: \$395,000.00.

The schedule of payments below reflects the remaining payments:

Years	Beginning Principal	Principal Paid	Interest Paid	Remaining Principal	Total Payment
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		\$395,000.00	\$59,925.00		\$454,925.00

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 2024: \$208,058.32.

Years	Beginning Principal	Principal Paid	Interest Paid	Ending Principal	Total Payment
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		\$208,058.32	\$22,105.04		\$230,163.36

North Lowell Road Conservation Land Loan:

Original Issue: \$1,400,000.00 / July 2024 / New Hampshire Municipal Bond Bank / True Interest Cost of 3.46% (adjusted for premium received), 15-year term.

Purpose: Purchase of conservation land – North Lowell Road

Remaining Principal at the end of 2024: \$1,261,100.00.

The schedule of payments below reflects the remaining payments:

Years	Beginning Principal	Principal Paid	Interest Paid	Remaining Principal	Total Payment
2025	\$1,261,100.00	\$84,100.00	\$65,745.35	\$1,177,000.00	\$149,845.35
2026	\$1,177,000.00	\$84,100.00	\$60,027.00	\$1,092,900.00	\$144,127.00
2027	\$1,092,900.00	\$84,100.00	\$55,737.90	\$1,008,800.00	\$139,837.90
2028	\$1,008,800.00	\$84,100.00	\$51,448.80	\$924,700.00	\$135,548.80
2029	\$924,700.00	\$84,100.00	\$47,159.70	\$840,600.00	\$131,259.70
2030	\$840,600.00	\$84,100.00	\$42,870.60	\$756,500.00	\$126,970.60
2031	\$756,500.00	\$84,100.00	\$38,581.50	\$672,400.00	\$122,681.50
2032	\$672,400.00	\$84,050.00	\$34,292.40	\$588,350.00	\$118,342.40
2033	\$588,350.00	\$84,050.00	\$30,005.86	\$504,300.00	\$114,055.86
2034	\$504,300.00	\$84,050.00	\$25,719.30	\$420,250.00	\$109,769.30
2035	\$420,250.00	\$84,050.00	\$21,432.76	\$336,200.00	\$105,482.76
2036	\$336,200.00	\$84,050.00	\$17,146.20	\$252,150.00	\$101,196.20
2037	\$252,150.00	\$84,050.00	\$12,859.66	\$168,100.00	\$96,909.66
2038	\$168,100.00	\$84,050.00	\$8,573.10	\$84,050.00	\$92,623.10
2039	\$84,050.00	\$84,050.00	\$4,286.56	\$0.00	\$88,336.56
Total		\$1,261,100.00	\$515,886.69		\$1,776,986.69

Lowell Road Conservation Land Loan:

Original Issue: \$600,000.00 / December 2024 / New Hampshire Municipal Bond Bank / True Interest Cost of 4.59%, 10 year term.

Purpose: Purchase of conservation land – Lowell Road

Remaining Principal at the end of 2024: \$600,000.00.

The schedule of payments below reflects the remaining payments:

Years	Beginning Principal	Principal Paid	Interest Paid	Remaining Principal	Total Payment
2025	\$600,000.00	\$58,766.27	\$15,995.84	\$541,233.73	\$74,762.11
2026	\$360,000.00	\$49,919.48	\$24,842.63	\$491,314.25	\$74,762.11
2027	\$320,000.00	\$52,210.79	\$22,551.32	\$439,103.46	\$74,762.11
2028	\$280,000.00	\$54,607.26	\$20,154.85	\$384,496.20	\$74,762.11
2029	\$240,000.00	\$57,113.73	\$17,648.38	\$327,382.47	\$74,762.11
2030	\$200,000.00	\$59,735.25	\$15,026.86	\$267,647.22	\$74,762.11
2031	\$62,477.10	\$62,477.10	\$12,285.01	\$205,170.12	\$74,762.11
2032	\$65,344.801	\$65,344.80	\$9,417.31	\$139,825.32	\$74,762.11
2033	\$68,344.13	\$68,344.13	\$6,417.98	\$71,481.19	\$74,762.11
2034	\$71,481.19	\$71,481.19	\$3,280.92	\$0.00	\$74,762.11
Total		\$600,000.00	\$147,621.10		\$747,621.10

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 2024 are summarized as follows:

Due to School District as of December 31, 2023	\$26,735,263
Total School District Funds Raised through 2024 Tax Rate	\$57,063,659
Total Transferred Out to School District during 2024	(\$53,158,044)
Balance due to School District as of December 31, 2024	\$30,640,878

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):	2024	2023	2022	2021
Available for tax rate setting	\$1,776,521	\$1,188,551	\$813,142	\$664,676
Amount used to reduce next year's tax rate	\$800,000	\$300,000	\$513,142	\$364,676
Remainder	\$976,521	\$888,551	\$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.

	Beginning Balance 12/31/23	Income	Disbursements	Interest	Finance Balance 12/31/24
Cable TV Trust Fund	\$331,091.27	\$22,000.00	\$5,172.17	\$3,095.59	\$351,014.69
Searles Special Revenue	\$30,167.09	\$50,500.00	\$31,492.96	\$1,930.69	\$51,104.82
Searles Donation Fund	\$603.41			\$21.44	\$624.85
Friends of Searles	\$370.92			\$13.53	\$384.45
Expendable Health Trust	\$8,388.22			\$306.01	\$8,694.23
Cemetery Operation Fund	\$146,311.43	\$7,800.00		\$5,458.44	\$159,569.87
Conservation Land Trust	\$858,950.05	\$114,047.00	\$297,567.35	\$28,309.22	\$703,738.92
Road Bond Fund	\$9,452.34			\$344.83	\$9,797.17
Law Enforcement Fund	\$992.00			\$36.19	\$1,028.19
Recreation-Programs	\$28,217.49	\$88,455.61	\$86,925.20	\$1,811.93	\$31,559.83
Bridge to Beautification	\$8,948.46			\$326.45	\$9,274.91
Conservation Grant Fund	\$2,206.85			\$80.51	\$2,287.36
Police Public Safety Revolve	\$27,784.99	\$69,867.00	\$56,301.72	\$1,457.88	\$42,808.15
Fire Public Safety Revolve Fd	\$10,223.35	\$48,830.10	\$23,690.60	\$1,023.65	\$36,386.50
Subdivision Fees	\$71,215.72	\$36,302.27	\$43,097.18	\$2,344.42	\$66,765.23
Rte 28 Emergency Fund	\$11,515.60			\$420.10	\$11,935.70
Rail to Trail Fund	\$102.61			\$3.74	\$106.35
Fire Cistern Spec Rev Fund	\$2,022.74			\$73.79	\$2,096.53
Forest Maintenance Fund	\$47,958.30		\$750.00	\$1,740.13	\$48,948.43
MSDC Fund	\$46,001.68	\$35,839.98	\$63,750.00	\$2,049.83	\$20,141.49
Ambulance Replacement	\$100,066.60	\$100,000.00		\$5,130.71	\$205,197.31
ARPA Funds	\$396,996.57	\$1,236.15	\$276,396.52	\$7,882.51	\$129,718.71
Police Impact Fee	\$138,246.24	\$31,803.07	\$2,353.04	\$5,782.27	\$173,478.54
Fire Impact Fee	\$299,290.78	\$51,076.68	\$44,946.22	\$11,782.06	\$317,203.30
School Impact Fees	\$156,531.25	\$168,597.63	\$221,657.75	\$4,379.90	\$107,851.03
Total	\$2,733,655.96	\$826,355.49	\$1,154,099.76	\$85,805.82	\$2,491,716.56

The collective cash balances for the special funds were invested as follows as of December 31, 2024 (represents actual bank statement balances adjusted for timing of deposits/withdrawals):

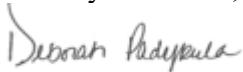
TD Bank Disbursement Account – earning 3.2%	\$2,214,037.73
Enterprise Bank Investment Account – earning 0.1%	\$257,812.14
TD Bank Merchant Account – earning 3.45%	\$19,866.69

Performance Bonds As of 12/31/2024, 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	\$10,597.81
13 & 15 Rockingham Rd.	Cash	\$2,098.74
10 Allen Rd	Cash	\$24,812.03
Bearhill Rd	Cash	\$1,559.84
61 Roulston Road	Cash	\$8,690.56
Comcast/Adelphia (Cable TV)	Insurance Co Bond	\$75,000.00
Flat Rock	Letter of Credit	\$350,000.00
Gateway Park Completion	Cash	\$138,074.34
Gateway Park Performance Bond	Cash	\$2,114.77
Highclere	Cash	\$353,332.32
Libbey Rd	Restoration Bond	\$10,000.00
London Bridge South II	Letter of Credit	\$11,000.00
McIntosh Hollow	Letter of Credit	\$20,472.00
Pilgrim Road	Cash	\$5,264.34
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
Searles Road	Cash	\$15,995.50
Thorndike	Insurance Co Bond	\$114,795.95
Trails Edge	Letter of Credit	\$252,137.50
White Mountain Cable Construction (Cable TV)	Insurance Co Bond	\$20,000.00
Wood Meadow	Cash	\$5,041.82
Wood Meadow Phase 1	Letter of Credit	\$26,059.00
Wood Meadow Phase 3	Letter of Credit	\$38,424.45
Total Performance Bonds		\$1,843,310.97

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,



Deborah Padykula, Finance Director

IMPACT FEES - 2024

ASSESSMENTS FOR 2024 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	3-B-310	2 Madison Lane	01/02/24		\$1,460.00	08/14/24		\$1,460.00
GBQ Homes	3-B-310	4 Madison Lane	01/02/24		\$1,460.00			
GBQ Homes	3-B-310-26	12 Madison Lane	01/02/24		\$1,460.00	09/13/24		\$1,460.00
GBQ Homes	3-B-310	14 Madison Lane	01/02/24		\$1,460.00	08/02/24		\$1,460.00
Amy Charbonneau	21-D-152	16 Cobbets Pond Rd	01/24/24	\$11,246.05	\$1,581.18			
GBQ Homes	3-B-310	3 Kinsman	02/05/24		\$1,460.00			
GBQ Homes	3-B-310	5 Kinsman	02/05/24		\$1,460.00			
GBQ Homes	3-B-310	7 Kinsman	02/05/24		\$1,460.00			
GBQ Homes	3-B-310	9 Kinsman	02/05/24		\$1,460.00			
GBQ Homes	3-B-310	10 Kinsman	02/05/24		\$1,460.00			
Tynco Realty	3-B-310	10 Madison	03/07/24		\$1,460.00	10/01/24		\$1,460.00
Avina Redidence	13-C-12	11 McIntosh Hollow	03/18/24	\$11,246.05	\$1,581.18	10/24/24	\$11,246.05	\$1,581.18
GBQ Homes	3-B-310	8 Madison	03/27/24		\$1,460.00			
GBQ Homes	3-B-310	8 Kinsman	03/27/24		\$1,460.00			
GBQ Homes	3-B-310	6 Kinsman	03/27/24		\$1,460.00			
GBQ Homes	3-B-310	4 Kinsman	03/27/24		\$1,460.00			
GBQ Homes	3-B-310	7 Madison Lane	06/13/24		\$1,460.00			
Safari Construction	11-A-1702	5 Highclere Rd	07/05/24	\$11,246.05	\$1,581.18			
John and Rachel Kula	21-V-250B	20 Fish Rd	07/05/24	\$11,246.05				
Windham Woods School, Inc.	13-C-400	39 Roulston Rd	07/05/24		\$2,499.11			
LTD Storage, LLC	13-D-75	48 Roulston Rd (f/k/a 61 Roulston)	07/05/24		\$2,733.92			
Craig Harvey	9-A-825	36 Kendall Pond Rd	10/21/24	\$6,357.87	\$1,460.00	10/21/24	\$6,357.87	\$1,460.00
Andrew Marino	7-B-34	6 Orchard Blossom	11/22/24	\$11,246.05	\$1,581.18			
Balcon LLC	13-C-14	9 McIntosh Hollow	11/22/24	\$11,246.05	\$1,581.18			
Kaz Ulaky	22-A-301	19 Rolling Ridge	11/22/24	\$11,246.05	\$1,581.18			
Larry Johansen	16-R-184	23 First St	11/22/24	\$11,246.05		12/02/24	\$11,246.05	
Nikasa LLC	18-L-302	59 Range	11/22/24		\$137.09			
Xiaohui Feng	22-L-27	75 W Shore	11/22/24	\$11,246.05				
TPC Flatrock Owner LLC	8-B-500-7	29 Trails Edge Rd	11/25/24	\$3,617.40	\$1,237.00			
TPC Flatrock Owner LLC	8-B-500-28	30 Trails Edge Rd	11/25/24	\$3,617.40	\$1,237.00			
TPC Flatrock Owner LLC	8-B-500-8	31 Trails Edge Rd	11/25/24	\$3,617.40	\$1,237.00			
TPC Flatrock Owner LLC	8-B-500-27	32 Trails Edge Rd	11/25/24	\$3,617.40	\$1,237.00			
TPC Flatrock Owner LLC	8-B-500-9	33 Trails Edge Rd	11/25/24	\$3,617.40	\$1,237.00			
TPC Flatrock Owner LLC	8-B-500-26	34 Trails Edge Rd	11/25/24	\$3,617.40	\$1,237.00			
TPC Flatrock Owner LLC	8-B-500-10	35 Trails Edge Rd	11/25/24	\$3,617.40	\$1,237.00			
TPC Flatrock Owner LLC	8-B-500-25	36 Trails Edge Rd	11/25/24	\$3,617.40	\$1,237.00			
TPC Flatrock Owner LLC	8-B-500-11	37 Trails Edge Rd	11/25/24	\$3,617.40	\$1,237.00			
TPC Flatrock Owner LLC	8-B-500-24	38 Trails Edge Rd	11/25/24	\$3,617.40	\$1,237.00			
TPC Flatrock Owner LLC	8-B-500-12	39 Trails Edge Rd	11/25/24	\$3,617.40	\$1,237.00			
TPC Flatrock Owner LLC	8-B-500-23	40 Trails Edge Rd	11/25/24	\$3,617.40	\$1,237.00			
TPC Flatrock Owner LLC	8-B-500-13	41 Trails Edge Rd	11/25/24	\$3,617.40	\$1,237.00			
TPC Flatrock Owner LLC	8-B-500-14	43 Trails Edge Rd	11/25/24	\$3,617.40	\$1,237.00			
TPC Flatrock Owner LLC	8-B-500-15	45 Trails Edge Rd	11/25/24	\$3,617.40	\$1,237.00			
TPC Flatrock Owner LLC	8-B-500-16	47 Trails Edge Rd	11/25/24	\$3,617.40	\$1,237.00			
RK Sawyer LLC	8-C-30	67 Rockingham Rd (basement)	11/25/24	\$3,617.40	\$940.00			
TPC Flatrock Owner LLC	8-B-500-22	42 Trails Edge Rd	11/26/24	\$3,617.40	\$1,237.00			
TPC Flatrock Owner LLC	8-B-500-21	44 Trails Edge Rd	11/26/24	\$3,617.40	\$1,237.00			
TPC Flatrock Owner LLC	8-B-500-20	46 Trails Edge Rd	11/26/24	\$3,617.40	\$1,237.00			
TPC Flatrock Owner LLC	8-B-500-19	48 Trails Edge Rd	11/26/24	\$3,617.40	\$1,237.00			

ASSESSMENTS IN PRIOR YEARS (COLLECTED IN 2024 AT ISSUANCE OF CERTIFICATE OF OCCUPANCY)

DMH Development	1-C-956	28 New Rd	04/04/23	\$6,357.87	\$1,460.00	01/11/24	\$6,357.87	\$1,460.00
Tynco	3-B-310	15 Midtrail Crossing	05/11/23		\$1,460.00	01/11/24		\$1,460.00
GBQ HOMES LLC	3-B-310	7 MIDTRAIL CROSSING 48	10/18/22		\$1,460.00	01/18/24		\$1,460.00
SAFARI CONSTRUCTION MANAGEME	11A-107	19 HIGHCLERE RD	12/13/22	\$6,357.87	\$1,460.00	01/19/24	\$6,357.87	\$1,460.00
ADC	11-A-1723	30 Highclere Rd	10/10/19	\$6,357.87	\$1,460.00	01/30/24	\$6,357.87	\$1,460.00
Pelligrino	11-A-1733	9 Chestnut St	09/14/21	\$6,357.87	\$1,460.00	02/07/24	\$6,357.87	\$1,460.00
TPC Flatrock Owner LLC	8-B-500	19 Trails Edge Rd	08/03/23	\$3,617.40	\$1,237.00	03/04/24	\$3,617.40	\$1,237.00
GBQ Homes	3-B-310	21 Midtrail Crossing	07/17/23		\$1,460.00	03/06/24		\$1,460.00
GBQ HOMES LLC	3-B-310	9 MIDTRAIL CROSSING ROAD	01/26/23		\$1,460.00	03/12/24		\$1,460.00
TPC Flatrock Owner LLC	8-B-500	17 Trails Edge Rd	08/03/23	\$3,617.40	\$1,237.00	03/12/24	\$3,617.40	\$1,237.00
SAFARI CONSTRUCTION	11-A-1708	21 HIGHCLERE RD	02/07/23	\$6,357.87	\$1,460.00	03/19/24	\$6,357.87	\$1,460.00
GBQ Homes	3-B-310	14 Midtrail Crossing	07/17/23		\$1,460.00	03/26/24		\$1,460.00
Ferriera/Hamilton	13-J-51	10 Allen Rd	05/16/23	\$6,357.87	\$1,460.00	04/09/24	\$6,357.87	\$1,460.00
Richard Alimenti	11-A-1713	50 Highclere	04/01/96	\$6,357.87	\$1,460.00	04/10/24	\$6,357.87	\$1,460.00
GBQ Homes	3-B-310	16 Midtrail Crossing	07/17/23		\$1,460.00	05/09/24		\$1,460.00
Soloman	16-Q-205A	5 Viau Rd	08/22/23	\$11,246.05		05/13/24	\$11,246.05	
TPC Flatrock Owner LLC	8-B-500	21 Trails Edge Rd	08/18/23	\$3,617.40	\$1,237.00	06/04/24	\$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	06/05/24	\$3,617.40	\$1,237.00
GBQ Homes	3-B-310	12 Midtrail Crossing	07/17/23		\$1,460.00	06/19/24		\$1,460.00
Nouria	13-A-10	19 Rockingham Rd	11/30/23		\$3,504.42	06/19/24		\$3,504.42
DMH Development	13-B-85	10 Harris Rd	02/24/20		\$535.68	06/21/24		\$535.68
Tynco Homes	3-B-310	27 Midtrail Crossing	09/07/23		\$1,460.00	07/24/24		\$1,460.00
DMH Development	22-R-2	155B Range Road	04/10/23	\$6,357.87	\$1,460.00	07/25/24	\$6,357.87	\$1,460.00
Tynco	3-B-310	19 Midtrail Crossing	05/11/23		\$1,460.00	08/02/24		\$1,460.00
TPC Flatrock Owner LLC	8-B-500/25333	20 Trails Edge Rd	08/28/23	\$3,617.40	\$1,237.00	08/02/24	\$3,617.40	\$1,237.00
TPC Flatrock Owner LLC	8-B-500/25333	18 Trails Edge Rd	08/28/23	\$3,617.40	\$1,237.00	08/14/24	\$3,617.40	\$1,237.00
GEORGE BERTOCCHI	8-B-500	22 TRAILS EDGE RD	10/24/23	\$3,617.40	\$1,237.00	08/14/24	\$3,617.40	\$1,237.00

NAME	LOT #	STREET	DATE	SCHOOL	PUBLIC SAFETY	DATE	SCHOOL	PUBLIC SAFETY
Tynco Homes	3-B-310	25 Midtrail Crossing	09/07/23		\$1,460.00	08/23/24		\$1,460.00
Sullivan	16-R-174D	43 First St	04/28/23	\$11,246.05		08/29/24	\$11,246.05	
JAMES JAMIESON	13-A-102	12B ROULSTON RD	12/18/23	\$3,910.18	\$1,339.67	09/09/24	\$3,910.18	\$1,339.67
GBQ Homes LLC	3-B-292	3 Lilac Ridge Rd	06/16/22	\$6,357.87	\$1,460.00	09/12/24	\$6,357.87	\$1,460.00
GEORGE BERTOCCHI	8-B-500	24 TRAILS EDGE RD	10/24/23	\$3,617.40	\$1,237.00	09/12/24	\$3,617.40	\$1,237.00
Windham Academy Charter	13-A-198	1 Industral	08/01/23		\$8,639.76	09/20/24		\$8,639.76
GBQ HOMES LLC	3-B-310	8 MIDTRAIL CROSSING 4	10/18/22		\$1,460.00	09/26/24		\$1,460.00
GEORGE BERTOCCHI	8-B-500	26 TRAILS EDGE RD*	10/24/23	\$3,617.40	\$1,237.00	10/18/24	\$3,617.40	\$1,237.00
GEORGE BERTOCCHI	8-B-500	28 TRAILS EDGE RD	10/24/23	\$3,617.40	\$1,237.00	10/18/24	\$3,617.40	\$1,237.00
Tynco	3-B-310	13 Midtrail Crossing	05/11/23		\$1,460.00	10/30/24		\$1,460.00
Barry Homes LLC	22-L-30	46 W Shore Rd	05/10/22	\$6,357.87	\$1,460.00	11/01/24	\$6,357.87	\$1,460.00
VISIONARY ELECTRICAL SERVICES L	13-J-52	31 COBURN RD	10/19/23	\$6,357.87	\$1,460.00	11/18/24	\$6,357.87	\$1,460.00
Tynco	3-B-310	17 Midtrail Crossing	05/11/23		\$1,460.00	12/06/24		\$1,460.00
JGC, LLC	13-J-50	8 ALLEN RD	12/26/23	\$6,357.87	\$1,460.00	12/12/24	\$6,317.80	\$1,460.00
GEORGE BERTOCCHI	8-B-500	27 TRAILS EDGE RD	12/17/24	\$3,617.40	\$1,237.00	12/17/24	\$3,617.40	\$1,237.00
GEORGE BERTOCCHI	8-B-500	25 TRAILS EDGE RD	12/17/24	\$3,617.40	\$1,237.00	12/17/24	\$3,617.40	\$1,237.00
JAMES JAMIESON	13-A-102	12A ROULSTON RD	12/18/23	\$3,910.18	\$1,339.67	12/26/24	\$3,910.18	\$1,339.67

IMPACT FEES - AMOUNT DISBURSED 2024

Disbursed To:	Date:	Purpose:	Type	Amount
Windham School District	06/06/23	Annual bond payments	School	\$157,065.50
Municipal Resources, Inc.	04/30/2024	Police Facility Study	Public Safety	\$2,353.04
Iworsky, Heather	05/14/24	Impact Fee Refund	Public Safety	\$454.30
MASSEY, CHRISTOPHER R &	05/14/24	Impact Fee Refund	Public Safety	\$1,108.80
Kudugunti, Shashi	05/14/24	Impact Fee Refund	Public Safety	\$454.27
Bouchard,Matthew & Kristen	05/14/24	Impact Fee Refund	Public Safety	\$454.28
Cheng and Chen Family Trust	05/14/24	Impact Fee Refund	Public Safety	\$454.23
Clark,Kenneth & Nancy	05/14/24	Impact Fee Refund	Public Safety	\$1,108.76
Confalone,Maureen	05/14/24	Impact Fee Refund	Public Safety	\$453.87
Cushion,David & Blake, Diane	05/14/24	Impact Fee Refund	Public Safety	\$454.28
Evans,Peter&Catherine	05/14/24	Impact Fee Refund	Public Safety	\$454.27
Fitch,Eric & Filomena	05/14/24	Impact Fee Refund	Public Safety	\$453.89
Flynn,Michael & Dana	05/14/24	Impact Fee Refund	Public Safety	\$454.28
Hoadeley,John & Susan	05/14/24	Impact Fee Refund	Public Safety	\$1,107.91
Goldberg,Robert & Louisa	05/14/24	Impact Fee Refund	Public Safety	\$454.22
Fox,Kyle & Yesenia	05/14/24	Impact Fee Refund	Public Safety	\$454.25
Lavoie,Norman & Jaymie	05/14/24	Impact Fee Refund	Public Safety	\$1,108.78
Liberti,Anthony & Sara	05/14/24	Impact Fee Refund	Public Safety	\$454.25
Gong,Sichen & Liu,Qianqian	05/14/24	Impact Fee Refund	Public Safety	\$454.23
Meissner,Ralph & Lauren	05/14/24	Impact Fee Refund	Public Safety	\$1,108.91
Mello,Kevin & Erica	05/14/24	Impact Fee Refund	Public Safety	\$454.23
Montenero,Paul & Joanne	05/14/24	Impact Fee Refund	Public Safety	\$453.87
Oakhem,Sean	05/14/24	Impact Fee Refund	Public Safety	\$453.88
Patel,Tusharkumar & Parulben	05/14/24	Impact Fee Refund	Public Safety	\$454.26
Paone Jr.,Charles	05/14/24	Impact Fee Refund	Public Safety	\$453.87
Rideout,Nicole & Michael	05/14/24	Impact Fee Refund	Public Safety	\$1,107.91
Witkowski,Timothy & Diane	05/14/24	Impact Fee Refund	Public Safety	\$454.28
Rogers,Dennis & Sharon	05/14/24	Impact Fee Refund	Public Safety	\$454.28
Stauss,Donna	05/14/24	Impact Fee Refund	Public Safety	\$453.87
MORAN, WILLIAM	06/04/24	Impact Fee Refund	Public Safety	\$1,108.84
Village Center Properties	06/04/24	Impact Fee Refund	Public Safety	\$329.56
Ryan, John R.	06/04/24	Impact Fee Refund	Public Safety	\$1,108.87
Fritz, Douglas	06/04/24	Impact Fee Refund	Public Safety	\$453.87
Stahly, Andreas	06/04/24	Impact Fee Refund	Public Safety	\$454.28
Guglielmino, Derek	06/04/24	Impact Fee Refund	Public Safety	\$453.89
Winship, Karen	06/04/24	Impact Fee Refund	Public Safety	\$1,108.78
POTVIN, GEORGE J &	07/09/24	Impact Fee Refund	Public Safety	\$1,108.89
Elstein, Adar and Marissa	12/10/24	Impact Fee Refund	Public Safety	\$1,110.72
Begley, James and Linda	12/10/24	Impact Fee Refund	Public Safety	\$455.05
Dignan, Peter and Rita	12/10/24	Impact Fee Refund	Public Safety	\$455.01
Neal, Brad and Misty	12/10/24	Impact Fee Refund	Public Safety	\$1,110.74
Deshpande, Suraj and Choughule, Kanika	12/10/24	Impact Fee Refund	Public Safety	\$1,110.80
Topham, Robin and Kenneth	12/10/24	Impact Fee Refund	Public Safety	\$455.06
Angelakis, James and Elizabeth	12/10/24	Impact Fee Refund	Public Safety	\$1,110.76
Price, Terry and Audrey	12/10/24	Impact Fee Refund	Public Safety	\$455.03
Harvey, Krysten and David	12/10/24	Impact Fee Refund	Public Safety	\$455.06
MacDonald, Thomas and Mildred	12/10/24	Impact Fee Refund	Public Safety	\$455.06
Bizot, Suzanne	12/10/24	Impact Fee Refund	Public Safety	\$455.05
Rodrigues, Eddie and Laura	12/10/24	Impact Fee Refund	Public Safety	\$1,110.85
Surette, Thomas and Christine	12/10/24	Impact Fee Refund	Public Safety	\$455.04
Simione, Joyce and Ray	12/10/24	Impact Fee Refund	Public Safety	\$455.06
Patel, Harendra and Savitaben	12/10/24	Impact Fee Refund	Public Safety	\$455.05
Plunkett, Richard	12/10/24	Impact Fee Refund	Public Safety	\$455.03
Valvo, Dale	12/10/24	Impact Fee Refund	Public Safety	\$455.06
Serian, Steven and Anita	12/10/24	Impact Fee Refund	Public Safety	\$1,110.85
Zambino, Michele	12/10/24	Impact Fee Refund	Public Safety	\$1,110.76
Martin, Anthony	12/10/24	Impact Fee Refund	Public Safety	\$1,110.76
Conroy, Christopher and Danielle	12/10/24	Impact Fee Refund	Public Safety	\$1,110.70
Gilbert, Gerald and Desrosiers, Matthew	12/10/24	Impact Fee Refund	Public Safety	\$1,110.78
West, Barbara and Kurt	12/10/24	Impact Fee Refund	Public Safety	\$455.02
Doe, Robert and Kimberly	12/10/24	Impact Fee Refund	Public Safety	\$455.06

Disbursed To:	Date:	Purpose:	Type	Amount
Jacobs, Edward and Cheryl	12/10/24	Impact Fee Refund	Public Safety	\$455.01
MacFarland, Brian and Julie	12/17/24	Impact Fee Refund	Public Safety	\$1,110.85
Gorski, Thomas and Janis	12/17/24	Impact Fee Refund	Public Safety	\$455.03
Harlow, Michael	12/17/24	Impact Fee Refund	Public Safety	\$1,110.78
Sulaman, Hamshira and Kaleem	12/17/24	Impact Fee Refund	Public Safety	\$455.05
Vancini, Paula	12/17/24	Impact Fee Refund	Public Safety	\$455.06
Fox, Aaron and Jennifer	12/17/24	Impact Fee Refund	Public Safety	\$1,110.87
Iftimia, Nicusor and Ileana	12/31/24	Impact Fee Refund	Public Safety	\$1,110.76
Schoen, Edward	12/31/24	Impact Fee Refund	Public Safety	\$455.03
Milone, Cathy M.	12/31/24	Impact Fee Refund	Public Safety	\$455.06
Thotakura, Sushma	12/31/24	Impact Fee Refund	Public Safety	\$1,110.87



PLODZIK & SANDERSON

Professional Association/Certified Public Accountants

193 North Main Street • Concord • New Hampshire • 03301-5063 • 603-225-6996 • FAX 603-224-1380

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 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, 2023, and the related notes to the financial statements, which collectively comprise the Town of Windham's basic financial statements as listed in the table of contents.

In our opinion, the accompanying financial statements 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, 2023, and the respective changes in financial position, and the respective budgetary comparison for the major 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 (GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. 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.

Emphasis of Matter – Change in Accounting Principle

As discussed in Note 2-C to the financial statements, in the year ending December 31, 2023, the Town adopted new accounting guidance, GASB Statement No. 96, *Subscription-Based Information Technology Arrangements*. Our opinion is not modified with respect to this matter.

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 GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting

Town of Windham, New Hampshire
Independent Auditor's Report

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.

In performing an audit in accordance with GAAS, 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 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 the 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 opinions on the basic financial statements are not affected by this 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 and the Schedule of Expenditures of Federal Awards, as required by *Title 2 U.S. Code of Federal Regulations, Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* are presented for purposes of additional analysis and are not a required part of the basic financial statements.

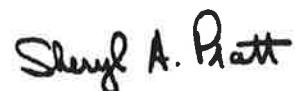
The combining and individual fund schedules and the Schedule of Expenditures of Federal Awards are the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial

***Town of Windham, New Hampshire
Independent Auditor's Report***

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 and the Schedule of Expenditures of Federal Awards are fairly stated, in all material respects, in relation to the basic financial statements as a whole.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated November 26, 2024 on our consideration of the Town of Windham's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Town of Windham's internal control over financial reporting and compliance.



November 26, 2024
Concord, New Hampshire

PLODZIK & SANDERSON
Professional Association

BASIC FINANCIAL STATEMENTS

EXHIBIT A
TOWN OF WINDHAM, NEW HAMPSHIRE
Statement of Net Position
December 31, 2023

	Governmental Activities
ASSETS	
Cash and cash equivalents	\$ 31,767,329
Investments	314,980
Taxes receivables (net)	2,084,707
Account receivables (net)	666,234
Intergovernmental receivable	180,172
Prepaid items	1,804
Capital assets:	
Land and construction in progress	16,134,409
Other capital assets, net of depreciation	<u>18,343,737</u>
Total assets	<u>69,493,372</u>
DEFERRED OUTFLOWS OF RESOURCES	
Amounts related to pensions	2,076,779
Amounts related to other postemployment benefits	<u>95,148</u>
Total deferred outflows of resources	<u>2,171,927</u>
LIABILITIES	
Accounts payable	469,412
Accrued salaries and benefits payable	133,594
Accrued interest payable	45,453
Intergovernmental payable	27,613,278
Long-term liabilities:	
Due within one year	649,761
Due in more than one year	<u>22,313,653</u>
Total liabilities	<u>51,225,151</u>
DEFERRED INFLOWS OF RESOURCES	
Unavailable revenue - property taxes	22,909
Unavailable revenue - grants	919,456
Amounts related to pensions	784,653
Amounts related to other postemployment benefits	<u>195,800</u>
Total deferred inflows of resources	<u>1,922,818</u>
NET POSITION	
Net investment in capital assets	30,879,860
Restricted	690,033
Unrestricted	<u>(13,052,563)</u>
Total net position	<u>\$ 18,517,330</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, 2023

	Expenses	Program Revenues			Net (Expense) Revenue and Change In Net Position
		Charges for Services	Operating Grants and Contributions	Capital Grants and Contributions	
General government	\$ 4,115,289	\$ 280,946	\$ -	\$ -	\$ (3,834,343)
Public safety	8,954,380	650,166	37,500	827,840	(7,438,874)
Highways and streets	3,955,659	-	351,890	-	(3,603,769)
Sanitation	1,429,688	85,537	-	-	(1,344,151)
Water distribution and treatment	-	13,788	-	-	13,788
Health	40,392	-	-	-	(40,392)
Welfare	77,442	-	-	-	(77,442)
Culture and recreation	2,066,339	94,469	-	-	(1,971,870)
Conservation	103,593	-	-	-	(103,593)
Interest on long-term debt	81,441	-	-	-	(81,441)
Total governmental activities	<u>\$ 20,824,223</u>	<u>\$ 1,124,906</u>	<u>\$ 389,390</u>	<u>\$ 827,840</u>	<u>(18,482,087)</u>
General revenues:					
Taxes:					
Property					11,664,633
Other					167,668
Motor vehicle permit fees					4,533,058
Licenses and other fees					314,432
Grants and contributions not restricted to specific programs					1,698,034
Unrestricted investment earnings					221,707
Miscellaneous					281,049
Total general revenues					<u>18,880,581</u>
Change in net position					398,494
Net position, beginning					18,118,836
Net position, ending					<u>\$ 18,517,330</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, 2023

	General	Other Governmental Funds	Total Governmental Funds
ASSETS			
Cash and cash equivalents	\$ 29,191,207	\$ 2,576,122	\$ 31,767,329
Investments	-	314,980	314,980
Taxes receivable	2,209,707	-	2,209,707
Accounts receivable (net)	645,658	20,576	666,234
Intergovernmental receivable	180,172	-	180,172
Interfund receivable	-	18,094	18,094
Prepaid items	1,804	-	1,804
Total assets	\$ 32,228,548	\$ 2,929,772	\$ 35,158,320
LIABILITIES			
Accounts payable	\$ 469,412	\$ -	\$ 469,412
Accrued salaries and benefits payable	133,594	-	133,594
Intergovernmental payable	27,613,278	-	27,613,278
Interfund payable	18,094	-	18,094
Total liabilities	28,234,378	-	28,234,378
DEFERRED INFLOWS OF RESOURCES			
Unavailable revenue - property taxes	196,126	-	196,126
Unavailable revenue - grants	522,759	396,697	919,456
Total deferred inflows of resources	718,885	396,697	1,115,582
FUND BALANCES			
Nonspendable	1,804	481,544	483,348
Restricted	61,390	147,099	208,489
Committed	1,087,372	1,573,341	2,660,713
Assigned	78,415	331,091	409,506
Unassigned	2,046,304	-	2,046,304
Total fund balances	3,275,285	2,533,075	5,808,360
Total liabilities, deferred inflows of resources, and fund balances	\$ 32,228,548	\$ 2,929,772	\$ 35,158,320

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, 2023

Total fund balances of governmental funds (Exhibit C-1)	\$ 5,808,360
Amounts reported for governmental activities in the Statement of Net Position are different because:	
Capital assets used in governmental activities are not current financial resources, therefore, are not reported in the governmental funds.	
Cost	\$ 87,060,845
Less accumulated depreciation	<u>(52,582,699)</u>
	34,478,146
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	\$ 2,076,779
Deferred inflows of resources related to pensions	(784,653)
Deferred outflows of resources related to OPEB	95,148
Deferred inflows of resources related to OPEB	<u>(195,800)</u>
	1,191,474
Interfund receivables and payables between governmental funds are eliminated on the Statement of Net Position.	
Receivables	\$ (18,094)
Payables	<u>18,094</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	\$ 173,217
Allowance for uncollectible property taxes	<u>(125,000)</u>
	48,217
Interest on long-term debt is not accrued in governmental funds.	
Accrued interest payable	(45,453)
Long-term liabilities are not due and payable in the current period, therefore, are not reported in the governmental funds.	
Bonds	\$ 2,210,000
Notes	1,061,897
Unamortized bond premium	326,389
Compensated absences	1,626,354
Net pension liability	15,852,471
Other postemployment benefits	<u>1,886,303</u>
	(22,963,414)
Net position of governmental activities (Exhibit A)	<u><u>\$ 18,517,330</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, 2023

	General	Other Governmental Funds	Total Governmental Funds
REVENUES			
Taxes	\$ 11,776,107	\$ 31,000	\$ 11,807,107
Licenses and permits	4,847,490	-	4,847,490
Intergovernmental	2,087,424	827,840	2,915,264
Charges for services	819,333	305,573	1,124,906
Miscellaneous	353,831	148,925	502,756
Total revenues	<u>19,884,185</u>	<u>1,313,338</u>	<u>21,197,523</u>
EXPENDITURES			
Current:			
General government	4,063,103	67,710	4,130,813
Public safety	9,748,553	98,520	9,847,073
Highways and streets	1,801,311	-	1,801,311
Sanitation	1,367,831	-	1,367,831
Health	40,392	-	40,392
Welfare	77,442	-	77,442
Culture and recreation	1,841,237	83,184	1,924,421
Conservation	6,375	272,218	278,593
Debt service:			
Principal	356,663	-	356,663
Interest	122,624	-	122,624
Capital outlay	489,839	907,568	1,397,407
Total expenditures	<u>19,915,370</u>	<u>1,429,200</u>	<u>21,344,570</u>
Deficiency of revenues under expenditures	<u>(31,185)</u>	<u>(115,862)</u>	<u>(147,047)</u>
OTHER FINANCING SOURCES (USES)			
Transfers in	260,010	-	260,010
Transfers out	-	(260,010)	(260,010)
Note proceeds	828,500	-	828,500
Total other financing sources (uses)	<u>1,088,510</u>	<u>(260,010)</u>	<u>828,500</u>
Net change in fund balances	1,057,325	(375,872)	681,453
Fund balances, beginning	2,217,960	2,908,947	5,126,907
Fund balances, ending	<u>\$ 3,275,285</u>	<u>\$ 2,533,075</u>	<u>\$ 5,808,360</u>

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, 2023

Net change in fund balances of governmental funds (Exhibit C-3)	\$ 681,453
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	\$ 1,858,963
Depreciation expense	<u>(2,135,804)</u>
	(276,841)
Transfers in and out between governmental funds are eliminated on the Statement of Activities.	
Transfers in	\$ (260,010)
Transfers out	<u>260,010</u>
	(260,010)
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 inflows for tax revenue	25,194
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.	
Note proceeds	\$ (828,500)
Repayment of bond principal	245,000
Repayment of note principal	377,387
Amortization of bond premium	<u>36,426</u>
	(169,687)
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.	
Decrease in accrued interest expense	\$ 4,757
Increase in compensated absences payable	<u>(137,904)</u>
Net change in net pension liability, and deferred outflows and inflows of resources related to pensions	278,205
Net change in net other postemployment benefits liability and deferred outflows and inflows of resources related to other postemployment benefits	<u>(6,683)</u>
	138,375
Changes in net position of governmental activities (Exhibit B)	<u><u>\$ 398,494</u></u>

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, 2023

	Original and Final Budget	Actual	Variance Positive (Negative)
REVENUES			
Taxes	\$ 11,730,781	\$ 11,801,301	\$ 70,520
Licenses and permits	4,394,000	4,847,490	453,490
Intergovernmental	2,360,801	2,087,424	(273,377)
Charges for services	889,375	819,333	(70,042)
Miscellaneous	122,500	322,587	200,087
Total revenues	<u>19,497,457</u>	<u>19,878,135</u>	<u>380,678</u>
EXPENDITURES			
Current:			
General government	3,963,211	3,885,437	77,774
Public safety	9,387,715	8,922,842	464,873
Highways and streets	1,788,351	1,801,311	(12,960)
Sanitation	1,506,544	1,357,831	148,713
Health	56,925	40,392	16,533
Welfare	45,540	77,442	(31,902)
Culture and recreation	1,886,179	1,813,025	73,154
Conservation	9,780	6,375	3,405
Debt service:			
Principal	356,658	356,663	(5)
Interest	123,128	122,624	504
Capital outlay	<u>787,006</u>	<u>785,320</u>	<u>1,686</u>
Total expenditures	<u>19,911,037</u>	<u>19,169,262</u>	<u>741,775</u>
Excess (deficiency) of revenues over (under) expenditures	<u>(413,580)</u>	<u>708,873</u>	<u>1,122,453</u>
OTHER FINANCING SOURCES (USES)			
Transfers in	188,580	260,010	71,430
Transfers out	(75,000)	(75,000)	-
Total other financing sources (uses)	<u>113,580</u>	<u>185,010</u>	<u>71,430</u>
Net change in fund balances	<u>\$ (300,000)</u>	<u>893,883</u>	<u>\$ 1,193,883</u>
Increase in nonspendable fund balance		(1,804)	
Decrease in restricted fund balance		21,392	
Unassigned fund balance, beginning		1,181,050	
Unassigned fund balance, ending	<u>\$ 2,094,521</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, 2023

	Private Purpose Trust Funds	All Custodial Funds
ASSETS		
Cash and cash equivalents	\$ 9,638	\$ 2,330,224
Investments	25,307	-
Intergovernmental receivable	-	26,735,263
Total assets	<u>34,945</u>	<u>29,065,487</u>
LIABILITIES		
Intergovernmental payables:		
School	-	26,735,263
NET POSITION		
Restricted	<u>\$ 34,945</u>	<u>\$ 2,330,224</u>

EXHIBIT E-2
TOWN OF WINDHAM, NEW HAMPSHIRE
Fiduciary Funds
Statement of Changes in Fiduciary Net Position
For the Fiscal Year Ended December 31, 2023

	Private Purpose Trust Funds	All Custodial Funds
ADDITIONS		
Contributions	\$ -	\$ 1,358,935
Investment earnings	243	36,807
Change in fair market value	4,206	-
Tax collections for other governments	-	55,573,029
Motor vehicle permit fees	-	1,211,472
Total additions	<u>4,449</u>	<u>58,180,243</u>
DEDUCTIONS		
Payments of taxes to other governments	-	55,573,029
Payments to other governments	-	2,076,783
Payments for escrow purposes	-	192,285
Total deductions	<u>-</u>	<u>57,842,097</u>
Change in net position	4,449	338,146
Net position, beginning	<u>30,496</u>	<u>1,992,078</u>
Net position, ending	<u>\$ 34,945</u>	<u>\$ 2,330,224</u>

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



PLODZIK & SANDERSON

Professional Association/Certified Public Accountants

193 North Main Street • Concord • New Hampshire • 03301-5063 • 603-225-6996 • FAX-224-1380

REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH GOVERNMENT AUDITING STANDARDS

Independent Auditor's Report

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

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States (*Government Auditing Standards*), the 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, 2023, and the related notes to the financial statements, which collectively comprise the Town of Windham's basic financial statements, and have issued our report thereon dated November 26, 2024.

Report on Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered the Town of Windham's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Town of Windham's internal control. Accordingly, we do not express an opinion on the effectiveness of the Town of Windham's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies and therefore, material weaknesses or significant deficiencies may exist that were not identified. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. We identified a certain deficiency in internal control, described in the accompanying schedule of findings and questioned costs as item 2023-001, that we consider to be a significant deficiency.

Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether the Town of Windham's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards* and which are described in the accompanying schedule of findings and questioned costs as item 2023-001.

Town of Windham
Report on Internal Control Over Financial Reporting and on Compliance and Other Matters Based on an
Audit of Financial Statements Performed in Accordance With Government Auditing Standards

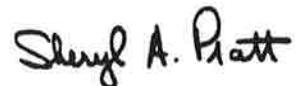
Town of Windham's Response to Findings

Government Auditing Standards requires the auditor to perform limited procedures on the Town of Windham's response to the findings identified in our audit and described in the accompanying schedule of findings and questioned costs. The Town of Windham's response was not subjected to the other auditing procedures applied in the audit of the financial statements and, accordingly, we express no opinion on the response.

Purpose of This Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

November 26, 2024
Concord, New Hampshire



PLODZIK & SANDERSON
Professional Association



PLODZIK & SANDERSON

Professional Association/Certified Public Accountants

193 North Main Street • Concord • New Hampshire • 03301-5063 • 603-225-6996 • FAX-224-1380

REPORT ON COMPLIANCE FOR EACH MAJOR FEDERAL PROGRAM AND REPORT ON INTERNAL CONTROL OVER COMPLIANCE REQUIRED BY THE UNIFORM GUIDANCE

Independent Auditor's Report

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

Report on Compliance for Each Major Federal Program

Opinion on Each Major Federal Program

We have audited the Town of Windham's compliance with the types of compliance requirements identified as subject to audit in the OMB *Compliance Supplement* that could have a direct and material effect on each of the Town of Windham's major federal programs for the year ended December 31, 2023. The Town of Windham's major federal programs are identified in the summary of auditor's results section of the accompanying schedule of findings and questioned costs.

In our opinion, the Town of Windham complied, in all material respects, with the compliance requirements referred to above that could have a direct and material effect on each of its major federal programs for the year ended December 31, 2023.

Basis for Opinion on Each Major Federal Program

We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America (GAAS); the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States (*Government Auditing Standards*); and the audit requirements of Title 2 U.S. *Code of Federal Regulations Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance). Our responsibilities under those standards and the Uniform Guidance are further described in the Auditor's Responsibilities for the Audit of Compliance 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 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 opinion on compliance for each major federal program. Our audit does not provide a legal determination of the Town of Windham's compliance with the compliance requirements referred to above.

Responsibilities of Management for Compliance

Management is responsible for compliance with the requirements referred to above and for the design, implementation, and maintenance of effective internal control over compliance with the requirements of laws, statutes, regulations, rules and provisions of contracts or grant agreements applicable to the Town of Windham's federal programs.

Auditor's Responsibilities for the Audit of Compliance

Our objectives are to obtain reasonable assurance about whether material noncompliance with the compliance requirements referred to above occurred, whether due to fraud or error, and express an opinion on the Town of Windham's compliance based on our audit. 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 GAAS, *Government Auditing Standards*, and the Uniform Guidance will always detect

Town of Windham

Report on Compliance for Each Major Federal Program and Report on Internal Control Over Compliance

Required by the Uniform Guidance

material noncompliance when it exists. The risk of not detecting material noncompliance resulting from fraud is higher than for that resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Noncompliance with the compliance requirements referred to above is considered material, if there is a substantial likelihood that, individually or in the aggregate, it would influence the judgment made by a reasonable user of the report on compliance about the Town of Windham's compliance with the requirements of each major federal program as a whole.

In performing an audit in accordance with GAAS, *Government Auditing Standards*, and the Uniform Guidance, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material noncompliance, 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 Town of Windham's compliance with the compliance requirements referred to above and performing such other procedures as we considered necessary in the circumstances.
- Obtain an understanding of the Town of Windham's internal control over compliance relevant to the audit in order to design audit procedures that are appropriate in the circumstances and to test and report on internal control over compliance in accordance with the Uniform Guidance, but not for the purpose of expressing an opinion on the effectiveness of the Town of Windham's internal control over compliance. Accordingly, no such opinion is expressed.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and any significant deficiencies and material weaknesses in internal control over compliance that we identified during the audit.

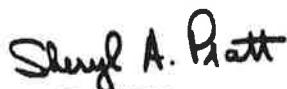
Report on Internal Control Over Compliance

A deficiency in internal control over compliance exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, noncompliance with a type of compliance requirement of a federal program on a timely basis. *A material weakness in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance, such that there is a reasonable possibility that material noncompliance with a type of compliance requirement of a federal program will not be prevented, or detected and corrected, on a timely basis. *A significant deficiency in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance with a type of compliance requirement of a federal program that is less severe than a material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance.

Our consideration of internal control over compliance was for the limited purpose described in the Auditor's Responsibilities for the Audit of Compliance section above and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies in internal control over compliance. Given these limitations, during our audit we did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses, as defined above. However, material weaknesses or significant deficiencies in internal control over compliance may exist that were not identified.

Our audit was not designed for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, no such opinion is expressed.

The purpose of this report on internal control over compliance is solely to describe the scope of our testing of internal control over compliance and the results of that testing based on the requirements of the Uniform Guidance. Accordingly, this report is not suitable for any other purpose.



PLODZIK & SANDERSON
Professional Association

November 26, 2024
Concord, New Hampshire

SCHEDULE I
TOWN OF WINDHAM, NEW HAMPSHIRE
Schedule of Findings and Questioned Costs
For the Year Ended December 31, 2023

SECTION I - SUMMARY OF AUDITOR'S RESULTS

Financial Statements

Type of report the auditor issued on whether the financial statements audited were prepared in accordance with GAAP:
Unmodified opinions on governmental activities, the major fund and aggregate remaining fund information.

Internal control over financial reporting:

- Material weakness(es) identified? yes no
- Significant deficiency(ies) identified? yes no

Noncompliance material to financial statements noted? yes no

Federal Awards

Internal control over major programs:

- Material weakness(es) identified? yes no
- Significant deficiency(ies) identified? yes none reported

Type of auditor's report issued on compliance for major federal programs: Unmodified

Any audit findings disclosed that are required to be reported in accordance with 2 CFR 200.516(a)? yes no

Identification of major federal programs:

<u>Assistance Listing Numbers</u>	<u>Name of Federal Program or Cluster</u>
21.027	COVID-19 - Coronavirus State and Local Fiscal Recovery Funds
Dollar threshold used to distinguish between type A and type B programs:	<u>\$750,000</u>
Auditee qualified as low-risk auditee?	<input type="checkbox"/> yes <input checked="" type="checkbox"/> no

SCHEDULE I (Continued)
TOWN OF WINDHAM, NEW HAMPSHIRE
Schedule of Findings and Questioned Costs
For the Year Ended December 31, 2023

SECTION II - FINANCIAL STATEMENT FINDINGS

2023-001 Stock Certificates (Significant Deficiency)

Criteria: Investments in common stock should be held in book form, rather than physical stock certificates.

Condition: The Town Trustees of Trust Funds are holding physical stock certificates related to certain investments held in the permanent funds. At year-end, the fair market value of these securities was \$194,539.

Cause: Unknown.

Effect: Physical certificates are at an increased risk of loss or theft as compared to securities held in book form. In addition, the related stock dividends are paid via check and must be deposited into the permanent fund investment accounts, which creates an additional concern that all dividends are being deposited and credited to the appropriate permanent fund accounts.

Recommendation: We recommend that the Trustees of Trust Funds take the necessary steps to convert the stock certificates into book form and deposit them on account with the current permanent trust custodian.

Views of Responsible Officials: Management's views and corrective action plan is included at the end of this report.

SECTION III – FEDERAL AWARD FINDINGS AND QUESTIONED COSTS

NONE

SCHEDULE II
TOWN OF WINDHAM, NEW HAMPSHIRE
Schedule of Expenditures of Federal Awards
For the Year Ended December 31, 2023

Federal Grantor/Pass-Through Grantor/Program or Cluster Title	Federal Assistance Listing Number	Pass-Through Entity Identifying Number	Provided to Subrecipients	Federal Expenditures
<u>DIRECT FUNDING</u>				
<u>U.S. DEPARTMENT OF TREASURY</u>				
COVID-19 - Coronavirus State and Local Fiscal Recovery Funds	21.027	NA	\$ _____ -	\$ 827,840
<i>Total Expenditures of Federal Awards</i>			<u>\$ _____ -</u>	<u>\$ 827,840</u>

The accompanying notes are an integral part of this schedule.

TOWN OF WINDHAM, NEW HAMPSHIRE
NOTES TO THE SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS
FOR THE YEAR ENDED DECEMBER 31, 2023

Note 1. Basis of Presentation

The accompanying Schedule of Expenditures of Federal Awards (the “Schedule”) includes the federal award activity of the Town of Windham under programs of the federal government for the year ended December 31, 2023. The information in this Schedule is presented in accordance with the requirements of Title 2 U.S. *Code of Federal Regulations* Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance). Because the Schedule presents only a selected portion of the operations of the Town of Windham, it is not intended to and does not present the financial position, changes in net assets, or cash flows of the Town of Windham.

Note 2. Summary of Significant Accounting Policies

Expenditures reported on the Schedule are reported on the modified accrual basis of accounting. Such expenditures are recognized following the cost principles contained in the Uniform Guidance, wherein certain types of expenditures are not allowable or are limited as to reimbursement. Negative amounts shown on the Schedule represent adjustments or credits made in the normal course of business to amounts reported as expenditures in prior years.

Note 3. Indirect Cost Rate

The Town of Windham has elected not to use the 10-percent de minimis indirect cost rate allowed under the Uniform Guidance.

SUMMARY INVENTORY OF VALUATION

DESCRIPTION OF PROPERTY	2024 VALUATION
VALUE OF LAND ONLY:	
Current Use	54,910
Residential	1,039,469,600
Commercial/Industrial	<u>93,824,400</u>
Total of Taxable Land	1,133,348,910
VALUE OF BUILDINGS ONLY:	
Residential	1,925,290,550
Manufactured Housing	0
Commercial/Industrial	<u>112,203,140</u>
Total of Taxable Buildings	2,037,493,690
PUBLIC UTILITIES	<u>35,221,000</u>
VALUATION BEFORE EXEMPTIONS	\$ 3,206,063,600
IMPROVEMENTS TO ASSIST PERSONS W/DISABILITIES	<u>(637400)</u>
MODIFIED ASSESSED VALUATION OF ALL PROPERTIES	\$ 3,205,426,200
Deaf Exemptions - 0 @ \$25K	0
Blind Exemptions - 3 @ \$25K	75,000
Elderly Exemptions -	
5 @ \$200K	1,400,000
11 @ \$225K	2,475,000
21 @ Full Exemption	11,807,400
Disabled Exemption - 2 @\$200K	700,000
Solar Exemption – 2 @23K	<u>46,000</u>
TOTAL AMOUNT OF EXEMPTIONS	<u>(16,503,400)</u>
NET VALUATION ON WHICH TAX RATE IS COMPUTED	\$ 3,188,922,800
LESS: Public Utilities:	<u>(35,221,000)</u>
NET VALUATION ON WHICH STATE EDUCATION TAX RATE IS COMPUTED	\$ 3,153,701,800

TAX COLLECTOR

For the Municipality of: Windham, NH 03087

YEAR ENDING 12/31/2024

DEBIT REPORT

UNCOLLECTED TAXES

BEGINNING OF YEAR:

	2024	Prior Year
Property Taxes	0.00	1,890,180.46
Land Use Change Taxes	0.00	0.00
Yield Taxes	0.00	254.26
Excavation Tax	0.00	0.00

TAXES COMMITTED THIS YEAR

Property Taxes	71,752,663.00	0.00
Land Use Change Taxes	50,650.00	0.00
Yield Tax	2,448.14	0.00
EXCAVATION TAX	0.00	0.00

OVERPAYMENTS

Overpayments/Refunds	62,109.17	1,521.13
Miscellaneous	0.00	73.26

INTEREST & FEES COLLECTED ON

DELINQUENT TAXES

	15,010.07	17,620.92
	0.00	0.00

COLLECTED PENALTIES/FEES

TOTAL DEBITS	71,882,880.38	1,909,650.03
	0.00	0.00

CREDIT REPORT

REMITTED TO TREASURER:

Property Taxes	70,179,555.32	1,888,402.46
Land Use Change Taxes	43,047.36	0.00
Yield Taxes	2,448.14	254.26
Interest & fees	15,010.07	17,620.92
Penalties/Fees	0.00	0.00
Overpayments/Refunds	62,109.17	1,521.13
Miscellaneous	0.00	73.26
Excavation Tax	0.00	0.00

ABATEMENTS MADE:

Property Taxes	8,621.00	1,778.00
Land Use Change Taxes	7,500.00	0.00

UNCOLLECTED TAXES END OF YEAR:

Property Taxes	1,564,486.68	0.00
Land Use Change Taxes	102.64	0.00
Yield Taxes	0.00	0.00
EXCAVATION TAX	0.00	0.00
TOTAL CREDITS	71,882,880.38	1,909,650.03

SUMMARY OF TAX SALE/LIEN ACCOUNTS

Debit Report

	2023 LEVY	2022 LEVY	Prior Levies
UNREDEEMED LIENS:			
Beginning of Year	0.00	176,429.27	<u>153,706.10</u>
LIENS EXECUTED:			
During Fiscal Year	<u>419,914.51</u>	0.00	0.00
INTEREST & COSTS:			
Collected After Execution	<u>12,196.37</u>	8,774.64	24,093.69
 TOTAL DEBITS	 <u>\$432,110.88</u>	 <u>\$185,203.91</u>	 <u>\$177,799.79</u>

CREDIT REPORT

REMITTANCE TO TREASURER:			
Redemptions	244,036.58	64,251.22	<u>91,190.43</u>
Interest & Costs	<u>#3190</u>	12,196.37	8,774.64
ABATEMENTS:	<u>0.00</u>	0.00	0.00
LIENS DEEDED TO MUNICIPALITY	<u>0.00</u>	0.00	0.00
UNREDEEMED LIENS:			
Balance End of Year	<u>#1110</u>	175,877.93	112,178.05
 TOTAL CREDITS	 <u>\$432,110.88</u>	 <u>\$185,203.91</u>	 <u>\$177,799.79</u>

Does your municipality commit taxes on a semi-annual basis (RSA 76:15-a)? YES

TAX COLLECTOR'S SIGNATURE



12/31/2024

DATE

TOWN OF WINDHAM

NEW HAMPSHIRE



Warrant and Budget

2025

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 Windham High School in said Windham on Saturday, February 1, 2025, at 9:00 am. This session shall consist of explanation, discussion, and debate of warrant articles numbered 3 through 19. Warrant articles may be amended subject to the following limitations: (a) warrant articles whose wording is prescribed by law shall not be amended and (b) warrant articles cannot be amended such that the subject matter of the warrant article is eliminated. Warrant articles that are amended at the First (Deliberative) Session 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 Windham High School in Windham, on Tuesday, March 11, 2025, between the hours of 7:00 am and 8:00 pm to vote by official ballot on warrant articles numbered 1 through 19.

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: Market Square Overlay District.

Amend Section 620 (Market Square Overlay District) of the Windham Zoning Ordinance by deleting it in its entirety.

THE PLANNING BOARD RECOMMENDS VOTING NO (3-2-2)

Planning Board Amendment #2: Impervious Surface in the Watershed Protection Overlay District (WPOD)

Amend the Windham Zoning Ordinance and Land Regulations as follows:

- A. Amend the Definition of "Artificial Pervious Surface" in Section 616.4 by insertion of the words "some of" in the second sentence, such that it will read:

Any modified surface which can effectively absorb or allow for the infiltration of water into the underling soil mass. Examples of Artificial Pervious Surfaces include: durable permeable pavements constructed of pervious concrete, porous asphalt, permeable pavers and a wide range of synthetic geotextile and geogrid type products, **some of** which allow surfaces suitable for vehicular travel while allowing for unrestricted vertical passage of water to the underlying soil mass.

B. Amend Subsection 616.6.4.2 by insertion of the sentence "All Artificial Pervious Surfaces shall have 50% of their gross area calculated as impervious." to become the second sentence in the subsection, such that it will read:

The impervious surface of any lot is limited to 30%. **All Artificial Pervious Surfaces shall have 50% of their gross area calculated as impervious.** For lots that currently exceed 30% impervious surface, development must decrease the percent of impervious surface. Replacement in-kind of existing development does not require this reduction of impervious surface.

THE PLANNING BOARD RECOMMENDS VOTING YES (7-0)

Planning Board Amendment #3: Rezoning to Historic District

Amend Section 616.2.1 of the Windham Zoning Ordinance by inserting the following new subsection 616.2.1.5 as follows:

Amend the Windham Zoning Map by rezoning Map 21-A-35 located on Golden Brook Road and Map 21-D-1 located at the corner of Golden Brook Road and Lowell Road, generally known as the site of the historic Fessenden Mill from Residence District A to Historic District.

THE PLANNING BOARD RECOMMENDS VOTING YES (7-0)

Planning Board Amendment #4: Expand the WPOD to include the Shadow Lake watershed

Amend Section 616.2.1 of the Windham Zoning Ordinance by:

A. Inserting the words "or by Town's Consulting Engineer" after the words "NH DES" in Section 616.2.1

B. Inserting the following new subsection 616.2.1.5 as follows:

616.2.1.5. Shadow Lake Watershed Boundary Exhibit – Route 111 Boundary dated 12/10/2024, prepared by Keach-Nordstrom Associates.

THE PLANNING BOARD RECOMMENDS VOTING YES (6-1)

ARTICLE 3: Lease Purchase Agreement for Highway Department 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 \$275,000 for the purpose of leasing and purchasing a Loader with equipment for the Highway Department, and to raise and appropriate the sum of \$55,000 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>FY25</u>	<u>FY26</u>	<u>FY27</u>	<u>FY28</u>	<u>FY29</u>	<u>Total</u>
\$55,000	\$55,000	\$55,000	\$55,000	\$55,000	\$275,000

2025 Estimated Tax Impact per thousand: \$0.02 Recommended by the Board of Selectmen (5-0)

ARTICLE 4: Lease Purchase Agreement for a Transfer Station 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 \$170,000 for the purpose of leasing and purchasing a trailer for the Transfer Station, and to raise and appropriate the sum of \$34,000 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>FY25</u>	<u>FY26</u>	<u>FY27</u>	<u>FY28</u>	<u>FY29</u>	<u>Total</u>
\$34,000	\$34,000	\$34,000	\$34,000	\$34,000	\$170,000

2025 Estimated Tax Impact per thousand: \$0.01 Recommended by the Board of Selectmen (5-0)

ARTICLE 5. Municipal Union Contract.

To see if the Town will vote to approve the cost items included in the latest tentative bargaining agreement reached between the Selectmen and the American Federation of State, County, and Municipal Employees, Council #93 and Local #1801 – Windham Support Staff, which calls for the following increases in salaries and benefits at the current staffing level:

<u>Fiscal Year</u>	<u>Estimated Increase</u>
2025	\$ 67,557
2026	\$106,494
2027	\$ 86,493
2028	\$ 20,121
Total	\$280,665

and to further raise and appropriate the sum of \$67,557 for the current fiscal 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 levels. The term of the proposed contract is April 1, 2025, through March 31, 2028. The new agreement contains an evergreen clause. (Majority vote required)

2025 Estimated Tax Impact per thousand: \$0.02 Recommended by the Board of Selectmen (5-0)

ARTICLE 6. Shall the Town of Windham, if Article #5, is defeated, authorize the governing body to call one special meeting, at its option, to address Article #5, cost items only. (Majority vote required)

No Tax Impact.

Recommended by the Board of Selectmen (5-0)

ARTICLE 7: 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, established in 1995, for the purpose of maintaining all Town buildings, facilities, fields, and public grounds. (Majority vote required)

2025 Estimated Tax Impact per thousand: \$0.03 Recommended by the Board of Selectmen (5-0)

ARTICLE 8: Searles Building.

To see if the Town will vote to raise and appropriate the sum of up to \$70,000, for the purpose of marketing and maintenance related costs associated with the Searles Building, said amount to be withdrawn solely from the balance in the previously established Searles Revenue Fund. This account is funded exclusively from facility rental revenue and directed donations. Approval of this article will have no additional impact on the tax rate. (Majority vote required)

No Tax Impact.***Recommended by the Board of Selectmen (5-0)*****ARTICLE 9: Re-Adopt Solar Energy System Tax Exemption**

To see if the Town will vote, in accordance with RSA 72:61 through 72:64, to re-adopt an exemption from taxation for real property equipped with Solar Energy Systems, as that term is defined in RSA 72:61. As set forth in RSA 72:61, a "Solar Energy System" is defined as a system which (a) utilizes solar energy to heat or cool the interior of a building or to heat water for use in a building and which includes one or more collectors and a storage container or (b) provides electricity for a building by the use of photovoltaic panels, inclusive of all photovoltaics, inverters, and storage. Qualifying Solar Energy Systems may be off grid or connected to the grid in a net metered or group net metered arrangement pursuant to RSA 362-A:9 or in a direct retail sale arrangement pursuant to RSA 362-A:2-a. This exemption shall only be available to properties equipped with solar energy systems that are intended for use on the property on which the solar energy system is located. The amount of the exemption shall be equal to the increase in assessed property tax value caused by the Qualifying Solar Energy System. (Majority vote required)

No Tax Impact.***Recommended by the Board of Selectmen (5-0)*****ARTICLE 10: Town Hall Renovation Project.**

To see if the Town will vote to raise and appropriate the sum of \$250,000 for the purpose of repairing and/or renovating the Town Hall, to include but not be limited to, siding repairs and/or painting, 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 additional taxation. This will be a non-lapsing appropriation per RSA 32:7, VI and will not lapse until the project is complete, or December 31, 2030, whichever occurs first. This article is part of the recommended Capital Improvement Program. (Majority vote required)

No Additional Tax Impact.***Recommended by the Board of Selectmen (4-1)*****ARTICLE 11: Nesmith Library Solar Power Purchase Agreement (PPA) Capital Reserve.**

To see if the Town will vote to raise and appropriate the sum of \$32,500 to be placed into the Nesmith Library Solar Power Purchase Agreement Capital Reserve Fund previously established in 2024. This is the second of four installments for the Solar Power Purchase Agreement. This article is part of the recommended Capital Improvement Program. (Majority vote required)

2025 Estimated Tax Impact per thousand: \$0.01 Recommended by the Board of Selectmen (5-0)

ARTICLE 12: Letizio Land Donation

To see if the Town will vote to authorize the Selectmen to accept the donation of the parcel located at #39 Enterprise Drive and being identified as Tax Map 11, Lot C-125 from A.J. Letizio Sales and Marketing. Further, to authorize the Selectmen to negotiate all such pertinent terms and conditions related to the donation of said property.

No Tax Impact.

Recommended by the Board of Selectmen (5-0)

ARTICLE 13: Hiring of a Full-Time Deputy Tax Collector

To see if the Town will vote to raise and appropriate the sum of \$30,240 for the purpose of converting the existing part-time Deputy Tax Collector to a full-time position. Said appropriation to fund the additional costs for wages, benefits and retirement for the balance of the year 2025, over and above the \$37,900 included in the proposed 2025 budget for the part-time position (representing a total of \$68,140 for the 2025 fiscal year).

2025 Estimated Tax Impact per thousand: \$0.01 Recommended by the Board of Selectmen (5-0)

ARTICLE 14: Windham Housing Authority Lease Agreement

To see if the Town will vote to authorize the Selectmen to enter into a Lease Agreement for the lease of the following premises:

- (i) Lot 8-B-850 at 92 Rockingham Road
- (ii) Lot 8-B-900 at 98 Rockingham Road
- (iii) Lot 8-B-6301 on Seavey Road

(all of said properties are not conservation lands and are hereinafter described as the "leased premises") to a non-profit corporation to be established for the purpose of providing affordable housing opportunities persons aged 62 and over. The Lessee shall have a Board of Directors consisting of not less than 40% who are members of the Windham Housing Authority. Said lease agreement to incorporate the following general terms and such other terms and conditions as may be acceptable to the Board of Selectmen:

- (a) A term of not less than ninety-nine (99) years.
- (b) Base annual rent of \$1.00, plus provision for payments of taxes or exemption therefrom under RSA 72:23(V).
- (c) The Lessee shall be responsible for all maintenance and repair to the premises and any buildings thereon, and shall hold the Town harmless from any liability arising from the premises
- (d) The use of the leased premises shall be restricted to the development of Housing for Older Persons as provided in RSA 354-A:15(VIII). In addition, the following provisions shall govern such housing:
 - (i) A minimum of forty (40) units shall be constructed
 - (ii) Fifty percent (50%) of the constructed units shall be subject to the condition that the amount of rent that can be charged shall be in accordance with RSA 203:10 (so-called Affordable Units).
 - (iii) Occupancy preference as allowed under 24 C.F.R. 906.206 shall be made available to Windham residents, former Windham residents desiring to return, or individuals with related family members residing in Windham for all units

designated as Affordable. Actual percentage of such occupancy will be dependent on number of interested/eligible persons.

- (e) The Lessee shall substantially complete construction of such housing within three (3) years of the lease agreement.
- (f) The lease shall provide the ability of the Town, through action by the Board of Selectmen, to withdraw a portion of the leased premises for other public uses at any point after the third year of the lease.

The authorization to enter into the lease agreement shall continue for one (1) year, or the authority granted herein shall expire.

In addition, adoption of this article shall constitute approval to hold and maintain the leased premises for public purposes under RSA 80:80(V), and the Selectmen shall be authorized to merge such parcels as provided in RSA 674:39-a.

No Tax Impact.

Recommended by the Board of Selectmen (5-0)

ARTICLE 15: Amend Ordinance Governing Septic Tank Pump-out

Are you in favor of an amendment to the Ordinance Governing Onsite Wastewater Treatment System Pump-Out and Inspection (WIN 2:00:28:23) adopted by the Town in March 2023. The Ordinance is intended to protect surface water quality by requiring timely pumping and maintenance of Onsite Wastewater Treatment Systems (septic systems). The current Ordinance requires that all properties in the Cobbetts Pond Village District are subject to the Ordinance and shall have their Onsite Wastewater Treatment System (septic system) pumped out and inspected at least every three (3) years and provide required documentation on such pumping to the Board of Health or designee. The amendment would apply the Ordinance to all areas identified as Watershed Protection Overlay Districts (WPODs) in Section 616 of the Windham Zoning Ordinance. A copy of the proposed amendment is available for inspection at the Windham Town Clerk's Office during regular business hours.

No Tax Impact.

Recommended by the Board of Selectmen (5-0)

ARTICLE 16: Amend Polling Hours for State Elections

Polling hours in the Town of Windham are now 7:00 am to 8:00 pm. Shall we place a question on the state election ballot to change polling hours so that polls shall open at 7:00 am and close at 7:00 pm for all regular state elections beginning 2028?

No Tax Impact.

Recommended by the Board of Selectmen (5-0)

ARTICLE 17: Discontinuance of Portion of Enterprise Drive

To see if the Town will vote to fully and completely discontinue a portion of the former Route 111 right-of-way, acquired by the Town when discontinued by the State, consisting of a strip of land situated between the Town's established right-of-way for Enterprise Drive and Tax Map 11-C, Lot 45, said parcel having 720 +/- linear feet of frontage on Enterprise Drive. Sale of this parcel was approved under Article #6 of the 2024 Town Meeting Warrant, but the required discontinuance language was not included.

No Tax Impact.

Recommended by the Board of Selectmen (5-0)

ARTICLE 18: Establish a Budget Committee (Citizen's Petition)

To see if the Town will vote to adopt the provisions of RSA 32:14-24 to establish a Budget Committee, consisting of 9 elected members-at-large, one member of the governing body of the municipality, and one member of the school board, as appointed by their respective boards, and further, to authorize the Budget Committee to determine the default budget in accordance with RSA 40:14-b. If adopted, the Budget Committee shall be first elected at the next annual meeting of the Town of Windham.

No Tax Impact.

ARTICLE 19: 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 \$21,549,007. Should this article be defeated, the default budget shall be \$21,085,318, 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)

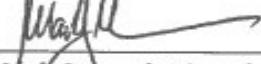
<u>Administration</u>	\$1,062,779	<u>Historic Commission</u>	\$7,500
<u>Assessing</u>	\$196,609	<u>Information Technologies</u>	\$313,540
<u>Cable Television</u>	\$121,123	<u>Insurance</u>	\$2,588,444
<u>Capital Outlay</u>	\$217,890	<u>Legal Services</u>	\$202,156
<u>Contracted Fire Service</u>	\$3	<u>Library</u>	\$1,341,170
<u>Contracted Police Service</u>	\$2	<u>Museum</u>	\$7,250
<u>Cemetery</u>	\$43,530	<u>Police</u>	\$4,131,888
<u>Community Development</u>	\$648,660	<u>Recreation</u>	\$302,757
<u>Conservation Commission</u>	\$9,760	<u>Road Maintenance</u>	\$1,992,746
<u>Debt Service</u>	\$679,404	<u>Searles Building</u>	\$14,813
<u>Dispatching</u>	\$588,327	<u>Senior Center</u>	\$6,703
<u>Elections</u>	\$43,195	<u>Solid Waste Disposal</u>	\$1,510,627
<u>Emergency Management</u>	\$5,639	<u>Street Lights</u>	\$20,400
<u>Fire Department</u>	\$4,296,349	<u>Tax Collector</u>	\$198,118
<u>General Assistance</u>	\$34,000	<u>Town Clerk</u>	\$398,597
<u>General Govt Buildings</u>	\$493,028	<u>Town Officers' Salaries</u>	\$3,337
<u>Health and Human Services</u>	\$68,663	<u>TOTAL OPERATING BUDGET</u>	\$21,549,007

2025 Estimated Tax Impact Net of Estimated Revenue per thousand: \$4.16

Recommended by the Board of Selectmen (5-0)

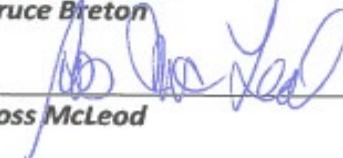
Given under our hands and seal, this 27th day of January, in the year of our Lord, two thousand and twenty-five.


Heath Parlington, Chairman


Mark Samsel, Vice Chairman


Roger Hohenberger


Bruce R. Breton
Bruce Breton


Ross McLeod

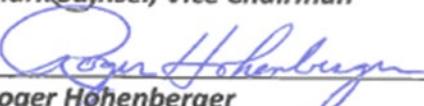
Board of Selectmen, Town of Windham

ROCKINGHAM COUNTY: Windham, New Hampshire

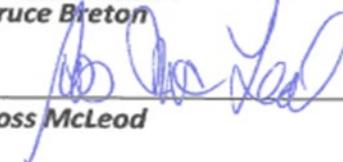
We hereby certify that we gave notice to the inhabitants within named, to meet at the time and place and for the purpose within mentioned, by posting up an attested copy of the within Warrant at the place of meeting within named, and a like attested copy at the WINDHAM TOWN HALL, NESMITH LIBRARY, and WINDHAM HIGH SCHOOL, being public places in said Town, on the 27th day of January, 2025.


Heath Parlington, Chairman


Mark Samsel, Vice Chairman


Roger Hohenberger


Bruce R. Breton
Bruce Breton


Ross McLeod

Board of Selectmen, Town of Windham

BUDGET DETAIL - 2025

Account Description	January 1, 2025 to December 31, 2025		2024 Actual Expenditures (through 12/31/24)*	Appropriations Ensuing for Fiscal Year 2025	Budget Increase / (Decrease)	% Change
	Appropriations Fiscal Year 2024					
Town Officers' Salaries						
Treasurer	\$ 2,250	\$ 2,250	\$ 2,250	\$ 2,250	\$ -	0.0%
Deputy Treasurer	\$ 500	\$ 417	\$ 500	\$ -	\$ -	0.0%
Trustee, Trust Funds	\$ 350	\$ -	\$ 350	\$ -	\$ -	0.0%
Social Security	\$ 192	\$ 98	\$ 192	\$ -	\$ -	0.0%
Medicare	\$ 45	\$ 23	\$ 45	\$ -	\$ -	0.0%
Total Town Officers' Salaries	\$ 3,337	\$ 2,788	\$ 3,337	\$ -	\$ -	0.0%
Administration						
Regular Salaries	\$ 504,816	\$ 488,301	\$ 551,656	\$ 46,840	\$ 9.3%	
Overtime Salaries	\$ 2,000	\$ -	\$ 2,000	\$ -	\$ 0.0%	
State Retirement Municipal	\$ 58,901	\$ 57,717	\$ 72,306	\$ 13,405	\$ 22.8%	
Supplemental Retirement	\$ 14,191	\$ 15,679	\$ 27,514	\$ 13,323	\$ 93.9%	
Social Security	\$ 8,556	\$ 7,426	\$ 210	\$ (8,346)	\$ -97.6%	
Medicare	\$ 7,559	\$ 6,987	\$ 8,064	\$ 505	\$ 6.7%	
Town Audit	\$ 22,700	\$ 21,500	\$ 24,250	\$ 1,550	\$ 6.8%	
Town Report	\$ 5,450	\$ 3,268	\$ 4,500	\$ (950)	\$ -17.4%	
Contracted Services	\$ 276,016	\$ 282,026	\$ 267,250	\$ (8,766)	\$ -3.2%	
Office Supplies	\$ 2,500	\$ 1,996	\$ 2,500	\$ -	\$ 0.0%	
Computer Supplies	\$ 3,500	\$ 1,167	\$ 3,500	\$ -	\$ 0.0%	
Mileage	\$ 197	\$ -	\$ 201	\$ 4	\$ 2.0%	
Postage	\$ 22,826	\$ 26,327	\$ 24,933	\$ 2,107	\$ 9.2%	
Postage Machine	\$ 4,750	\$ 4,655	\$ 4,750	\$ 0	\$ 0.0%	
Legal Ads	\$ 2,500	\$ 2,269	\$ 2,500	\$ -	\$ 0.0%	
Equipment	\$ 500	\$ 1,890	\$ 500	\$ -	\$ 0.0%	
Equipment Maintenance	\$ 960	\$ 2,329	\$ 960	\$ -	\$ 0.0%	
Dues and Meetings	\$ 20,950	\$ 18,854	\$ 21,375	\$ 425	\$ 2.0%	
Recruitment Expenses	\$ -	\$ 978	\$ -	\$ -	\$ #DIV/0!	
Committee Expenses	\$ 1,400	\$ -	\$ 1,400	\$ -	\$ 0.0%	
Miscellaneous	\$ 3,500	\$ 9,182	\$ 8,300	\$ 4,800	\$ 137.1%	
Stormwater Compliance	\$ 8,300	\$ 4,377	\$ 18,300	\$ 10,000	\$ 120.5%	
Employee Health	\$ 1,082	\$ 839	\$ 1,082	\$ -	\$ 0.0%	
Telephone	\$ 6,660	\$ 8,124	\$ 7,860	\$ 1,200	\$ 18.0%	
Electricity	\$ 4,757	\$ 4,561	\$ 4,960	\$ 203	\$ 4.3%	
Heat	\$ 1,908	\$ 1,611	\$ 1,908	\$ -	\$ 0.0%	
Total Administration	\$ 986,479	\$ 972,062	\$ 1,062,779	\$ 76,300	\$ 7.7%	

Account Description	Appropriations Fiscal Year 2024	2024 Actual Expenditures (through 12/31/24)*	Appropriations Ensuing for Fiscal Year 2025	Budget Increase / (Decrease)	% Change
Town Clerk					
Regular Salaries	\$ 186,700	\$ 148,627	\$ 194,477	\$ 7,777	4.2%
Elected Officials Fees	\$ 99,929	\$ 86,780	\$ 103,027	\$ 3,098	3.1%
Retirement - Municipal	\$ 33,848	\$ 25,801	\$ 34,334	\$ 486	1.4%
Supplemental Retirement	\$ 12,509	\$ 9,931	\$ 13,065	\$ 556	4.4%
Social Security	\$ 3,426	\$ 1,822	\$ 2,245	\$ (1,181)	-34.5%
Medicare	\$ 4,211	\$ 3,370	\$ 4,546	\$ 335	8.0%
Contracted Services	\$ 15,710	\$ 21,110	\$ 18,707	\$ 2,997	19.1%
Office Supplies	\$ 6,922	\$ 2,809	\$ 6,922	\$ -	0.0%
Computer Supplies	\$ 3,580	\$ -	\$ 3,580	\$ -	0.0%
Office Equipment	\$ 1,588	\$ 720	\$ 1,500	\$ (88)	-5.5%
Dog License Fees	\$ 7,750	\$ 6,816	\$ 7,750	\$ -	0.0%
Dues and Meetings	\$ 2,545	\$ 2,530	\$ 2,545	\$ -	0.0%
Preservation of Records	\$ 5,900	\$ 858	\$ 5,900	\$ -	0.0%
Total Town Clerk	\$ 384,618	\$ 311,174	\$ 398,597	\$ 13,979	3.6%
Tax Collector					
Regular Salaries	\$ 136,421	\$ 132,209	\$ 156,182	\$ 19,761	14.5%
State Retirement Municipal	\$ 11,124	\$ 11,246	\$ 11,661	\$ 537	4.8%
Supplemental Retirement	\$ 6,821	\$ 5,392	\$ 7,809	\$ 988	14.5%
Social Security	\$ 4,084	\$ 2,997	\$ 4,181	\$ 97	2.4%
Medicare	\$ 1,978	\$ 1,884	\$ 2,265	\$ 287	14.5%
Title Searches	\$ 2,500	\$ 1,300	\$ 2,500	\$ -	0.0%
Office Supplies	\$ 2,200	\$ 1,430	\$ 2,200	\$ -	0.0%
Computer Supplies	\$ 9,320	\$ 10,329	\$ 9,320	\$ -	0.0%
Registry of Deeds	\$ 1,000	\$ 265	\$ 1,000	\$ -	0.0%
Dues and Meetings	\$ 1,000	\$ 1,255	\$ 1,000	\$ -	0.0%
Recruitment Expenses	\$ -	\$ 665	\$ -	\$ -	#DIV/0!
Total Tax Collector	\$ 176,448	\$ 168,973	\$ 198,118	\$ 21,670	12.3%
Elections					
Regular Salaries	\$ 4,998	\$ 34	\$ 2,958	\$ (2,040)	-40.8%
Elected Official Fees	\$ 22,624	\$ 13,831	\$ 9,568	\$ (13,056)	-57.7%
Ballot Clerk Fees	\$ 40,200	\$ 4,973	\$ 6,000	\$ (34,200)	-85.1%
Social Security	\$ 4,124	\$ 858	\$ 1,101	\$ (3,023)	-73.3%
Medicare	\$ 983	\$ 201	\$ 269	\$ (714)	-72.7%
Voter Checklists	\$ 3,000	\$ -	\$ 3,000	\$ -	0.0%

Account Description	Appropriations Fiscal Year 2024	2024 Actual Expenditures (through 12/31/24)*	Appropriations Ensuing for Fiscal Year 2025	Budget Increase / (Decrease)	% Change
Ballots	\$ 16,300	\$ 12,480	\$ 16,300	\$	- 0.0%
Equipment	\$ 2,000	\$ 4,412	\$ 2,000	\$	- 0.0%
Equipment Maintenance	\$ 2,000	\$ 2,382	\$ 2,000	\$	- 0.0%
Miscellaneous Expenses	\$ -	\$ 1,927	\$ -	\$	- #DIV/0!
Total Elections	\$ 96,229	\$ 41,097	\$ 43,195	\$ (53,034)	-55.1%
Cemetery					
Groundskeeping	\$ 30,000	\$ 20,000	\$ 30,000	\$	- 0.0%
Office Supplies	\$ 150	\$ -	\$ 150	\$	- 0.0%
Property Maintenance	\$ 11,000	\$ 2,253	\$ 11,000	\$	- 0.0%
Patriotic Purposes	\$ 1,900	\$ 1,343	\$ 1,900	\$	- 0.0%
Electricity	\$ 558	\$ 427	\$ 480	\$ (78)	-14.0%
Total Cemetery	\$ 43,608	\$ 24,023	\$ 43,530	\$ (78)	-0.2%
General Govt Buildings					
Groundskeeping	\$ 193,575	\$ 183,061	\$ 199,090	\$ 5,515	2.8%
Contracted Services	\$ 191,840	\$ 222,202	\$ 199,840	\$ 8,000	4.2%
Property Maintenance	\$ 41,300	\$ 39,131	\$ 42,300	\$ 1,000	2.4%
Equipment	\$ 2,000	\$ 1,970	\$ 2,000	\$	- 0.0%
Vehicle Fuel	\$ 3,500	\$ 1,983	\$ 3,250	\$ (250)	-7.1%
Vehicle Maintenance	\$ 10,000	\$ 10,631	\$ 10,000	\$	- 0.0%
Equipment Maintenance	\$ 13,140	\$ 15,623	\$ 13,660	\$ 520	4.0%
Electricity	\$ 19,111	\$ 14,894	\$ 16,368	\$ (2,743)	-14.4%
Heat	\$ 6,440	\$ 7,840	\$ 6,519	\$ 79	1.2%
Total General Govt Buildings	\$ 480,906	\$ 497,335	\$ 493,027	\$ 12,121	2.5%
Assessing					
Regular Salaries	\$ 67,803	\$ 68,275	\$ 68,451	\$ 648	1.0%
State Retirement Municipal	\$ 9,174	\$ 9,237	\$ 8,994	\$ (180)	-2.0%
Medicare	\$ 983	\$ 868	\$ 993	\$ 10	1.0%
Contracted Services	\$ 110,700	\$ 101,285	\$ 112,700	\$ 2,000	1.8%
Office Supplies	\$ 1,612	\$ 181	\$ 1,612	\$	- 0.0%
Computer Supplies	\$ 2,040	\$ 903	\$ 2,040	\$	- 0.0%
Training	\$ 1,000	\$ -	\$ 1,000	\$	- 0.0%
Clothing Allowance	\$ 400	\$ -	\$ 400	\$	- 0.0%
Mileage	\$ 50	\$ -	\$ 50	\$	- 0.0%
Registry of Deeds	\$ 50	\$ -	\$ 50	\$	- 0.0%
Equipment	\$ 250	\$ 223	\$ 250	\$	- 0.0%

Account Description	Appropriations Fiscal Year 2024	2024 Actual Expenditures (through 12/31/24)*	Appropriations Ensuing for Fiscal Year 2025	Budget Increase / (Decrease)	% Change
Dues & Meetings	\$ 70	\$ 40	\$ 70	\$ -	0.0%
Total Assessing	\$ 194,132	\$ 181,013	\$ 196,609	\$ 2,477	1.3%
Information Technologies					
Contracted Services	\$ 69,000	\$ 69,000	\$ 75,000	\$ 6,000	8.7%
Service Agreements	\$ 212,238	\$ 211,566	\$ 210,140	\$ (2,098)	-1.0%
Equipment/Software	\$ -	\$ -	\$ 19,500	\$ 19,500	#DIV/0!
Equipment Maintenance	\$ 2,000	\$ -	\$ 2,000	\$ -	0.0%
GIS	\$ 6,100	\$ 6,800	\$ 6,900	\$ 800	13.1%
Total Information Technologies	\$ 289,338	\$ 287,366	\$ 313,540	\$ 24,202	8.4%
Town Museum					
Equipment	\$ 7,250	\$ 4,784	\$ 7,250	\$ -	0.0%
Total Town Museum	\$ 7,250	\$ 4,784	\$ 7,250	\$ -	0.0%
Searles Building					
Property Maintenance	\$ 1,064	\$ -	\$ 1,100	\$ 36	3.4%
Telephone	\$ 744	\$ 749	\$ 744	\$ -	0.0%
Electricity	\$ 6,000	\$ 3,775	\$ 6,768	\$ 768	12.8%
Heat	\$ 5,718	\$ 5,654	\$ 6,201	\$ 483	8.4%
Total Searles Building	\$ 13,526	\$ 10,178	\$ 14,813	\$ 1,287	9.5%
Legal Services					
Contracted Svcs - Other Law Firms	\$ 84,500	\$ 107,779	\$ 103,296	\$ 18,796	22.2%
Contracted Legal - Environ. Matters	\$ 50,000	\$ 25,218	\$ 50,000	\$ -	0.0%
Union Legal Fees	\$ 3,000	\$ 3,517	\$ 3,000	\$ -	0.0%
Contracted Legal - ZBA	\$ 5,000	\$ 64,966	\$ 45,360	\$ 40,360	807.2%
Miscellaneous	\$ 500	\$ -	\$ 500	\$ -	0.0%
Total Legal Services	\$ 143,000	\$ 201,480	\$ 202,156	\$ 59,156	41.4%
Contracted Fire Service					
Regular Contracted	\$ 3	\$ -	\$ 3	\$ -	0.0%
Total Contracted Fire Service	\$ 3	\$ -	\$ 3	\$ -	0.0%
Contracted Police Service					
Regular Contracted	\$ 2	\$ -	\$ 2	\$ -	0.0%
Contracted Police Service	\$ 2	\$ -	\$ 2	\$ -	0.0%

Account Description	Appropriations Fiscal Year 2024	2024 Actual Expenditures (through 12/31/24)*	Appropriations Ensuing for Fiscal Year 2025	Budget Increase / (Decrease)	% Change
Police					
Regular Salaries	\$ 2,160,484	\$ 1,847,978	\$ 2,237,488	\$ 77,004	3.6%
Overtime	\$ 259,254	\$ 326,927	\$ 263,398	\$ 4,144	1.6%
Holiday Pay	\$ 108,835	\$ 78,973	\$ 111,114	\$ 2,279	2.1%
State Retirement Municipal	\$ 28,250	\$ 29,552	\$ 29,075	\$ 825	2.9%
State Retirement Police	\$ 733,195	\$ 627,818	\$ 758,428	\$ 25,233	3.4%
Supplemental Retirement	\$ 11,771	\$ 7,104	\$ 12,403	\$ 632	5.4%
Social Security	\$ 1,651	\$ 1,456	\$ 1,661	\$ 10	0.6%
Medicare	\$ 39,336	\$ 32,947	\$ 40,706	\$ 1,370	3.5%
Office Supplies	\$ 2,500	\$ 6,429	\$ 2,500	\$ -	0.0%
Computer Supplies	\$ 11,973	\$ 17,602	\$ 14,394	\$ 2,421	20.2%
Property Maintenance	\$ 9,320	\$ 22,096	\$ 6,020	\$ (3,300)	-35.4%
Investigations	\$ 22,732	\$ 21,427	\$ 5,462	\$ (17,270)	-76.0%
Training	\$ 103,786	\$ 84,787	\$ 114,514	\$ 10,728	10.3%
Firearm Training/Ammunition	\$ 60,270	\$ 54,209	\$ 64,701	\$ 4,431	7.4%
Clothing Allowance	\$ 21,375	\$ 26,094	\$ 21,375	\$ -	0.0%
Vehicle Equipment	\$ 171,340	\$ 169,482	\$ 189,442	\$ 18,102	10.6%
Equipment	\$ 51,071	\$ 35,477	\$ 46,673	\$ (4,398)	-8.6%
Vehicle Fuel	\$ 59,500	\$ 30,344	\$ 54,600	\$ (4,900)	-8.2%
Vehicle Maintenance	\$ 39,215	\$ 25,699	\$ 38,820	\$ (395)	-1.0%
Equipment Maintenance	\$ 13,370	\$ 6,143	\$ 14,400	\$ 1,030	7.7%
Radio Commun/Maint.	\$ 20,536	\$ 15,987	\$ 22,096	\$ 1,560	7.6%
Safety Division	\$ 2,000	\$ 2,153	\$ 2,000	\$ -	0.0%
Recruitment Expenses	\$ 23,350	\$ 25,851	\$ 25,290	\$ 1,940	8.3%
Miscellaneous	\$ 4,100	\$ 6,733	\$ 4,100	\$ -	0.0%
Employee Health	\$ 5,500	\$ 3,780	\$ 5,500	\$ -	0.0%
Telephone	\$ 10,959	\$ 8,477	\$ 10,959	\$ 0	0.0%
Electricity	\$ 26,574	\$ 26,784	\$ 26,660	\$ 86	0.3%
Heat	\$ 8,896	\$ 6,369	\$ 8,109	\$ (787)	-8.8%
Total Police	\$ 4,011,143	\$ 3,548,677	\$ 4,131,888	\$ 120,745	3.0%
Dispatching					
Regular Salaries	\$ 285,312	\$ 253,815	\$ 318,633	\$ 33,321	11.7%
Overtime	\$ 36,216	\$ 43,687	\$ 36,631	\$ 415	1.1%
Holiday	\$ 17,125	\$ 17,089	\$ 19,296	\$ 2,171	12.7%
Extra Shift	\$ 30,304	\$ 17,841	\$ -	\$ (30,304)	-100.0%
State Retirement Municipal	\$ 46,326	\$ 43,275	\$ 49,905	\$ 3,579	7.7%
Supplemental Retirement	\$ 17,120	\$ 16,780	\$ 18,990	\$ 1,870	10.9%

Account Description	Appropriations Fiscal Year 2024	2024 Actual Expenditures (through 12/31/24)*	Appropriations Ensuing for Fiscal Year 2025	Budget Increase / (Decrease)	% Change
Social Security	\$ 1,879	\$ 1,194	\$ -	\$ (1,879)	-100.0%
Medicare	\$ 5,672	\$ 4,991	\$ 5,812	\$ 140	2.5%
Contracted Services	\$ 121,813	\$ 121,813	\$ 125,468	\$ 3,655	3.0%
Training	\$ 8,546	\$ 2,382	\$ 9,734	\$ 1,188	13.9%
Clothing Allowance	\$ 2,100	\$ 1,885	\$ 2,300	\$ 200	9.5%
Equipment	\$ 600	\$ 703	\$ 600	\$ -	0.0%
Telephone	\$ 948	\$ -	\$ 960	\$ 12	1.3%
Total Dispatching	\$ 573,961	\$ 525,456	\$ 588,327	\$ 14,366	2.5%
Fire					
Regular Salaries	\$ 2,271,916	\$ 2,236,622	\$ 2,344,450	\$ 72,534	3.2%
Overtime	\$ 447,154	\$ 484,730	\$ 448,200	\$ 1,046	0.2%
Holidays	\$ 90,287	\$ 85,369	\$ 93,468	\$ 3,181	3.5%
Callmen	\$ 10,000	\$ 8,694	\$ 10,000	\$ -	0.0%
State Retirement Municipal	\$ 7,388	\$ 7,443	\$ 7,217	\$ (171)	-2.3%
State Retirement Fire	\$ 851,244	\$ 819,373	\$ 857,657	\$ 6,413	0.8%
Supplemental Retirement	\$ 2,730	\$ 22	\$ 2,746	\$ 16	0.6%
Social Security	\$ 3,199	\$ 2,794	\$ 3,199	\$ 0	0.0%
Medicare	\$ 43,851	\$ 40,102	\$ 44,993	\$ 1,142	2.6%
Accident Ins for Call Firefighters	\$ 960	\$ 1,901	\$ 960	\$ -	0.0%
Property Maintenance	\$ 4,000	\$ 4,260	\$ 8,700	\$ 4,700	117.5%
Training	\$ 81,858	\$ 37,524	\$ 84,985	\$ 3,127	3.8%
Clothing Allowance	\$ 21,950	\$ 15,641	\$ 22,100	\$ 150	0.7%
Prevention/Investigation	\$ 5,000	\$ 4,894	\$ 5,000	\$ -	0.0%
Ambulance Operation	\$ 37,547	\$ 20,321	\$ 37,547	\$ -	0.0%
Vehicle Equipment	\$ 18,400	\$ 16,996	\$ 45,200	\$ 26,800	145.7%
Office Equipment	\$ 2,500	\$ 5,736	\$ 2,500	\$ -	0.0%
Fire Equipment	\$ 45,978	\$ 48,516	\$ 50,040	\$ 4,062	8.8%
Ambulance Equipment	\$ 10,187	\$ 7,342	\$ 3,187	\$ (7,000)	-68.7%
Vehicle Fuel	\$ 40,250	\$ 27,519	\$ 37,750	\$ (2,500)	-6.2%
Vehicle Maintenance	\$ 73,805	\$ 64,572	\$ 73,185	\$ (620)	-0.8%
Equipment Maintenance	\$ 5,750	\$ 3,912	\$ 6,530	\$ 780	13.6%
Hydrant / Water Supply	\$ 7,500	\$ 520	\$ 7,500	\$ -	0.0%
Communication Maintenance	\$ 20,810	\$ 15,384	\$ 27,653	\$ 6,843	32.9%
Dues and Meetings	\$ 1,520	\$ 1,215	\$ 1,520	\$ -	0.0%
Recruitment Expenses	\$ 5,000	\$ -	\$ 2,500	\$ (2,500)	-50.0%
Miscellaneous	\$ 500	\$ 7,415	\$ 500	\$ -	0.0%
Employee Health	\$ 5,064	\$ 5,443	\$ 5,064	\$ -	0.0%

Account Description	Appropriations Fiscal Year 2024	2024 Actual Expenditures (through 12/31/24)*	Appropriations Ensuing for Fiscal Year 2025	Budget Increase / (Decrease)	% Change
Hazardous Materials District	\$ 10,261	\$ 10,804	\$ 12,260	\$ 1,999	19.5%
Telephone	\$ 4,942	\$ 4,476	\$ 5,266	\$ 324	6.6%
Electricity	\$ 27,887	\$ 26,605	\$ 27,776	\$ (111)	-0.4%
Heat	\$ 16,916	\$ 11,488	\$ 16,695	\$ (221)	-1.3%
Total Fire	\$ 4,176,354	\$ 4,027,633	\$ 4,296,349	\$ 119,995	2.9%
Emergency Management					
Regular Salaries	\$ -	\$ -	\$ 1,304	\$ 1,304	#DIV/0!
Social Security	\$ 60	\$ -	\$ 81	\$ 21	34.8%
Medicare	\$ 14	\$ -	\$ 19	\$ 5	35.1%
Emergency Operations Center Exp	\$ 6,929	\$ 5,291	\$ 1,985	\$ (4,944)	-71.4%
Field Expenses	\$ 1,250	\$ 24	\$ 1,250	\$ -	0.0%
Shelter Expenses	\$ 500	\$ -	\$ 500	\$ -	0.0%
Administrative Expenses	\$ 1,735	\$ -	\$ 500	\$ (1,235)	-71.2%
Total Emergency Management	\$ 10,488	\$ 5,316	\$ 5,639	\$ (4,849)	-46.2%
Community Development					
Regular Salaries	\$ 467,943	\$ 428,499	\$ 486,690	\$ 18,747	4.0%
Overtime Salaries	\$ 1,321	\$ 436	\$ 2,282	\$ 961	72.7%
State Retirement Municipal	\$ 62,436	\$ 56,374	\$ 63,147	\$ 711	1.1%
Supplemental Retirement	\$ 23,073	\$ 18,022	\$ 24,029	\$ 956	4.1%
Social Security	\$ 484	\$ 681	\$ 521	\$ 37	7.6%
Medicare	\$ 6,920	\$ 6,411	\$ 7,380	\$ 460	6.6%
Regional Planning	\$ 11,150	\$ 10,909	\$ 11,650	\$ 500	4.5%
Contracted Services	\$ 19,000	\$ 41,126	\$ 21,115	\$ 2,115	11.1%
Office Supplies	\$ 2,500	\$ 7,645	\$ 2,500	\$ -	0.0%
Property Maintenance	\$ 500	\$ -	\$ 500	\$ -	0.0%
Training	\$ 3,710	\$ 177	\$ 3,710	\$ -	0.0%
Clothing Allowance	\$ 600	\$ 353	\$ 600	\$ -	0.0%
Legal Ads	\$ 3,110	\$ 2,662	\$ 3,110	\$ -	0.0%
Vehicle Equipment	\$ -	\$ 2,211	\$ -	\$ -	#DIV/0!
Office Equipment	\$ 3,000	\$ 1,388	\$ 3,000	\$ -	0.0%
Vehicle Fuel	\$ 2,450	\$ 597	\$ 2,340	\$ (110)	-4.5%
Recruitment Expenses	\$ -	\$ 1,816	\$ -	\$ -	#DIV/0!
Committee Expenses	\$ 2,600	\$ 1,097	\$ 2,600	\$ -	0.0%
Employee Health	\$ 100	\$ -	\$ 100	\$ -	0.0%
Telephone	\$ 3,590	\$ 2,587	\$ 3,818	\$ 228	6.4%
Electricity	\$ 5,495	\$ 5,325	\$ 5,704	\$ 209	3.8%

Account Description	Appropriations Fiscal Year 2024	2024 Actual Expenditures (through 12/31/24)*	Appropriations Ensuing for Fiscal Year 2025	Budget Increase / (Decrease)	% Change
Heat	\$ 3,411	\$ 3,055	\$ 3,864	\$ 453	13.3%
Total Community Development	\$ 623,393	\$ 591,370	\$ 648,660	\$ 25,267	4.1%
Road Maintenance					
Regular Salaries	\$ 193,167	\$ 203,182	\$ 209,510	\$ 16,343	8.5%
Overtime	\$ 23,123	\$ 21,445	\$ 26,019	\$ 2,896	12.5%
State Retirement Municipal	\$ 29,264	\$ 29,341	\$ 30,949	\$ 1,685	5.8%
Supplemental Retirement	\$ 10,814	\$ 11,057	\$ 11,776	\$ 962	8.9%
Social Security	\$ -	\$ 278	\$ -	\$ -	#DIV/0!
Medicare	\$ 3,136	\$ 3,185	\$ 3,415	\$ 279	8.9%
Contracted Services - Summer	\$ 1,024,300	\$ 1,067,944	\$ 1,231,300	\$ 207,000	20.2%
Contracted Services - Winter	\$ 226,500	\$ 173,034	\$ 226,500	\$ -	0.0%
Materials	\$ 136,160	\$ 86,849	\$ 136,160	\$ -	0.0%
Property Maintenance	\$ 3,500	\$ 14,600	\$ 3,500	\$ -	0.0%
Clothing Allowance	\$ 1,200	\$ 1,000	\$ 1,200	\$ -	0.0%
Vehicle Equipment	\$ 9,000	\$ 19,315	\$ 9,000	\$ -	0.0%
Equipment	\$ 6,000	\$ 10,660	\$ 6,000	\$ -	0.0%
Vehicle Fuel	\$ 38,150	\$ 20,199	\$ 35,800	\$ (2,350)	-6.2%
Vehicle Maintenance	\$ 45,000	\$ 60,615	\$ 45,000	\$ -	0.0%
Dues and Meetings	\$ 100	\$ 523	\$ 100	\$ -	0.0%
Recruitment Expenses	\$ 1,000	\$ 110	\$ 1,000	\$ -	0.0%
Telephone	\$ 3,000	\$ 1,448	\$ 4,260	\$ 1,260	42.0%
Electricity	\$ 6,984	\$ 6,640	\$ 7,440	\$ 456	6.5%
Heat	\$ 2,649	\$ 3,891	\$ 3,816	\$ 1,167	44.1%
Total Road Maintenance	\$ 1,763,047	\$ 1,735,315	\$ 1,992,746	\$ 229,699	13.0%
Street Lights					
Liberty Utilities Granite State Electric	\$ 7,950	\$ 5,315	\$ 7,200	\$ (750)	-9.4%
Eversource	\$ 14,616	\$ 10,402	\$ 13,200	\$ (1,416)	-9.7%
Total Street Lights	\$ 22,566	\$ 15,717	\$ 20,400	\$ (2,166)	-9.6%
Solid Waste Disposal					
Regular Salaries	\$ 396,070	\$ 405,219	\$ 415,912	\$ 19,842	5.0%
Overtime	\$ 4,741	\$ 9,721	\$ 5,926	\$ 1,185	25.0%
Holiday	\$ 8,550	\$ 7,545	\$ 8,644	\$ 94	1.1%
State Retirement Municipal	\$ 48,423	\$ 49,395	\$ 49,763	\$ 1,340	2.8%
Supplemental Retirement	\$ 20,468	\$ 22,037	\$ 21,524	\$ 1,056	5.2%
Social Security	\$ 3,191	\$ 564	\$ 3,210	\$ 19	0.6%

Account Description	Appropriations Fiscal Year 2024	2024 Actual Expenditures (through 12/31/24)*	Appropriations Ensuing for Fiscal Year 2025	Budget Increase / (Decrease)	% Change
Medicare	\$ 6,052	\$ 6,393	\$ 6,358	\$ 306	5.1%
Employee Health	\$ 350	\$ 345	\$ 350	\$ -	0.0%
Contracted Services	\$ 105,350	\$ 50,071	\$ 105,350	\$ -	0.0%
Site Monitoring	\$ 11,000	\$ 8,032	\$ 11,000	\$ -	0.0%
Tire Removal	\$ 10,800	\$ 8,888	\$ 10,800	\$ -	0.0%
Scrap Metal	\$ 17,800	\$ 10,380	\$ 17,800	\$ -	0.0%
Waste Removal	\$ 585,258	\$ 513,594	\$ 606,281	\$ 21,023	3.6%
Demolition Removal	\$ 121,768	\$ 111,528	\$ 121,768	\$ 0	0.0%
Expendable Supplies	\$ 2,000	\$ 6,014	\$ 2,500	\$ 500	25.0%
Property Maintenance	\$ 3,600	\$ 30,553	\$ 5,350	\$ 1,750	48.6%
Training	\$ 5,100	\$ 350	\$ 5,100	\$ -	0.0%
Clothing Allowance	\$ 2,400	\$ 2,000	\$ 2,400	\$ -	0.0%
Mileage	\$ 100	\$ -	\$ 100	\$ -	0.0%
Vehicle Fuel	\$ 41,650	\$ 22,577	\$ 39,200	\$ (2,450)	-5.9%
Vehicle Maintenance	\$ 35,800	\$ 41,236	\$ 34,800	\$ (1,000)	-2.8%
Equipment Maintenance	\$ 3,000	\$ 3,779	\$ 3,000	\$ -	0.0%
Dues and Meetings	\$ 11,580	\$ 12,116	\$ 11,580	\$ -	0.0%
Recruitment Expenses	\$ 750	\$ 110	\$ 750	\$ -	0.0%
Site Improvements	\$ 4,000	\$ 1,832	\$ 4,000	\$ -	0.0%
Telephone	\$ 3,778	\$ 3,885	\$ 4,848	\$ 1,070	28.3%
Electricity	\$ 9,842	\$ 9,708	\$ 9,610	\$ (232)	-2.4%
Heat	\$ 4,129	\$ 3,228	\$ 2,703	\$ (1,426)	-34.5%
Total Solid Waste Disposal	\$ 1,467,550	\$ 1,341,100	\$ 1,510,627	\$ 43,077	2.9%

Health and Human Services

Regular Salaries	\$ 20,592	\$ 5,888	\$ 20,592	\$ -	0.0%
Social Security	\$ 1,277	\$ 365	\$ 1,277	\$ -	0.0%
Medicare	\$ 299	\$ 85	\$ 299	\$ -	0.0%
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	\$ 1,200	\$ 1,200	\$ 1,200	\$ -	0.0%
Community Health Services	\$ 2,500	\$ 2,500	\$ 2,000	\$ (500)	-20.0%
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	\$ 88	\$ 1,000	\$ -	0.0%
Suzdal Sister City Support	\$ 500	\$ 500	\$ 1	\$ (499)	-99.8%

Account Description	Appropriations Fiscal Year 2024	2024 Actual Expenditures (through 12/31/24)*	Appropriations Ensuing for Fiscal Year 2025	Budget Increase / (Decrease)	% Change
Community Action Program	\$ 6,540	\$ 6,540	\$ 6,540	\$ -	0.0%
Family Promise Program	\$ 2,500	\$ 2,500	\$ 2,500	\$ -	0.0%
Isaiah 58	\$ 2,500	\$ 2,500	\$ 2,500	\$ -	0.0%
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	\$ 1,307	\$ 2,500	\$ -	0.0%
Dues and Meetings	\$ 150	\$ -	\$ 150	\$ -	0.0%
Miscellaneous	\$ 2,865	\$ 2,790	\$ 2,865	\$ -	0.0%
Health and Human Services	\$ 69,662	\$ 50,003	\$ 68,663	\$ (999)	-1.4%
General Assistance					
Welfare Assistance	\$ 32,500	\$ 20,414	\$ 32,500	\$ -	0.0%
Hardship Abatements	\$ 1,000	\$ -	\$ 1,000	\$ -	0.0%
Miscellaneous Expenses	\$ 500	\$ -	\$ 500	\$ -	0.0%
Total General Assistance	\$ 34,000	\$ 20,414	\$ 34,000	\$ -	0.0%
Library					
Regular Salaries	\$ 904,121	\$ 827,779	\$ 945,605	\$ 41,484	4.6%
State Retirement Municipal	\$ 85,925	\$ 89,738	\$ 95,096	\$ 9,171	10.7%
Supplemental Retirement	\$ 31,753	\$ 31,837	\$ 36,186	\$ 4,433	14.0%
Social Security	\$ 13,716	\$ 10,310	\$ 13,757	\$ 41	0.3%
Medicare	\$ 13,545	\$ 11,713	\$ 14,146	\$ 601	4.4%
Office Supplies	\$ 5,250	\$ 4,993	\$ 5,250	\$ -	0.0%
Computer Supplies	\$ 4,000	\$ 4,301	\$ 4,000	\$ -	0.0%
Service Agreements	\$ 4,000	\$ 5,389	\$ 4,000	\$ -	0.0%
Property Maintenance	\$ 15,750	\$ 19,818	\$ 15,750	\$ -	0.0%
Mileage	\$ 1,800	\$ 2,389	\$ 1,800	\$ -	0.0%
Office Equipment	\$ 4,000	\$ 2,273	\$ 4,000	\$ -	0.0%
Equipment Maintenance	\$ 2,750	\$ 3,177	\$ 2,750	\$ -	0.0%
Books and Periodicals	\$ 55,000	\$ 55,000	\$ 55,000	\$ -	0.0%
Non Print Library Materials	\$ 17,000	\$ 13,451	\$ 13,000	\$ (4,000)	-23.5%
E-Information Resources	\$ 35,000	\$ 45,120	\$ 44,000	\$ 9,000	25.7%
Technical Services	\$ 40,000	\$ 38,431	\$ 40,000	\$ -	0.0%
Programs and Publicity	\$ 11,000	\$ 11,000	\$ 11,000	\$ -	0.0%
Petty Cash	\$ 1,000	\$ 1,000	\$ 1,000	\$ -	0.0%
Association Dues and Meetings	\$ 2,000	\$ 2,000	\$ 2,000	\$ -	0.0%
Professional Development	\$ 1,750	\$ 1,925	\$ 1,750	\$ -	0.0%
Recruitment Expenses	\$ 1,000	\$ 1,867	\$ 1,500	\$ 500	50.0%

Account Description	Appropriations Fiscal Year 2024	2024 Actual Expenditures (through 12/31/24)*	Appropriations Ensuing for Fiscal Year 2025	Budget Increase / (Decrease)	% Change
Telephone	\$ 3,408	\$ 3,749	\$ 3,480	\$ 72	2.1%
Electricity	\$ 15,000	\$ 17,508	\$ 17,000	\$ 2,000	13.3%
Heat	\$ 8,456	\$ 11,809	\$ 9,100	\$ 644	7.6%
Total Library	\$ 1,277,224	\$ 1,216,576	\$ 1,341,170	\$ 63,946	5.0%
Recreation					
Regular Salaries	\$ 123,755	\$ 128,189	\$ 138,158	\$ 14,403	11.6%
Overtime	\$ 5,535	\$ 8,812	\$ 9,710	\$ 4,175	75.4%
State Retirement Municipal	\$ 11,346	\$ 12,528	\$ 13,277	\$ 1,931	17.0%
Supplemental Retirement	\$ 4,193	\$ 4,788	\$ 5,052	\$ 859	20.5%
Social Security	\$ 2,817	\$ 2,561	\$ 2,903	\$ 86	3.1%
Medicare	\$ 1,875	\$ 1,944	\$ 2,144	\$ 269	14.4%
Chemical Toilets	\$ 8,280	\$ 7,420	\$ 8,280	\$ -	0.0%
Office Supplies	\$ 500	\$ 32	\$ 500	\$ -	0.0%
Mileage	\$ 800	\$ 537	\$ 800	\$ -	0.0%
Rec. Sportsfields	\$ 54,700	\$ 36,609	\$ 54,700	\$ -	0.0%
Recreational Activities	\$ 26,900	\$ 21,413	\$ 26,900	\$ -	0.0%
Senior Rec. Activities	\$ 14,000	\$ 10,938	\$ 14,000	\$ -	0.0%
Equipment Maintenance	\$ 6,200	\$ 3,754	\$ 6,200	\$ -	0.0%
Dues & Meetings	\$ 200	\$ 75	\$ 200	\$ -	0.0%
Recruitment Expenses	\$ 480	\$ 235	\$ 480	\$ -	0.0%
Employee Health	\$ 100	\$ -	\$ 100	\$ -	0.0%
Telephone	\$ 4,080	\$ 5,398	\$ 5,340	\$ 1,260	30.9%
Electricity	\$ 13,779	\$ 12,967	\$ 14,012	\$ 233	1.7%
Total Recreation	\$ 279,540	\$ 258,203	\$ 302,757	\$ 23,217	8.3%
Historic Commission					
Contracted Services	\$ 4,500	\$ 1,760	\$ 4,500	\$ -	0.0%
Miscellaneous Expenses	\$ 3,000	\$ 2,981	\$ 3,000	\$ -	0.0%
Total Historic Commission	\$ 7,500	\$ 4,741	\$ 7,500	\$ -	0.0%
Conservation Commission					
Regular Salaries	\$ 5,885	\$ 4,407	\$ 5,885	\$ -	0.0%
Social Security	\$ 365	\$ 273	\$ 365	\$ -	0.0%
Medicare	\$ 85	\$ 64	\$ 85	\$ -	0.0%
Contracted Services	\$ 950	\$ 950	\$ 950	\$ -	0.0%
Miscellaneous Expenses	\$ 2,475	\$ 2,408	\$ 2,475	\$ -	0.0%
Total Conservation Commission	\$ 9,760	\$ 8,101	\$ 9,760	\$ -	0.0%

Account Description	Appropriations Fiscal Year 2024	2024 Actual Expenditures (through 12/31/24)*	Appropriations Ensuing for Fiscal Year 2025	Budget Increase / (Decrease)	% Change
Senior Center					
Property Maintenance	\$ 500	\$ -	\$ 500	\$ -	0.0%
Telephone	\$ 540	\$ 597	\$ 648	\$ 108	20.0%
Electricity	\$ 2,871	\$ 2,704	\$ 2,790	\$ (81)	-2.8%
Heat	\$ 2,641	\$ 2,544	\$ 2,765	\$ 124	4.7%
Total Senior Center	\$ 6,552	\$ 5,845	\$ 6,703	\$ 151	2.3%
Cable Television					
Regular Salaries	\$ 71,057	\$ 74,954	\$ 77,909	\$ 6,852	9.6%
Overtime Salaries	\$ 5,124	\$ 2,820	\$ 5,351	\$ 227	4.4%
State Retirement Municipal	\$ 10,307	\$ 10,115	\$ 10,547	\$ 240	2.3%
Supplemental Retirement	\$ 3,809	\$ 29	\$ 4,163	\$ 354	9.3%
Medicare	\$ 1,105	\$ 1,408	\$ 1,207	\$ 102	9.3%
Contracted Support	\$ 300	\$ -	\$ 300	\$ -	0.0%
Office Supplies	\$ 450	\$ -	\$ 450	\$ -	0.0%
Service Agreements	\$ 6,274	\$ 5,376	\$ 6,274	\$ -	0.0%
Property Maintenance	\$ 500	\$ -	\$ 500	\$ -	0.0%
Equipment	\$ 8,000	\$ 8,753	\$ 8,000	\$ -	0.0%
Dues and Meetings	\$ 2,030	\$ 200	\$ 2,030	\$ -	0.0%
Recruitment Expenses	\$ 200	\$ 113	\$ 200	\$ -	0.0%
Miscellaneous Expenses	\$ 1,000	\$ 2,306	\$ 1,000	\$ -	0.0%
Telephone	\$ 2,940	\$ 3,039	\$ 3,192	\$ 252	8.6%
Total Cable Television	\$ 113,096	\$ 109,113	\$ 121,123	\$ 8,027	7.1%
Debt Service					
Long Term Notes - Principal	\$ 359,344	\$ 359,344	\$ 504,992	\$ 145,648	40.5%
Long Term Notes - Interest	\$ 107,448	\$ 107,448	\$ 173,912	\$ 66,464	61.9%
Tax Anticip. Notes - Interest	\$ 500	\$ -	\$ 500	\$ -	0.0%
Total Debt Service	\$ 467,292	\$ 466,792	\$ 679,404	\$ 212,112	45.4%
Capital Outlay					
Police Technology	\$ 40,000	\$ 38,899	\$ 40,000	\$ -	0.0%
Transfer Station Loader	\$ 31,000	\$ 26,340	\$ 26,350	\$ (4,650)	-15.0%
Transfer Station Trash Trailer	\$ 27,000	\$ 20,975	\$ 21,000	\$ (6,000)	-22.2%
Gov. Dinsmore Bridge Decking Replacem	\$ 100,000	\$ 42,440	\$ -	\$ (100,000)	-100.0%
2024 PFAS Soil Cap	\$ 127,000	\$ 166	\$ -	\$ (127,000)	-100.0%
Road Improvements	\$ 126,500	\$ 126,500	\$ -	\$ (126,500)	-100.0%

Account Description	Appropriations Fiscal Year 2024	2024 Actual Expenditures (through 12/31/24)*	Appropriations Ensuing for Fiscal Year 2025	Budget Increase / (Decrease)	% Change
Ambulance	\$ 130,540	\$ 130,538	\$ 130,540	\$ -	0.0%
Police Radio System	\$ 75,000	\$ -	\$ -	\$ (75,000)	-100.0%
Total Capital Outlay	\$ 657,040	\$ 385,857	\$ 217,890	\$ (439,150)	-66.8%
Retirement Service Charges					
Supplemtl Retirement Plan Service Cha	\$ 4,000	\$ -	\$ -	\$ (4,000)	-100.0%
Total Retirement Service Charges	\$ 4,000	\$ -	\$ -	\$ (4,000)	-100.0%
Insurance					
Health Insurance	\$ 1,827,981	\$ 1,586,748	\$ 1,882,585	\$ 54,604	3.0%
Group Insurance-Life & Disability	\$ 106,507	\$ 97,460	\$ 110,000	\$ 3,493	3.3%
Dental Insurance	\$ 119,951	\$ 103,527	\$ 120,342	\$ 391	0.3%
Workers Compensation	\$ 259,101	\$ 259,101	\$ 274,647	\$ 15,546	6.0%
Unemployment Comp.	\$ 1,154	\$ -	\$ 1,333	\$ 179	15.5%
Miscellaneous	\$ 2,000	\$ 1,750	\$ 2,000	\$ -	0.0%
Property-Liability Trust	\$ 171,473	\$ 171,472	\$ 197,537	\$ 26,066	15.2%
Total Insurance	\$ 2,488,167	\$ 2,220,059	\$ 2,588,444	\$ 100,279	4.0%
Total Operating Budget	\$ 20,881,211	\$ 19,238,561	\$ 21,549,007	\$ 667,797	3.2%

Account Description	Appropriations Fiscal Year 2024	2024 Actual Expenditures (through 12/31/24)*	Appropriations Ensuing for Fiscal Year 2025	Budget Increase / (Decrease)	% Change
Trust Accounts					
Trust - Property	\$ 100,000	\$ 100,000	\$ 100,000	\$ -	-
Total Trust Accounts	\$ 100,000	\$ 100,000	\$ 100,000	\$ -	0.0%
Special / Individual Articles					
Highway Department Loader Lease	\$ 0	\$ -	\$ 55,000	\$ 55,000	
Transfer Station Trailer Lease	\$ 0	\$ -	\$ 34,000	\$ 34,000	
Municipal Union Contract	\$ 0	\$ -	\$ 67,557	\$ 67,557	
Searles Revenue Fund	\$ 42,000	\$ -	\$ 70,000	\$ 28,000	
Town Hall Renovation Project	\$ 200,000	\$ 144,874	\$ 250,000	\$ 50,000	
Nesmith Library Solar PPA CRF	\$ 32,500	\$ 32,500	\$ 32,500	\$ -	
Full Time Deputy Town Clerk	\$ 0	\$ -	\$ 30,240	\$ 30,240	
Total Special / Individual Articles	\$ 274,500	\$ 177,374	\$ 539,297	\$ 264,797	96.5%
GRAND TOTAL	\$ 21,255,712	\$ 19,515,936	\$ 22,188,304		
Less: Total Other Revenues	\$ (369,000)	\$ -	\$ (320,000)		
NET GRAND TOTAL	\$ 20,886,711		\$ 21,868,304	\$ 981,593	4.7%

*2024 Actual Expenditures are subject to year end adjustments.



Proposed Budget

Windham

For the period beginning January 1, 2025 and ending December 31, 2025

Form Due Date: **20 Days after the Annual Meeting**

This form was posted with the warrant on: 1/27/2025

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
HEATH PANTHOM	SELECTMAN CHAIR	
MARL SAMSEL	SELECTMAN VICE CHAIR	
Ross McLeod	Selectman	
ROGER HOLTENBERGER	SELECTMAN	
<u>B. R. Burt</u>	SELECTMAN	

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
<https://www.revenue.nh.gov/about-dra/municipal-and-property-division/municipal-bureau>



Appropriations

Account	Purpose	Article	Expenditures for	Appropriations	Proposed Appropriations for period		
			period ending 12/31/2024	for period ending 12/31/2024	ending 12/31/2025		
(Recommended) (Not Recommended)							
General Government							
4130	Executive	19	\$2,183	\$3,337	\$3,337		
4140	Election, Registration, and Vital Statistics	19	\$345,642	\$509,461	\$441,792		
4150	Financial Administration	19	\$1,398,607	\$1,452,264	\$1,574,437		
4152	Property Assessment	19	\$179,802	\$194,132	\$196,609		
4153	Legal Expense	19	\$191,452	\$143,000	\$202,156		
4155	Personnel Administration		\$0	\$0	\$0		
4191	Planning and Zoning	19	\$581,938	\$623,394	\$648,660		
4194	General Government Buildings	19	\$501,904	\$500,983	\$514,543		
4195	Cemeteries	19	\$23,949	\$43,608	\$43,530		
4196	Insurance Not Otherwise Allocated	19	\$2,220,059	\$2,431,207	\$2,588,444		
4197	Advertising and Regional Associations		\$0	\$0	\$0		
4198	Contingency		\$0	\$0	\$0		
4199	Other General Government		\$0	\$4,000	\$0		
General Government Subtotal			\$5,445,536	\$5,905,386	\$6,213,508		
Public Safety							
4210	Police	19	\$3,495,172	\$4,011,148	\$4,131,890		
4215	Ambulances		\$0	\$0	\$0		
4220	Fire	19	\$3,955,812	\$4,176,357	\$4,296,353		
4240	Building Inspection		\$0	\$0	\$0		
4290	Emergency Management	19	\$5,316	\$10,488	\$5,639		
4299	Other Public Safety	19	\$519,403	\$602,305	\$588,327		
Public Safety Subtotal			\$7,975,703	\$8,800,298	\$9,022,209		
Airport/Aviation Center							
4301	Airport Administration		\$0	\$0	\$0		
4302	Airport Operations		\$0	\$0	\$0		
4309	Other Airport		\$0	\$0	\$0		
Airport/Aviation Center Subtotal			\$0	\$0	\$0		
Highways and Streets							
4311	Highway Administration		\$0	\$0	\$0		
4312	Highways and Streets	19	\$1,724,094	\$1,763,048	\$1,992,746		
4313	Bridges		\$0	\$0	\$0		
4316	Street Lighting	19	\$15,239	\$22,566	\$20,400		
4319	Other Highway, Streets, and Bridges		\$0	\$0	\$0		
Highways and Streets Subtotal			\$1,739,333	\$1,785,614	\$2,013,146		



Appropriations

Account	Purpose	Article	Expenditures for	Appropriations	Proposed Appropriations for period
			period ending 12/31/2024	for period ending 12/31/2024	ending 12/31/2025
			(Recommended)	(Not Recommended)	
Sanitation					
4321	Sanitation Administration		\$0	\$0	\$0
4323	Solid Waste Collection		\$0	\$0	\$0
4324	Solid Waste Disposal	19	\$1,327,394	\$1,467,549	\$1,510,627
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		\$1,327,394	\$1,467,549	\$1,510,627
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	19	\$50,003	\$69,662	\$68,663
4419	Other Health		\$0	\$0	\$0
	Health Subtotal		\$50,003	\$69,662	\$68,663
Welfare					
4441	Welfare Administration	19	\$20,264	\$34,000	\$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		\$20,264	\$34,000	\$34,000



Appropriations

Account	Purpose	Article	Expenditures for	Appropriations	Proposed Appropriations for period	
			period ending 12/31/2024	for period ending 12/31/2024	(Recommended)	(Not Recommended)
Culture and Recreation						
4520	Parks and Recreation	19	\$254,695	\$279,541	\$302,757	\$0
4550	Library	19	\$1,200,586	\$1,277,223	\$1,341,170	\$0
4583	Patriotic Purposes		\$0	\$0	\$0	\$0
4589	Other Culture and Recreation	19	\$117,216	\$127,846	\$135,873	\$0
Culture and Recreation Subtotal			\$1,572,497	\$1,684,610	\$1,779,800	\$0
Conservation and Development						
4611	Conservation Administation		\$0	\$0	\$0	\$0
4612	Purchase of Natural Resources		\$0	\$0	\$0	\$0
4619	Other Conservation	19	\$8,101	\$9,760	\$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			\$8,101	\$9,760	\$9,760	\$0
Debt Service						
4711	Principal - Long Term Bonds, Notes, and Other Debt	19	\$360,189	\$359,344	\$504,992	\$0
4721	Interest - Long Term Bonds, Notes, and Other Debt	19	\$106,602	\$107,448	\$173,912	\$0
4723	Interest on Tax and Revenue Anticipation Notes	19	\$0	\$500	\$500	\$0
4790	Other Debt Service Charges		\$0	\$0	\$0	\$0
Debt Service Subtotal			\$466,791	\$467,292	\$679,404	\$0
Capital Outlay						
4901	Land		\$0	\$0	\$0	\$0
4902	Machinery, Vehicles, and Equipment	19	\$221,951	\$303,540	\$177,890	\$0
4903	Buildings		\$144,874	\$200,000	\$0	\$0
4909	Improvements Other than Buildings	19	\$169,106	\$353,500	\$40,000	\$0
Capital Outlay Subtotal			\$535,931	\$857,040	\$217,890	\$0



Appropriations

Account	Purpose	Article	Expenditures for	Appropriations	Proposed Appropriations for period	
			period ending 12/31/2024	for period ending 12/31/2024	(Recommended)	(Not Recommended)
Operating Transfers Out						
4911	To Revolving Funds		\$0	\$0	\$0	\$0
4912	To Special Revenue Funds		\$0	\$42,000	\$0	\$0
4913	To Capital Projects Funds		\$0	\$0	\$0	\$0
4914A	To Airport Proprietary Fund		\$0	\$0	\$0	\$0
4914E	To Electric Proprietary Fund		\$0	\$0	\$0	\$0
4914O	To Other Proprietary Fund		\$0	\$0	\$0	\$0
4914S	To Sewer Proprietary Fund		\$0	\$0	\$0	\$0
4914W	To Water Proprietary Fund		\$0	\$0	\$0	\$0
4918	To Non-Expendable Trust Funds		\$0	\$0	\$0	\$0
4919	To Fiduciary Funds		\$0	\$0	\$0	\$0
Operating Transfers Out Subtotal			\$0	\$42,000	\$0	\$0
Total Operating Budget Appropriations					\$21,549,007	\$0



Special Warrant Articles

Account	Purpose	Article	Proposed Appropriations for period ending 12/31/2025	
			(Recommended)	(Not Recommended)
4903	Buildings	10	\$250,000	\$0
		<i>Purpose: Town Hall Renovation Project.</i>		
4912	To Special Revenue Funds	08	\$70,000	\$0
		<i>Purpose: Searles Building.</i>		
4915	To Capital Reserve Funds	11	\$32,500	\$0
		<i>Purpose: Nesmith Library Solar Power Purchase Agreement (PPA) Capital Reserve.</i>		
4916	To Expendable Trusts	07	\$100,000	\$0
		<i>Purpose: Property Maintenance Expendable Trust Fund.</i>		
Total Proposed Special Articles			\$452,500	\$0



Individual Warrant Articles

Account	Purpose	Article	Proposed Appropriations for period ending 12/31/2025	
			(Recommended)	(Not Recommended)
4140	Election, Registration, and Vital Statistics	05	\$4,728	\$0
		<i>Purpose: Municipal Union Contract.</i>		
4150	Financial Administration	13	\$8,795	\$0
		<i>Purpose: Hiring of a Full-Time Deputy Tax Collector</i>		
4150	Financial Administration	05	\$2,153	\$0
		<i>Purpose: Municipal Union Contract.</i>		
4152	Property Assessment	05	\$5,746	\$0
		<i>Purpose: Municipal Union Contract.</i>		
4191	Planning and Zoning	05	\$12,502	\$0
		<i>Purpose: Municipal Union Contract.</i>		
4196	Insurance Not Otherwise Allocated	13	\$21,445	\$0
		<i>Purpose: Hiring of a Full-Time Deputy Tax Collector</i>		
4210	Police	05	\$3,814	\$0
		<i>Purpose: Municipal Union Contract.</i>		
4220	Fire	05	\$2,463	\$0
		<i>Purpose: Municipal Union Contract.</i>		
4312	Highways and Streets	05	\$18,952	\$0
		<i>Purpose: Municipal Union Contract.</i>		
4324	Solid Waste Disposal	05	\$17,199	\$0
		<i>Purpose: Municipal Union Contract.</i>		
4902	Machinery, Vehicles, and Equipment	03	\$55,000	\$0
		<i>Purpose: Lease Purchase Agreement for Highway Department Loader.</i>		
4902	Machinery, Vehicles, and Equipment	04	\$34,000	\$0
		<i>Purpose: Lease Purchase Agreement for a Transfer Station Trailer.</i>		
Total Proposed Individual Articles			\$186,797	\$0



Revenues

Account	Source	Article	Actual Revenues for period ending 12/31/2024	Estimated Revenues for period ending 12/31/2024	Estimated Revenues for period ending 12/31/2025
Taxes					
3120	Land Use Change Taxes for General Fund		\$0	\$0	\$0
3180	Resident Taxes		\$0	\$0	\$0
3185	Yield Taxes	19	\$2,448	\$3,600	\$3,600
3186	Payment in Lieu of Taxes	19	\$12,162	\$10,272	\$10,272
3187	Excavation Tax		\$0	\$0	\$0
3189	Other Taxes		\$0	\$0	\$0
3190	Interest and Penalties on Delinquent Taxes	19	\$81,100	\$100,000	\$100,000
Taxes Subtotal			\$95,710	\$113,872	\$113,872
Licenses, Permits, and Fees					
3210	Business Licenses and Permits		\$0	\$0	\$0
3220	Motor Vehicle Permit Fees	19	\$4,893,930	\$4,400,000	\$4,400,000
3230	Building Permits	19	\$200,375	\$150,000	\$150,000
3290	Other Licenses, Permits, and Fees	19	\$85,744	\$100,000	\$100,000
Licenses, Permits, and Fees Subtotal			\$5,180,049	\$4,650,000	\$4,650,000
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	\$0	\$0
From Federal Government Subtotal			\$0	\$0	\$0
State Sources					
3351	Shared Revenues - Block Grant		\$0	\$0	\$0
3352	Meals and Rooms Tax Distribution	19	\$1,577,057	\$1,571,000	\$1,571,000
3353	Highway Block Grant	19	\$362,140	\$362,140	\$362,140
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		\$0	\$0	\$0
3360	Water Filtration Grants		\$0	\$0	\$0
3361	Landfill Closure Grants		\$0	\$0	\$0
3369	Other Intergovernmental Revenue from State of NH	19	\$105,010	\$95,125	\$60,000
3379	Intergovernmental Revenues - Other		\$0	\$0	\$0
State Sources Subtotal			\$2,044,207	\$2,028,265	\$1,993,140



Revenues

Account	Source	Article	Actual Revenues for period ending 12/31/2024	Estimated Revenues for period ending 12/31/2024	Estimated Revenues for period ending 12/31/2025
Charges for Services					
3401	Income from Departments	19	\$510,574	\$515,375	\$516,375
3402	Water Supply System Charges		\$0	\$0	\$0
3403	Sewer User Charges		\$0	\$0	\$0
3404	Garbage-Refuse Charges	19	\$70,643	\$70,000	\$70,000
3405	Electric User Charges		\$0	\$0	\$0
3406	Airport Fees		\$0	\$0	\$0
3409	Other Charges	19	\$266,858	\$268,000	\$266,500
Charges for Services Subtotal			\$848,075	\$853,375	\$852,875
Miscellaneous Revenues					
3500	Special Assessments		\$0	\$0	\$0
3501	Sale of Municipal Property		\$3,885	\$51,000	\$0
3502	Interest on Investments	19	\$583,346	\$500,000	\$500,000
3503	Rents of Property		\$0	\$0	\$0
3504	Fines and Forfeits	19	\$480	\$500	\$500
3506	Insurance Dividends and Reimbursements		\$0	\$0	\$0
3508	Contributions and Donations		\$57,358	\$0	\$0
3509	Revenue from Misc Sources Not Otherwise Classified		\$0	\$0	\$0
Miscellaneous Revenues Subtotal			\$645,069	\$551,500	\$500,500
Interfund Operating Transfers In					
3911	From Revolving Funds		\$0	\$0	\$0
3912	From Special Revenue Funds	08	\$14,385	\$42,000	\$70,000
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	\$0	\$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	19	\$173,460	\$173,460	\$167,340
Interfund Operating Transfers In Subtotal			\$187,845	\$215,460	\$237,340
Other Financing Sources					
3934	Proceeds from Long-Term Notes/Bonds/Other Sources		\$0	\$0	\$0
9998	Amount Voted from Fund Balance	10	\$0	\$0	\$250,000
9999	Fund Balance to Reduce Taxes		\$0	\$0	\$0
Other Financing Sources Subtotal			\$0	\$0	\$250,000
Total Estimated Revenues and Credits			\$9,000,955	\$8,412,472	\$8,597,727



Budget Summary

Item	Period ending 12/31/2025
Operating Budget Appropriations	\$21,549,007
Special Warrant Articles	\$452,500
Individual Warrant Articles	\$186,797
Total Appropriations	\$22,188,304
Less Amount of Estimated Revenues & Credits	\$8,597,727
Estimated Amount of Taxes to be Raised	\$13,590,577



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 3rd, 2025

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 3rd day of February 2025 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 6. 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 11th, 2025

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 11, 2025, 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 27, 2025, 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.



Article 01 Election of Officers

Election of the following school district office:

- a. To choose one School Board member 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 \$70,312,965? Should this article be defeated, the default budget shall be \$69,823,872, 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 Special Education Capital Reserve Fund

Shall the Windham School District raise and appropriate the sum of up to \$200,000 to be added to the Special Education Capital Reserve Fund established in 2017 with this sum to come from the June 30, 2025, unassigned fund balance available for transfer on July 1, 2025?

No amount to be raised by additional taxation.

Recommended by the School Board (5-0) (Majority vote required)

Article 04 Long-Range Technology Expendable Trust Fund

Shall the Windham School District raise and appropriate the sum of up to \$300,000 to be added to the Long-Range Technology Expendable Trust Fund established in 1993 with this sum to come from the June 30, 2025, unassigned fund balance available for transfer on July 1, 2025?

No amount to be raised by additional taxation.

Recommended by the School Board (5-0) (Majority vote required)



Article 05 Capital Needs and Building & Grounds Maintenance Capital Reserve Fund

Shall the Windham School District raise and appropriate the sum of up to \$500,000 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, 2025, unassigned fund balance available for transfer on July 1, 2025?

No amount to be raised by additional taxation.

Recommended by the School Board (5-0) (Majority vote required)

Article 06 Windham High School Track Design and Bid Documents

Shall the Windham School District raise and appropriate the sum of \$54,000 to prepare design and bid documents for the construction of a track on the Windham High School property? The design and bid documents will be used for a competitive bid process to solicit proposals for the cost of completing the track project.

Recommended by the School Board (5-0) (Majority vote required)

SCHOOL DISTRICT *FY 26* BUDGET

Account	Description	FY25 Appropriated	FY26 Proposed Budget	FY26 Default Budget
100.1100.00.110.290.000000.5	WEA WARRANT ARTICLE- SALARIES & LONGEVITY	\$1	\$0	\$0
100.1100.00.110.299.000000.5	WEA WARRANT ARTICLE- SALARIES & LONGEVITY	\$1,351,572	\$0	\$0
100.1100.00.112.211.000000.5	SALARIES- TEACHERS	\$4,338,553	\$4,802,648	\$4,802,648
100.1100.00.112.212.000000.5	SALARIES- TEACHERS	\$1,707,539	\$1,917,705	\$1,917,705
100.1100.00.112.213.000000.5	SALARIES- TEACHERS	\$2,109,807	\$2,351,829	\$2,351,829
100.1100.00.112.214.000000.5	SALARIES- TEACHERS	\$4,639,910	\$4,996,887	\$4,996,887
100.1100.00.125.211.000000.5	SUBSTITUTES- DAILY	\$75,000	\$82,500	\$75,000
100.1100.00.125.212.000000.5	SUBSTITUTES- DAILY	\$48,727	\$52,306	\$48,727
100.1100.00.125.213.000000.5	SUBSTITUTES- DAILY	\$41,623	\$50,494	\$41,623
100.1100.00.125.214.000000.5	SUBSTITUTES- DAILY	\$55,943	\$90,435	\$55,943
100.1100.00.125.299.000000.5	SUBSTITUTE TRAINING	\$0	\$7,375	\$0
100.1100.00.126.211.000000.5	SUBSTITUTES- LONG TERM	\$70,000	\$80,000	\$70,000
100.1100.00.126.212.000000.5	SUBSTITUTES- LONG TERM	\$30,000	\$30,000	\$30,000
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	\$59,333	\$86,478	\$59,333
100.1100.00.162.212.000000.5	EXTRA DUTIES	\$4,000	\$5,000	\$4,000
100.1100.00.162.213.000000.5	EXTRA DUTIES	\$20,090	\$21,170	\$20,090
100.1100.00.162.214.000000.5	EXTRA DUTIES	\$44,460	\$44,460	\$44,460
100.1100.00.181.211.000000.5	SALARIES- INTERVENTIONIST	\$221,025	\$228,349	\$221,025
100.1100.00.181.212.000000.5	SALARIES- INTERVENTIONIST	\$43,260	\$44,562	\$43,260
100.1100.00.181.213.000000.5	SALARIES- INTERVENTIONIST	\$86,835	\$88,179	\$86,835
100.1100.00.181.214.000000.5	SALARIES- INTERVENTIONIST	\$44,835	\$42,000	\$44,835
100.1100.00.211.211.000000.5	HEALTH INSURANCE	\$0	\$1,507,304	\$1,507,304
100.1100.00.211.212.000000.5	HEALTH INSURANCE	\$0	\$553,419	\$553,419
100.1100.00.211.213.000000.5	HEALTH INSURANCE	\$0	\$605,129	\$605,129
100.1100.00.211.214.000000.5	HEALTH INSURANCE	\$0	\$1,487,743	\$1,487,743
100.1100.00.212.211.000000.5	DENTAL INSURANCE	\$0	\$77,769	\$77,769
100.1100.00.212.212.000000.5	DENTAL INSURANCE	\$0	\$25,752	\$25,752
100.1100.00.212.213.000000.5	DENTAL INSURANCE	\$0	\$32,747	\$32,747
100.1100.00.212.214.000000.5	DENTAL INSURANCE	\$0	\$84,928	\$84,928
100.1100.00.220.211.000000.5	FICA- 1100	\$0	\$404,109	\$399,942
100.1100.00.220.212.000000.5	FICA- 1100	\$0	\$157,454	\$156,342
100.1100.00.220.213.000000.5	FICA- 1100	\$0	\$195,025	\$192,328
100.1100.00.220.214.000000.5	FICA- 1100	\$0	\$399,914	\$396,500
100.1100.00.220.299.000000.5	FICA- 1100	\$0	\$564	\$0
100.1100.00.232.211.000000.5	NHRS-TEACHERS	\$0	\$940,179	\$934,959
100.1100.00.232.212.000000.5	NHRS-TEACHERS	\$0	\$369,737	\$369,737
100.1100.00.232.213.000000.5	NHRS-TEACHERS	\$0	\$456,328	\$456,328
100.1100.00.232.214.000000.5	NHRS-TEACHERS	\$0	\$969,451	\$969,451
100.1100.00.320.211.000000.5	PROFESSIONAL EDUCATIONAL SERVICES	\$1	\$1	\$1
100.1100.00.320.212.000000.5	PROFESSIONAL EDUCATIONAL SERVICES	\$1	\$3,000	\$1
100.1100.00.320.213.000000.5	PROFESSIONAL EDUCATIONAL SERVICES	\$1	\$1	\$1
100.1100.00.320.214.000000.5	PROFESSIONAL EDUCATIONAL SERVICES	\$1	\$1	\$1
100.1100.00.321.299.000000.5	PROFESSIONAL EDUCATIONAL SERVICES	\$1	\$0	\$1
100.1100.00.329.213.000000.5	OTHER PROFESSIONAL SERVICES	\$1	\$0	\$1
100.1100.00.430.211.000000.5	REPAIRS & MAINTENANCE	\$1,351	\$2,350	\$1,351
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	\$501	\$500	\$501
100.1100.00.561.214.000000.5	TUITION TO LEAS	\$15,000	\$15,000	\$15,000
100.1100.00.580.211.000000.5	MILEAGE & TRAVEL	\$1,500	\$1,500	\$1,500
100.1100.00.580.212.000000.5	MILEAGE & TRAVEL	\$1,500	\$2,500	\$1,500
100.1100.00.580.213.000000.5	MILEAGE & TRAVEL	\$300	\$300	\$300
100.1100.00.580.214.000000.5	MILEAGE & TRAVEL	\$200	\$300	\$200
100.1100.00.590.211.000000.5	PROFESSIONAL MEETINGS	\$1	\$0	\$0
100.1100.00.590.212.000000.5	PROFESSIONAL MEETINGS	\$1	\$1	\$1
100.1100.00.590.213.000000.5	PROFESSIONAL MEETINGS	\$4,400	\$4,400	\$4,400
100.1100.00.590.214.000000.5	PROFESSIONAL MEETINGS	\$1	\$1	\$1
100.1100.00.610.211.000000.5	SUPPLIES	\$66,947	\$74,523	\$66,947
100.1100.00.610.212.000000.5	SUPPLIES	\$23,110	\$30,453	\$23,110
100.1100.00.610.213.000000.5	SUPPLIES	\$21,425	\$29,655	\$21,425
100.1100.00.610.214.000000.5	SUPPLIES	\$15,521	\$16,021	\$15,521
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	\$24,512	\$24,760	\$24,512

Account	Description	FY25 Appropriated	FY26 Proposed Budget	FY26 Default Budget
100.1100.00.730.211.000000.5	EQUIPMENT	\$2,051	\$2,113	\$2,051
100.1100.00.730.212.000000.5	EQUIPMENT	\$1	\$2,165	\$1
100.1100.00.730.213.000000.5	EQUIPMENT	\$2,270	\$6,500	\$2,270
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	\$700	\$0	\$700
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	\$2,432	\$3,500	\$2,432
100.1100.00.737.214.000000.5	REPLACEMENT OF FIXTURES	\$1	\$1	\$1
100.1100.00.739.211.000000.5	OTHER EQUIPMENT	\$1	\$1	\$1
100.1100.00.739.212.000000.5	OTHER EQUIPMENT	\$1	\$13,619	\$1
100.1100.00.739.213.000000.5	OTHER EQUIPMENT	\$1	\$1	\$1
100.1100.00.739.214.000000.5	OTHER EQUIPMENT	\$10,500	\$9,000	\$10,500
100.1100.00.810.211.000000.5	DUES & FEES	\$200	\$1,595	\$200
100.1100.00.810.212.000000.5	DUES & FEES	\$2,600	\$2,525	\$2,600
100.1100.00.810.213.000000.5	DUES & FEES	\$1	\$1	\$1
100.1100.00.810.214.000000.5	DUES & FEES	\$20,650	\$28,600	\$20,650
100.1100.01.739.211.000000.5	OTHER EQUIPMENT	\$1	\$0	\$1
100.1100.01.739.212.000000.5	OTHER EQUIPMENT	\$1	\$1	\$1
100.1100.01.739.213.000000.5	OTHER EQUIPMENT	\$1	\$0	\$1
100.1100.02.430.211.000000.5	REPAIRS & MAINTENANCE- ART	\$300	\$309	\$300
100.1100.02.430.212.000000.5	REPAIRS & MAINTENANCE- ART	\$200	\$200	\$200
100.1100.02.430.213.000000.5	REPAIRS & MAINTENANCE- ART	\$250	\$250	\$250
100.1100.02.430.214.000000.5	REPAIRS & MAINTENANCE- ART	\$1,500	\$1,500	\$1,500
100.1100.02.610.211.000000.5	SUPPLIES- ART	\$8,151	\$7,856	\$8,151
100.1100.02.610.212.000000.5	SUPPLIES- ART	\$3,000	\$3,000	\$3,000
100.1100.02.610.213.000000.5	SUPPLIES- ART	\$3,000	\$4,000	\$3,000
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	\$0	\$1
100.1100.02.642.214.000000.5	ELECTRONIC INFO- ART	\$1	\$0	\$1
100.1100.02.650.214.000000.5	SOFTWARE- ART	\$500	\$500	\$500
100.1100.02.730.211.000000.5	EQUIPMENT- ART	\$1,616	\$1,664	\$1,616
100.1100.02.730.212.000000.5	EQUIPMENT- ART	\$1	\$1	\$1
100.1100.02.730.213.000000.5	EQUIPMENT- ART	\$1,600	\$0	\$1,600
100.1100.02.733.214.000000.5	EQUIPMENT- ART	\$1	\$0	\$1
100.1100.02.735.214.000000.5	REPLACEMENT EQUIPMENT- ART	\$1	\$0	\$1
100.1100.02.739.211.000000.5	REPLACEMENT EQUIPMENT- ART	\$1	\$0	\$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	\$0	\$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	\$0	\$1
100.1100.03.610.214.000000.5	SUPPLIES- BUSINESS	\$100	\$160	\$100
100.1100.03.640.214.000000.5	BOOKS- BUSINESS	\$100	\$7,600	\$100
100.1100.03.642.214.000000.5	ELECTRONIC INFO- BUSINESS	\$6,290	\$4,500	\$6,290
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	\$500	\$1
100.1100.05.610.211.000000.5	SUPPLIES- LANGUAGE ARTS	\$21,113	\$45,946	\$21,113
100.1100.05.610.212.000000.5	SUPPLIES- LANGUAGE ARTS	\$2,500	\$13,750	\$2,500
100.1100.05.610.213.000000.5	SUPPLIES- LANGUAGE ARTS	\$500	\$750	\$500
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	\$8,611	\$11,071	\$8,611
100.1100.05.640.212.000000.5	BOOKS- LANGUAGE ARTS	\$1	\$7,500	\$1
100.1100.05.640.213.000000.5	BOOKS- LANGUAGE ARTS	\$2,000	\$2,000	\$2,000
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- LANGUAGE ARTS	\$7,200	\$11,700	\$7,200
100.1100.05.642.213.000000.5	ELECTRONIC INFO- LANGUAGE ARTS	\$10,100	\$11,670	\$10,100
100.1100.05.642.214.000000.5	ELECTRONIC INFO- LANGUAGE ARTS	\$1,250	\$0	\$1,250
100.1100.05.650.211.000000.5	SOFTWARE- LANGUAGE ARTS	\$13,211	\$25,305	\$13,211
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	\$900	\$1
100.1100.05.810.213.000000.5	DUES & FEES- LANGUAGE ARTS	\$200	\$200	\$200
100.1100.05.810.214.000000.5	DUES & FEES- LANGUAGE ARTS	\$100	\$100	\$100
100.1100.06.610.211.000000.5	SUPPLIES- WORLD LANGUAGE	\$1	\$0	\$1
100.1100.06.610.212.000000.5	SUPPLIES- WORLD LANGUAGE	\$500	\$1,000	\$500
100.1100.06.610.213.000000.5	SUPPLIES- WORLD LANGUAGE	\$7,540	\$1,400	\$7,540
100.1100.06.610.214.000000.5	SUPPLIES- WORLD LANGUAGE	\$1,200	\$1,000	\$1,200
100.1100.06.640.211.000000.5	BOOKS- WORLD LANGUAGE	\$1	\$0	\$1

Account	Description	FY25 Appropriated	FY26 Proposed Budget	FY26 Default Budget
100.1100.06.640.212.000000.5	BOOKS- WORLD LANGUAGE	\$1	\$1	\$1
100.1100.06.640.213.000000.5	BOOKS- WORLD LANGUAGE	\$1	\$1,000	\$1
100.1100.06.640.214.000000.5	BOOKS- WORLD LANGUAGE	\$300	\$1,500	\$300
100.1100.06.642.212.000000.5	ELECTRONIC INFO- WORLD LANGUAGE	\$1,600	\$6,300	\$1,600
100.1100.06.642.213.000000.5	ELECTRONIC INFO- WORLD LANGUAGE	\$2,470	\$6,360	\$2,470
100.1100.06.642.214.000000.5	ELECTRONIC INFO- WORLD LANGUAGE	\$4,500	\$9,265	\$4,500
100.1100.06.650.213.000000.5	SOFTWARE- WORLD LANGUAGE	\$1	\$0	\$1
100.1100.06.734.213.000000.5	EQUIPMENT- TECHNOLOGY WORLD LANGUAGE	\$1	\$0	\$1
100.1100.06.810.213.000000.5	DUES & FEES- WORLD LANGUAGE	\$1	\$0	\$1
100.1100.06.810.214.000000.5	DUES & FEES- WORLD LANGUAGE	\$400	\$500	\$400
100.1100.08.610.211.000000.5	SUPPLIES- PHYSICAL EDUCATION	\$2,000	\$2,060	\$2,000
100.1100.08.610.212.000000.5	SUPPLIES- PHYSICAL EDUCATION	\$2,000	\$2,000	\$2,000
100.1100.08.610.213.000000.5	SUPPLIES- PHYSICAL EDUCATION	\$1,750	\$1,750	\$1,750
100.1100.08.610.214.000000.5	SUPPLIES- HUMAN PERFORMANCE	\$3,000	\$3,200	\$3,000
100.1100.08.640.214.000000.5	BOOKS- HUMAN PERFORMANCE	\$1	\$1	\$1
100.1100.08.642.214.000000.5	ELECTRONIC INFO- HUMAN PERFORMANCE	\$1,650	\$1,650	\$1,650
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	\$4,120	\$4,000
100.1100.08.730.212.000000.5	EQUIPMENT- PHYSICAL EDUCATION	\$800	\$1,000	\$800
100.1100.08.730.213.000000.5	EQUIPMENT- PHYSICAL EDUCATION	\$1	\$2,120	\$1
100.1100.08.730.214.000000.5	EQUIPMENT- PHYSICAL EDUCATION	\$7,100	\$6,500	\$7,100
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- HUMAN PERFORMANCE	\$1,500	\$1,500	\$1,500
100.1100.10.610.214.000000.5	SUPPLIES- TV/VIDEO DIGITAL MEDIA	\$2,750	\$2,750	\$2,750
100.1100.10.650.214.000000.5	SOFTWARE- TV/VIDEO DIGITAL MEDIA	\$1	\$0	\$1
100.1100.10.734.214.000000.5	EQUIPMENT- TV/VIDEO DIGITAL MEDIA	\$1	\$4,900	\$1
100.1100.11.320.214.000000.5	PROFESSIONAL EDUCATIONAL SERVICES - WORKSHOPS	\$1	\$1	\$1
100.1100.11.610.211.000000.5	SUPPLIES- MATHEMATICS	\$45,044	\$44,587	\$45,044
100.1100.11.610.212.000000.5	SUPPLIES- MATHEMATICS	\$800	\$13,000	\$800
100.1100.11.610.213.000000.5	SUPPLIES- MATHEMATICS	\$20,400	\$32,400	\$20,400
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	\$0	\$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- MATHEMATICS	\$9,500	\$11,000	\$9,500
100.1100.11.642.213.000000.5	ELECTRONIC INFO- MATHEMATICS	\$1	\$1	\$1
100.1100.11.642.214.000000.5	ELECTRONIC INFO- MATHEMATICS	\$7,745	\$5,700	\$7,745
100.1100.11.650.211.000000.5	SOFTWARE- MATHEMATICS	\$18,673	\$18,708	\$18,673
100.1100.11.650.213.000000.5	SOFTWARE- MATHEMATICS	\$1	\$1	\$1
100.1100.11.650.214.000000.5	SOFTWARE- MATHEMATICS	\$1	\$1	\$1
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	\$500	\$500	\$500
100.1100.11.810.214.000000.5	DUES & FEES- MATH	\$700	\$200	\$700
100.1100.12.320.213.000000.5	PROFESSIONAL EDUCATIONAL SERVICES - WORKSHOPS	\$1	\$0	\$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	\$1,500	\$1,500	\$1,500
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	\$2,300	\$2,300	\$2,300
100.1100.12.610.211.000000.5	SUPPLIES- MUSIC & VISUAL ART	\$5,258	\$6,835	\$5,258
100.1100.12.610.212.000000.5	SUPPLIES- MUSIC & VISUAL ART	\$1,700	\$3,000	\$1,700
100.1100.12.610.213.000000.5	SUPPLIES- MUSIC & VISUAL ART	\$1,400	\$1,700	\$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	\$260	\$200
100.1100.12.640.212.000000.5	BOOKS- MUSIC & VISUAL ART	\$3,000	\$3,000	\$3,000
100.1100.12.640.213.000000.5	BOOKS- MUSIC & VISUAL ART	\$3,000	\$3,000	\$3,000
100.1100.12.640.214.000000.5	BOOKS- MUSIC & VISUAL ART	\$6,000	\$6,000	\$6,000
100.1100.12.642.214.000000.5	ELECTRONIC INFO- MUSIC & VISUAL ART	\$0	\$0	\$0
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	\$750	\$0	\$750
100.1100.12.730.211.000000.5	EQUIPMENT- MUSIC & VISUAL ART	\$2,700	\$3,460	\$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	\$3,000	\$3,000	\$3,000
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	\$290	\$290	\$290
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	\$300	\$270
100.1100.12.810.214.000000.5	DUES & FEES- MUSIC & VISUAL ART	\$650	\$650	\$650

Account	Description	FY25 Appropriated	FY26 Proposed Budget	FY26 Default Budget
100.1100.13.610.211.000000.5	SUPPLIES- NATURAL SCIENCES	\$3,600	\$3,708	\$3,600
100.1100.13.610.212.000000.5	SUPPLIES- NATURAL SCIENCES	\$5,100	\$7,000	\$5,100
100.1100.13.610.213.000000.5	SUPPLIES- NATURAL SCIENCES	\$5,700	\$6,000	\$5,700
100.1100.13.610.214.000000.5	SUPPLIES- NATURAL SCIENCES	\$17,400	\$24,250	\$17,400
100.1100.13.640.211.000000.5	BOOKS- NATURAL SCIENCES	\$1	\$1	\$1
100.1100.13.640.212.000000.5	BOOKS- NATURAL SCIENCES	\$1,000	\$1	\$1,000
100.1100.13.640.213.000000.5	BOOKS- NATURAL SCIENCES	\$500	\$1	\$500
100.1100.13.640.214.000000.5	BOOKS- NATURAL SCIENCES	\$1	\$7,512	\$1
100.1100.13.642.211.000000.5	ELECTRONIC INFO- NATURAL SCIENCES	\$3,795	\$3,795	\$3,795
100.1100.13.642.212.000000.5	ELECTRONIC INFO- NATURAL SCIENCES	\$8,000	\$9,200	\$8,000
100.1100.13.642.213.000000.5	ELECTRONIC INFO- NATURAL SCIENCES	\$6,325	\$4,600	\$6,325
100.1100.13.642.214.000000.5	ELECTRONIC INFO- NATURAL SCIENCES	\$0	\$10,950	\$0
100.1100.13.650.212.000000.5	SOFTWARE- NATURAL SCIENCES	\$1	\$1	\$1
100.1100.13.650.213.000000.5	SOFTWARE- NATURAL SCIENCES	\$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	\$664	\$645
100.1100.13.730.212.000000.5	EQUIPMENT- NATURAL SCIENCES	\$2,750	\$1,050	\$2,750
100.1100.13.730.213.000000.5	EQUIPMENT- NATURAL SCIENCES	\$1	\$850	\$1
100.1100.13.730.214.000000.5	EQUIPMENT- NATURAL SCIENCES	\$6,000	\$4,750	\$6,000
100.1100.13.733.214.000000.5	FURNITURE- NATURAL SCIENCES	\$1	\$650	\$1
100.1100.13.734.213.000000.5	EQUIPMENT- NATURAL SCIENCES TECHNOLOGY	\$1,500	\$1,750	\$1,500
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
100.1100.13.810.214.000000.5	DUES & FEES- NATURAL SCIENCES	\$0	\$1	\$0
100.1100.15.610.211.000000.5	SUPPLIES- SOCIAL SCIENCES	\$7,772	\$7,461	\$7,772
100.1100.15.610.212.000000.5	SUPPLIES- SOCIAL SCIENCES	\$5,000	\$1,000	\$5,000
100.1100.15.610.213.000000.5	SUPPLIES- SOCIAL SCIENCES	\$500	\$1,000	\$500
100.1100.15.610.214.000000.5	SUPPLIES- SOCIAL SCIENCES	\$1,200	\$1,250	\$1,200
100.1100.15.640.211.000000.5	BOOKS- SOCIAL SCIENCES	\$1	\$1	\$1
100.1100.15.640.212.000000.5	BOOKS- SOCIAL SCIENCES	\$1	\$1	\$1
100.1100.15.640.213.000000.5	BOOKS- SOCIAL SCIENCES	\$1	\$1,000	\$1
100.1100.15.640.214.000000.5	BOOKS- SOCIAL SCIENCES	\$900	\$5,450	\$900
100.1100.15.642.212.000000.5	ELECTRONIC INFO- SOCIAL SCIENCE	\$8,405	\$6,100	\$8,405
100.1100.15.642.213.000000.5	ELECTRONIC INFO- SOCIAL SCIENCE	\$3,600	\$4,500	\$3,600
100.1100.15.642.214.000000.5	ELECTRONIC INFO- SOCIAL SCIENCE	\$5,050	\$5,350	\$5,050
100.1100.15.650.213.000000.5	SOFTWARE- SOCIAL SCIENCE	\$1	\$0	\$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	\$0	\$1
100.1100.15.810.212.000000.5	DUES & FEES- SOCIAL SCIENCES	\$1	\$300	\$1
100.1100.15.810.213.000000.5	DUES & FEES- SOCIAL SCIENCES	\$200	\$300	\$200
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	\$2,225	\$2,780	\$2,225
100.1100.23.650.213.000000.5	SOFTWARE- READING	\$1	\$1	\$1
100.1100.24.610.214.000000.5	SUPPLIES- ENGINEERING	\$4,000	\$4,500	\$4,000
100.1100.24.640.214.000000.5	BOOKS- ENGINEERING	\$0	\$1	\$0
100.1100.24.650.214.000000.5	SOFTWARE- ENGINEERING	\$1	\$1	\$1
100.1100.24.734.214.000000.5	EQUIPMENT- ENGINEERING TECHNOLOGY	\$3,000	\$2,000	\$3,000
100.1100.24.810.214.000000.5	DUES & FEES- ENGINEERING	\$0	\$4,200	\$0
100.1100.25.610.211.000000.5	SUPPLIES- RTI	\$1,200	\$1,236	\$1,200
100.1100.25.640.211.000000.5	BOOKS- RTI	\$1	\$1	\$1
100.1100.25.650.211.000000.5	SOFTWARE- RTI	\$700	\$721	\$700
100.1100.25.730.211.000000.5	EQUIPMENT- RTI	\$1	\$1	\$1
100.1200.00.108.211.000000.5	SALARIES- SPECIAL EDUCATION ADMINISTRATORS	\$96,537	\$99,433	\$96,537
100.1200.00.108.212.000000.5	SALARIES- SPECIAL EDUCATION ADMINISTRATORS	\$97,603	\$100,531	\$97,603
100.1200.00.108.213.000000.5	SALARIES- SPECIAL EDUCATION ADMINISTRATORS	\$88,500	\$95,000	\$88,500
100.1200.00.108.214.000000.5	SALARIES- SPECIAL EDUCATION ADMINISTRATORS	\$99,910	\$104,407	\$99,910
100.1200.00.112.211.000000.5	SALARIES- SPECIAL EDUCATION TEACHERS	\$735,395	\$899,724	\$899,724
100.1200.00.112.212.000000.5	SALARIES- SPECIAL EDUCATION TEACHERS	\$303,237	\$346,897	\$346,897
100.1200.00.112.213.000000.5	SALARIES- SPECIAL EDUCATION TEACHERS	\$265,016	\$315,050	\$315,050
100.1200.00.112.214.000000.5	SALARIES- SPECIAL EDUCATION TEACHERS	\$888,272	\$982,996	\$982,996
100.1200.00.113.299.000000.5	EXTEND SCHOOL DAY	\$1	\$1	\$1
100.1200.00.114.211.000000.5	SALARIES- PARAPROFESSIONALS	\$1,033,679	\$1,093,297	\$1,093,297
100.1200.00.114.212.000000.5	SALARIES- PARAPROFESSIONALS	\$343,467	\$425,278	\$425,278
100.1200.00.114.213.000000.5	SALARIES- PARAPROFESSIONALS	\$265,058	\$269,628	\$269,628
100.1200.00.114.214.000000.5	SALARIES- PARAPROFESSIONALS	\$453,834	\$474,676	\$474,676
100.1200.00.115.211.000000.5	SALARIES- SECRETARY	\$32,984	\$33,972	\$32,984
100.1200.00.115.214.000000.5	SALARIES- SECRETARY	\$30,360	\$28,972	\$30,360
100.1200.00.161.211.000000.5	SALARIES- SPECIAL EDUCATION MEETING	\$5,000	\$10,000	\$10,000
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

Account	Description	FY25 Appropriated	FY26 Proposed Budget	FY26 Default Budget
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	\$16,500	\$51,098	\$51,098
100.1200.00.162.212.000000.5	EXTRA DUTIES- SPED	\$10,000	\$16,031	\$17,460
100.1200.00.162.213.000000.5	EXTRA DUTIES- SPED	\$28,455	\$17,617	\$28,455
100.1200.00.162.214.000000.5	EXTRA DUTIES- SPED	\$9,000	\$44,346	\$47,166
100.1200.00.211.211.000000.5	HEALTH INSURANCE	\$0	\$423,716	\$423,716
100.1200.00.211.212.000000.5	HEALTH INSURANCE	\$0	\$131,665	\$131,665
100.1200.00.211.213.000000.5	HEALTH INSURANCE	\$0	\$206,242	\$206,242
100.1200.00.211.214.000000.5	HEALTH INSURANCE	\$0	\$342,613	\$342,613
100.1200.00.212.211.000000.5	DENTAL INSURANCE	\$0	\$20,942	\$20,942
100.1200.00.212.212.000000.5	DENTAL INSURANCE	\$0	\$6,841	\$6,841
100.1200.00.212.213.000000.5	DENTAL INSURANCE	\$0	\$8,340	\$8,340
100.1200.00.212.214.000000.5	DENTAL INSURANCE	\$0	\$17,678	\$17,678
100.1200.00.220.211.000000.5	FICA- 1200	\$0	\$183,559	\$182,794
100.1200.00.220.212.000000.5	FICA- 1200	\$0	\$72,862	\$72,597
100.1200.00.220.213.000000.5	FICA- 1200	\$0	\$58,070	\$58,359
100.1200.00.220.214.000000.5	FICA- 1200	\$0	\$133,536	\$133,255
100.1200.00.220.299.000000.5	FICA- 1200	\$0	\$15,380	\$15,380
100.1200.00.231.211.000000.5	NHRS-EMPLOYEES	\$0	\$4,332	\$4,206
100.1200.00.231.214.000000.5	NHRS-EMPLOYEES	\$0	\$3,694	\$3,871
100.1200.00.232.211.000000.5	NHRS-TEACHERS	\$0	\$244,641	\$244,641
100.1200.00.232.212.000000.5	NHRS-TEACHERS	\$0	\$101,375	\$101,375
100.1200.00.232.213.000000.5	NHRS-TEACHERS	\$0	\$94,122	\$94,122
100.1200.00.232.214.000000.5	NHRS-TEACHERS	\$0	\$238,821	\$238,821
100.1200.00.232.299.000000.5	NHRS-TEACHERS	\$0	\$27,999	\$27,999
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	\$1	\$1	\$1
100.1200.00.323.212.000000.5	CONTRACTED SERVICES- WCS	\$1	\$1	\$1
100.1200.00.323.213.000000.5	CONTRACTED SERVICES- WMS	\$1	\$1	\$1
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	\$1,393,050	\$1,532,355	\$1,532,355
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	\$2,097,800	\$2,392,941	\$2,392,941
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	\$1,500	\$2,000
100.1200.00.610.211.000000.5	SUPPLIES	\$4,000	\$4,160	\$4,000
100.1200.00.610.212.000000.5	SUPPLIES	\$2,650	\$2,150	\$2,650
100.1200.00.610.213.000000.5	SUPPLIES	\$3,000	\$3,000	\$3,000
100.1200.00.610.214.000000.5	SUPPLIES	\$7,500	\$9,000	\$7,500
100.1200.00.610.299.000000.5	SUPPLIES	\$1,500	\$2,000	\$1,500
100.1200.00.640.211.000000.5	BOOKS	\$1,000	\$1,133	\$1,000
100.1200.00.640.212.000000.5	BOOKS	\$600	\$6,750	\$600
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	\$3,700	\$3,700	\$3,700
100.1200.00.650.212.000000.5	SOFTWARE	\$250	\$5,500	\$250
100.1200.00.650.213.000000.5	SOFTWARE	\$3,100	\$3,700	\$3,100
100.1200.00.650.214.000000.5	SOFTWARE	\$8,200	\$9,400	\$8,200
100.1200.00.730.212.000000.5	EQUIPMENT	\$500	\$500	\$500
100.1200.00.730.213.000000.5	EQUIPMENT	\$4,183	\$1,000	\$4,183
100.1200.00.730.214.000000.5	EQUIPMENT	\$3,000	\$3,000	\$3,000
100.1200.00.730.299.000000.5	EQUIPMENT	\$3,000	\$3,000	\$3,000
100.1200.00.733.211.000000.5	NEW FURNITURE	\$1	\$1	\$1
100.1200.00.733.212.000000.5	NEW FURNITURE	\$2,000	\$500	\$2,000
100.1200.00.733.213.000000.5	NEW FURNITURE	\$800	\$800	\$800
100.1200.00.734.211.000000.5	EQUIPMENT- TECHNOLOGY	\$670	\$2,700	\$2,700
100.1200.00.734.212.000000.5	EQUIPMENT- TECHNOLOGY	\$800	\$500	\$800
100.1200.00.734.213.000000.5	EQUIPMENT- TECHNOLOGY	\$800	\$800	\$800
100.1200.00.734.214.000000.5	EQUIPMENT- TECHNOLOGY	\$3,000	\$3,000	\$3,000
100.1200.00.734.299.000000.5	EQUIPMENT- TECHNOLOGY	\$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	\$5,000	\$20,000
100.1200.01.108.211.000000.5	SALARIES- EARLY CHILDHOOD COORDINATOR	\$90,305	\$92,947	\$90,305

Account	Description	FY25 Appropriated	FY26 Proposed Budget	FY26 Default Budget
100.1200.01.108.212.000000.5	SALARIES- BCBA	\$20,925	\$37,500	\$37,500
100.1200.01.108.213.000000.5	SALARIES- BCBA	\$26,784	\$37,000	\$37,000
100.1200.01.108.214.000000.5	SALARIES- BCBA	\$76,544	\$80,000	\$80,000
100.1200.01.156.299.000000.5	OUT OF DISTRICT AGREEMENT	\$0	\$115,000	\$115,000
100.1260.00.181.211.000000.5	SALARIES- ESOL TUTOR	\$115,513	\$118,978	\$115,513
100.1260.00.181.212.000000.5	SALARIES- ESOL TUTOR	\$18,233	\$18,781	\$18,233
100.1260.00.181.213.000000.5	SALARIES- ESOL TUTOR	\$18,235	\$18,781	\$18,235
100.1260.00.181.214.000000.5	SALARIES- ESOL TUTOR	\$18,787	\$19,350	\$18,787
100.1260.00.240.299.000000.5	STAFF DEVELOPMENT ESOL	\$600	\$600	\$600
100.1260.00.329.211.000000.5	CONSULTATION- ESOL	\$1,000	\$1,030	\$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	\$144,600	\$144,600
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 PARAPROFESSIONALS	\$47,520	\$55,440	\$55,440
100.1280.00.323.299.000000.5	PROFESSIONAL SERVICES- ESY	\$100,000	\$135,639	\$135,639
100.1280.00.564.211.000000.5	ESY DAY TUITION	\$1	\$0	\$1
100.1280.00.564.212.000000.5	ESY DAY TUITION	\$1	\$0	\$1
100.1280.00.564.213.000000.5	ESY DAY TUITION	\$1	\$0	\$1
100.1280.00.564.214.000000.5	ESY DAY TUITION	\$1	\$0	\$1
100.1280.00.564.299.000000.5	ESY DAY TUITION	\$33,000	\$36,300	\$36,300
100.1280.00.581.299.000000.5	MILEAGE & TRAVEL- ESY	\$1	\$1	\$1
100.1280.00.591.299.000000.5	OTHER SERVICES (CAMPS)- ESY	\$7,000	\$15,000	\$15,000
100.1280.00.610.299.000000.5	SUPPLIES- ESY	\$600	\$600	\$600
100.1300.00.211.213.000000.5	HEALTH INSURANCE	\$0	\$25,744	\$25,744
100.1300.00.211.214.000000.5	HEALTH INSURANCE	\$0	\$6,000	\$6,000
100.1300.00.212.213.000000.5	DENTAL INSURANCE	\$0	\$1,068	\$1,068
100.1300.00.212.214.000000.5	DENTAL INSURANCE	\$0	\$500	\$500
100.1300.00.220.213.000000.5	FICA- 1300	\$0	\$4,730	\$5,638
100.1300.00.220.214.000000.5	FICA- 1300	\$0	\$4,105	\$4,105
100.1300.00.232.213.000000.5	NHRS-TEACHERS	\$0	\$11,889	\$11,889
100.1300.00.232.214.000000.5	NHRS- TEACHERS	\$0	\$10,318	\$10,318
100.1300.00.561.214.000000.5	VOCATIONAL TUITION	\$250,000	\$300,000	\$300,000
100.1342.00.112.213.000000.5	SALARIES- TEACHERS-FACS	\$73,694	\$61,823	\$73,694
100.1342.00.112.214.000000.5	SALARIES- TEACHERS-FACS	\$47,208	\$53,655	\$53,655
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	\$8,000	\$8,000	\$8,000
100.1342.00.610.214.000000.5	SUPPLIES- FACS	\$14,000	\$15,000	\$14,000
100.1342.00.640.213.000000.5	BOOKS- FACS	\$1	\$0	\$1
100.1342.00.640.214.000000.5	BOOKS- FACS	\$1	\$0	\$1
100.1342.00.642.213.000000.5	ELECTRONIC INFO- FACS	\$1	\$0	\$1
100.1342.00.642.214.000000.5	ELECTRONIC INFO- FACS	\$1	\$0	\$1
100.1342.00.650.213.000000.5	SOFTWARE- FACS	\$1	\$0	\$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
100.1370.00.610.213.000000.5	SUPPLIES- TECH ED/COMP SCI	\$3,900	\$4,500	\$3,900
100.1370.00.610.214.000000.5	SUPPLIES- TECH ED/COMP SCI	\$5,000	\$3,000	\$5,000
100.1370.00.640.213.000000.5	BOOKS- TECH ED/COMP SCI	\$1	\$1	\$1
100.1370.00.640.214.000000.5	BOOKS- TECH ED/COMP SCI	\$0	\$1,500	\$0
100.1370.00.642.213.000000.5	ELECTRONIC INFO- TECH ED/COMP SCI	\$3,600	\$3,600	\$3,600
100.1370.00.642.214.000000.5	ELECTRONIC INFO- TECH ED/COMP SCI	\$2,000	\$1	\$2,000
100.1370.00.650.213.000000.5	SOFTWARE- TECH ED/COMP SCI	\$1	\$1	\$1
100.1370.00.650.214.000000.5	SOFTWARE- TECH ED/COMP SCI	\$1	\$1	\$1
100.1370.00.730.213.000000.5	OTHER EQUIPMENT- TECH ED	\$1	\$1,000	\$1
100.1370.00.730.214.000000.5	EQUIPMENT- TECH ED/COMP SCI	\$5,000	\$2,200	\$5,000
100.1400.00.211.214.000000.5	HEALTH INSURANCE	\$0	\$38,037	\$38,037
100.1400.00.212.214.000000.5	DENTAL INSURANCE	\$0	\$1,911	\$1,911
100.1400.00.220.211.000000.5	FICA- 1400	\$0	\$3,213	\$3,213
100.1400.00.220.212.000000.5	FICA- 1400	\$0	\$2,754	\$2,754
100.1400.00.220.213.000000.5	FICA- 1400	\$0	\$9,303	\$9,303
100.1400.00.220.214.000000.5	FICA-1400	\$0	\$34,487	\$34,199
100.1400.00.232.211.000000.5	NHRS-TEACHERS	\$0	\$8,077	\$8,077
100.1400.00.232.212.000000.5	NHRS TEACHERS	\$0	\$6,923	\$6,923
100.1400.00.232.213.000000.5	NHRS-TEACHERS	\$0	\$23,384	\$23,384
100.1400.00.232.214.000000.5	NHRS- TEACHERS	\$0	\$86,689	\$86,689
100.1410.00.113.211.000000.5	STIPENDS- CO-CURRICULAR	\$38,550	\$42,000	\$42,000
100.1410.00.113.212.000000.5	STIPENDS- CO-CURRICULAR	\$35,550	\$36,000	\$36,000
100.1410.00.113.213.000000.5	STIPENDS- CO-CURRICULAR	\$58,550	\$59,600	\$59,600

Account	Description	FY25 Appropriated	FY26 Proposed Budget	FY26 Default Budget
100.1410.00.113.214.000000.5	STIPENDS- CO-CURRICULAR	\$125,755	\$122,875	\$122,875
100.1410.00.300.213.000000.5	OFFICIALS, TIMEKEEPERS	\$1	\$15,000	\$14,474
100.1410.00.320.214.000000.5	CONTRACTED SERVICES- CO-CURRICULAR	\$0	\$1	\$0
100.1410.00.330.214.000000.5	POLICE DETAILS-CO-CURRICULAR	\$1,000	\$1,500	\$1,000
100.1410.00.591.213.000000.5	OFFICIALS, TIMEKEEPERS	\$14,473	\$0	\$0
100.1410.00.610.213.000000.5	SUPPLIES- CO-CURRICULAR	\$8,205	\$8,721	\$8,205
100.1410.00.730.213.000000.5	EQUIPMENT- CO-CURRICULAR	\$1,500	\$1	\$1,500
100.1410.00.730.214.000000.5	EQUIPMENT- CO-CURRICULAR	\$1	\$5,000	\$1
100.1410.00.810.213.000000.5	DUES & FEES- CO-CURRICULAR	\$4,270	\$4,800	\$4,270
100.1410.00.810.214.000000.5	DUES & FEES- CO-CURRICULAR	\$12,820	\$17,900	\$12,820
100.1410.20.610.211.000000.5	SUPPLIES- CO-CURRICULAR	\$2,280	\$2,348	\$2,280
100.1410.20.610.212.000000.5	SUPPLIES- CO-CURRICULAR	\$3,140	\$4,850	\$3,140
100.1410.20.610.213.000000.5	SUPPLIES- CO-CURRICULAR	\$1,140	\$1,140	\$1,140
100.1420.00.108.214.000000.5	SALARIES- ATHLETIC DIRECTOR	\$108,150	\$111,395	\$108,150
100.1420.00.113.213.000000.5	STIPENDS- COACHES	\$52,575	\$58,000	\$58,000
100.1420.00.113.214.000000.5	STIPENDS- COACHES	\$188,020	\$195,525	\$195,525
100.1420.00.300.214.000000.5	OFFICIALS, TIMEKEEPERS	\$71,405	\$73,548	\$71,405
100.1420.00.310.214.000000.5	TRAINER SERVICES	\$37,881	\$45,000	\$37,881
100.1420.00.320.214.000000.5	CONTRACTED SERVICES	\$2,178	\$2,178	\$2,178
100.1420.00.580.214.000000.5	MILEAGE & TRAVEL- ATHLETICS	\$0	\$2,500	\$0
100.1420.00.610.214.000000.5	SUPPLIES- ATHLETICS	\$19,110	\$20,065	\$19,110
100.1420.00.730.213.000000.5	EQUIPMENT-ATHLETICS	\$1	\$7,912	\$1
100.1420.00.739.214.000000.5	OTHER EQUIPMENT- ATHLETICS	\$33,850	\$56,000	\$33,850
100.1420.00.810.214.000000.5	DUES & FEES- ATHLETICS	\$130,980	\$137,529	\$130,980
100.1420.00.890.214.000000.5	MISC. EXP.- ATHLETICS- AWARDS	\$2,000	\$3,500	\$2,000
100.1430.00.112.213.000000.5	SALARIES- SUMMER SCHOOL	\$4,000	\$4,000	\$4,000
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
100.1430.00.610.214.000000.5	SUPPLIES- SUMMER SCHOOL	\$0	\$1	\$0
100.2100.00.211.211.000000.5	HEALTH INSURANCE	\$0	\$451,662	\$451,662
100.2100.00.211.212.000000.5	HEALTH INSURANCE	\$0	\$153,210	\$153,210
100.2100.00.211.213.000000.5	HEALTH INSURANCE	\$0	\$157,764	\$157,764
100.2100.00.211.214.000000.5	HEALTH INSURANCE	\$0	\$284,071	\$284,071
100.2100.00.212.211.000000.5	DENTAL INSURANCE	\$0	\$24,390	\$24,390
100.2100.00.212.212.000000.5	DENTAL INSURANCE	\$0	\$10,127	\$10,127
100.2100.00.212.213.000000.5	DENTAL INSURANCE	\$0	\$8,794	\$8,794
100.2100.00.212.214.000000.5	DENTAL INSURANCE	\$0	\$13,326	\$13,326
100.2100.00.220.211.000000.5	FICA- 2100	\$0	\$105,578	\$98,770
100.2100.00.220.212.000000.5	FICA- 2100	\$0	\$35,196	\$35,119
100.2100.00.220.213.000000.5	FICA- 2100	\$0	\$39,228	\$39,988
100.2100.00.220.214.000000.5	FICA- 2100	\$0	\$85,114	\$84,582
100.2100.00.231.214.000000.5	NHRS-EMPLOYEES	\$0	\$17,994	\$14,150
100.2100.00.232.211.000000.5	NHRS-TEACHERS	\$0	\$265,562	\$248,281
100.2100.00.232.212.000000.5	NHRS TEACHERS	\$0	\$83,535	\$83,535
100.2100.00.232.213.000000.5	NHRS-TEACHERS	\$0	\$94,175	\$94,175
100.2100.00.232.214.000000.5	NHRS-TEACHERS	\$0	\$180,191	\$180,191
100.2120.00.108.214.000000.5	SALARIES- SCHOOL TO CAREER COORDINATOR	\$57,650	\$53,500	\$57,650
100.2120.00.112.211.000000.5	SALARIES- GUIDANCE	\$264,739	\$293,390	\$293,390
100.2120.00.112.212.000000.5	SALARIES- GUIDANCE	\$137,351	\$158,159	\$158,159
100.2120.00.112.213.000000.5	SALARIES- GUIDANCE	\$234,853	\$255,895	\$255,895
100.2120.00.112.214.000000.5	SALARIES- GUIDANCE	\$444,095	\$484,496	\$484,496
100.2120.00.115.214.000000.5	SALARIES- SECRETARY	\$77,549	\$87,627	\$77,549
100.2120.00.162.211.000000.5	EXTRA DUTIES- GUIDANCE	\$2,828	\$3,137	\$3,137
100.2120.00.162.212.000000.5	EXTRA DUTIES- GUIDANCE	\$1,477	\$1,701	\$1,477
100.2120.00.162.213.000000.5	EXTRA DUTIES- GUIDANCE	\$2,477	\$2,704	\$2,704
100.2120.00.162.214.000000.5	EXTRA DUTIES- GUIDANCE	\$7,071	\$10,297	\$10,297
100.2120.00.550.214.000000.5	PRINTING- GUIDANCE	\$2,500	\$3,200	\$2,500
100.2120.00.610.211.000000.5	SUPPLIES- GUIDANCE	\$3,632	\$5,976	\$3,632
100.2120.00.610.212.000000.5	SUPPLIES- GUIDANCE	\$2,000	\$2,300	\$2,000
100.2120.00.610.213.000000.5	SUPPLIES- GUIDANCE	\$1,000	\$1,000	\$1,000
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	\$721	\$700
100.2120.00.640.212.000000.5	BOOKS- GUIDANCE	\$450	\$450	\$450
100.2120.00.640.213.000000.5	BOOKS- GUIDANCE	\$1	\$1	\$1
100.2120.00.640.214.000000.5	BOOKS- GUIDANCE	\$1	\$1	\$1
100.2120.00.650.211.000000.5	SOFTWARE-GUIDANCE	\$200	\$206	\$200
100.2120.00.650.212.000000.5	SOFTWARE-GUIDANCE	\$900	\$1,100	\$900
100.2120.00.650.213.000000.5	SOFTWARE-GUIDANCE	\$1	\$1	\$1
100.2120.00.650.214.000000.5	SOFTWARE-GUIDANCE	\$5,900	\$7,221	\$5,900
100.2120.00.730.212.000000.5	EQUIPMENT- GUIDANCE	\$1	\$500	\$1
100.2120.00.733.214.000000.5	NEW FURNITURE-GUIDANCE	\$800	\$500	\$800
100.2120.00.734.212.000000.5	EQUIPMENT- GUIDANCE TECHNOLOGY	\$1	\$1	\$1

Account	Description	FY25 Appropriated	FY26 Proposed Budget	FY26 Default Budget
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	\$4,400	\$4,230	\$4,400
100.2120.00.810.212.000000.5	DUES & FEES- GUIDANCE	\$1	\$1	\$1
100.2120.00.810.213.000000.5	DUES & FEES- GUIDANCE	\$0	\$1	\$0
100.2120.00.810.214.000000.5	DUES & FEES- GUIDANCE	\$25	\$425	\$25
100.2120.01.115.214.000000.5	SALARIES- EXECUTIVE FUNCTIONING COACH	\$33,427	\$34,434	\$33,427
100.2130.00.112.211.000000.5	SALARIES- NURSE	\$115,789	\$228,325	\$138,567
100.2130.00.112.212.000000.5	SALARIES- NURSE	\$80,953	\$85,591	\$85,591
100.2130.00.112.213.000000.5	SALARIES- NURSE	\$52,616	\$59,896	\$59,896
100.2130.00.112.214.000000.5	SALARIES- NURSE	\$129,038	\$141,313	\$141,313
100.2130.00.112.299.000000.5	SALARIES- NURSE	\$1	\$0	\$0
100.2130.00.114.211.000000.5	SALARIES- NURSE ASSISTANT	\$45,410	\$48,578	\$48,578
100.2130.00.114.212.000000.5	SALARIES- NURSE ASSISTANT	\$24,905	\$25,655	\$24,905
100.2130.00.114.213.000000.5	SALARIES- NURSE ASSISTANT	\$22,367	\$23,044	\$22,367
100.2130.00.114.214.000000.5	SALARIES- NURSE ASSISTANT	\$1	\$1	\$1
100.2130.00.610.211.000000.5	SUPPLIES- HEALTH SERVICES	\$8,042	\$7,912	\$8,042
100.2130.00.610.212.000000.5	SUPPLIES- HEALTH SERVICES	\$4,125	\$7,620	\$4,125
100.2130.00.610.213.000000.5	SUPPLIES- HEALTH SERVICES	\$2,500	\$2,500	\$2,500
100.2130.00.610.214.000000.5	SUPPLIES- HEALTH SERVICES	\$2,500	\$3,100	\$2,500
100.2130.00.730.211.000000.5	EQUIPMENT- HEALTH SERVICES	\$1,000	\$1,030	\$1,000
100.2130.00.730.212.000000.5	EQUIPMENT- HEALTH SERVICES	\$1	\$0	\$1
100.2130.00.739.214.000000.5	OTHER EQUIPMENT- HEALTH SERVICES	\$500	\$1,700	\$500
100.2130.00.810.211.000000.5	DUES & FEES- HEALTH SERVICES	\$0	\$0	\$0
100.2130.00.810.212.000000.5	DUES & FEES- HEALTH SERVICES	\$1	\$1	\$1
100.2130.00.810.213.000000.5	DUES & FEES- HEALTH SERVICES	\$0	\$0	\$0
100.2130.00.810.214.000000.5	DUES & FEES- HEALTH SERVICES	\$0	\$0	\$0
100.2139.00.130.211.000000.5	CONTRACTED SERVICES- 504	\$3,610	\$3,718	\$3,610
100.2139.00.130.212.000000.5	CONTRACTED SERVICES- 504	\$1	\$0	\$1
100.2139.00.130.213.000000.5	CONTRACTED SERVICES- 504	\$1	\$0	\$1
100.2139.00.130.214.000000.5	CONTRACTED SERVICES- 504	\$1	\$1	\$1
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	\$515	\$500
100.2139.00.610.212.000000.5	SUPPLIES- 504	\$600	\$600	\$600
100.2139.00.610.213.000000.5	SUPPLIES- 504	\$1,500	\$1,500	\$1,500
100.2139.00.730.211.000000.5	EQUIPMENT-504	\$3,610	\$3,718	\$3,610
100.2139.00.730.212.000000.5	EQUIPMENT-504	\$1	\$1	\$1
100.2139.00.730.213.000000.5	EQUIPMENT-504	\$3,633	\$650	\$3,633
100.2142.00.112.211.000000.5	SALARIES- SCHOOL PSYCHOLOGIST	\$109,698	\$135,066	\$135,066
100.2142.00.112.212.000000.5	SALARIES- SCHOOL PSYCHOLOGIST	\$61,198	\$69,555	\$69,555
100.2142.00.112.213.000000.5	SALARIES- SCHOOL PSYCHOLOGIST	\$65,171	\$72,115	\$72,115
100.2142.00.112.214.000000.5	SALARIES- SCHOOL PSYCHOLOGIST	\$61,582	\$69,992	\$69,992
100.2142.00.322.211.000000.5	PSYCHOLOGICAL TESTING & CONSULTING SERVICES	\$1	\$0	\$1
100.2142.00.322.212.000000.5	PSYCHOLOGICAL TESTING & CONSULTING SERVICES	\$1	\$1	\$1
100.2142.00.322.213.000000.5	PSYCHOLOGICAL TESTING & CONSULTING SERVICES	\$1	\$1	\$1
100.2142.00.322.214.000000.5	PSYCHOLOGICAL TESTING & CONSULTING SERVICES	\$1	\$0	\$1
100.2142.00.322.299.000000.5	PSYCHOLOGICAL TESTING & CONSULTING SERVICES	\$25,000	\$25,000	\$25,000
100.2142.00.323.211.000000.5	PSYCHOLOGICAL DIRECT COUNSELING	\$1	\$0	\$1
100.2142.00.323.212.000000.5	PSYCHOLOGICAL DIRECT COUNSELING	\$1	\$1	\$1
100.2142.00.323.213.000000.5	PSYCHOLOGICAL DIRECT COUNSELING	\$1	\$1	\$1
100.2142.00.323.214.000000.5	PSYCHOLOGICAL DIRECT COUNSELING	\$1	\$0	\$1
100.2142.00.323.299.000000.5	PSYCHOLOGICAL DIRECT COUNSELING	\$110,000	\$110,000	\$110,000
100.2142.00.580.299.000000.5	MILEAGE & TRAVEL- PSYCHOLOGICAL SERVICES	\$350	\$350	\$350
100.2142.00.610.212.000000.5	SUPPLIES- PSYCHOLOGICAL SERVICES	\$0	\$1	\$0
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
100.2150.00.740.212.000000.5	TESTING MATERIAL- SPEECH	\$0	\$1	\$0
100.2152.00.112.211.000000.5	SALARIES- SPEECH PATHOLOGIST	\$431,178	\$468,343	\$468,343
100.2152.00.112.212.000000.5	SALARIES- SPEECH PATHOLOGIST	\$72,635	\$82,553	\$82,553
100.2152.00.112.213.000000.5	SALARIES- SPEECH PATHOLOGIST	\$65,171	\$54,546	\$65,171
100.2152.00.112.214.000000.5	SALARIES- SPEECH PATHOLOGIST	\$150,065	\$158,663	\$158,663
100.2152.00.323.211.000000.5	CONTRACTED SERVICES- SPEECH/LANG	\$1	\$0	\$1
100.2152.00.323.212.000000.5	CONTRACTED SERVICES- SPEECH/LANG	\$1	\$1	\$1
100.2152.00.323.213.000000.5	CONTRACTED SERVICES- SPEECH/LANG	\$1	\$1	\$1
100.2152.00.323.214.000000.5	CONTRACTED SERVICES- SPEECH/LANG	\$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	\$1,000	\$1,200	\$1,000

Account	Description	FY25 Appropriated	FY26 Proposed Budget	FY26 Default Budget
100.2152.00.610.212.000000.5	SUPPLIES- SPEECH	\$500	\$800	\$800
100.2152.00.610.213.000000.5	SUPPLIES- SPEECH	\$1,000	\$900	\$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	\$3,199	\$3,199
100.2152.00.650.212.000000.5	SOFTWARE- SPEECH	\$500	\$500	\$500
100.2152.00.650.213.000000.5	SOFTWARE- SPEECH	\$500	\$600	\$500
100.2152.00.650.214.000000.5	SOFTWARE- SPEECH	\$1,000	\$1,000	\$1,000
100.2152.00.730.212.000000.5	EQUIPMENT-SPEECH	\$300	\$300	\$300
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	\$1	\$1	\$1
100.2152.00.734.211.000000.5	EQUIPMENT- SPEECH TECHOLOGY	\$7,000	\$7,210	\$7,210
100.2152.00.734.212.000000.5	EQUIPMENT- SPEECH TECHOLOGY	\$1,000	\$1,000	\$1,000
100.2152.00.734.213.000000.5	EQUIPMENT- SPEECH TECHOLOGY	\$1,500	\$1,500	\$1,500
100.2152.00.734.214.000000.5	EQUIPMENT- SPEECH TECHOLOGY	\$9,500	\$9,500	\$9,500
100.2152.00.734.299.000000.5	EQUIPMENT- SPEECH TECHOLOGY	\$3,200	\$3,200	\$3,200
100.2152.00.738.214.000000.5	REPLACEMENT EQUIP.	\$1	\$1	\$1
100.2152.00.738.299.000000.5	REPLACEMENT EQUIP.	\$1,700	\$1,700	\$1,700
100.2152.00.740.211.000000.5	TESTING MATERIAL- SPEECH	\$2,589	\$2,667	\$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	\$1	\$1	\$1
100.2159.00.610.212.000000.5	SUPPLIES- SPEECH	\$500	\$500	\$500
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	\$200	\$200	\$200
100.2162.00.730.214.000000.5	EQUIPMENT- PHYSICAL THERAPY	\$1,000	\$1,000	\$1,000
100.2162.00.730.299.000000.5	EQUIPMENT- PHYSICAL THERAPY	\$1,000	\$1,000	\$1,000
100.2163.00.112.211.000000.5	SALARIES- OCCUPATIONAL THERAPIST	\$200,344	\$200,419	\$200,419
100.2163.00.112.212.000000.5	SALARIES- OCCUPATIONAL THERAPIST	\$16,641	\$35,336	\$35,336
100.2163.00.112.213.000000.5	SALARIES- OCCUPATIONAL THERAPIST	\$42,154	\$44,569	\$44,569
100.2163.00.112.214.000000.5	SALARIES- OCCUPATIONAL THERAPIST	\$63,578	\$72,260	\$72,260
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	\$1,000	\$1,000	\$1,000
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	\$300	\$300	\$300
100.2163.00.610.212.000000.5	SUPPLIES- OCCUPATIONAL THERAPY	\$849	\$900	\$849
100.2163.00.610.213.000000.5	SUPPLIES- OCCUPATIONAL THERAPY	\$500	\$500	\$500
100.2163.00.610.214.000000.5	SUPPLIES- OCCUPATIONAL THERAPY	\$900	\$1,000	\$900
100.2163.00.640.211.000000.5	BOOKS- OCCUPATIONAL THERAPY	\$1	\$0	\$0
100.2163.00.640.212.000000.5	BOOKS- OCCUPATIONAL THERAPY	\$1	\$0	\$1
100.2163.00.640.213.000000.5	BOOKS- OCCUPATIONAL THERAPY	\$1	\$50	\$1
100.2163.00.640.214.000000.5	BOOKS- OCCUPATIONAL THERAPY	\$1	\$0	\$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	\$800	\$824	\$824
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	\$1,000	\$1,000
100.2163.00.733.211.000000.5	NEW FURNITURE- PHYSICAL THERAPY	\$1	\$0	\$1
100.2163.00.734.211.000000.5	EQUIPMENT- PHYSICAL THERAPY TECHNOLOGY	\$200	\$206	\$206
100.2163.00.734.212.000000.5	EQUIPMENT- PHYSICAL THERAPY TECHNOLOGY	\$1	\$1	\$1
100.2163.00.734.213.000000.5	EQUIPMENT- PHYSICAL THERAPY TECHNOLOGY	\$1	\$1	\$1
100.2163.00.734.214.000000.5	EQUIPMENT- PHYSICAL THERAPY TECHNOLOGY	\$1	\$1	\$1
100.2163.00.737.212.000000.5	REPLACEMENT OF FIXTURES	\$1	\$1	\$1
100.2163.00.738.211.000000.5	EQUIPMENT- REPLACEMENT/OCCUPATIONAL THERAPY	\$800	\$824	\$824
100.2163.00.738.212.000000.5	EQUIPMENT- REPLACEMENT/OCCUPATIONAL THERAPY	\$1	\$1	\$1
100.2163.00.738.213.000000.5	EQUIPMENT- REPLACEMENT/OCCUPATIONAL THERAPY	\$500	\$500	\$500
100.2163.00.738.214.000000.5	EQUIPMENT- REPLACEMENT/OCCUPATIONAL THERAPY	\$1	\$1	\$1
100.2163.00.740.211.000000.5	EQUIPMENT- TESTING MATERIAL/OCCUPA THERAPY	\$800	\$824	\$824

Account	Description	FY25 Appropriated	FY26 Proposed Budget	FY26 Default Budget
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	\$500	\$500	\$500
100.2163.00.740.214.000000.5	EQUIPMENT-TESTING MATERIAL/OCCUPA THERAPY	\$1	\$1	\$1
100.2190.00.800.211.000000.5	ASSEMBLIES	\$3,000	\$6,000	\$3,000
100.2190.00.800.212.000000.5	ASSEMBLIES	\$1,000	\$3,600	\$1,000
100.2190.00.800.213.000000.5	ASSEMBLIES	\$5,000	\$6,500	\$5,000
100.2190.00.800.214.000000.5	ASSEMBLIES	\$1	\$3,000	\$1
100.2200.00.211.211.000000.5	HEALTH INSURANCE	\$0	\$55,431	\$55,431
100.2200.00.211.213.000000.5	HEALTH INSURANCE	\$0	\$39,668	\$39,668
100.2200.00.211.214.000000.5	HEALTH INSURANCE	\$0	\$70,571	\$70,571
100.2200.00.211.290.000000.5	HEALTH INSURANCE	\$0	\$125,037	\$125,037
100.2200.00.212.211.000000.5	DENTAL INSURANCE	\$0	\$2,464	\$2,464
100.2200.00.212.212.000000.5	DENTAL INSURANCE	\$0	\$2,444	\$2,444
100.2200.00.212.213.000000.5	DENTAL INSURANCE	\$0	\$1,602	\$1,602
100.2200.00.212.214.000000.5	DENTAL INSURANCE	\$0	\$3,934	\$3,934
100.2200.00.220.211.000000.5	FICA-2200	\$0	\$13,126	\$13,325
100.2200.00.220.212.000000.5	FICA- 2200	\$0	\$10,403	\$9,922
100.2200.00.220.213.000000.5	FICA-2200	\$0	\$8,283	\$7,845
100.2200.00.220.214.000000.5	FICA-2200	\$0	\$14,592	\$14,013
100.2200.00.220.290.000000.5	FICA	\$0	\$31,666	\$30,743
100.2200.00.220.299.000000.5	FICA- 2200	\$0	\$4,590	\$4,590
100.2200.00.231.211.000000.5	NHRS-EMPLOYEES	\$0	\$7,888	\$7,410
100.2200.00.231.212.000000.5	NHRS- EMPLOYEES	\$0	\$3,740	\$3,585
100.2200.00.231.213.000000.5	NHRS-EMPLOYEES	\$0	\$3,740	\$3,584
100.2200.00.231.214.000000.5	NHRS-EMPLOYEES	\$0	\$13,052	\$12,659
100.2200.00.231.290.000000.5	NHRS-EMPLOYEES	\$0	\$52,776	\$51,238
100.2200.00.232.211.000000.5	NHRS-TEACHERS	\$0	\$22,321	\$22,321
100.2200.00.232.212.000000.5	NHRS TEACHERS	\$0	\$20,509	\$20,509
100.2200.00.232.213.000000.5	NHRS-TEACHERS	\$0	\$15,180	\$15,180
100.2200.00.232.214.000000.5	NHRS-TEACHERS	\$0	\$16,996	\$16,996
100.2200.00.232.299.000000.5	NHRS-TEACHERS	\$0	\$11,538	\$11,538
100.2210.00.240.211.000000.5	Tuition Reimbursement	\$1	\$0	\$0
100.2210.00.240.212.000000.5	Tuition Reimbursement	\$1	\$0	\$1
100.2210.00.240.213.000000.5	Tuition Reimbursement	\$1	\$0	\$1
100.2210.00.240.214.000000.5	Tuition Reimbursement	\$1	\$0	\$1
100.2210.00.240.299.000000.5	Tuition Reimbursement	\$1	\$0	\$1
100.2210.00.320.214.000000.5	PROFESSIONAL DEVELOPMENT-TRAINING	\$6,801	\$6,800	\$6,801
100.2210.00.320.299.000000.5	Professional Ed Services - Admin Workshops	\$4,500	\$10,000	\$4,500
100.2210.00.322.299.000000.5	INSTRUCTIONAL PROGRAM IMPROVEMENT SERVICES	\$23,500	\$4,000	\$23,500
100.2210.00.610.299.000000.5	SUPPLIES- INSTRUCTIONAL PROGRAM IMPROVEMENT SVCS	\$1	\$0	\$1
100.2210.00.641.213.000000.5	PERIODICALS	\$1	\$1	\$1
100.2210.00.840.299.000000.5	NEW HIRE ORIENTATION	\$4,000	\$4,000	\$4,000
100.2212.00.112.299.000000.5	SALARIES- TGIF	\$40,000	\$40,000	\$40,000
100.2212.00.320.299.000000.5	PROFESSIONAL EDUCATION SERVICES- TGIF WORKSHOP	\$1	\$0	\$1
100.2212.00.610.299.000000.5	SUPPLIES- TGIF COMMITTEE	\$500	\$500	\$500
100.2212.01.112.299.000000.5	T.G.I.F Committee Service Program- Salaries	\$15,000	\$15,000	\$15,000
100.2213.00.116.211.000000.5	MENTOR STIPEND- TEACHER	\$6,938	\$11,500	\$11,500
100.2213.00.116.212.000000.5	MENTOR STIPEND- TEACHER	\$2,438	\$5,500	\$2,438
100.2213.00.116.213.000000.5	MENTOR STIPEND- TEACHER	\$3,000	\$7,500	\$3,000
100.2213.00.116.214.000000.5	MENTOR STIPEND- TEACHER	\$3,000	\$7,500	\$3,000
100.2213.00.116.299.000000.5	Mentoring Stipends	\$0	\$5,000	\$5,000
100.2213.00.610.299.000000.5	SUPPLIES-MENTOR	\$0	\$500	\$0
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	\$104,573	\$104,573
100.2222.00.112.212.000000.5	SALARIES- MEDIA SPECIALIST	\$93,898	\$99,149	\$99,149
100.2222.00.112.213.000000.5	SALARIES- MEDIA SPECIALIST	\$62,858	\$71,441	\$71,441
100.2222.00.112.214.000000.5	SALARIES- MEDIA SPECIALIST	\$71,163	\$80,881	\$80,881
100.2222.00.211.212.000000.5	HEALTH INSURANCE	\$0	\$48,678	\$48,678
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	\$22,955	\$25,153	\$22,955
100.2222.00.610.211.000000.5	SUPPLIES- MEDIA CENTER	\$3,550	\$3,657	\$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	\$1,000	\$1,000	\$1,000
100.2222.00.610.214.000000.5	SUPPLIES- MEDIA CENTER	\$1,350	\$1,450	\$1,350
100.2222.00.640.211.000000.5	BOOKS- MEDIA CENTER	\$9,052	\$9,279	\$9,052
100.2222.00.640.212.000000.5	BOOKS- MEDIA CENTER	\$4,150	\$5,150	\$4,150
100.2222.00.640.213.000000.5	BOOKS- MEDIA CENTER	\$3,000	\$3,000	\$3,000
100.2222.00.640.214.000000.5	BOOKS- MEDIA CENTER	\$8,360	\$8,560	\$8,360
100.2222.00.641.211.000000.5	PERIODICALS- MEDIA CENTER	\$785	\$805	\$785

Account	Description	FY25 Appropriated	FY26 Proposed Budget	FY26 Default Budget
100.2222.00.641.212.000000.5	PERIODICALS- MEDIA CENTER	\$550	\$575	\$550
100.2222.00.641.213.000000.5	PERIODICALS- MEDIA CENTER	\$400	\$400	\$400
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	\$17,774	\$18,454	\$17,774
100.2222.00.642.212.000000.5	ELECTRONIC INFO- MEDIA CENTER	\$10,060	\$9,967	\$10,060
100.2222.00.642.213.000000.5	ELECTRONIC INFO- MEDIA CENTER	\$14,450	\$15,280	\$14,450
100.2222.00.642.214.000000.5	ELECTRONIC INFO- MEDIA CENTER	\$19,392	\$4,000	\$19,392
100.2222.00.649.212.000000.5	SUPPLIES- MAPS, GLOBES	\$1	\$1	\$1
100.2222.00.730.211.000000.5	EQUIPMENT- LEARNING COMMONS	\$1	\$1	\$1
100.2222.00.730.212.000000.5	EQUIPMENT- MEDIA CENTER	\$1	\$1	\$1
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	\$600	\$500
100.2225.00.108.290.000000.5	SALARIES- TECHNOLOGY DIRECTOR	\$114,245	\$117,672	\$114,245
100.2225.00.117.211.000000.5	SALARIES- TECHNOLOGY	\$58,115	\$61,863	\$58,115
100.2225.00.117.212.000000.5	SALARIES- TECHNOLOGY	\$28,111	\$29,235	\$28,111
100.2225.00.117.213.000000.5	SALARIES- TECHNOLOGY	\$28,111	\$29,235	\$28,111
100.2225.00.117.214.000000.5	SALARIES- TECHNOLOGY	\$99,289	\$102,264	\$99,289
100.2225.00.117.290.000000.5	SALARIES- TECHNOLOGY	\$175,125	\$180,378	\$175,125
100.2225.00.130.211.000000.5	SALARIES- OVERTIME	\$1	\$200	\$1
100.2225.00.130.212.000000.5	SALARIES- OVERTIME	\$1	\$100	\$1
100.2225.00.130.213.000000.5	SALARIES- OVERTIME	\$1	\$100	\$1
100.2225.00.130.214.000000.5	SALARIES- OVERTIME	\$1	\$100	\$1
100.2225.00.212.290.000000.5	DENTAL INSURANCE	\$0	\$7,756	\$7,756
100.2225.00.320.299.000000.5	PROFESSIONAL DEVELOPMENT- TECHNOLOGY	\$12,000	\$12,000	\$12,000
100.2225.00.430.299.000000.5	REPAIRS & MAINTENANCE- TECHNOLOGY	\$52,000	\$52,000	\$52,000
100.2225.00.531.299.000000.5	TELEPHONE	\$11,000	\$11,000	\$11,000
100.2225.00.532.299.000000.5	DATA COMMUNICATION SERVICES	\$55,000	\$33,000	\$55,000
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	\$2,000	\$2,000	\$2,000
100.2225.00.610.214.000000.5	SUPPLIES- TECHNOLOGY	\$5,000	\$0	\$5,000
100.2225.00.610.299.000000.5	SUPPLIES- TECHNOLOGY	\$16,000	\$16,000	\$16,000
100.2225.00.650.299.000000.5	SOFTWARE- TECHNOLOGY	\$467,045	\$535,296	\$467,045
100.2225.00.734.212.000000.5	TECHNOLOGY EQUIPMENT	\$1	\$1	\$1
100.2225.00.734.214.000000.5	TECHNOLOGY EQUIPMENT	\$245,227	\$264,269	\$245,227
100.2225.00.734.299.000000.5	TECHNOLOGY EQUIPMENT	\$157,707	\$197,805	\$157,707
100.2225.01.108.290.000000.5	SALARIES- STUDENT DATA COORDINATOR	\$112,500	\$115,875	\$112,500
100.2300.00.211.212.000000.5	HEALTH INSURANCE	\$0	\$44,038	\$44,038
100.2300.00.211.213.000000.5	HEALTH INSURANCE	\$0	\$44,037	\$44,037
100.2300.00.211.214.000000.5	HEALTH INSURANCE	\$0	\$44,037	\$44,037
100.2300.00.211.290.000000.5	HEALTH INSURANCE	\$0	\$246,519	\$246,519
100.2300.00.212.212.000000.5	DENTAL INSURANCE	\$0	\$1,986	\$1,986
100.2300.00.212.213.000000.5	DENTAL INSURANCE	\$0	\$1,986	\$1,986
100.2300.00.212.214.000000.5	DENTAL INSURANCE	\$0	\$1,986	\$1,986
100.2300.00.212.290.000000.5	DENTAL INSURANCE	\$0	\$11,130	\$11,130
100.2300.00.220.211.000000.5	FICA- 2300	\$0	\$6,885	\$7,486
100.2300.00.220.212.000000.5	FICA- 2300	\$0	\$9,319	\$8,963
100.2300.00.220.213.000000.5	FICA- 2300	\$0	\$9,319	\$9,177
100.2300.00.220.214.000000.5	FICA- 2300	\$0	\$9,601	\$9,601
100.2300.00.220.290.000000.5	FICA- 2300	\$0	\$81,175	\$81,458
100.2300.00.220.299.000000.5	FICA- 2300	\$0	\$1,713	\$1,827
100.2300.00.231.290.000000.5	NHRS-EMPLOYEES	\$0	\$96,008	\$95,300
100.2300.00.232.211.000000.5	NHRS-TEACHERS	\$0	\$17,307	\$17,307
100.2300.00.232.212.000000.5	NHRS TEACHERS	\$0	\$23,424	\$23,424
100.2300.00.232.213.000000.5	NHRS-TEACHERS	\$0	\$23,424	\$23,424
100.2300.00.232.214.000000.5	NHRS-TEACHERS	\$0	\$24,134	\$24,134
100.2300.00.232.290.000000.5	NHRS-TEACHERS	\$0	\$59,595	\$59,595
100.2310.00.103.299.000000.5	SALARIES- SCHOOL BOARD	\$7,500	\$7,500	\$7,500
100.2310.00.115.299.000000.5	SALARIES- SECRETARY SB	\$9,000	\$7,500	\$9,000
100.2310.00.341.299.000000.5	BALLOT CLERKS	\$500	\$500	\$500
100.2310.00.540.299.000000.5	ADVERTISING- BALLOTS	\$4,620	\$1,859	\$4,620
100.2310.00.610.299.000000.5	SUPPLIES- DISTRICT	\$2,400	\$3,298	\$2,400
100.2310.00.810.299.000000.5	DUES & FEES	\$5,925	\$6,332	\$5,925
100.2310.00.890.299.000000.5	COMMITTEE EXPENSES	\$3,375	\$5,175	\$3,375
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	\$600	\$500
100.2313.00.610.299.000000.5	SUPPLIES- TREASURER	\$2,000	\$2,608	\$2,000
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	\$25,860	\$28,860	\$25,860

Account	Description	FY25 Appropriated	FY26 Proposed Budget	FY26 Default Budget
100.2318.00.330.299.000000.5	CONTRACTED SERVICES- COUNSEL FEES	\$100,335	\$105,000	\$100,335
100.2321.00.109.290.000000.5	SALARIES- SUPERINTENDENT	\$158,981	\$163,750	\$158,981
100.2321.00.115.290.000000.5	SALARIES- SECRETARY	\$89,302	\$91,987	\$89,302
100.2321.00.130.290.000000.5	SALARIES- SECRETARIAL OVERTIME	\$1	\$100	\$1
100.2321.00.320.290.000000.5	PROFESSIONAL DEVELOPMENT/MENTORSHIP	\$5,104	\$6,020	\$5,104
100.2321.00.534.290.000000.5	POSTAGE	\$2,500	\$2,500	\$2,500
100.2321.00.540.290.000000.5	ADVERTISING	\$1	\$0	\$1
100.2321.00.550.290.000000.5	PRINTING	\$250	\$300	\$250
100.2321.00.580.290.000000.5	MILEAGE & TRAVEL- SUPERINTENDENT	\$5,539	\$5,855	\$5,539
100.2321.00.610.290.000000.5	SUPPLIES	\$11,500	\$13,100	\$11,500
100.2321.00.733.290.000000.5	FURNITURE- SAU OFFICE	\$4,000	\$4,000	\$4,000
100.2321.00.735.290.000000.5	EQUIPMENT REPLACEMENT	\$1	\$0	\$1
100.2321.00.810.290.000000.5	DUES & FEES	\$7,147	\$8,027	\$7,147
100.2321.00.890.290.000000.5	MISCELLANEOUS EXPENDITURES	\$25,234	\$28,770	\$25,234
100.2322.00.109.290.000000.5	SALARIES COMMUNICATION LIASON	\$87,550	\$90,177	\$87,550
100.2322.00.320.290.000000.5	PROFESSIONAL DEVELOPMENT- COMMUNICATIONS	\$50	\$700	\$50
100.2322.00.550.290.000000.5	PRINTING- COMMUNICATIONS	\$500	\$800	\$500
100.2322.00.580.290.000000.5	MILEAGE & TRAVEL- COMMUNICATIONS	\$825	\$1,390	\$825
100.2322.00.610.290.000000.5	SUPPLIES- COMMUNICATIONS	\$300	\$650	\$300
100.2322.00.810.290.000000.5	DUES & FEES- COMMUNICATIONS	\$980	\$1,785	\$980
100.2331.00.108.211.000000.5	SALARIES- DIRECTORS	\$97,850	\$90,000	\$97,850
100.2331.00.108.212.000000.5	SALARIES- DIRECTORS	\$117,157	\$121,810	\$117,157
100.2331.00.108.213.000000.5	SALARIES- DIRECTORS	\$119,962	\$121,810	\$119,962
100.2331.00.108.214.000000.5	SALARIES- DIRECTORS	\$123,597	\$125,501	\$123,597
100.2331.00.108.290.000000.5	SALARIES- DIRECTORS	\$212,362	\$211,905	\$212,362
100.2331.00.109.290.000000.5	SALARIES- ASST SUPERINTENDENT	\$142,000	\$128,000	\$142,000
100.2331.00.115.290.000000.5	SALARIES- ADMIN ASSIT- ASST SUPERINTENDENT	\$57,200	\$60,200	\$57,200
100.2331.00.320.290.000000.5	PROFESSIONAL DEVELOPMENT- ASST SUPERINTENDENT	\$4,000	\$3,500	\$4,000
100.2331.00.320.299.000000.5	WORKSHOPS/CONFERENCES- DIRECTOR	\$5,000	\$5,000	\$5,000
100.2331.00.550.290.000000.5	PRINTING- ASST SUPERINTENDENT	\$2,000	\$4,000	\$2,000
100.2331.00.580.211.000000.5	MILEAGE & TRAVEL- DIRECTOR OF CIA	\$750	\$750	\$750
100.2331.00.580.212.000000.5	MILEAGE & TRAVEL- DIRECTOR OF CIA	\$750	\$750	\$750
100.2331.00.580.213.000000.5	MILEAGE & TRAVEL- DIRECTOR OF CIA	\$750	\$750	\$750
100.2331.00.580.214.000000.5	MILEAGE & TRAVEL- DIRECTOR OF CIA	\$750	\$750	\$750
100.2331.00.580.290.000000.5	MILEAGE & TRAVEL- DIRECTOR OF CIA	\$4,000	\$2,000	\$4,000
100.2331.00.581.299.000000.5	MILEAGE & TRAVEL- DISTRICT DIRECTORS	\$1,500	\$1,700	\$1,500
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	\$1	\$1	\$1
100.2331.00.810.290.000000.5	DUES & FEES- ASST SUPERINTENDENT	\$4,545	\$4,296	\$4,545
100.2331.00.810.299.000000.5	DUES & FEES- DIRECTORS	\$10,137	\$8,040	\$10,137
100.2331.01.108.290.000000.5	SALARIES- DIRECTOR OF ASSESSMENT & ACCOUNTABILITY	\$105,000	\$98,000	\$105,000
100.2332.00.109.290.000000.5	SALARIES- SPECIAL SERVICES DIRECTOR	\$111,869	\$115,225	\$111,869
100.2332.00.115.290.000000.5	SALARIES- SECRETARY	\$43,930	\$45,240	\$43,930
100.2332.00.130.290.000000.5	SALARIES- SECRETARIAL OVERTIME	\$1	\$1	\$1
100.2332.00.320.290.000000.5	PROFESSIONAL EDUCATIONAL SERVICES - WORKSHOPS	\$1	\$3,000	\$1
100.2332.00.580.211.000000.5	MILEAGE & TRAVEL- SPECIAL SERVICES DIRECTOR	\$700	\$721	\$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	\$900	\$1,500	\$900
100.2332.00.610.290.000000.5	SUPPLIES- SPECIAL SERVICES DIRECTOR	\$1	\$500	\$1
100.2332.00.810.290.000000.5	DUES & FEES- SPECIAL SERVICES DIRECTOR	\$1,700	\$0	\$1,700
100.2332.01.115.290.000000.5	SALARIES- REGISTRAR FOR THE DISTRICT	\$56,618	\$58,323	\$56,618
100.2400.00.211.211.000000.5	HEALTH INSURANCE	\$0	\$114,566	\$114,566
100.2400.00.211.212.000000.5	HEALTH INSURANCE	\$0	\$85,262	\$85,262
100.2400.00.211.213.000000.5	HEALTH INSURANCE	\$0	\$58,781	\$58,781
100.2400.00.211.214.000000.5	HEALTH INSURANCE	\$0	\$181,328	\$181,328
100.2400.00.212.211.000000.5	DENTAL INSURANCE	\$0	\$4,890	\$4,890
100.2400.00.212.212.000000.5	DENTAL INSURANCE	\$0	\$2,979	\$2,979
100.2400.00.212.213.000000.5	DENTAL INSURANCE	\$0	\$2,464	\$2,464
100.2400.00.212.214.000000.5	DENTAL INSURANCE	\$0	\$7,906	\$7,906
100.2400.00.220.211.000000.5	FICA-2400	\$0	\$31,670	\$32,848
100.2400.00.220.212.000000.5	FICA-2400	\$0	\$22,954	\$22,090
100.2400.00.220.213.000000.5	FICA-2400	\$0	\$23,657	\$23,165
100.2400.00.220.214.000000.5	FICA-2400	\$0	\$39,170	\$39,170
100.2400.00.231.211.000000.5	NHRS-EMPLOYEES	\$0	\$13,349	\$13,467
100.2400.00.231.213.000000.5	NHRS-EMPLOYEES	\$0	\$9,420	\$9,785
100.2400.00.231.214.000000.5	NHRS-EMPLOYEES	\$0	\$21,951	\$21,199
100.2400.00.232.211.000000.5	NHRS-TEACHERS	\$0	\$59,064	\$59,064
100.2400.00.232.212.000000.5	NHRS TEACHERS	\$0	\$42,644	\$42,644
100.2400.00.232.213.000000.5	NHRS-TEACHERS	\$0	\$45,260	\$45,260
100.2400.00.232.214.000000.5	NHRS-TEACHERS	\$0	\$65,356	\$65,356
100.2410.00.110.211.000000.5	SALARIES- PRINCIPAL	\$121,500	\$125,145	\$121,500

Account	Description	FY25 Appropriated	FY26 Proposed Budget	FY26 Default Budget
100.2410.00.110.212.000000.5	SALARIES- PRINCIPAL	\$117,500	\$120,950	\$117,500
100.2410.00.110.213.000000.5	SALARIES- PRINCIPAL	\$120,025	\$126,126	\$120,025
100.2410.00.110.214.000000.5	SALARIES- PRINCIPAL	\$125,000	\$131,250	\$125,000
100.2410.00.111.211.000000.5	SALARIES- ASSISTANT PRINCIPAL	\$202,262	\$183,000	\$202,262
100.2410.00.111.212.000000.5	SALARIES- ASSISTANT PRINCIPAL	\$97,868	\$100,804	\$97,868
100.2410.00.111.213.000000.5	SALARIES- ASSISTANT PRINCIPAL	\$106,042	\$109,233	\$106,042
100.2410.00.111.214.000000.5	SALARIES- ASSISTANT PRINCIPAL	\$201,082	\$208,614	\$201,082
100.2410.00.115.211.000000.5	SALARIES- SECRETARY	\$100,619	\$101,692	\$100,619
100.2410.00.115.212.000000.5	SALARIES- SECRETARY	\$72,390	\$77,294	\$72,390
100.2410.00.115.213.000000.5	SALARIES- SECRETARY	\$75,742	\$72,879	\$75,742
100.2410.00.115.214.000000.5	SALARIES- SECRETARY	\$164,263	\$170,159	\$164,263
100.2410.00.130.211.000000.5	SALARIES- SECRETARIAL OVERTIME	\$5,000	\$3,000	\$5,000
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	\$1,000	\$1,000	\$1,000
100.2410.00.130.214.000000.5	SALARIES- SECRETARIAL OVERTIME	\$2,000	\$2,000	\$2,000
100.2410.00.231.212.000000.5	NHRS-EMPLOYEES	\$0	\$9,983	\$9,357
100.2410.00.320.211.000000.5	PROFESSIONAL DEVELOPMENT-PRINCIPAL	\$9,000	\$9,000	\$9,000
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	\$4,500	\$4,500	\$4,500
100.2410.00.320.214.000000.5	PROFESSIONAL DEVELOPMENT-PRINCIPAL	\$3,000	\$3,000	\$3,000
100.2410.00.434.211.000000.5	COPY MACHINE MAINTENANCE	\$45,000	\$46,000	\$45,000
100.2410.00.434.212.000000.5	COPY MACHINE MAINTENANCE	\$28,000	\$35,500	\$28,000
100.2410.00.434.213.000000.5	COPY MACHINE MAINTENANCE	\$30,000	\$34,000	\$30,000
100.2410.00.434.214.000000.5	COPY MACHINE MAINTENANCE	\$47,347	\$48,000	\$47,347
100.2410.00.534.211.000000.5	POSTAGE-PRINCIPAL	\$4,100	\$4,223	\$4,100
100.2410.00.534.212.000000.5	POSTAGE-PRINCIPAL	\$3,700	\$2,600	\$3,700
100.2410.00.534.213.000000.5	POSTAGE-PRINCIPAL	\$3,050	\$2,155	\$3,050
100.2410.00.534.214.000000.5	POSTAGE-PRINCIPAL	\$2,000	\$2,500	\$2,000
100.2410.00.580.211.000000.5	MILEAGE & TRAVEL- PRINCIPAL	\$3,400	\$3,502	\$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	\$2,600	\$2,550	\$2,600
100.2410.00.580.214.000000.5	MILEAGE & TRAVEL- PRINCIPAL	\$5,000	\$6,500	\$5,000
100.2410.00.610.211.000000.5	SUPPLIES- PRINCIPAL	\$9,750	\$10,043	\$9,750
100.2410.00.610.212.000000.5	SUPPLIES- PRINCIPAL	\$5,025	\$4,900	\$5,025
100.2410.00.610.213.000000.5	SUPPLIES- PRINCIPAL	\$5,000	\$4,900	\$5,000
100.2410.00.610.214.000000.5	SUPPLIES- PRINCIPAL	\$3,000	\$5,450	\$3,000
100.2410.00.640.211.000000.5	BOOKS- PRINCIPAL	\$600	\$618	\$600
100.2410.00.650.212.000000.5	SOFTWARE- PRINCIPAL	\$1	\$1	\$1
100.2410.00.650.213.000000.5	SOFTWARE- PRINCIPAL	\$300	\$350	\$300
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	\$1,000	\$500	\$1,000
100.2410.00.734.213.000000.5	EQUIPMENT- PRINCIPAL TECHNOLOGY	\$1	\$1	\$1
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	\$8,032	\$8,269	\$8,032
100.2410.00.810.212.000000.5	DUES & FEES-PRINCIPAL	\$3,125	\$2,950	\$3,125
100.2410.00.810.213.000000.5	DUES & FEES-PRINCIPAL	\$6,755	\$6,365	\$6,755
100.2410.00.810.214.000000.5	DUES & FEES-PRINCIPAL	\$3,950	\$4,135	\$3,950
100.2410.00.890.214.000000.5	MISCELLANEOUS EXPENDITURES	\$4,000	\$11,200	\$4,000
100.2490.00.610.211.000000.5	SUPPLIES- REPORT CARD	\$1,000	\$1,030	\$1,000
100.2490.00.610.212.000000.5	SUPPLIES- REPORT CARD	\$253	\$1	\$253
100.2490.00.610.213.000000.5	SUPPLIES- REPORT CARD	\$1	\$1	\$1
100.2490.00.890.213.000000.5	GRADUATION EXPENSE	\$10,900	\$10,700	\$10,900
100.2490.00.890.214.000000.5	GRADUATION EXPENSE	\$56,775	\$60,300	\$56,775
100.2500.00.211.290.000000.5	HEALTH INSURANCE	\$0	\$169,753	\$169,753
100.2500.00.212.290.000000.5	DENTAL INSURANCE	\$0	\$7,869	\$7,869
100.2500.00.220.290.000000.5	FICA- 2500	\$0	\$43,300	\$41,965
100.2500.00.231.290.000000.5	NHRS-EMPLOYEES	\$0	\$72,207	\$69,942
100.2511.00.109.290.000000.5	SALARIES- DIR OF BUSINESS, FINANCE, & OPERATIONS	\$130,000	\$133,900	\$130,000
100.2511.00.115.290.000000.5	SALARIES- ADMIN ASSISTANT	\$26,260	\$27,051	\$26,260
100.2511.00.130.290.000000.5	SALARIES- SECRETARIAL OVERTIME	\$1	\$500	\$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	\$1,700	\$1,800	\$1,700
100.2511.00.610.290.000000.5	SUPPLIES- BUSINESS	\$4,500	\$5,600	\$4,500
100.2511.00.810.290.000000.5	DUES & FEES- BUSINESS	\$1,000	\$1,250	\$1,000
100.2511.01.109.290.000000.5	SALARIES- ASSISTANT BUSINESS ADMINISTRATOR	\$91,500	\$93,730	\$91,500
100.2515.00.119.290.000000.5	SALARIES- PAYROLL COORDINATOR	\$68,500	\$70,555	\$68,500
100.2515.01.119.290.000000.5	SALARIES- AP COORDINATOR	\$46,800	\$49,215	\$46,800
100.2519.00.109.290.000000.5	SALARIES- HR DIRECTOR	\$107,000	\$110,210	\$107,000
100.2519.00.115.290.000000.5	SALARIES- HR ASSISTANT	\$78,000	\$80,665	\$78,000
100.2519.00.130.290.000000.5	SALARIES- HR ASSISTANT OVERTIME	\$500	\$500	\$500

Account	Description	FY25 Appropriated	FY26 Proposed Budget	FY26 Default Budget
100.2519.00.320.290.000000.5	PROFESSIONAL EDUCATIONAL SERVICES - WORKSHOPS	\$1,250	\$3,000	\$1,250
100.2519.00.330.290.000000.5	CONSULTING SERVICES- HR	\$2,000	\$2,000	\$2,000
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	\$1,000	\$700
100.2519.00.610.290.000000.5	SUPPLIES-HR	\$1,300	\$2,000	\$1,300
100.2519.00.810.290.000000.5	DUES & FEES- HR	\$500	\$1,500	\$500
100.2519.00.890.290.000000.5	MISCELLANEOUS EXPENDITURES-HR	\$2,000	\$1,000	\$2,000
100.2519.00.891.290.000000.5	PRE-HIRING EXPENSES- HR	\$10,000	\$10,000	\$10,000
100.2519.01.891.290.000000.5	VOLUNTEER FINGERPRINTING	\$5,000	\$5,000	\$5,000
100.2600.00.211.211.000000.5	HEALTH INSURANCE	\$0	\$111,380	\$93,547
100.2600.00.211.212.000000.5	HEALTH INSURANCE	\$0	\$99,462	\$81,629
100.2600.00.211.213.000000.5	HEALTH INSURANCE	\$0	\$46,521	\$46,521
100.2600.00.211.214.000000.5	HEALTH INSURANCE	\$0	\$158,640	\$158,640
100.2600.00.211.290.000000.5	HEALTH INSURANCE	\$0	\$198,804	\$198,804
100.2600.00.212.211.000000.5	DENTAL INSURANCE	\$0	\$3,130	\$2,174
100.2600.00.212.212.000000.5	DENTAL INSURANCE	\$0	\$4,487	\$3,531
100.2600.00.212.213.000000.5	DENTAL INSURANCE	\$0	\$1,659	\$1,659
100.2600.00.212.214.000000.5	DENTAL INSURANCE	\$0	\$7,392	\$7,392
100.2600.00.212.290.000000.5	DENTAL INSURANCE	\$0	\$9,798	\$9,798
100.2600.00.220.211.000000.5	FICA- 2600	\$0	\$24,368	\$22,447
100.2600.00.220.212.000000.5	FICA- 2600	\$0	\$15,654	\$13,781
100.2600.00.220.213.000000.5	FICA- 2600	\$0	\$14,529	\$14,537
100.2600.00.220.214.000000.5	FICA- 2600	\$0	\$31,542	\$31,542
100.2600.00.220.290.000000.5	FICA- 2600	\$0	\$37,370	\$36,241
100.2600.00.220.299.000000.5	FICA- 2600	\$0	\$2,901	\$1,825
100.2600.00.231.211.000000.5	NHRS-EMPLOYEES	\$0	\$40,612	\$37,411
100.2600.00.231.212.000000.5	NHRS- EMPLOYEES	\$0	\$26,090	\$0
100.2600.00.231.213.000000.5	NHRS-EMPLOYEES	\$0	\$24,215	\$0
100.2600.00.231.214.000000.5	NHRS-EMPLOYEES	\$0	\$52,569	\$49,715
100.2600.00.231.290.000000.5	NHRS-EMPLOYEES	\$0	\$62,283	\$60,401
100.2600.00.231.299.000000.5	NHRS-EMPLOYEES	\$0	\$4,835	\$3,042
100.2610.00.108.290.000000.5	SALARIES- DIRECTOR OF FACILITIES	\$104,545	\$107,681	\$104,545
100.2610.00.115.290.000000.5	SALARIES- FACILITIES ADMINISTRATIVE ASSISTANT	\$26,260	\$27,050	\$26,260
100.2610.00.130.290.000000.5	SALARIES- SECRETARIAL OVERTIME	\$1	\$150	\$1
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	\$7,500	\$7,500	\$7,500
100.2610.00.612.299.000000.5	SUPPLIES- FACILITIES & MAINTENANCE SAFETY	\$1	\$1	\$1
100.2610.00.738.299.000000.5	REPLACEMENT EQUIPMENT- FACILITIES & MAINTENANCE	\$1	\$1	\$1
100.2620.00.118.211.000000.5	SALARIES- CUSTODIANS	\$264,618	\$295,526	\$264,618
100.2620.00.118.212.000000.5	SALARIES- CUSTODIANS	\$162,866	\$187,346	\$162,866
100.2620.00.118.213.000000.5	SALARIES- CUSTODIANS	\$172,744	\$177,923	\$172,744
100.2620.00.118.214.000000.5	SALARIES- CUSTODIANS	\$332,322	\$342,306	\$332,322
100.2620.00.118.290.000000.5	SALARIES- MAINTENANCE	\$255,929	\$263,000	\$255,929
100.2620.00.118.299.000000.5	SALARIES- CUSTODIANS	\$1	\$0	\$1
100.2620.00.130.211.000000.5	SALARIES- CUSTODIANS OVERTIME	\$28,800	\$23,000	\$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	\$12,000	\$17,280
100.2620.00.130.214.000000.5	SALARIES- CUSTODIANS OVERTIME	\$57,600	\$70,000	\$57,600
100.2620.00.130.299.000000.5	SALARIES- MAINTENANCE OVERTIME	\$13,500	\$13,500	\$13,500
100.2620.00.231.212.000000.5	NHRS-EMPLOYEES	\$0	\$0	\$22,969
100.2620.00.231.213.000000.5	NHRS-EMPLOYEES	\$0	\$0	\$24,228
100.2620.00.421.211.000000.5	RUBBISH REMOVAL	\$20,000	\$21,200	\$20,000
100.2620.00.421.212.000000.5	RUBBISH REMOVAL	\$14,500	\$15,000	\$14,500
100.2620.00.421.213.000000.5	RUBBISH REMOVAL	\$13,500	\$14,000	\$13,500
100.2620.00.421.214.000000.5	RUBBISH REMOVAL	\$25,000	\$22,500	\$25,000
100.2620.00.421.290.000000.5	RUBBISH REMOVAL	\$3,200	\$3,200	\$3,200
100.2620.00.429.211.000000.5	SEPTIC TANK	\$5,509	\$6,750	\$5,509
100.2620.00.429.212.000000.5	SEPTIC TANK	\$2,671	\$3,700	\$2,671
100.2620.00.429.213.000000.5	SEPTIC TANK	\$2,864	\$3,750	\$2,864
100.2620.00.429.214.000000.5	SEPTIC TANK	\$7,000	\$9,000	\$7,000
100.2620.00.429.290.000000.5	SEPTIC TANK	\$210	\$300	\$210
100.2620.00.430.211.000000.5	REPAIRS & MAINTENANCE	\$44,888	\$77,376	\$44,888
100.2620.00.430.212.000000.5	REPAIRS & MAINTENANCE	\$31,627	\$34,790	\$31,627
100.2620.00.430.213.000000.5	REPAIRS & MAINTENANCE	\$35,895	\$55,730	\$35,895
100.2620.00.430.214.000000.5	REPAIRS & MAINTENANCE	\$100,674	\$110,775	\$100,674
100.2620.00.430.290.000000.5	REPAIRS & MAINTENANCE	\$14,440	\$19,000	\$14,440
100.2620.00.430.299.000000.5	REPAIRS & MAINTENANCE	\$15,000	\$17,325	\$15,000
100.2620.00.434.290.000000.5	COPY MACHINE MAINTENANCE	\$25,000	\$31,000	\$25,000
100.2620.00.436.211.000000.5	PAINTING	\$5,000	\$8,000	\$5,000
100.2620.00.436.212.000000.5	PAINTING	\$3,000	\$8,500	\$3,000
100.2620.00.436.213.000000.5	PAINTING	\$2,000	\$7,000	\$2,000
100.2620.00.436.214.000000.5	PAINTING	\$3,500	\$13,000	\$3,500

Account	Description	FY25 Appropriated	FY26 Proposed Budget	FY26 Default Budget
100.2620.00.436.290.000000.5	PAINTING	\$1,000	\$1,000	\$1,000
100.2620.00.437.211.000000.5	HVAC REPAIR & MAINTENANCE	\$5,429	\$18,900	\$5,429
100.2620.00.437.212.000000.5	HVAC REPAIR & MAINTENANCE	\$6,584	\$7,400	\$6,584
100.2620.00.437.213.000000.5	HVAC REPAIR & MAINTENANCE	\$3,119	\$13,300	\$3,119
100.2620.00.437.214.000000.5	HVAC REPAIR & MAINTENANCE	\$9,818	\$26,900	\$9,818
100.2620.00.437.290.000000.5	HVAC REPAIR & MAINTENANCE	\$5,198	\$5,250	\$5,198
100.2620.00.438.211.000000.5	REPAIR & MAINTENANCE CONTRACTS	\$67,750	\$80,320	\$67,750
100.2620.00.438.212.000000.5	REPAIR & MAINTENANCE CONTRACTS	\$33,861	\$40,245	\$33,861
100.2620.00.438.213.000000.5	REPAIR & MAINTENANCE CONTRACTS	\$34,136	\$54,700	\$34,136
100.2620.00.438.214.000000.5	REPAIR & MAINTENANCE CONTRACTS	\$86,390	\$92,225	\$86,390
100.2620.00.438.290.000000.5	REPAIR & MAINTENANCE CONTRACTS	\$7,890	\$12,425	\$7,890
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	\$7,500	\$7,500	\$7,500
100.2620.00.531.211.000000.5	TELEPHONE	\$3,900	\$6,250	\$3,900
100.2620.00.531.212.000000.5	TELEPHONE	\$3,100	\$5,200	\$3,100
100.2620.00.531.213.000000.5	TELEPHONE	\$3,500	\$5,200	\$3,500
100.2620.00.531.214.000000.5	TELEPHONE	\$4,000	\$5,900	\$4,000
100.2620.00.531.290.000000.5	TELEPHONE	\$8,000	\$11,200	\$8,000
100.2620.00.531.299.000000.5	TELEPHONE	\$3,000	\$6,900	\$3,000
100.2620.00.580.299.000000.5	MILEAGE & TRAVEL- FACILITIES & MAINTENANCE	\$2,500	\$3,000	\$2,500
100.2620.00.610.211.000000.5	SUPPLIES	\$52,104	\$54,750	\$52,104
100.2620.00.610.212.000000.5	SUPPLIES	\$26,276	\$27,600	\$26,276
100.2620.00.610.213.000000.5	SUPPLIES	\$29,388	\$30,900	\$29,388
100.2620.00.610.214.000000.5	SUPPLIES	\$63,680	\$66,900	\$63,680
100.2620.00.610.290.000000.5	SUPPLIES	\$10,500	\$11,100	\$10,500
100.2620.00.622.211.000000.5	ELECTRICITY	\$248,491	\$230,823	\$248,491
100.2620.00.622.212.000000.5	ELECTRICITY	\$83,370	\$77,195	\$83,370
100.2620.00.622.213.000000.5	ELECTRICITY	\$116,429	\$113,252	\$116,429
100.2620.00.622.214.000000.5	ELECTRICITY	\$376,477	\$301,816	\$376,477
100.2620.00.622.290.000000.5	ELECTRICITY	\$19,064	\$19,467	\$19,064
100.2620.00.623.211.000000.5	PROPANE	\$95,700	\$90,750	\$95,700
100.2620.00.623.212.000000.5	PROPANE	\$825	\$66,000	\$825
100.2620.00.623.214.000000.5	PROPANE	\$4,125	\$4,125	\$4,125
100.2620.00.624.211.000000.5	HEATING OIL	\$3,090	\$2,034	\$3,090
100.2620.00.624.212.000000.5	HEATING OIL	\$93,240	\$0	\$93,240
100.2620.00.624.213.000000.5	HEATING OIL	\$87,095	\$87,439	\$87,095
100.2620.00.624.214.000000.5	HEATING OIL	\$183,425	\$153,293	\$183,425
100.2620.00.624.290.000000.5	HEATING OIL	\$5,177	\$5,029	\$5,177
100.2620.00.730.211.000000.5	EQUIPMENT	\$2,500	\$5,000	\$2,500
100.2620.00.730.212.000000.5	EQUIPMENT	\$2,500	\$10,000	\$2,500
100.2620.00.730.213.000000.5	EQUIPMENT	\$2,500	\$5,000	\$2,500
100.2620.00.730.214.000000.5	EQUIPMENT	\$2,500	\$5,000	\$2,500
100.2620.00.730.290.000000.5	EQUIPMENT	\$1,000	\$500	\$1,000
100.2620.00.737.211.000000.5	REPLACEMENT OF FIXTURES	\$1	\$1	\$1
100.2620.00.737.212.000000.5	REPLACEMENT OF FIXTURES	\$1	\$1	\$1
100.2620.00.737.213.000000.5	REPLACEMENT OF FIXTURES	\$1	\$1	\$1
100.2620.00.737.214.000000.5	REPLACEMENT OF FIXTURES	\$1	\$1	\$1
100.2620.01.130.299.000000.5	SALARIES- CUSTODIANS SUMMER HELP	\$6,660	\$13,320	\$6,660
100.2620.02.130.299.000000.5	SALARIES- CUSTODIANS SUBSTITUTE	\$3,700	\$7,400	\$3,700
100.2630.00.108.290.000000.5	SALARIES- HEAD GROUNDSKEEPER	\$87,000	\$90,610	\$87,000
100.2630.00.130.299.000000.5	SALARIES- GROUNDSKEEPING SUMMER HELP	\$1	\$3,701	\$1
100.2630.00.422.299.000000.5	SNOW REMOVAL	\$175,000	\$186,626	\$175,000
100.2630.00.424.211.000000.5	SITES- LANDSCAPING	\$11,480	\$15,650	\$11,480
100.2630.00.424.212.000000.5	SITES- LANDSCAPING	\$12,055	\$20,575	\$12,055
100.2630.00.424.213.000000.5	SITES- LANDSCAPING	\$10,850	\$11,000	\$10,850
100.2630.00.424.214.000000.5	SITES- LANDSCAPING	\$42,700	\$41,625	\$42,700
100.2630.00.424.299.000000.5	SITES- LANDSCAPING	\$246,210	\$247,210	\$246,210
100.2630.00.610.299.000000.5	SUPPLIES- GROUNDS MAINTENANCE	\$34,650	\$34,650	\$34,650
100.2630.00.731.299.000000.5	EQUIPMENT- GROUNDS MAINTENANCE	\$1,000	\$1,000	\$1,000
100.2640.00.439.211.000000.5	EQUIPMENT REPAIR- CUSTODIAL	\$1	\$1,000	\$1
100.2640.00.439.212.000000.5	EQUIPMENT REPAIR- CUSTODIAL	\$1	\$1,000	\$1
100.2640.00.439.213.000000.5	EQUIPMENT REPAIR- CUSTODIAL	\$1	\$1,000	\$1
100.2640.00.439.214.000000.5	EQUIPMENT REPAIR- CUSTODIAL	\$1	\$1,000	\$1
100.2650.00.435.299.000000.5	MAINTENANCE- VEHICLE	\$8,000	\$12,000	\$8,000
100.2650.00.626.299.000000.5	GASOLINE- VEHICLE OPERATION & MAINTENANCE	\$8,000	\$8,000	\$8,000
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	\$1,000	\$1,000	\$1,000
100.2660.00.610.299.000000.5	SUPPLIES- SECURITY SERVICES	\$1	\$1,000	\$1
100.2660.00.739.299.000000.5	EQUIPMENT- SECURITY SERVICES	\$1	\$5,000	\$1

Account	Description	FY25 Appropriated	FY26 Proposed Budget	FY26 Default Budget
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 ED TRANSPORTATION	\$947,304	\$976,000	\$976,000
100.2722.01.519.299.000000.5	TRANSPORTATION- ESY	\$90,000	\$160,000	\$160,000
100.2723.00.519.299.000000.5	TRANSPORTATION- VOCATIONAL	\$157,000	\$157,000	\$157,000
100.2724.00.519.211.000000.5	TRANSPORTATION	\$6,900	\$6,900	\$6,900
100.2724.00.519.212.000000.5	TRANSPORTATION	\$4,750	\$4,600	\$4,750
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	\$125,500	\$119,181
100.2724.00.519.299.000000.5	TRANSPORTATION- CO-CURRICULAR	\$13,000	\$14,000	\$13,000
100.2725.00.519.214.000000.5	TRANSPORTATION	\$1	\$0	\$1
100.2727.00.519.299.000000.5	TRANSPORTATION- HOMELESS	\$10,000	\$10,000	\$10,000
100.2800.00.220.211.000000.5	FICA- 2800	\$0	\$880	\$531
100.2800.00.220.212.000000.5	FICA- 2800	\$0	\$192	\$344
100.2800.00.220.213.000000.5	FICA- 2800	\$0	\$152	\$421
100.2800.00.220.214.000000.5	FICA- 2800	\$0	\$115	\$115
100.2813.00.322.211.000000.5	MENTOR STIPEND- PARAPROFESSIONAL	\$11,500	\$6,938	\$6,938
100.2813.00.322.212.000000.5	MENTOR STIPEND- PARAPROFESSIONAL	\$4,500	\$2,000	\$4,500
100.2813.00.322.213.000000.5	MENTOR STIPEND- PARAPROFESSIONAL	\$5,500	\$500	\$5,500
100.2813.00.322.214.000000.5	MENTOR STIPEND- PARAPROFESSIONAL	\$7,500	\$1,500	\$7,500
100.2813.00.322.299.000000.5	MENTOR STIPEND- PARAPROFESSIONAL	\$14,500	\$2,500	\$14,500
100.2900.00.135.299.000000.5	SALARIES- NON-UNION SALARY POOL	\$208,949	\$286,446	\$208,949
100.2900.00.136.299.000000.5	WEA RETIREMENT SEVERANCE PAYMENTS	\$585,645	\$314,430	\$585,645
100.2900.00.137.299.000000.5	ADMINISTRATIVE RETIREMENT SEVERANCE PAYMENTS	\$10,472	\$1	\$10,472
100.2900.00.138.211.000000.5	WEA PERFECT ATTENDANCE-GBS	\$5,000	\$4,000	\$5,000
100.2900.00.138.212.000000.5	WEA PERFECT ATTENDANCE-WCS	\$1,500	\$1,000	\$1,500
100.2900.00.138.213.000000.5	WEA PERFECT ATTENDANCE-WMS	\$6,000	\$6,500	\$6,000
100.2900.00.138.214.000000.5	WEA PERFECT ATTENDANCE-WHS	\$5,000	\$5,000	\$5,000
100.2900.00.139.213.000000.5	HOLIDAY PAY- PARAPROFESSIONAL	\$2,500	\$2,600	\$2,500
100.2900.00.139.214.000000.5	HOLIDAY PAY- PARAPROFESSIONAL	\$4,500	\$4,500	\$4,500
100.2900.00.139.299.000000.5	HOLIDAY PAY- PARAPROFESSIONAL	\$2,700	\$0	\$0
100.2900.00.211.211.000000.5	Health Insurance	\$2,721,972	\$0	\$75,746
100.2900.00.211.212.000000.5	Health Insurance	\$1,148,036	\$0	\$50,135
100.2900.00.211.213.000000.5	Health Insurance	\$1,224,229	\$0	\$40,343
100.2900.00.211.214.000000.5	Health Insurance	\$2,644,534	\$0	\$31,494
100.2900.00.211.290.000000.5	Health Insurance	\$847,827	\$0	\$106,889
100.2900.00.211.299.000000.5	Health Insurance	\$0	\$0	\$0
100.2900.00.212.211.000000.5	Dental Insurance	\$126,111	\$0	\$0
100.2900.00.212.212.000000.5	Dental Insurance	\$54,728	\$0	\$0
100.2900.00.212.213.000000.5	Dental Insurance	\$57,221	\$0	\$0
100.2900.00.212.214.000000.5	Dental Insurance	\$128,805	\$0	\$0
100.2900.00.212.290.000000.5	Dental Insurance	\$36,420	\$0	\$0
100.2900.00.213.211.000000.5	LIFE INSURANCE	\$17,519	\$16,000	\$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	\$6,780	\$6,780	\$6,780
100.2900.00.213.214.000000.5	LIFE INSURANCE	\$23,484	\$20,000	\$23,484
100.2900.00.213.290.000000.5	LIFE INSURANCE	\$7,800	\$7,200	\$7,800
100.2900.00.214.211.000000.5	LTD	\$18,500	\$19,000	\$19,000
100.2900.00.214.212.000000.5	LTD	\$7,300	\$7,700	\$7,700
100.2900.00.214.213.000000.5	LTD	\$9,200	\$9,500	\$9,500
100.2900.00.214.214.000000.5	LTD	\$19,500	\$21,000	\$21,000
100.2900.00.214.290.000000.5	LTD	\$5,500	\$5,500	\$5,500
100.2900.00.216.290.000000.5	SHORT TERM DISABILITY	\$8,000	\$8,000	\$8,000
100.2900.00.220.211.000000.5	FICA	\$701,416	\$1,627	\$2,005
100.2900.00.220.212.000000.5	FICA	\$294,766	\$785	\$679
100.2900.00.220.213.000000.5	FICA	\$336,981	\$1,324	\$1,212
100.2900.00.220.214.000000.5	FICA	\$711,471	\$1,607	\$1,607
100.2900.00.220.290.000000.5	FICA	\$198,988	\$3,287	\$4,564
100.2900.00.220.299.000000.5	FICA	\$39,957	\$43,480	\$61,702
100.2900.00.231.211.000000.5	NHRS-Employees	\$69,263	\$0	\$0
100.2900.00.231.212.000000.5	NHRS-Employees	\$39,568	\$0	\$0
100.2900.00.231.213.000000.5	NHRS-Employees	\$41,713	\$0	\$0
100.2900.00.231.214.000000.5	NHRS-Employees	\$110,766	\$0	\$0
100.2900.00.231.290.000000.5	NHRS-Employees	\$322,356	\$5,479	\$5,756
100.2900.00.231.299.000000.5	NHRS-Employees	\$31,499	\$17,468	\$14,937
100.2900.00.232.211.000000.5	NHRS-Teachers	\$1,425,138	\$2,514	\$2,514
100.2900.00.232.212.000000.5	NHRS-Teachers	\$596,624	\$1,292	\$1,292
100.2900.00.232.213.000000.5	NHRS-Teachers	\$719,038	\$2,400	\$2,400
100.2900.00.232.214.000000.5	NHRS-Teachers	\$1,538,734	\$3,097	\$3,097
100.2900.00.232.290.000000.5	NHRS-Teachers	\$42,939	\$0	\$0
100.2900.00.232.299.000000.5	NHRS-Teachers	\$48,338	\$79,509	\$76,789
100.2900.00.240.290.000000.5	TUITION REIMBURSEMENT-SAU	\$9,000	\$9,000	\$9,000
100.2900.00.240.299.000000.5	TUITION REIMBURSEMENT- ADMIN	\$9,000	\$9,000	\$9,000

Account	Description	FY25 Appropriated	FY26 Proposed Budget	FY26 Default Budget
100.2900.00.250.299.000000.5	Unemployment Compensation Insurance	\$21,180	\$23,887	\$23,887
100.2900.00.260.299.000000.5	Workers Comp Insurance	\$138,398	\$149,470	\$149,470
100.2900.00.291.290.000000.5	TSA Contributions	\$28,000	\$28,000	\$28,000
100.2900.00.291.299.000000.5	TSA Contributions	\$43,620	\$43,620	\$43,620
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	\$143,651	\$153,707	\$153,707
100.2900.00.891.299.000000.5	PRE-EMPLOYMENT PHYSICALS	\$1,500	\$1	\$1,500
100.2900.01.111.211.000000.5	ADMINISTRATOR OVERTIME	\$12,913	\$9,070	\$12,913
100.2900.01.111.212.000000.5	ADMINISTRATOR OVERTIME	\$6,376	\$5,717	\$6,376
100.2900.01.111.213.000000.5	ADMINISTRATOR OVERTIME	\$6,838	\$5,979	\$6,838
100.2900.01.111.214.000000.5	ADMINISTRATOR OVERTIME	\$12,281	\$11,102	\$12,281
100.2900.01.111.290.000000.5	ADMINISTRATOR OVERTIME	\$45,143	\$46,966	\$45,143
100.2900.01.136.299.000000.5	AFSCME RETIREMENT SEVERANCE PAYMENTS	\$1,500	\$2,500	\$1,500
100.2900.01.138.211.000000.5	AFSCME PERFECT ATTENDANCE-GBS	\$500	\$400	\$500
100.2900.01.138.212.000000.5	AFSCME PERFECT ATTENDANCE-WCS	\$500	\$400	\$500
100.2900.01.138.213.000000.5	AFSCME PERFECT ATTENDANCE-WMS	\$500	\$400	\$500
100.2900.01.138.214.000000.5	AFSCME PERFECT ATTENDANCE-WHS	\$500	\$400	\$500
100.2900.01.139.211.000000.5	HOLIDAY PAY-PARAPROFESSIONAL	\$7,800	\$7,800	\$7,800
100.2900.01.139.212.000000.5	HOLIDAY PAY PARAPROFESSIONAL	\$500	\$1,200	\$500
100.2900.01.220.290.000000.5	FICA	\$1	\$0	\$0
100.2900.01.230.290.000000.5	FICA	\$1	\$0	\$1
100.2900.02.211.290.000000.5	RETIREES HEALTH INS	\$257,192	\$258,017	\$258,017
100.2900.02.212.290.000000.5	RETIREES DENTAL INS	\$13,135	\$12,158	\$12,158
100.2900.03.211.290.000000.5	PCORI/HRA/FSA	\$90,200	\$80,200	\$90,200
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	\$1,059,950	\$888,250	\$888,250
100.5221.00.930.299.000000.5	TRANSFER TO FOOD SERVICE	\$1	\$0	\$1
100.5251.00.930.299.000000.5	TRANSFER TO CAPITAL RESERVE FUND	\$1	\$0	\$1
401.2900.00.239.299.000000.5	SALARIES- NON-UNION SALARY POOL	\$14,432	\$15,131	\$14,432
401.3100.00.190.299.000000.5	SALARY- DIRECTOR OF FOOD SERVICE	\$87,110	\$91,223	\$87,110
401.3100.00.191.211.000000.5	SALARY- GBS KITCHEN SUPERVISOR	\$27,417	\$28,372	\$27,417
401.3100.00.191.212.000000.5	SALARY- WCS TEAM LEADER	\$19,654	\$20,240	\$19,654
401.3100.00.191.213.000000.5	SALARY- WMS TEAM LEADER	\$21,475	\$22,228	\$21,475
401.3100.00.191.214.000000.5	SALARY- WHS CHEF MANAGER	\$37,200	\$38,688	\$37,200
401.3100.00.191.299.000000.5	SALARY- SNS ACCOUNT MANAGER	\$37,934	\$39,450	\$37,934
401.3100.00.192.211.000000.5	SALARY- GBS NUTRITION SERVICES ASST	\$89,941	\$92,729	\$89,941
401.3100.00.192.212.000000.5	SALARY- WCS NUTRITION SERVICES ASST	\$31,558	\$31,869	\$31,558
401.3100.00.192.213.000000.5	SALARY- WMS NUTRITION SERVICES ASST	\$32,794	\$32,437	\$32,794
401.3100.00.192.214.000000.5	SALARY- WHS NUTRITION SERVICES ASST	\$87,093	\$88,187	\$87,093
401.3100.00.193.299.000000.5	SALARY- TRUCK DRIVER	\$19,857	\$20,448	\$19,857
401.3100.00.211.211.000000.5	HEALTH INSURANCE	\$0	\$2,000	\$2,000
401.3100.00.211.214.000000.5	HEALTH INSURANCE	\$0	\$2,000	\$2,000
401.3100.00.211.299.000000.5	HEALTH INSURANCE	\$35,906	\$30,710	\$31,906
401.3100.00.212.299.000000.5	DENTAL INSURANCE	\$948	\$0	\$0
401.3100.00.220.211.000000.5	FICA	\$0	\$9,537	\$9,537
401.3100.00.220.212.000000.5	FICA	\$0	\$4,096	\$4,096
401.3100.00.220.213.000000.5	FICA	\$0	\$3,767	\$3,767
401.3100.00.220.214.000000.5	FICA	\$0	\$9,295	\$9,295
401.3100.00.220.299.000000.5	FICA	\$39,413	\$5,149	\$5,149
401.3100.00.231.211.000000.5	NHRS-EMPLOYEES	\$0	\$3,618	\$3,496
401.3100.00.231.214.000000.5	NHRS-EMPLOYEES	\$0	\$4,933	\$4,743
401.3100.00.231.299.000000.5	NHRS-EMPLOYEES	\$26,431	\$16,661	\$15,943
401.3100.00.291.299.000000.5	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	\$1,500	\$1,750	\$1,500
401.3100.00.430.211.000000.5	REPAIRS- LUNCH PROGRAM GBS	\$500	\$2,500	\$500
401.3100.00.430.212.000000.5	REPAIRS- LUNCH PROGRAM WCS	\$500	\$500	\$500
401.3100.00.430.213.000000.5	REPAIRS- LUNCH PROGRAM WMS	\$500	\$500	\$500
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	\$2,500	\$500	\$2,500
401.3100.00.435.299.000000.5	REPAIRS- VEHICLE MAINTENANCE	\$1,500	\$1,500	\$1,500
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	\$9,938	\$8,770	\$9,938
401.3100.00.610.212.000000.5	SUPPLIES- LUNCH PROGRAM WCS	\$5,303	\$3,200	\$5,303
401.3100.00.610.213.000000.5	SUPPLIES- LUNCH PROGRAM WMS	\$4,283	\$3,500	\$4,283
401.3100.00.610.214.000000.5	SUPPLIES- LUNCH PROGRAM WHS	\$8,746	\$10,200	\$8,746
401.3100.00.610.299.000000.5	SUPPLIES- FOOD SERVICE	\$1,000	\$250	\$1,000

Account	Description	FY25 Appropriated	FY26 Proposed Budget	FY26 Default Budget
401.3100.00.626.299.000000.5	SUPPLIES- FUEL FOR THE TRUCK	\$1,192	\$1,000	\$1,192
401.3100.00.630.211.000000.5	FOOD LUNCH PROGRAM- GBS	\$118,661	\$141,876	\$118,661
401.3100.00.630.212.000000.5	FOOD LUNCH PROGRAM- WCS	\$46,536	\$46,255	\$46,536
401.3100.00.630.213.000000.5	FOOD LUNCH PROGRAM- WMS	\$54,429	\$59,254	\$54,429
401.3100.00.630.214.000000.5	FOOD LUNCH PROGRAM- WHS	\$145,169	\$139,504	\$145,169
401.3100.00.630.299.000000.5	FOOD SERVICE FOOD	\$63,727	\$96,654	\$63,727
401.3100.00.650.299.000000.5	SOFTWARE- FOOD SERVICE	\$12,500	\$12,500	\$12,500
401.3100.00.730.299.000000.5	EQUIPMENT- FOOD SERVICE	\$1	\$1	\$1
401.3100.00.810.299.000000.5	DUES & FEES	\$1,000	\$1,000	\$1,000
All Funds Total		\$67,824,584	\$70,312,965	\$69,823,872

TOWN CLERK

I would like to introduce the Town Clerk staff:

Candis J Johnson, Town Clerk

Shannon Ulery, Deputy Town Clerk

Kelly Anne Dortona, Assistant Town Clerk

Donna Huot, Assistant Town Clerk

Gale Littlefield, Assistant Town Clerk

The Town Clerk's office provides many services which include:

Motor Vehicle - titles and registrations

Boat Registrations

Vital Record Certificates

Election Related Functions

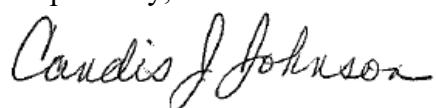
Notary Services

Record Keeping for the Town of Windham

Business Hours: Monday- Friday 8AM to 4PM

I want to thank the residents of Windham for their patience and dedication during the last year. The year 2024 was challenging for the Town Clerk's office. There was a major change in staff and four elections. I look forward to 2025 and serving the residents of Windham.

Respectfully,



Candis Johnson
Town Clerk

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 Peter Tousignant, the Town Treasurer.

General Fund Cash Balance on January 1, 2023	\$28,661,292.92
Cash Receipts:	
Tax Collector – Property Taxes, Interest, Etc.	72,054,057.90
Town Clerk	4,962,777.33
Community Development	249,107.22
Transfer Station	70,643.32
Police Department	14,232.19
Fire Department	405,092.70
State of NH – Meals & Rooms Distribution	1,577,057.45
State of NH – Highway Block Grant	362,140.28
State of NH – Shared Revenue Grant	0.00
Other Intergovernmental –EM, State Grants, Etc.	41,259.50
Cable Franchise Fees	266,857.86
Sale of Town Property	3,885.00
Insurance & Other Miscellaneous Reimbursements	377,034.17
Donations/Gifts/Grants	57,357.95
Tax Anticipation Note Proceeds	0.00
Long Term Bond Proceeds	2,000,000.00
Administration & Miscellaneous Revenues	59,894.02
Interest on Investments	583,345.91
Transfers In from Special Revenue, Trust Funds	251,595.21
Timing of Transfers Impact	593,582.97
Subtotal Cash Receipts	\$83,929,920.98
Cash Disbursements:	
Selectmen's Warrants	-25,480,228.69
Tax Anticipation Note Expenditures	0.00
School District Transfers	-53,158,044.00
Transfer Out to Property Trust Fund	-100,000.00
Transfer Out to Village Districts	-42,627.00
Subtotal Cash Disbursements	(\$78,780,899.69)
General Fund Cash Balance on December 31, 2024	33,810,314.21

The tax collector also received \$42,900 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, 2024:

TD Bank Checking Account – earning 3.37%	\$33,236,074.06
TD Bank Town Clerk Account – earning 3.41%	\$169,545.23
TD Bank Tax Collector Account – earning 3.51%	\$175,693.47
TD Bank Community Development Account – earning 3.41%	\$35,714.25
Citizens Bank Operating Account – earning .01%	\$193,213.10
Citizens Bank General Fund Checking – earning .01%	\$74.10

POLICE DEPARTMENT



Once again, it is my pleasure and honor to provide you with the Annual Report for the Windham Police Department. Current day policing has certainly changed from what it was not too long ago. Today, police agencies are not only focused on typical law enforcement services but are also attentive to mental health and wellness; the potential for terrorism in our communities; and the proliferation of illegal drugs which plagues our region (to name a few).

With that in mind, Windham police officers are being asked to be prepared for, and respond to, a more diverse spectrum of calls, which in turn requires officers to utilize a vast array of skills and abilities. But it is not just officers responding to those calls for service that make up the image and reputation of the Windham Police Department. In support of those officers are

- Dispatchers (5) who manage and coordinate radio communications and phone calls every hour of every day
- Community Service Officer (1) who is responsible for animal control duties along with a vast array of ancillary duties that support patrol officers and administrative staff
- Prosecutor (1) who manages all court cases and trials, but also assists in case investigations and training of personnel
- Secretarial (1) and Records (1) staff who oversee and manage the vast array of reports and documents that are the foundation of every police organization

Police officers and their departments are on the “front line” of society, challenging those who pose a threat to the safety and security of the community, and adapting to new challenges that stand in the way. We take tremendous pride in the work that we do in support of the citizens of Windham. Challenges and changes will continue to exist through which we will strive to make a difference in the community we so proudly serve.

PERSONNEL / ORGANIZATION

Over the course of 2024 the department saw several personnel changes. This year three senior members of the organization retired.

- In July Sergeant Bryan Bliss retired after 21 years of service. Sergeant Bliss was hired in 2002 and was assigned to the patrol division until 2010 when he was assigned to investigations. In 2013 Sergeant Bliss was promoted to Sergeant and was reassigned to Patrol. Sergeant Bliss was a valued and well-respected member of this department.
- In December Officer Philip O'Loughlin retired after 15 plus years of service. Officer O'Loughlin was hired in 2009 and worked in patrol until 2019 when he was assigned as a School Resource Officer. During his time as the SRO, Officer O'Loughlin worked closely with the school district and was instrumental in the

implementation of the current standard response protocol to emergency situations that may occur within our schools.

- Mrs. Laura Cryts retired after 27 years of working in the Police department's administrative office. She was hired in 1998 as the Police Chief's secretary. During her tenure, Mrs. Cryts had many responsibilities and was the gatekeeper for the administrative division of the police department.
- Dispatcher Brian Bodenrader left his position of part-time dispatcher after 17 years. Prior to coming to us, he worked for the Salem Police Department.

They are all considered part of the Police Department family and will be greatly missed.

In 2024 the department welcomed four (4) new police officers to the ranks.

- Officer Rapheal DeSouza was hired in May and attended the 198th NH Police Standards Academy in July followed by the department field training program. Currently Officer DeSouza is assigned to Patrol.
- In December Jonathan Buchanan, Michael St. Hilaire, and John Bennett were hired for the position of police officer. All three will be attending the 199th NH Police Standards and Training Academy in January followed by field training. Once completed they will be assigned to a patrol position.
- In September Dispatcher John McLaughlin was hired. This was as a result of the addition of a full-time dispatch position. Prior to being hired, Dispatcher McLaughlin worked for the Billerica Ma Police department.

In July Officer Jeff Antista was promoted to the rank of Sergeant. Prior to that he was one of the department's school resource officers.

In September Mrs. Jennifer Hardy was hired as the new department's Administrative Assistant. Mrs. Hardy has been with us since 2016, as the department's records clerk.

As of the end of the 2024, the department is still short three (3) police officer positions and we continue to actively recruit to fill these positions.

EQUIPMENT

In 2024 the Police Department was awarded a federal grant in the amount of \$400,000 to replace the aging infrastructure of our radio system. The current system is approximately 20 years and is no longer supported by the manufacturer. This project is slated to be completed in 2025.

TRAINING

As stated in previous reports, one of the most important yet most overlooked functions within the department is training. It's critical that every officer and dispatcher not only maintain their current proficiencies but acquire new and relevant skills covering a variety of tasks and emerging trends. With the aforementioned challenges (domestic terrorism, mental health and wellness, and illicit drug use) now facing law enforcement it is imperative that we prepare the organization to both recognize and respond as necessary. Not to do so would be irresponsible and a liability to the community.

This year department personnel acquired nearly 1,500-hours of training to include the initial implementation and training of body worn cameras.

ACTIVITY

Total calls for service	16,815
Total offense committed	629
Motor vehicle stops	2,226
Motor vehicle accidents	314
Total arrests	237
Juvenile arrests	15
Arrests involving domestic violence	30
Arrests involving Alcohol	29
Arrests involving drugs	10

CLOSING

As stated in previous years, in today's challenging economic and social environment police agencies must continually seek ways to creatively utilize limited resources while demonstrating accountability and professionalism to their communities for public funds. It is our commitment to the Windham community that we will strive to meet these challenges, be resourceful in our duties and compassionate and understanding to those we meet.



Michael C Caron
Chief of Police

FIRE DEPARTMENT

2024 was another busy year for our department in many areas including call volume. The department ended the year with 1,930 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 2024 is the community's willingness to be involved, the outpouring of generosity and the continual words of appreciation that come 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**, where residents can see on-going department incidents 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 online. 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 permits. 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 setbacks 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 open burning of 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 (603) 434-4907

We continue to participate in a successful program titled "Adopt –A- Cistern/Hydrant". This program, which began back 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 (603) 434-4907. Your assistance is greatly appreciated.

PERSONNEL

2024 brought several personnel changes with the retirement of two pillars of our department. On January 1 Firefighter/Paramedic Diana Nault retired having served Windham for nearly 20 years. During her time, she wore many hats including fire inspector, infectious disease prevention coordinator and as the department's photographer. Firefighter Nault not only served in Windham but spent time with the Londonderry and Derry Fire Departments early in her career. On June 1 Firefighter/ AEMT William "Billy" Merrill officially retired after serving the Town of Windham for over 24 years. FF Merrill joined the call department in 2000 and was promoted to full-time status in 2002. During his career FF Merrill was very active as a liaison to several community groups in town. FF Merrill was a key part of the yearly open house chill cook off, the Common Man Pancake Breakfast and the MDA boot drives. The department thanks FF Nault and FF Merrill for their service and their families for supporting them throughout their career. In June FF Paul Kelly resigned from the department after joining the department in 2023 to engage in other opportunities.

In March we welcomed FF/EMT Connor Roche to the department. FF Roche came to us from Raymond Ambulance. In July we also welcomed FF Noah Nahan and FF Andrew Mezza. FF Bahan comes to the department as a member of the United States Marine Corps Reserves. FF Mezza joins as having been a member of the Hamilton, Ma Fire Department. We wish all 3 long and successful careers. During 2024 FF Aaron Graham and FF Brian Dillon completed their probationary periods and were given permanent status with department

CALL VOLUME

The high demand for services and simultaneous call volume kept our members extremely busy again this year. Statistically, nearly 63% of the call volume was related to Emergency Medical Services (EMS), while the remaining calls were Fire - Haz Mat related incidents. Of the 1,930 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 1,930 calls, 1,356 were Emergency Medical Services with over 900 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, sickness 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 42-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 transporting 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 dispatching 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

During 2024 Department members participated in over 360 training events totaling over 2600 hours of education. This includes 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. During 2024 the following members obtained the following certifications:

Conor Roche – Advanced Emergency Medical Technician

Brian Dillon - Advanced Emergency Medical Technician

Nick Berube – Fire and Emergency Services Instructor I

Gordon Campbell – Airport ARFF Firefighter

Michael Dame – Driver/Operator Aerial Apparatus, Hazardous Materials Technician

Rayn Pitts – Fire Inspector I, Fire and Emergency Services Instructor II

Jeremy Lavoie – Fire Inspector I

We congratulate all these individuals for their hard work and dedication.

2024 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 spring the department took delivery 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. This purchase was possibly with the support of the Town Administrator and the Board of Selectmen through the use American Rescue Plan (ARPA) funds.



In July we were notified that the department was awarded a federal grant known as Assistance to Firefighters Grant (AFG) in the amount of nearly \$350,535 for the replacement of our Self-Contained Breathing Apparatus (SCBA's). The new units offer many safety features and new technology that will allow for the highest degree of respiratory protection and on scene personnel accountability. The Windham Town Administrator as well as the full Board of Selectmen supported securing the departments 5% cost share from funds through the American Rescue Plan (ARPA)

Through the continued support of the Town the department was able to launch a new pain management program with the use of Nitrous Oxide. Informally known as “laughing gas” this addition to our ambulances provides our EMS personnel with a non-narcotic, no injection means of controlling pain for a wide range of our patients. This initiative was the result of many hours of research, program development and training by several key department members. The early results have been extremely positive for our patients and with pride can share that our program is being used as a model for other departments in the region.

Through the efforts of FF Ryan Pitts, the department was awarded a 100% fully funded grant from the Leary Firefighter's Foundation to equip and train the department with self-rescue/escape harnesses and ropes. This equipment allows firefighters to rapidly escape from a burning building via a 2nd or 3rd story window should they become trapped. In these instances, there may be only 20 seconds for escape to occur, this equipment makes that possible.

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.

2024 INCOME STATEMENT

Receipts	2023	2024
Ambulance	\$533,663.54	\$612,756.78
Permit Fees	\$18,665.00	\$17,212.00
Copy Fees	\$100.00	\$210.00
Haz-Mat District Reimb.	\$23,258.58	\$30,997.00
Contracted Services*	\$3,297.50	\$10,031.20
Sub-Total	\$613,178.74	\$671,016.98

**Represents 10% of the money collected and placed in the newly created Public Safety Revolving Fund for the hazardous fire materials contracted services.*

2024 FIRE PERMITS AND INSPECTIONS

TYPE	PERMITS	INSPECTIONS
Brush, Camp Cooking	543	0
Day Care	0	3
Heating Systems	317	127
Fuel Tank Installed	77	67
Fuel Tank Removal	1	1
In-Service	0	192
Place of Assembly	16	12
Water Supply	0	8
Wood/Pellet Stoves	11	10
Smoke Detector Inspection	47	77
Fire Prevention Programs	0	16
Fire Alarm Inspections	8	2
Sprinkler System	5	2
Fire Drills	0	46
Fire Watch	0	0
Construction Inspections/CO	0	65
Plan Reviews	0	318
Gas Piping	231	
107		
Blasting Permits	1	0
Blasting Complaints	0	0
Car - Seat Safety Inspections	0	43
TOTALS	1257	1096

2024 INCIDENT RESPONSE SUMMARY

Incident Types

100 Fire, other	3
111 Building fire	16
114 Chimney or flue fire, confined to chimney	1
116 Fuel burner/boiler malfunction, fire	2
118 Trash or rubbish fire, contained	1
131 Passenger vehicle fire	6
132 Road freight or transport vehicle fire	2
140 Natural vegetation fire, other	1
141 Forest, woods or wildland fire	1
142 Brush or brush-and-grass mixture fire	13
152 Garbage dump or sanitary landfill fire	1
153 Construction or demolition landfill fire	1
Totals	48
200 Overpressure rupture, explosion,	1
251 Excessive heat, scorch burns with no	1
Totals	2
3 Rescue & Emergency Medical Service Incident	
311 Medical assist, assist EMS crew	4
321 EMS call, excluding vehicle accident with	1,069
322 Motor vehicle accident with injuries	68
323 Motor vehicle/pedestrian accident (MV Ped)	2
324 Motor vehicle accident with no injuries.	58
331 Lock-in (if lock out , use 511)	1
341 Search for person on land	1
381 Rescue or EMS standby	5
Totals	1,208
400 Hazardous condition, other	4
410 Combustible/flammable gas/liquid condition	2
411 Gasoline or other flammable liquid spill	3
412 Gas leak (natural gas or LPG)	10
413 Oil or other combustible liquid spill	3
424 Carbon monoxide incident	11
440 Electrical wiring/equipment problem, other	9
442 Overheated motor	1
444 Power line down	22
445 Arcing, shorted electrical equipment	8
462 Aircraft standby	1
Totals	74

5 Service Call		
500 Service Call, other	62	
510 Person in distress, other	1	
511 Lock-out	9	
512 Ring or jewelry removal	2	
520 Water problem, other	4	
522 Water or steam leak	2	
531 Smoke or odor removal	9	
542 Animal rescue	1	
550 Public service assistance, other	5	
551 Assist police or another governmental agency	5	
552 Police matter	2	
553 Public service	6	
554 Assist invalid	69	
561 Unauthorized burning	12	
571 Cover assignment, standby, move up	28	
	Totals	217
6 Good Intent Call		
600 Good intent call, other	35	
611 Dispatched & canceled enroute	111	
621 Wrong location	4	
622 No incident found on arrival at dispatch	21	
631 Authorized controlled burning	3	
650 Steam, other gas mistaken for smoke, other	3	
651 Smoke scare, odor of smoke	11	
671 HazMat release investigation w/no HazMat	10	
	Totals	198
7 False Call		
700 False alarm or false call, other	9	
730 System malfunction, other	7	
732 Extinguishing system activation due to	1	
733 Smoke detector activation due to malfunction	10	
735 Alarm system sounded due to malfunction	11	
736 CO detector activation due to malfunction	11	
740 Unintentional transmission of alarm, other	12	
741 Sprinkler activation, no fire - unintentional	2	
743 Smoke detector activation, no fire -	24	
744 Detector activation, no fire - unintentional	1	
745 Alarm system activation, no fire -	81	
746 Carbon monoxide detector activation, no CO	14	
	Totals	183
800 Severe Weather & Natural Disaster		

	Totals	0
900 Special Incident Type	Totals	0
	Total Calls	1,930

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, development processes, feasibility, and permitting requirements.

In 2024, former Building Inspector, Michael McGuire retired in May. Mike began working for the Town in 2005, dedicating 19 years of service to the Town. We wish Mike a happy retirement. The department was also sad that Meaghan O'Dwyer moved on from her position as Environmental Planner in October. We look forward to filling her position in 2025. In July, Keith Meile joined the department as the Building Inspector / Health Officer. He has worked previously as a building inspector and contractor. Keith has been working hard, getting familiar with the Town, and is enjoying reviewing permits and logging inspections in our new permitting software. Welcome Keith!

The current Community Development roster is made up of:

Name	Position
Alexander Mello, AICP	Director
Julie Suech	Assistant Director / Planner
Amy Casparius	Administrative Assistant
Keith Meile	Building Inspector / Health Officer
George Frangomihalos	Code Enforcement & ZBA Administrator / Deputy Health Officer
Vacant	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 2024, we supported the land use boards and reviewed the following number of permits:

Building Safety Division	
Building Permits	375
Electrical	482
Plumbing	166
Septic	127
Well	21
Chimney	5
Seasonal Conversion	1
Misc. Commercial	7
Certificates of Occupancy	
New Home	33
Replacement of Home	1
Accessory Dwelling Units	3
New Commercial	12
Age-Restricted 55+	14
Miscellaneous Remodel	5

Planning Board	
Site Plans	23
Subdivisions	8
WWPD Special Permits	7
WPOD	9
Customary Home Occupations	2
Workforce Housing	1

Code Enforcement	
Code Complaint Investigations	39
Permanent Signs	14
Temporary Signs	13
Minor WPOD	9
Fence Permits	11
Seasonal Property Investigations	16
Building	8
Public Health	4

Zoning Board of Adjustment	
Variance Applications	60
Administrative Appeals	4

Water Allocation Fee Permits		
2022 - 22	2023 - 20	2024 - 36

LONG-RANGE PLANNING / SPECIAL PROJECTS

In 2024, the Department worked on the following ventures:

Software

In March, we ensured a soft launch of our new software by using it internally having staff enter permit records to verify that our portal was set up correctly and the import of our historical records was correct. Later in the spring we gradually expanded access to the portal to permit applicants that were willing to help us beta test and give us feedback from the applicant perspective. After a few adjustments, our Building Safety Division became virtually paperless in September, except for large format plans that are needed for scaling/accuracy. We now have virtual building permit applications; internal review process; assess and collect fees via credit e-check, check, or cash; issue permits; log inspections; and issue Certificates of Occupancy / close out permits within our software. Building and zoning code enforcement procedures are also tracked within our portal.

As expected, our software has allowed us to access property/permit record information in the field, improve our internal workflow and communication with our colleagues, update inspection status in the field, become more efficient, and connect with other applications (GIS and property data). In 2025, we will continue to improve our portal and expand its functionality into planning and zoning cases and administering the septic pump-out ordinance.

Environmental Planning

CPVD Septic Ordinance

The Ordinance has been in effect for a year and a half and to date we have verified that 581 properties out of 652 in the district (89%) have had their septic systems pumped and inspected within the past three years. The administration of this ordinance has identified nine septic systems that were in failure and had to be replaced. The continued administration of this ordinance will help protect the water quality of Cobbett's Pond.

Fertilizer Restrictions

In October the Board of Health (the Board of Selectmen + Health Officer) adopted Regulations Governing the Application of Fertilizers recommended by the Health Officer. In general, the regulations restrict the application of fertilizers within 200 feet of the prevailing high-water mark of any public water body or their tributaries. The restrictions are applicable to any properties located within the Watershed Protection Overlay Districts (WPOD) as enacted under the Windham Zoning Ordinance (WZO). The regulations include provisions for waivers, appeals, and penalties.

The department extends a warm welcome to all the new businesses and residents who have chosen to become part of this amazing community! As we look ahead, we are committed to leveraging technology to enhance transparency and efficiency, offering training opportunities for our staff and board members, refining procedures, and providing exceptional customer service. Our doors and phone lines are always available, and we are excited to continue serving you in 2025!

Sincerely,



Alexander Mello, AICP
Director
Community Development Department

GENERAL SERVICES

GENERAL SERVICES: In 2024, the Board of Selectmen promoted Alianna Nelson to full-time status. This increase in hours has allowed management to spend more time in the field working with staff and accomplishing more mission-oriented tasks. This has also helped increase public awareness of the ongoings with the General Services Division.

HIGHWAY: In 2024, we completed many large paving projects. These included: Armstrong Rd, Horseshoe Rd, Turtle Rock Rd, Wilson Rd, Kendall Pond Rd and the highway department. It is expected that we will be bidding out the 2025 roads to be paved in early January of 2025. On the schedule for 2025 we are anticipating doing Fern St, Juniper Rd, New Rd, Church St, Rock Pond Rd, Fine view 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 2024, we also completed multiple catch basin installations and repair projects, tree work, and significant brush removal in areas that have overgrown.

In early 2024 we finally took delivery of our new plow truck that was ordered almost two years ago. This now brings our work / plow fleet up to six heavy duty work trucks. At the heart of the highway operation is our 2012 Komatsu loader which has surpassed its expected replacement time by four years. We are looking to replace this invaluable piece of equipment in 2025 with a new loader of similar size and capabilities.

In 2024, the Highway Department staff remained status quo.

MAINTENANCE: The maintenance Department worked aggressively to update and repair many of the old systems and issues within all our buildings.

All buildings: Upgrades to all burglar alarm systems and fire alarm systems were undertaken in 2024. This included new modern alarm devices that allow staff to manage and maintain the system with minimal vendor assistance. Both the fire alarm and burglar systems were updated with 5G communication devices eliminating the need for copper lines and creating more reliable connectivity.

Town Hall: As anticipated, we were able to bid out the Town Hall underpinning project in early 2024 from the engineered plans that were developed by Martell Engineering. After reviewing the single bid that was received staff decided to undertake this three-month project using a mixture of staff and contracted vendors. This extensive project included a complete excavation of the entire 40 ft by 50 ft dirt basement, section by section. This generated over 400 yards of dirt removal from the basement. As we moved from quadrant to quadrant we shored up and replaced the failing structures with new footings and steel columns appropriately sized and placed per plan. Once the center was completed, we tackled the old rock foundation in five-foot increments replacing it with a 6-foot-tall foundation wall. We finished out the project by installing a new concrete slab and bulkhead allowing for access to the basement. All this work was completed while the building was still in use. It is estimated that doing this project in-house saved between \$60,000 to \$100,000 dollars of taxpayer funds.

It is our hope that the residents approve the continuation of this project in 2025. This portion of the project will be the replacement of all the siding and windows and possible interior upgrades.

Searles School and Chapel: The historic Searles School and Chapel has had several smaller projects completed and / or are in process by the end of 2024. This included repairs to the rear stairs and replacement of the front stairs. As of the writing of this report the front stairs are still being worked on and should be completed early January 2025. Also to be completed this coming year is the exterior repairs and painting to all the wood trim. This project was awarded to the contractor in December 2024 after a thorough bid process and is expected to be completed around June 2025. I would like to thank the Searles trustees and the Searles coordinator for their continuous cooperation and collaboration in completing many of the projects over these past few years.

Police Department: In 2025, we are planning to begin upgrades to both the upstairs kitchen and dispatch kitchenette. This will include new cabinets, appliances and paint. We are also planning upgrades to the basement, basement locker rooms and hallways. This will include new floors, Paint, toilet partitions and fixtures. These areas slated for upgrades are original to the building when it was constructed in the late 1990's.

Fire Department: We are looking to upgrade the first-floor public restrooms and the second-floor carpeting, vinyl floors and paint. These areas slated for upgrades are original to the building when it was constructed in the late 1990's.

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 Station's 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 operations and the station's brochure can be found on the Town website: www.windhamnh.gov.

In 2024, the Transfer Station staff remained status quo.

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 Reworld, previously Covanta, in Haverhill, MA, which is a trash to energy plant. In January of 2022, we began a new six-year contract extension with Covanta Energy/Reworld, 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.

2024 WASTE STREAM STATISTICS

Municipal Solid Waste	5470 tons
Construction & Demolition	1058 tons
Single Stream Recycling	678 tons
Metal Recycling	385 tons
Oil Recycling	4150 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

January 2025

In 2024

- Nesmith Library customers borrowed approximately 197,000 items.
- There were 8663 registered borrowers.
- Residents borrowed 12,368 eBooks and 17132 e-audio books through the three digital services we participate in (the NH Downloadable books consortium (Libby), the GMILCS 3M Cloud Library, and Hoopla).
- 4200 new books were added to the collection.
- 13,819 materials were borrowed from GMILCS consortium members for Nesmith customers.

Here is a look at our year in review for 2024, and what a year it has been!

This year has brought a few changes to our staff. We said good-bye to Barbara Nagle. After 25 years at our front desk, she is taking a well-deserved retirement, though you might still see her occasionally as a pinch-hit librarian. Kristina Young left our children's room. She made a positive impact in the short time she was here. In April, Joan Carbone joined our Children's staff and Edmund Lowe joined us as our Head Cataloguer. Lastly, in November we welcomed Coda Letourneau to fill Barbara's very large shoes.

There were a few changes around the building. Matt Rittenhouse planted a beautiful Hawthorne tree near the library entrance in memory of his mom, former librarian, Elaine Rittenhouse. We held a lovely commemoration ceremony in September to install a plaque.

In October, our Social Media and Digital Literacy Librarian, Stephanie Rinehart-Joseph was named Librarian of the Month by Bywater Solutions. Bywater provides the software for our updated catalog and Stephanie is one of the reasons that transition was so seamless.

You may have noticed our new book drop, which replaced our old leaky one. Thanks to the Friends of the Library and many individual donors for making that possible. Also, big thanks to the Town of Windham's General Services department for taking the time to install it for us.

We are in the middle of a restoration, renovation, and update to our Carl Heidenblad History room. This multi-year project will be funded with grant money and the first of those grants was awarded this year by the State of NH's Mooseplate program. We also received a small grant from Bywater Solutions and another from the Windham's Lions Club. With these grants, we were able to replace the chairs in the meeting room, and now have funds to begin the preservation of some of our unique holdings.

In October, our GMILCS consortium grew with the addition of Londonderry's Leach Library. I think it is fair to say, that we are excited that they are now part of our consortium.

Lastly, we added a two new collections to our library: Tonie boxes. They provide a fun, creative, and interactive way for kids to discover more about their favorite characters or topics. Play-aways: As more and more cars come without CD players, Play-aways offer another way for our patrons to enjoy audiobooks. The Play-away is a self-contained audio device, so each title will not require a separate device to listen to your book.

It has been a very busy year. Our circulation numbers remain steady, but traffic to the building and program attendance up by more than 10%. This is an indication of how central to our community the library is. As my sixth year as Library Director ends, 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 2025!

Registered Patrons	8,663
Books Added	4,200
Total #of Titles in Collection	71,004
Library Visits	61,146
Program Attendance	6,940
Multi-Purpose and Study Room Uses	2,154
Internet Uses	2,011
Volunteer Hours	582

Respectfully submitted,



Sylvie Brikiatis, Library Director

PARKS AND RECREATION DEPARTMENT

2024 was a fun year with the Recreation Department! Thank you to everyone who attended events and participated in programs throughout the year. Between the Egg Hunt, Fireworks, Concerts in the Park, Harvest Fest, Tree Lighting, Senior Christmas Party, to just name a few....it was busy!

Watch Me Grow...

After bringing in a tree for the past several years as the Town Christmas Tree, we finally planted one! Thank you to Jay Yennaco/Delahunty's for the generous donation of this beautiful tree. Cloverdale Tree Farm in Weatherly, Pennsylvania handpicked this traditional Frasier fir tree for the Town of Windham. After having a naming contest, this tree is now known as Vern. We look forward to watching Vern grow!

It's Always Pickleball Season!

We started an adult indoor recreational pickleball program during the winter months in Derry and will be offering it again in 2025. Thank you to Christie Davis for helping to make this happen!

At the Nashua Rd facility, we have converted one of the tennis courts into two pickleball courts, and the other remains a tennis court, but has painted pickleball lines on it (if anyone wants to bring a temporary net to use on it.) The courts will open this spring. Please note that there is no reserving of the courts, it is a first come first served basis and open to the public. There are no set levels or groups allowed to reserve certain times on the courts. Thank you for adhering to these regulations.

Program and Event Info:

Be sure to check out our registration site, windham.recdesk.com to stay up to date on all the program offerings. We also post in the local paper, on the Town website, and Town Facebook page.

Always in our Hearts

The Recreation Department lost two special people this year: Margaret Case and Genevieve Worthington.

Margaret served on many Boards and Committees over the years, but always had a special place in her heart for Recreation. She was instrumental in obtaining the Windham Town Beach, as well as many other Recreation offerings. She was a wealth of information and a great resource for advice. Thank you, Margaret, for always being there!

Gen was our Wellness Instructor for Functional Fitness, Yoga, Boot Camp, and Pilates. She touched many lives here in Windham with her kindness, kind and gentle soul, and dedication to wellness. Gen will be missed dearly.

It Takes a Village!

The Recreation Department could not do what we do without the help from dedicated volunteers, organizations, businesses, and other Town Departments/Employees.

Thank you to: the residents of Windham, The Boy Scouts, The Girl Scouts, Kids in Service, The Lions Club, Mom's Alliance, Women's Service Club, Windham Garden Club, Windham Seniors Inc., DEI, Windham Baseball Softball League, Windham Soccer Association, Windham Wolverines, Windham Youth Lacrosse, Windham PTA, WEDC, Windham School District, SARL.

Thank you to: Bruce Breton, Mark Samsel, Heath Partington, Roger Hohenberger, Ross McLeod, Al and Patti Letizio and Family, Barbara Coish, Kristi St. Laurent, Josh Greenwood, Bob Coole, Erin Brink, Jay Yennaco, Jason Pancoast, Jason Gill, Karl Dubay, Christie Davis, The Sudati Family, Jennifer Simmons, Roseann Mahoney, Kristine Giarrusso, Wendi Devlin, Shannon DiPietro, Alison Lewandowski, Robin Cino, The DiPietro Real Estate Group, Verani Cares, North Star Financial, Cyr Lumber, Delahunty's, Krystal Ballroom, Castleton, Optima Dermatology, and Casella Waste Management.

Thank you to: Fire Chief/Acting Town Administrator Tom McPherson, Police Chief Mike Caron, Kelly McLaughlin, Dennis Senibaldi, John Devlin, Assistant Fire Chief Steve Brady, Deputy Fire Chief Jim Saulnier, Police Captain Bryan Smith, Police Captain Shane Mirisola, Community Service Officer Jake Hoag, Louise Brown, Ruth Robertson, Deb Padykula, Jamie Pelletier, Bob Parker, Paula Carmichael, Alex Mello, Karen Burbank, Maria Schroeter, Charlie Marsden, Dennis Root, Paul Hudson, Michelle Joyce, Windham Town Beach Lifeguards, WCTV, Windham Fire Department, Windham Police Department, and Windham General Services Department.

As I enter my 20th year as Parks and Recreation Director for the Town, I would like to sincerely thank everyone from the bottom of my heart for their continued support... here's to a great 2025!

Respectfully Submitted:



Cheryl Haas
Parks and Recreation Director &
Searles School and Chapel Coordinator

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 desired. Louise Brown, in the Assessing Office, can schedule one for you.

Currently there are approximately 800 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. Please note, the Town will be undergoing the required five-year assessment update for the 2025 tax year. Information on the progress of the project will be available on our website.

Windham's overall taxable assessments increased approximately \$28,000,000 in 2024 or roughly 0.90%, as a result of continuing residential construction. The overall total assessed value for the Town is approximately \$3,352,000,000.

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 2024 tax year is estimated to be at 61%.

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>	\$200,000	65-74	Not in excess of \$55,000 if single or \$65,000 if married	Not in excess of \$300,000, excluding the value of the residence and up to two acres	
	\$225,000	75-79			
	\$ Full	80 and up			
OTHER EXEMPTIONS		INCOME LIMITATIONS		ASSET LIMITATION	
DISABLED <i>\$200,000 off assessed valuation</i>		Not in excess of \$55,000 if single or \$65,000 if married		Not in excess of \$300,000, excluding the value of the residence and up to two acres	
DEAF <i>\$25,000 off assessed valuation</i>					
BLIND <i>\$25,000 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 Veterans <i>Tax Credit \$750</i>	<p>Every resident of this state who is a veteran, as defined in RSA 21:50, and served not less than 90 days on active service in the armed forces of the United States in any qualifying war or armed conflict listed in RSA 72:28, and continues to serve or was honorably discharged or an officer who continues to serve or was honorably separated from service; or the spouse or surviving spouse of such resident.</p> <p>A member of National Guard or Reserve provided that training was for active duty.</p> <p>Husband and wife, each qualifying for a tax credit, are each entitled to receive a tax credit upon their residential real estate (Must provide Marriage Certificate).</p>
All Veterans <i>Tax Credit \$750</i>	<p>A person shall qualify for the all veterans' tax credit if the person is a resident of this state who is a veteran, as defined in RSA 21:50, and served not less than 90 days on active service in the armed forces of the United States and continues to serve or was honorably discharged or an officer who continues to serve or was honorably separated from service; or the spouse or surviving spouse of such resident.</p> <p>A member of the National Guard or Reserve provided that training was for active duty or state active duty.</p> <p>Provided however that the person is not eligible for and is not receiving a credit under RSA 72:28 or 72:35.</p> <p>Husband and wife, each qualifying for a tax credit, are each entitled to receive a tax credit upon their residential real estate (Must provide Marriage Certificate).</p>
Surviving Spouse <i>Tax Credit \$2,000</i>	<p>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.</p>
Service-connected Disability <i>Tax Credit \$4,000</i>	<p>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.</p>

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, Center for Life Management, Community Caregivers, Child and Family Services, AIDS Response, A Safe Place, Rape & Assault Services, Big Brothers/Sisters of Greater Nashua, Rockingham Community Action Program, Meals on Wheels, Family Promise and Isaiah58. 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 2024, which is 3 more than last year. The total cost of this assistance is \$20,263.96, which reflects a decrease of \$17,571.58. Of the 25 clients served, 4 were new clients. 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 2024, 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 2024:

Food Vouchers	\$ 1,500.00
Shelter Voucher	16,195.00
Electricity Vouchers	2,363.96
Oil/Propane	0.00
Gasoline	195.00
Miscellaneous	0.00
Total	\$20,263.96
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. 2024 remained a quiet year in terms of storm related emergencies, and of those we encountered, 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 2024 were:

- Continued its work in updating the 5-year review of the Town's 2018 Hazard Mitigation Plan for renewal with Southern NH Regional Planning.
- Continued 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 town's 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 2025, 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 assistance with secretarial and technical support. I also would like to thank our spirited team of volunteers who have eagerly and patiently 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

FIRE WARDEN & STATE FOREST RANGER

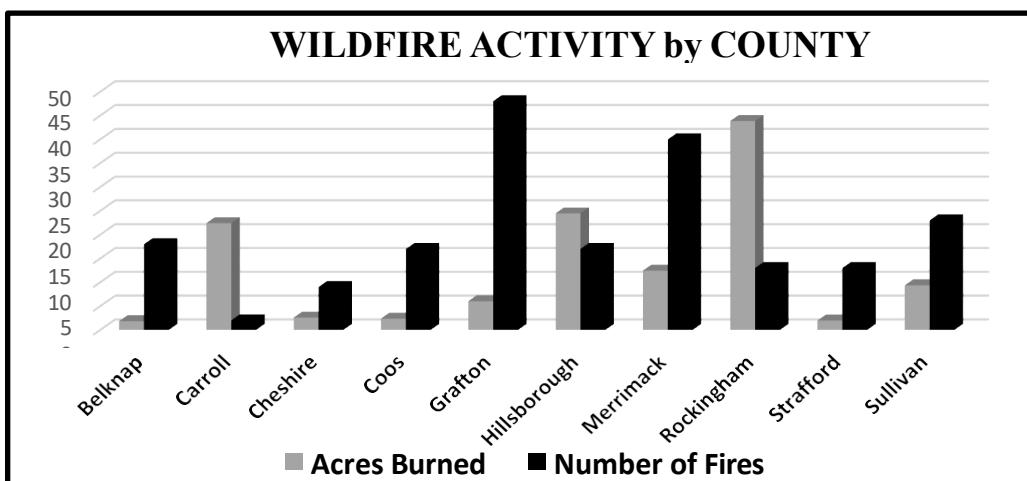
In 2024, New Hampshire experienced an average spring wildfire season which included a 20-acre fire in Effingham in late April. Conditions remained wet enough throughout most of the summer to keep fire occurrence low. However, the fall conditions experienced throughout the northeast were higher than normal as drought conditions set in, keeping state and local firefighters very busy. The week before Thanksgiving found firefighters and forest rangers spending 3 days in an effort to extinguish a 21-acre fire in Exeter. State resources also responded to Connecticut, Massachusetts and Vermont to assist with large fires which occurred in the fall.

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. In 2024, New Hampshire properties within the Wildland Urban Interface were impacted, with 37 structures threatened and 4 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 2025 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 or using the QR code. 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.nhdfl.dnrc.nh.gov. For up-to-date information, follow us on X and Instagram: [@NHForestRangers](https://www.instagram.com/nhforestrangers)



2024 WILDLAND FIRE STATISTICS



(All fires reported as of December 01, 2024)

Year	Number of Wildfires	Wildfire Acres Burned	Number of Unpermitted Fires*
2024	123	125	77
2023	99	64.5	42
2022	59	203	48
2021	66	86	96
2020	113	89	165

*Unpermitted fires which escape control are considered Wildfires.

CAUSES of FIRES REPORTED

Fireworks	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
1	2	29	13	108	7	10	9	5	7	2	7

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

Windham Community Television is available to the residents of Windham via Comcast. WCTV also provides Government and Education channels available via Live Stream. 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's Government Channel provides coverage of all Board of Selectmen, 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 2024 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, September 11 Ceremony, Fire Department Open House, Harvest Fest, Holiday Band and Choir Concerts presented by WCS, WMS and WHS.

WCTV's Education Channel provided live coverage to all School Board meetings, as well as school concerts and performances that take place in the WHS Auditorium. 2024 performances in Spring and Winter of 2024 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 profes-

sional level audio and video equipment. Also, WCTV offers many opportunities for students to complete internship and work study programs.

WCTV would like to thank the entire Windham Cable Advisory Board for all their help and support throughout 2024. WCTV would also like to thank all our videographers for all their hard work and dedication to the studio and local programs. WCTV videographer's Barbara Coish, Bob Coole, Tom Nolan, Darrell Halen and Jared Smith were responsible for coverage of meetings.

It is with great sadness that Margaret Case, passed away on Thursday, May 30, 2024. Margaret lived in Windham for over 50 years serving and volunteering in many capacities, including being the chair of the Windham Cable Advisory Board. She will be greatly missed by all of us here at Windham Community Television.

Respectfully submitted,

Kelly McLaughlin

Kelly McLaughlin
Cable Coordinator, Town of Windham

VITAL STATISTICS RECORDED

AS OF DECEMBER 31, 2024

BIRTHS

CHILD'S NAME
Fitzgerald, Desmond James
Doyon, Chloe Rose
Scagliarini, Benjamin Edward
Vita, Jordan Alexander
Davekos, Lyla Kay
Honda, Emi Grace
Brooks-Kayser, Emmerich Joseph
Elhamawy, Maya Lee
Sands, Allison Kate
Doolan, Hailey Mae
Ouellette, Jordan Dean
Quigley, Addison Rose
Garneau, Sophia May
Hanson, Jax Michael
Smith V, James Henry
Donovan, Riley Anna
MacDonald, Leni Julie
Deardorff, Ainsley Rose
Estevez, Maggie Rae
West, Braya Claire
Brahim, Naji Kareem
Monahan, Kiley Jean
Pettoruto, Elliot Domenic
St Onge, Barry Wilson
Harvey, Benjamin Robert
Bemister, Nina Elizabeth
Shea, Ella Cathleen
Marc-Aurele, Ethan James
Henderer, Hayes Nicholas
Moran, Atlan Eason
Preble, Jeremiah Luke
Hernandez, Francisco Donald

DEATHS

DECENDANT'S NAME
Gomes, Raul Roque
Larsen, Mary
Sanfilippo, Philip Joseph
Meuse, Beverly A
Bernard, Norman E
Keller, Marie Catherine
Ginsberg, Dolores
Gimber, Douglas A
Sumrall, John Robert
Canavan, James Eugene
Bertrand, Elizabeth Ann
Bignell, Edward Bennett
Dickey, Marilou
Canfield, Bonnie L
Lord, Dorothy Mary
Weaver, Virgil David
Goudreault, Bertrand Joseph
Dearborn, Gertrude A
Jacome, Barbara
Roulet, Jean Pierre Arne
Rosenberg, Steven Samuel
Castillo De Carrero, Mercedes
Coish, Ronald
Boyd, Baby Girl
Norrmann, Lucienne T
Tingley, Christine Anastasia
Turner, Janice J
Milano, Annmarie Teresa
Case, Margaret Agnes
Gagnon Sr, Gerald Joseph
Tremblay, Joan V
Morra, Mary Catherine
Jasinski, Stasia T
White, Florence Rose
Maxwell, Joseph Robert
Carrero, Rafael Esteban
Johnston, Marylou
Snodgrass, George A
Ravenelle, Janile L
Pariseau, Joan
Doane, Geraldine Theresa
Duval Sr., Roland A
Carty, Craig
Yennaco, Douglas Anthony
Dinsmore Jr, Geroge G

Motyka Jr., Eugene W
Scire, Joseph Stephen
Scott, Gloria Claire
Raja, Richard Mario
Vine, Shazadi
Estey, Carole Ann
Whitney, Leonard G
Sancoff, Irene Lena
Novick, Christine Marie
Garner, James Louis
St Angelo, Ann M
Pacheco, Patricia Diane
Dirago, George Vincent
Brundige, Marian Francis
Thibodeau, Joan Marie
Sullivan, Mary T
Wodarski, Czeslaw
Fischer, Noella Gabrielle
Albee, Nathan West
Del Vecchio, Biagio
Wood, Barbara A
Faucher, Betty Ann
Russo, Robin Susan
Hewitt, Veronica F
Emery, Carol Ann
Cassidy, Maureen Judith
Blattenberger, Janice Theresa
Pan, Cassandra Angela Lucia
Bisson, Edmond
Murray, Kristen E
Hartling, Betty Ann
Tsibulsky, Diane Jane
Nolen Jr., Troy Delane
Archambault, John F
Vogel, Rosa
Loszewski, Joyce Mary
Thomas, Philomena Fahy
Lawlor-Jones, Steven G
Hazelton, Sandra Lee
Serino Jr., Vincent J
Riviezzo, Therese J

MARRIAGES

PARTIES WED AFFILIATED TO WINDHAM

Doyon, Jarad Alan	He, Janice Jia
Budish, Zachary Peter	Inglese, Julia Alexandria
Hicks, Kyle Adam	Muise, Julianna Paige
Quinlan Dylan Patrick	Arsenault, Kailey Autumn
Peach, Eric Robert	Taylor, Anna Maria
Sobocinski, Jack Albert	Morrow, Erin Elizabeth
Cratsley, Priya Goyal	Lynch, Mark David
Tejeda Castillo, Ricky	Rodriguez De Los Angeles,
Antonio	Sally
Cross, Jacob David	Sa inti I, Esther N
Poulin, Jeffrey Matthew	Anderson, Mary Katharine
Thayer, Steven James	James, Erica Lynn
Dunn, Drew Alexandra	Ashness, Derek Michael
Ghazzaoui, Sara Frielle	Hubbard, Eric Joseph
Sundman, Micah Phillip	Lenderink, Morgan Nicole
Meyer, Heather Marie	Decastro-Pesce, Adam
Beaudet, Cooper Chase	Wilson
Elizabeth, Seren	Diaz Yanez, Marie Juliana
	Demazure, Neal Perry

Respectfully Submitted,



Candis J. Johnson, Town Clerk

CONSERVATION COMMISSION

“There can be no greater issue than that of conservation in this country” President Theodore Roosevelt

2024 was a busy and productive year for the Conservation Commission. As everyone is aware, Windham continues to grow with home additions, housing developments and commercial buildings all being added to the landscape. The Conservation Commission’s primary goal is to review each plan put forth before the ZBA and Planning Board and to assess environmental concerns and impacts of each case. As an advisory board, we work hand in hand with the ZBA and Planning Board giving them detailed notes on areas of concern. We work diligently to assess the impact from these plans on our wetlands and waterways helping to reduce run off and contamination. The purpose is to look at the impact of each development on the landscape and the wildlife corridors that are crucial to a vibrant ecosystem and community. That is the mundane, but crucial part, of the Commission’s responsibility to keep Windham the incredible place we call home.

The Commission’s other responsibility is to seek out and purchase lands that protect Windham into the future. 2024 has been a special year in those terms. When searching out these properties, we take into account many different criteria such as water protection, diversity, wildlife corridors, interconnectivity, historical significance and the overall benefit to the community. For 2024 the commission has added 2 properties.

1. **Golden Meadow** at 24 Lowell Rd with 30.6 acres of meadows, woodlands and wetlands. This property is connected to other conservation, town and school lands giving the residents over 500 acres of interconnected trails.
2. **Fessenden Mill Dam** at the corner of Lowell Rd and Golden Brook Rd with 10.5 acres. Having important historical value to Windham, this property has a dam built in 1790 that supported a grist mill, saw mill and ultimately manufacturing on Golden Brook.

The Conservation Commission also has a mandate to oversee all conservation properties and to make them accessible to the community for hiking, birding, biking and hunting where appropriate. Bylaws for all property usage can be found at:

<https://www.windhamnh.gov/DocumentCenter/View/8550/Management-of-Town-Conservation-Property--Easements>

The Conservation Commission oversees well over 1000 acres of public land. Highlights of this inventory include:

Deer Leap: 54.15 acres of woodlands, cliffs, trails with a beautiful vista overlooking Moeckel Pond.

Moeckel Pond: 40 acre pond that is fed by Golden Brook. Water accessibility for kayaking and canoeing by way of an ADA compliant ramp supplied by the Friends of Moeckel Pond. Butterfly garden and benches at dam.

Clyde Pond/Gauge Lands: 205.22 acres of woodlands, trails for hiking, and a pond for swimming. Singletrack trails for mountain biking maintained by volunteers from the New England Mountain Bike Association. 3 Miles of gravel path for walking as part of the Windham High School cross country course.

Fosters Pond: 163.5 acres of woodlands, wetlands, streams and Fosters Pond. Multiple trail networks with multiple fishing spots from shore or water.

Campbell Farm: 64 acres of meadows and woodlands that border Beaver Brook. Open field hiking.

Rt 28 Town Forest: 362.2 acres of woodlands, wetlands and diverse ecosystems. Hiking trails with multiple loops. The only property allowing camping, with the Commission's approval, and the only conservation land with hunting permitted.

Andrew/Ingresoll Forest: 48 acres of woodlands with direct access, on the north and west sides, to Beaver Brook. A slice of a Northern NH trout stream in Windham.

Ashton Park: 36.59 acres of woodlands, wetlands and marsh. Hiking trails with one of the most diverse ecosystems in Windham.

Golden Brook Preserve: 18 acres of woodlands, wetlands with Golden Brook flowing through. This property was purchased in 2023 and a trail network will come in the future.

Bayberry/Southeast Lands: 65 acres of Bayberry and adjacent, contiguous conservation lands. Adjoins the 201 acres of McIlvane Forest (managed by the Forestry Committee) and 273 acres of state owned lands. The adjacent lands are open for passive recreation including hunting.

The Commission also oversees multiple other properties and easements to provide protection and access for the residents of Windham.

The Windham Conservation Commission would like to thank the voters for their continued support of conservation, the BOS for their support of the Commission's initiatives and acquisition of properties, and all the volunteers who have helped immensely. It requires a multitude of hours to keep our conservation properties town assets that we can be proud of.

Respectfully submitted on behalf of the Windham Conservation Commission.

Mike Specian

Mike Specian, Chair

WINDHAM 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.

2024 focused primarily on small maintenance and general upkeep of the buildings and the C-16. During the year, the Windham Rail Trail Alliance and volunteers provided over 40 hours of work at the site that included trash pickup, flower garden planting, light landscaping, and maintenance.

This year the C-16 Caboose hosted 2 Nesmith Library story events for preschoolers, and a visit from Riverwoods Manchester residents which were well attended and providing trail visitors with a tour of the caboose, always a favorite!

The Town maintenance team led by Dennis Senibaldi provides well appreciated assistance handling larger scope items such as large tree removal, and Depot building maintenance. The Town also provides contracted mowing services, 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,



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 bio-diversity 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.

2024 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.
- We continue to partner 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 4 skunks, 7 opossums, 4 grey squirrels, and 1 grey fox
- The forest continues to recover from a May 2023 brush fire that occurred near the end of Osgood Road. 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.

In 2025, 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

ECONOMIC DEVELOPMENT COMMITTEE

The Windham Economic Development Committee (WEDC) is a voluntary organization composed of eight full-time members, 2 alternates and three liaison individuals (roster attached). The WEDC mission is to enhance the local economy by supporting existing and attracting new businesses to Windham consistent with the Master Plan. The WEDC reports to the Windham Board of Selectmen.

The WEDC has three subcommittees, which address specific issues from time to time. The subcommittees are infrastructure, land use and promote Windham.

In 2024, the WEDC primarily focused on promoting existing businesses and attracting new businesses to Windham. The infrastructure subcommittee focused its attention on the New Hampshire Department of Transportation's Route 111 Corridor Study which was convened to address congestion and traffic safety along route 111 from Wall Street to Ledge Road. In addition, the WEDC put forth a great deal of effort was put forth to promote entrepreneurship via education and potential funding to entrepreneurs.

WEDC meetings are on the second Friday of each month starting at 7:30 a.m. at the Community Development Center. All meetings are televised and open to the public.

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 by residents such as:

- ❖ North Lowell Road
- ❖ Lowell Road
- ❖ Roulston Road
- ❖ Church Road
- ❖ Dow Road
- ❖ Cobbetts Pond 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

LOCAL ENERGY COMMITTEE

The Committee made progress in several areas. These include:

- Initiated NH Community Power Aggregation**
- Windham Streetlighting Upgrade Project Contract Signed**
- Completed 2nd-year Operation of Nesmith Library Solar System**

John Gage, Kyle Gschwend, Pat Manzo, Allen Reed, Swapnil Saket, and Mark Kovacs continued as LEC members throughout 2024. D.J. Withee joined the Committee this year while John Klyop and Joel Taft resigned their positions. The Committee thanks John and Joel for their years of service to the Committee and the Town.

Initiated NH Community Power Aggregation - 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.

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. The Warrant was overwhelmingly approved by the voters. Standard Power, the selected town's implementation consultant and Power Aggregation Plan management provider then pursued pricing over the balance of 2024. The available pricing was not lower than Eversource or Liberty Utilities, so as promised, the program was put on hold for the balance of 2024.

We have two scenarios leading to Program Launch in 2025 depending upon the December/January weather. Typically, Program Launch comes 60-90 days following electricity supply contract signing.

Scenario 1: Temperature is mild and natural gas prices (which determine wholesale electricity prices) remain low.

Standard Power negotiates acceptable rates for the Town in January followed by Program Launch in April.

Scenario 2: Temperature is cold and natural gas prices rise.

Standard Power waits to negotiate rates until early Spring when rates have been historically low followed by Program Launch in May or June.

As we close in on the Program Launch, here are some steps to look for in the coming months:

- Supply contract signed offering four choices – Windham Basic, Windham Default (greener but still below the utility rate), Windham 50% Green, and Windham 100% Green (all green at a slightly higher rate than the utility). The fixed rate period will be, at least, 12 months rather than the utility's 6-month period, offering a more stable rate.
- All current Eversource or Liberty Utilities customers will be automatically enrolled in the Windham Default program unless they choose to "opt out."
- Current 3rd party-supplier customers may "opt-in" or remain with their current supplier

- Windham Community Power webpage launch- with program information and frequently asked questions. Linked from the official town website: <https://windhamnh.gov/>
- Informational mailers on the program features and options
- Opt-out mailers for those who so choose
- Date for program start announced

To keep residents aware of the program status, several articles were published in the Windham Independent over the course of 2024. The committee will keep working with Standard Power to obtain favorable pricing could allow for an April program launch.

Windham Streetlighting Upgrade Project Contract Signed – John Gage

Great electricity cost savings and efficiency are now possible by upgrading lighting from incandescent and sodium lights to LED technology. To reduce both Town operating costs and the pollution from the power used to light Windham's streets, the LEC initiated and is helping guide an upgrade of Windham's streetlights from sodium to LED. After assisting the Town Administrator through the town's RFP process, the LEC presented LED streetlight upgrade options to the Board of Selectman in a public session. The Board agreed with the recommendation to accept the project proposal by Affinity Lighting based on cost, capabilities, and experience. The initial phase of the project - auditing the streetlights and reconciling the differences between what was on record with Eversource and Liberty Utilities was completed. The resulting lighting upgrade plan was reviewed and modified to meet budget and lighting needs according to the Police Chief, Fire Chief, and acting Town Administrator. The Town approved the final work project proposal, and the physical upgrade from sodium to LED streetlights will begin soon. The annual streetlight upgrade savings will cover the entire upgrade cost in 5 1/2 years and, thereafter, will yield approximately \$8,000 in annual savings.

Completed 2nd-year operation of Nesmith Library solar system – Pat Manzo

The solar system on the Nesmith Library became fully operational in November of 2022. Since that time the system has performed very well and has met the initial predictions and modeling estimates. In fact, the system has produced almost 95% of the electricity used by the library. The additional electricity must be purchased since the system does not generate power in the evening when there is no sunlight.

As expected, the Town must still pay Revision Energy and its investors for the solar energy for a minimum of 5 years. To optimize the system's benefit to the Town, the LEC has recommended purchase of the system at the end of year 5. To this end, the Town approved a Capital Reserve Fund in 2024 and will require approval of a Warrant Article in March 2025 to complete funding of the Reserve Fund for system purchase in early 2028. Current annual savings are a few hundred dollars a year which will increase to more than \$10,000 per year after the purchase is complete. The LEC estimates that this amount will increase by approximately 2% per year over the 25 to 40-year projected lifetime of the system.

LEC Membership

Messrs. Heath Partington, BOS Liaison, John Gage, Kyle Gschwend, Pat Manzo, Allen Reed, Swapnil Saket, D.J. Withee 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.

In 2024, the Museum hosted approximately 500 third graders, one group in the spring, and one group in the fall. The students were engaged and enthusiastic. Each student received a copy of the newly developed Museum Booklet for Children which features descriptions of artifacts, as well as games and puzzles to engage children. We also hosted a variety of scout troops.

In August, the Trustees hosted an Open House focusing on activities for children. We had a large turnout of families who took advantage of old-fashioned games and crafts. Other openings occurred throughout the year, including during the annual Tree Lighting in December. 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.

Our High School Volunteers have completed the cataloguing of artifacts and have begun working on entering their location and photographing the collection. The students have also been participating in Museum Open Houses. We continue to work toward our goal of having the collection available online.

Please note that there are two alternate Trustee positions open. Please join us in making Windham's history accessible to everyone in town.

The Museum's website can be reached at: <https://www.windhamnhmuseum.com>.

Windham Museum Trustees

Jean Manthorne, Chair
Diane Farmer, Vice-Chair
Bob Coole
Carol Pynn
Derek Saffie

Alternate:

Dana Snow

NESMITH LIBRARY TRUSTEES

This past year has been one of exciting progress and renewed energy at the Nesmith Library. We are thrilled to announce the commencement of the multi-year renovation of the Carl Heidenblad History Room, a project entirely funded by generous donations and grants. Led by our talented Teen Services and Collection Specialist, Molly Pevna, this exciting endeavor will ensure the preservation and accessibility of our valuable local history collection for generations to come.

We extend our sincere gratitude to Tara Picciano for her dedicated service on the Board of Trustees for over a decade. We wish her the best and will deeply miss her contributions. We are delighted to welcome two new members to the Board: Beth Talbott, who ran for election after a successful appointment to the Board the previous summer, and Robin Bostic.

In keeping with our commitment to providing evolving services to meet the needs of our community, we launched a new Playaway collection this year. This exciting initiative brings digital content to patrons who may not have access to their own devices, starting with a selection of engaging children's books.

We are thrilled to report that the Library is fully staffed for the first time in a while. We encourage all community members to stop by and say hello to our dedicated team, both new and familiar faces.

The Nesmith Library serves as a vital hub for our community, offering not only a vast collection and resources, but also a welcoming space for gatherings and events. We are incredibly grateful to our Director, Sylvie Brikiatis, and her exceptional staff for their tireless work in making the Library the heart of our community. Their commitment ensures that the Nesmith Library remains one of the finest libraries in the state.

We also extend our heartfelt thanks to F.L.O.W. and our many community partners for their unwavering support. Their generosity continues to fund valuable programs, such as our popular museum passes, and makes events like the annual Strawberry Festival – a true town favorite – possible.

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.

A library is not a luxury but one of the necessities of life.

-Henry Ward Beecher

Respectfully submitted on behalf of the Trustees,



Theresa M. Abbamondi, Chair

NESMITH LIBRARY INCOME STATEMENT

Income

fines	\$ 1,064.71
Lost or damaged books	\$ 2,028.82
Non-resident cards	\$ 150.00
Copies	\$ 1,921.86
Donations	\$ 5,796.94
FLOW	\$ 14,680.55
Grants	
Interest	\$ 928.21
Named Fund	\$ 1,250.00
Other	\$ 78.75
Town Operating Income	\$228,164.00
Subtotal	\$256,063.84

Expenditures

Library Acct Expenditure	\$ 16,004.04
Operating Expenditure	\$244,232.83
Subtotal	\$260,236.87

Trustee Trust funds

Nesmith Library Named Fund	\$ 14,114.78
*Donations	\$ 1,567.27
Non-lapsing I (Operating Expense)	\$ 8,085.88
Non-lapsing II (equipment Expense)	\$ 3,427.94
subtotal	\$ 27,195.87

* The remainder of these funds are earmarked for an ongoing project in our History Room and will be expended as work is completed.

ROUTE 111 BEAUTIFICATION COMMITTEE

Dear Windham Residents,

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
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 2025 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

2024 marked another banner year for the Town owned Searles School & Chapel! The number of bookings exceeded 100. Of note is that a number of these bookings kept the building in use for multiple days. What is also trending is that a number of these clients continue to book from year to year. This increased revenue has allowed the Trustees to propose raising the amount in the Searles Revenue Fund to \$70,000 which would go into effect upon approval by the voters in the March 2025 election. It is important to note that this revenue fund is funded by proceeds from rentals and not from taxpayer dollars.

This year we have enjoyed and benefited in our strengthened relationship with the Southern New Hampshire Chamber of Commerce. As a result, the Trustees participated in a non-profit expo hosted by the Chamber at St. Joseph's School Auditorium in Salem. The Chamber also hosted a ribbon cutting event for us in October to celebrate the completion of the Searles Tower Restoration Project. The press coverage was extensive as articles appeared in two editions of The Eagle Tribune, The Evergreen (distributes in Pelham, Salem, and Windham), and The Windham Independent.

In an ongoing effort to enhance exposure and awareness of Searles, in December the Trustees participated in a site walk with Andrew Cushing and Meghan Gross from the New Hampshire Preservation Alliance.

Restoration projects continue to be a priority. Private funding has allowed the replacement of the crumbling front steps and deteriorating handrail. The steps were replaced by granite steps which complement the building and includes the installation of two aesthetically appealing and safer handrails. This project was made possible through the generosity of the following contributors:

- ❖ Elizabeth Varriano-Marston and James W. Finn
- ❖ Windham Packaging, LLC
- ❖ Robert L. Homeyer, H2OMEYER Consulting Service, Inc
- ❖ Enterprise Bank
- ❖ Rebecca Howard
- ❖ Windham Heritage/Historic District Commission

The following additional restoration projects were identified in 2024 with a target completion date in 2025: repointing the two decorative gate house posts, repoint the retaining walls on the east side of building, repainting the exterior trim, and “completion” of the revolving photo gallery located in the lower level of the building. Our thanks to the NH Preservation Alliance and Historic Boston in helping to identify craftsmen to complete many of our projects.

Regarding operation procedures, there have been several updates and revisions e.g. restructure of the rental rate structure, revision of Searles Rental Regulations, website upgrade, and discussion of acceptance of credit cards as a form of rental payment.

The Trustees welcome Ed Daigle as our newest member.

We truly appreciate the continued support from the community, generous donors, and the strong relationship with The Windham Endowment for Community Advancement.

In closing, the Trustees extend our gratitude to Cheryl Haas – Recreation Director/Searles Coordinator, and Michelle Joyce – Event opener/closer, for their outstanding efforts in making Searles School & Chapel the success that it is!

Sincerely,

Peter Griffin, Chairman

Trustees

Lisa Thornton, Vice Chair
Michael Mazalewski, Secretary
Rich Parow
Frank Merchel
Neil Fallon
Ed Daigle
Jim Bull
Elizabeth Gill



Ribbon Cutting for the Searles Tower Restoration Project

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 (the "District") membership is comprised of 15 communities, covering approximately 360 square miles with a population of over 198,000 residents. 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 2024 operating budget for the District was \$174,219.00. Additionally, in 2024 the District applied for and received federal grants for equipment, training, and operational expenses totaling \$124,212.00. These grant awards included funding for equipment including radiological monitoring devices, confined space rescue equipment, damaged lithium-ion battery containment and disposal supplies, portable radios, detection instruments and sensors as well as numerous 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.

The District has a part-time District Administrator who manages the administrative and several operating functions of the District, including but not limited to, grants management, budgeting, financial management, and emergency planning.

District Facility

The District maintains a facility in Windham that provides space to house several of its response vehicles and trailers, as well as providing office and meeting space for the District Administrator. In addition, the District is able to utilize this facility for monthly training for the Emergency Response Team.

The Emergency Response Team:

The District operates a Technical Emergency Response Team. This response team is overseen by one of the member community's 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 manage a variety of Weapons

of Mass Destruction (WMD) and radiological scenarios. The team maintains a host of specialized detection and response equipment to deal with chemical and environmental emergencies.

The Emergency Response Team is made up of 31 members drawn from the ranks of the fire departments within the District. The Team consists of six Technician Team Leaders, 23 Hazardous Materials Technicians, and three Communication/Technology 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 Mobile Command Support Unit, Rehab Truck, three Spill Trailers, a Technician Trailer, an Operations/Spill Trailer, a Firefighting Foam Trailer, an Air Supply/Lighting Trailer, a Gator UTV and an SUV command vehicle. The Mobile Command Support Unit is a self-contained, climate controlled mobile communications, research and command post with multiple video monitoring capabilities. This vehicle is available to all member communities and associated public safety agencies for any type of longer-term incident where a command and control facility is required.

In 2024, through a generous donation from one of its member communities, the District was able to acquire its own drone (UAV) for aerial incident surveillance, data collection and chemical monitoring. This donation provided the District with advanced capabilities in search and rescue, incident assessment and it is available to assist member communities with any incident where this functionality is required. The District presently has four federally-licensed UAV operators available.

The Command Support Unit, HazMat 1 along with the Technician Trailer, Gator and SUV are housed in our Windham facility, while spill trailers are located in Derry, Litchfield and Sandown allowing for rapid deployment 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 Plaistow 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 and prepackaged snacks. The truck is also equipped with a heated inflatable shelter to provide first responders with a place to get out of the weather. In order to remove carcinogens from firefighters as soon as possible, this truck is also equipped with garden hoses and soap and brushes to assist with the decontamination of firefighters at the scene. Staffing of this vehicle is done by a team of dedicated volunteers recruited from some of the District's fire departments along with the Derry Community Emergency Response Team (CERT). In late 2024, the District received a generous donation of a low mileage, 2014 custom-built Ford Rehab and Air Supply vehicle from an affiliated New Hampshire public safety organization. This vehicle was acquired with federal funding and originally had a purchase price of nearly \$360,000.00 This self-contained vehicle has the ability to refill multiple breathing apparatus air cylinders on scene as well as providing a climate-controlled environment for firefighters and other emergency personnel to seek rehab services. Our present 2001 Rehab vehicle does not have such advanced capabilities and will be repurposed during the first quarter of 2025.

Response Team Training

The Emergency Response Team members have completed approximately 900 hours of training this calendar year. This training consisted of in-person training programs covering hazardous materials transportation scenarios, Palmtop Emergency Action for Chemicals (PEAC) incident software utilization, hazardous materials simulation and detection equipment reviews, product transfer techniques, chemical protective clothing dexterity drills, spill neutralization methods, personnel and victim decontamination methodologies, waterway protection and booming, comprehensive air monitoring equipment review and leak control techniques, as well as a full-scale response drill in conjunction with a neighboring New Hampshire HazMat team at a large in-state industrial site with multiple chemical hazards. Six Team Leaders attended the International Association of Fire Chiefs HazMat conference in Baltimore, Maryland utilizing federal grant funding. During 2024, the annual New Hampshire HazMat Conference provided 22 Team members with nationally recognized speakers and subject matter experts discussing topics such as emerging trends in HazMat incident management including EV battery incidents and mitigation among others.

Emergency Responses

In calendar year 2024, the Hazardous Materials Team responded to 34 incidents. These included a significant fire and subsequent large spill of heating oil from a business, an aircraft crash with leaking fuel which was impinging on wetlands and multiple spill trailer responses for hydrocarbon fuel spills from motor vehicle crashes, leaking home oil tanks and other hazardous materials spills. Other responses included flammable liquids emergencies, identifying unknown or suspicious substances, as well as requests for technical assistance for member fire departments where a Response Team Leader provided consultation on the handling of an incident.

The Rehab team responded to ten incidents including fire scenes and large-scale training events.

For further information about the Southeastern New Hampshire Hazardous Materials District please visit our website at www.senhhazmat.org

SOUTHERN NEW HAMPSHIRE PLANNING COMMISSION



The Southern New Hampshire Planning Commission (SNHPC) provides a wide range of services and resources to help member communities with a variety of land use planning and transportation challenges. Each year, with the approval of appointed representatives, the Commission's skilled staff designs and carries out programs of regional significance mandated by New Hampshire and federal laws or regulations. The Commission also works with Community staff, land use board volunteers, and governing boards on a variety of local projects.

The SNHPC staff would like to acknowledge and express their appreciation for the commitment of the Town's Commissioners. Current representatives for Windham are **Peter Griffin, Edgar LaPointe, Tom Earley and DJ Withee (Alternate)**.

In the face of nationwide inflation and rising costs across a broad spectrum of goods and services, the SNHPC has successfully maintained its municipal membership dues at a rate of \$0.676 per capita for the past five years. This has been made possible through strategic use of federal and other funding sources, which have benefited SNHPC member communities.

The Commission has assisted Windham with the following over the past year:

- Coordinated the regional process to update the NHDOT's FY 2027-2036 Ten-Year Transportation Improvement Plan (TYP) and assisted with scoping potential improvements to the Windham Greenway Trail for consideration in the TYP process.
- Conducted four traffic counts and a bike-ped count on the Windham Rail Trail at the Windham Depot.
- Continued to provide technical and outreach support as part of the duties entailed as a member of the NH Route 111 Corridor Study Public Advisory Committee (PAC).
- Invited community input on transportation trends, local mobility challenges, community engagement tactics, and future land use patterns to inform transportation priorities in the region. Integrated town reports and public feedback into the Region's long-range transportation plan.
- Continued implementation of a \$500K US EPA Brownfields Assessment grant. Conducted community outreach to identify prospective sites and assess target properties to understand contamination, clean up needs, and economic development potential.
- Advanced regional climate planning efforts. Activities included promoting a new roadway adaptation toolkit, initiating a regional Resilience Improvement Plan, and coordinating with NHDES on a statewide climate action plan to reduce greenhouse gas emissions.
- Secured additional funding to continue the region's "Pathways to Play" initiative to enhance access to recreation. Activities include mapping recreation facilities, developing online resources, and promoting inter-municipal knowledge sharing.

TOWN CENTER BEAUTIFICATION COMMITTEE

It has been a productive year for the Committee with completing many projects:

- Planting beds around the gazebo, bridge, fence, and the Rte 111 embankment
- Drip irrigation and water filtration system (to allow watering of plant beds)
- Lighting around the gazebo and flagpole by the Veterans Area
- Walkway from the parking lot to the gazebo & bridge (pictured below)
- Paving around the flagpole in the Veteran's Area
- Planting of assorted bulbs coordinated by Windham Garden Club Member Rich Parow
- Replacement of the flagpole in front of the Town Hall
- Restoration of the Town Pound stonework, made possible by the Windham Heritage/Historic District Commission

The Committee has started to explore the feasibility of including Conservation land across Church Road as part of the beautification project.

Many thanks to the Windham Endowment for Community Advancement who continues to support this project. In 2024 they dedicated the proceeds from New Hampshire Gives initiative to the project and we truly appreciate all that they do.

Special thanks to Cheryl Haas who has maintained the Committee records; not only its minutes but also project estimates. Also thank you to Delahunty's, Boyden's Landscaping, and Signs Now NH for their hard work with all the completed projects listed above.

Sincerely,

Kathleen DiFruscia & Peter Griffin
Co-Chairs

Committee Members: Frank Farmer; Siri Wilbur;
Cheryl Haas, Recreation Director; Dennis Senibaldi, General Services Director;
Mark Samsel, Selectmen Liaison



WINDHAM HOUSING AUTHORITY

The Windham Housing Authority/WHA, continued its work in 2024 with the commitment to construct affordable rental housing for our Windham Seniors who have achieved the age of 62 and older.

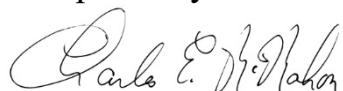
A unique opportunity to meet this goal presented itself to the 5 members of the WHA this year. The WHA collaborated with two Windham Based resources; Mr. Karl Dubay of The Dubay Group and Mr. Simon Beylin of Beylin Builders who donated their time and expertise in generating the land use design and architectural documentation for the housing project utilizing a 7.3 acre tract of Town owned land located on Route 28. With site control being of critical importance in sustaining the progress of this work, there shall be a 2025 warrant article asking for the Windham Citizens to vote in support of an Option to Lease the 7.3 acres of Town Owned land as accessed from Route 28 at Seavey Pond Road for this project.

With approval of the option, private funding with no expense to the Town's tax rate will subsequently be established and the project details submitted to Town Authorities for review and approval for construction. The location will provide easy access to Town services and resources while providing an attractive living environment for our Seniors to enjoy.

Going forward, the WHA continues in 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 needed and sincerely appreciated.

Respectfully Submitted,



Charles McMahon * Chair
Andy Dufour
Mark Kovacs
Kristie St. Laurent
Rita Ryan
Mark Samsel * Selectman

ZONING BOARD OF ADJUSTMENT

The Zoning Board of Adjustment serves with quasi-judicial authority, acting as “the lowest court in the land” on matters related to land use. The primary role of the board is to fairly interpret and apply Windham’s Zoning Ordinance when applicants seek relief from strict ordinance requirements, ensuring that any relief granted maintains the spirit and intent of the regulations.

In accordance with New Hampshire state law, the board's decisions are guided by legal standards, not public opinion. The responsibility of the board is to balance the constitutional rights of property owners to reasonable land use with the public's rights and interests. In addition to reviewing variance requests, the board is responsible for approving special exceptions, granting equitable waivers, and hearing appeals of administrative decisions.

In 2024, the board held 23 meetings and conducted 11 site walks. A total of 66 cases were heard, of which 2 were carried over from 2023 and 64 were new. Of the 55 variance requests, 37 were granted, 10 denied, 1 reversed, and 8 carried over to 2025. There were 6 requests for rehearing, 5 of which were denied and 1 withdrawn. The board heard 5 appeals of administrative decision, 4 of which were denied and 1 approved. Additionally, 3 equitable waivers were heard, 2 of which were granted and 1 denied.

At the end of the year, the Zoning Board of Adjustment was comprised of Michelle Stith, Chair (2027), Mark Brockmeier, Vice Chair (2026), Pam Skinner, Secretary (2027), Neelima Gogumalla, Regular Member (2025), Betty Dunn, Regular Member (2025), Michael Scholz, Alternate, and Galen Stearns, Alternate.

The board extends its gratitude to the Community Development staff, including Alex Mello, Julie Suech, and Amy Casparius, with special thanks to George Frangomihalos, Code Enforcement and Zoning Administrator. George's attendance at our meetings, his guidance, and his dedication are invaluable to the town and its residents. We are fortunate to have Anitra Lincicum as our minute taker, and we sincerely appreciate her dedication and the many hours she commits to supporting the town. Our thanks also go to the Cable TV videographers, especially Darrell Halen, who ensure that meetings are broadcast and recorded for public access. Lastly, we recognize and appreciate the applicants and community members who attend and actively participate in meetings.

The board also wishes to express appreciation for other boards and town departments who contribute testimony, notably the Windham Police Department, Windham Fire Department, and Conservation Commission.

Comprehensive information about Zoning Board of Adjustment applications, the handbook, by-laws, public hearing notices, agendas, minutes, and the annual meeting schedule is available on the Town of Windham website under the Committees section. The board is currently looking for alternate members, so stop by, take in a meeting, and send an email to the Community Development office if you are interested.

Respectfully submitted on behalf of the board,

Michelle Stith

Michelle Stith, Chairperson

SUZDAL CITY ASSOCIATION

In spite of the world situation with an active war between Russia and Ukraine, we have been able to maintain contact with our sisters and brothers in Suzdal. Thanks to the internet, Facebook, various texting platforms and the ability to talk live with our friends on these platforms, the connection has not been lost.

We are able to know how things are within families, especially the good news about health- related issues. Of course, there is often sad news to relate about the passing of friends here in Windham and there in Suzdal. The years of actual physical disconnection have been difficult for all of us. We all pray for a normalization of relations, so that visits can resume.

This summer, Suzdal celebrated 1000 years since its first recorded history in the Chronicles. The large celebration went forward without the long-awaited presence of delegations from all of Suzdal's Sister Cities. Many changes have happened in Suzdal in preparation for the anniversary celebration. A new health clinic has been built and is in operation. There is also a new large arena in which many events can be held. The most exciting change is the new school under construction that will open next year. Even with all of these changes the town has not lost her ancient historical appearance.

We are grateful for the annual appropriation in the Windham Town Budget of \$500.00. Over, the years, we have supported the health clinic, the orphanage and the quilters. The quilters have over the recent years received many deliveries of boxes of fabric to incorporate into their quilts. This particular exchange has been very special and rewarding resulting in the sharing of finished products sent to us from the quilt club.

We have asked to temporarily suspend the appropriation for the fiscal year 2025 as we wish for a warming of relations, so that we can vigorously resume activities. In the meantime, the multitude of happy memories continue to fuel our love for this relationship.

Submitted by,



Barbara Coish, Chair

Attached are two pictures from the 1000th Anniversary in Suzdal



WINDHAM ENDOWMENT FOR COMMUNITY ADVANCEMENT



We are deeply grateful for the consistent generosity of residents, organizations, businesses, and sponsors who trust the Windham Endowment to enable meaningful change for our town.

Reflecting on a successful year, we're excited to share some of the ways the community's support has made a difference in Windham:

- **Landscaping project completed on the Town Common.** This year, with funds gathered over five years and bolstered by our NH Gives campaign, we donated more than \$22,000 to the Board of Selectmen for the Town Common Beautification Project. This funding completes the landscaping phase, enhancing accessibility, adding irrigation and lighting, and transforming the Common into a vibrant and inclusive gathering space for all.
- **Fifteen high school seniors received \$21,000 in Windham Endowment scholarship awards.** These outstanding students are enrolled in vocational, two-year, or four-year programs. Since 2012, our scholarship program has provided \$139,000 to 122 students, opening doors to new opportunities.
- **American Legion Post 109 was the winner of the 2024 Community Grant.** This exceptional group received \$2,500 to replace the Post's second-floor windows. This award honors their service to both our town and our nation.
- **Don Zimmer Memorial Fund marked its 10th anniversary.** This fund has brightened the lives of Windham children and families in crisis by providing recreational activities and family outings. Don's legacy of generosity lives on, making a heartfelt difference for those in need.
- **We've reached a remarkable milestone.** With the backing of our community, we have now distributed more than \$500,000 to individuals, nonprofits, and civic organizations within Windham.

Looking ahead to 2025, we plan to expand our scholarship program to include two new scholarship awards, continue our Community Grant, and initiate Phase 2 of the WIRE (Windham Initiative for Renewable Energy) project at the high school.

With many thanks,

Diane Carpenter
President

P.S. Learn more at WindhamEndowment.org, and follow @WindhamEndowment on Facebook, Instagram, and LinkedIn.

WINDHAM LIONS CLUB



The Windham Lions Club is celebrating 55 years of service to the town of Windham and we continue 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 2024:

Seven thousand dollars (\$7,000) in Scholarships awarded to seven (7) high school seniors in the furtherance of their college education:

The Merrill Greenlee Memorial Scholarship was awarded to Allesandra Sinopoli-Windham High School. Allesandra is attending Bentley University.

The David Dunn Memorial Scholarship was awarded to Samuel Corey-Windham High School. Samuel is attending the University of Connecticut.

The Jefffrey P. Shaw Memorial Engineering Scholarships were awarded to:
Ella Reeners-Windham High School. Ella is attending Worcester Polytechnic Institute.
Jake Fricchione-Windham High School. Jake is attending Georgia Institute of Technology.
Junaid Ali-Pinkerton Academy. Junaid is attending Boston University.
Mia Laskiewicz-Pinkerton Academy. Mia is attending Purdue University.
Jason Rzasa-Pinkerton Academy. Jason is attending the University of New Hampshire.

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 to Nesmith Library to aid in restoration in the History Room
- Donations to Windham Helping Hands F2FC Race/Walk, Coat and Christmas Drives.
- Collection of used eyeglasses and hearing aids donated at the collection boxes located at the Windham Transfer Station, Nesmith Library, Dr. Eye, Shaw's, and Carrier Funeral Home
- Participated in Holiday Cards for our Military Challenge
- Operation Kid-Sight - Eye Testing of 1st-3rd grade students at Windham Academy.
- Donation to American Cancer Society
- Donation to Homeland Heroes Foundation
- Donation to American Legion Post, Windham
- Adopt-a-Highway Clean-up
- Donation to the Windham Endowment
- Donation to Lazarus House Easter Baskets of Hope.
- Members volunteered at the Town Egg Hunt
- Donation to Millstone Wildlife Center
- Participated the Harvest Festival
- Participated in Windham's Christmas Tree Lighting
- 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

- Participated and donated to FLOWS Strawberry Festival
- Presented Granite State Awards to three (3) Windham Residents
- Donation to Project Black Out
- Kindness Hugs and Cuddles Service Project
- Community Care Givers of Greater Derry
- ***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 DAV/Disabled American Veterans for veterans impacted by Hurricane Helene
- Donation to Lions Youth Service
- Donation to Community Caregivers
- Donation to CHAD
- Donation to the DogSight Project
- Donation to Dover's Holiday Toy Drive

Windham Lions Fundraisers have included:

- The annual 52 Week Raffle
- 2024 Windham Lions Golf Tournament

Our 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.

Socks of Love Service Project:

We were very happy to begin our Socks of Love Service Project this year. For Valentine's Day, Easter, and Christmas we purchased seasonal socks and filled them with useful items and treats that we thought our senior residents might enjoy. We distributed them to the residents of Pine Hill, Grace House, Windham Terrace and Warde House,

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 along with the staff of the Windham Independent for their ongoing support in promoting Windham Lions charitable endeavors.

Respectfully submitted on behalf of The Windham Lions Club,
Renee Bailey
 Secretary

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!

We are extremely proud to receive again Hippo Best of Best 2024 awards for Best Rail Trail! This is in combination of the Southern Tier Trail members of the Granite State Rail Trail, that includes Windham, Londonderry, Derry and Salem, a tremendous accomplishment! The Windham segment continues to record the highest usage counts for paved rail trails in New Hampshire. A big thanks to our valued enthusiasts who took the time to vote for the Windham Rail Trail. The popularity of the trail is a shared partnership and the WRTA remains dedicated to that vision and continued experience.

The 2024 Windham Town Warrant included Article 17: Governor Dinsmore Bridge Decking Replacement Project which passed that will fund the replacement of Dinsmoor Bridge with a timber framed unit. Scheduling and availability challenges of the builder moved the completion date to early 2025.

In April we co-hosted the 4th 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, and the Riverwoods Manchester residents. The C-16 Caboose served as host to two Nesmith Library preschoolers reading events, always a popular location for the little ones.

Approximately 150 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.

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 support this exceptional 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,

A handwritten signature in black ink, appearing to read "Mark Samsel".

Mark Samsel, President, Windham Rail Trail Alliance

WINDHAM SENIOR CITIZEN, INC

Each year, I begin my report by recognizing a member or two that had passed away during the year. This year sadly I have multiple recognitions to mention.

During the year, we were made aware that Cookie Belansky and Jerry Humphrey had died at the end of 2023. Each had left us - Cookie to live with family and Jerry to senior housing. Sometimes sad news travels slowly.

Also, during 2024, we lost Margaret Case, Anna Brigman, Douglas Yennaco, and Ron Coish. Margaret and her husband Tom were very active members. 20 years ago, Anna had moved with her son to Northern Maine and kept in touch by Facebook. Doug had served in many capacities as a member and was greatly missed when he went to live at Windham Terrace. In the last several years, my husband, Ron spent many days at the center, a place that he had transformed with his building expertise. Every one of these people has left a mark upon us and the center itself.

In another sad event, our exercise instructor Gen Worthington passed away from an acute cancer diagnosis. She was with us and in four months she was gone. She as well had a great influence, especially upon those of us who enjoyed her classes.

Fortunately, Cheryl Haas was able to secure a new instructor, Katie Stapleton has been with us now for four months and is fitting in very nicely. I told Katie recently that her class is excellent and each instructor had built upon the previous ones. She hugged me.

We, of course, on Tuesday and Thursday continue on with our hot meals from Meals on Wheels Rockingham County. This is their new name, which more identifies them. We have in recent months gained a few new participants and that makes us very happy.

We enjoy Bingo on Tuesday afternoons and other games are enjoyed by individuals on Thursday afternoons. In our continued connection with Cheryl Haas and the Recreation Department, we plan events and programs. We value this connection and would be lost without it. Cheryl also takes charge of delivering keys to those who use the building after hours or when the seniors are not present. We held a pizza lunch, to which we invited all of the Police and Fire personnel who were available to have lunch with us. About 20 first responders came and we shared a great lunch together. We also had visits from Police and Fire personnel to speak on safety issues.



On December 11th, at the Annual Senior Christmas Party, I presented The Senior Angel Award to Caroline Chadwick for all of her volunteering efforts. She joins the 29 Angels recognized in past years since 1999.

This year, we participated in the Santa for Seniors project with the meals program. We were happy to supply Christmas gifts to twelve Windham people, who receive meals delivered at home. It was a rewarding project and I believe that we shall repeat it again next year.

We always invite seniors to join us on Tuesday and Thursday. We have fun and socialize with each other. Just drop in some morning for coffee or tea and some of my banana bread.

Respectfully,



Barbara Coish

President Windham Senior Citizens Incorporated

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 2024, we had 12 U6 teams, 12 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 2024, we fielded 18 Travel teams from U8 to U15 two more than Fall 2023. Of the 18 teams, 11 were eligible for the state playoffs. Eight teams made the playoffs with four teams making it to the state finals in their division. The Boys 2015 team won the State Championship! Most of the remaining teams ended the season at a Halloween Jamboree where each team played in costume and two teams won the best costume award for their age group.

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

President

Executive Board: Jamison Tomasek, Brett Ferguson, Larry Hawe, Chris Dona, Leah Ney , Ross McLeod,

Directors: Lew Zachas, Anne-Se Lima Pimenta, Matt Mannino, Erin Niles, Chad Asmus, Hillary Celebi, Jonas Armstrong, Abigail Brady, Jennifer Fricchione, Sarah Romano, Amy Steffanides, Alberto Chang, Jon Antista, Latrice Williams, Ian Rickenbach and Stefanie Walsh

WOMAN'S SERVICE CLUB OF WINDHAM

The Woman's Service Club of Windham (WSCW) is a volunteer-run nonprofit organization founded in 1911. Any woman who agrees with the organization's purpose and bylaws is eligible to become a member.

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.

Due to the generosity of various community organizations, over the last year, we have held our monthly meetings at the Windham Presbyterian Church Fellowship Hall, the Windham Senior Center and we are currently meeting at A.J. Letizio's Enterprise Center. We truly appreciate the kindness of our friends and neighbors.

The Club held its annual Candidate's Night which is an opportunity for local candidates to introduce themselves and answer questions submitted by the public. Almost all the candidates were able to participate before an audience of about 50 townspeople.

WSCW held its traditional bake sales and raffle at the January Primary, the Town Election in March, and the Presidential Primary in November.

In April, WSCW held its Annual Craft Fair at Windham High School (WHS) 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 a Coat Drive in mid-October at the Senior Center. The Club thanks the Windham community for 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 give gifts to local children and senior citizens.

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 and car seats for young mothers.

In addition, the Woman's Service Club of Windham made donations to Shepherd's Pantry, Community Caregivers of Greater Derry, the Rail Trail, the media centers (libraries) of the four Windham public schools, the WHS Musical Association, Nesmith Library, as well as the Fight 2 Finish Cancer Run/Walk benefitting Windham's Helping Hands cancer afflicted families.

For the past 17 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.

At our meetings this past year, we have enjoyed a wide variety of presentations, such as safe banking and fraud prevention, a ballroom dancing demonstration, on women's health, and What's Happening in Windham from local officials. Meetings are held eight times per year with light refreshments served at 11:45, followed by a program and then a business meeting.

We also have regular social events, such as lunch at a variety of local restaurants, participating in Trivia Night at the Nesmith Library and the American Legion Fundraiser, a book club, a Holiday Luncheon in December, and an outing in June. This year we went to Perkins Cove in Ogunquit.

New members are always welcome! For more information, visit
www.womansserviceclubofwindham.org or the WSCW Facebook page.

Katie Babine, 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 58 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 2024 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.

The Garden Club also awards Arthur Baker Community Investment Grants (up to \$1000) that funds public enhancement projects related to beautification, conservation, preservation, or education of horticulture in the town. To be considered, applicants must be non-profit Windham organizations or non-commercial individuals, such as those seeking Boy Scout Eagle Award or Girl Scout Gold Award status. The grant honors the late Arthur Baker, a Club founding member and alum of the first New Hampshire Master Gardener program. No grants were awarded in 2024, but we are hoping to see some project applications in Spring 2025.

Other activities during 2024 included:

- Informative and educational speakers at our monthly meetings to which the public is invited.
- Maintaining civic gardens including the pollinator garden at the Nesmith Library.
- Hosting kid's gardening workshop at the Nesmith Library
- Plant pot recycling drive.
- Hosting pumpkin decorating at the annual Harvest Fest
- Decorating a tree for the holidays on Windham Town Common
- Information table at the FLOW Strawberry Festival
- Summer Solstice dinner and club awards night
- Coffee/Cocktails in the garden summer series visiting members gardens.

The WGC meets at Town Hall on the third Thursday evening of each month, excluding July, August, and December. Our monthly meetings featuring informative speakers are 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.

2024 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 (Methuen, Haverhill, Wilmington, Barnstead, Kensington, Nashua, Bedford, Pelham, Derry, and of course Windham) annual Holiday Concert at WHS. Additional highlights for the Swing Band, directed by Rob Daisy assisted by Rob Fogg III, performed in Candia, York, Hudson, Haverhill, Milford, and Windham, the Flute Ensemble has yet to meet back up, but is hoping to get to gather soon. Members of the Windham Community Bands in the saxophone section still continue to perform saxophone ensemble pieces at our annual Castleton Fundraiser Performance and our Winter Concert. This year the Concert and Swing Band once again had a larger performance at La Belle Winery, and hope to continue this performance in the future years. They have played at a couple of the performances this year. 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:

\$ 2000 for Adult Programs

\$ 2500 for Teen Programs

\$ 2000 for Children's Programs

\$ 4000 for the 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.

Community Participation

October 2023-Windham Harvest Fest- FLOW information table offered Trick or Treat candy for the children along with a craft activity.

November 2023-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 2023-Windham Christmas Tree Lighting Ceremony- FLOW information table at the outdoor tree lighting offered a free, guessing game individuals could enter to win prizes.

March 2024- Presidential Primary Elections-FLOW information table at the high school offered information about upcoming FLOW programs as well as an opportunity to win FLOW merchandise and several of our FLOW "Build a Buddies".

Program Highlights

Build a Buddy September 7, 2023- This program was offered shortly after the start of school and coordinated by our Children's Activities Committee. 10 animal "Buddy" models, suitable for stuffing, along with inclusion of a heart and birth certificate, were available for purchase. FLOW members were given discounts, depending on their membership level, but the program was open to the community. Parents were also able to reserve a time slot for the program. Children were treated to a drink, a snack as they finished.

Book Fair- Dec.6-9, 2023 and May 29-June 1, 2024 The two book fairs, along with the ongoing book sales in the library, raised over \$6000 this year.

Academic Grants-January- April 2024 - We offered 3 scholarships totaling \$6500 to support Windham senior students interested in pursuing further education after high school. The selected recipients were:

Reese Blackwood: The 2024 Mary Long Arts Grant; **Ryan Parke**, The 2024 Professional Studies Grant; **Ethan Ryan:** The 2024 Community College Grant.

39th Annual Strawberry Festival-June 1, 2024 - 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 a record number of entries, and the winner was **Marley Gagne, age 11**.
3. We raised over \$30,000, including the Book Fair Sales for that week, to use to support the library and FLOW’s activities for the coming year.

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, the Book Fair Committees and our various individual programs. We also must recognize and compliment the many Windham High School students who assisted us, as part of their community service requirements. Their help was invaluable, and we appreciate their efforts. The staff members of Nesmith Library are a pleasure to work with and always exceedingly helpful. We look forward to an even better 2025, with everyone’s continued support. 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 40th Annual Strawberry Festival and Book Fair- May 31, 2025.

Respectfully Submitted,



Mary M. Connelly, President
Friends of the Library of Windham

WOMEN OF WINDHAM

Women of Windham (WOW) is a long-standing social club for both new and existing residents of Windham. WOW also allows membership to the adjacent towns of Salem, Pelham, Hudson, Derry, and Londonderry, NH. Our 2024-2025 membership year saw significant growth, adding 21 new members which brings our total membership to 68 women. WOW provides a unique opportunity to make new friends by attending monthly activities. WOW members range in age from 40's to 80's. Our current monthly Activities include both daytime and evening activities including Dinner Club, Lunch Bunch, Game Night, Cribbage, Bunco, Coffee and Conversation, Book Bites, Scrabble and Chicks at the Flicks. We also have social gatherings and popup events throughout the year. You can participate as much as you would like depending on your interests and schedule. There is an annual membership fee to help support the club. Our membership year starts in September, but members can join at any time. For more information, check out our website WomenofWindham.com or email us at WomenofWindham@gmail.com.

*a*NNUAL *R*EPORTS
OF THE
*S*CHOOL *D*ISTRICT
OF THE
*T*OWN *OF* *W*INDHAM
*N*EW *H*AMPSHIRE



2024

DISTRICT OFFICERS/ENROLLMENTS

Dennis Senibaldi, Chair	2025
Shannon Ulery, Vice-Chair	2027
Cynthia Finn	2027
Stephanie Wimmer	2026
Dr. Johny Kuttab	2026

Superintendent

Dr. Kori Alice Becht

Assistant Superintendent

Dr. Erin Hagerty

Moderator

Elizabeth Dunn

Executive Director of Finance and Operations

Dalisa Greenleaf

Clerk

Brenda Golden

Executive Director of Student Services

Ken Duesing

Treasurer

Robert Coole

Executive Director of Technology

Dr. Harry Bennett

Director of Facilities and Grounds

Jeffrey Hanulec

Director of Human Resources

Catherine Hennigar

Building Administrators

Golden Brook School

Principal: Chris Hunt

Assistant Principal: Jocelyn Hampoian

Assistant Principal: Caroline Buxton

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

<u>Grade</u>	<u>2023/2024</u>
Pre-K/K	282
1	201
2	223
3	239
4	222
5	209
6	228
7	194
8	234
9	213
10	251
11	259
12	271
OOD	26
Total	3052

SCHOOL DISTRICT ANNUAL SB2 SESSIONS

1 WINDHAM SCHOOL DISTRICT 2 DELIBERATIVE SESSION OF ANNUAL MEETING 3 MONDAY, FEBRUARY 5, 2024 – WINDHAM HIGH SCHOOL 4

5 The Deliberative Session of the Windham School District was held on Monday, February 5, 2024.
6 The meeting was called to order at 7:15 PM. There was a slight delay as people were being
7 checked in by the Supervisors of the Checklist. All in attendance stood for the Pledge of
8 Allegiance and a Moment of Silence. Moderator Elizabeth Dunn introduced School Board
9 members Cynthia Finn, Vice Chair Shannon Ulery, Chair Dennis Senibaldi, Stephanie Wimmer
10 and Johny Kuttab. Also, introduced were Superintendent Kori Becht, Business Administrator
11 Dalisa Greenleaf and Attorney Mike Elwell. Moderator Dunn reviewed the rules and procedures
12 of the meeting. This is the first session of the annual meeting, with the second session, the official
13 ballot voting, on Tuesday, March 12, 2024 from 7 AM until 8 PM at Windham High School.
14 Moderator Dunn read each of the articles into the record.

16 Article 1 – Election of Officers

17 The voters will be choosing two members for School Board; one School District Moderator; one
18 School District Clerk and one School District Treasurer. Each position is for 3 years.

20 Article 2 - Operating Budget

22 Shall the Windham School District raise and appropriate as an operating budget, not including
23 appropriations by special warrant articles and other appropriations voted separately, the
24 amounts set forth on the budget posted with the warrant or as amended by vote of the first
25 session, for the purposes set forth therein, totaling \$66,473,013? Should this article be defeated,
26 the default budget shall be \$66,225,752, which is the same as last year, with certain adjustments
27 required by previous action of the Windham School District or by law; or the governing body
28 may hold one special meeting, in accordance with RSA 40:13, X and XVI, to take up the issue of
29 a revised operating budget only.

31 Recommended by the School Board: 5 to 0. (Majority vote required.)

33 School Board member Stephanie Wimmer explained the article stating the budget is 12-18 months
34 of work by administrators and staff. She thanked the Finance Committee. This year they are
35 executing on the strategy of meeting their obligations to students, staff and taxpayers. They are
36 not adding any programs, faculty and staff beyond those needed for the Individualized
37 Education Plans. There are 453 staff members across the district. There is a large health care
38 increase of 25% and an increase in retirement expenses. Administration cut over \$1 million in the
39 budget. The budget is 5.91% over last year. Close to three-quarters of what they spend (72%) is
40 salaries and benefits. Some increases are environmental. The strategy of the budget is to meet
41 the needs of the students, staff and taxpayers.

43 Article 2 was open for discussion. There were no questions or comments. Consideration of
44 Article 2 was closed and will appear on the warrant as printed. Motion to restrict reconsideration
45 by Katelyn Kuttab. Seconded by Mark Samsel. Cards were raised in favor of the motion and the
46 ayes have it.

48 **Article 3 – Collective Bargaining Agreement with the WEA**

49
50 Shall the Windham School District vote to approve the cost items included in the collective
51 bargaining agreement reached between the Windham School Board and the Windham
52 Education Association (WEA) which calls for the following increases in salaries and benefits at
53 the current staffing level over those paid in the prior fiscal year:

Fiscal Year	Estimated Salary and Benefits Increase
2025	\$1,351,572
2026	\$1,192,411
2027	\$1,151,352

54 and further to raise and appropriate \$1,351,572 for the 2024-2025 school year, such sum
55 representing the additional costs attributable to the increase in salaries and benefits required by
56 the new agreement over those that would be paid at current staffing level?

61
62 Recommended by the School Board: 5 to 0. (Majority vote required.)

63
64 Chair Dennis Senibaldi spoke on the article. He thanked the negotiation team. He said this was
65 one of the best negotiations he had been a part of. They all worked in the best interest of the
66 students, staff and taxpayers. He went on to explain the agreement made during the negotiations
67 and specifically the district trying to be competitive with new hires. School Board member
68 Stephanie Wimmer who was also part of the negotiations explained that the challenge they have
69 had is at the bottom end of the pay scale and not being competitive with surrounding towns. This
70 allows them to be more competitive.

71
72 Roger Hohenberger – 5 Thomas Street questioned why the stipends column was not carried over
73 to the next two years. Attorney Elwell said the stipends are a 1-year agreement only and after
74 that they go away.

75
76 Business on Article 3 was completed and will appear on the warrant as printed. Motion by
77 Katelyn Kuttab to restrict reconsideration on Article 3. Motion seconded by Mr. Samsel. Motion
78 passes to restrict reconsideration.

79
80 **Article 4 – Trailer Article WEA CBA**

81
82 Shall the Windham School District, if Article 3 is defeated, authorize the governing body to call
83 one special meeting, at its option, to address Article 3 cost items only?

84
85 Recommended by the School Board: 5 to 0. (Majority vote required)

86
87 Chair Senibaldi explained if the teacher contract does not pass, they can hold one special meeting.

88
89 There were no questions or comments from the public. Moderator Dunn declared business on
90 Article 4 was complete and explained it will appear on the warrant as printed.

91
92 Motion to restrict reconsideration by Katelyn Kuttab and seconded by Mr. Samsel. Motion
93 passes to restrict reconsideration.

94
95 **Article 5 - Long Range Technology Trust Fund**

96
97 Shall the Windham School District raise and appropriate the sum of up to \$215,000 to be added
98 to the Long-Range Technology Trust Fund established in 1993 with this sum to come from June
99 30, 2024, unassigned fund balance available for transfer on July 1, 2024?

100
101 No amount to be raised by additional taxation.
102
103 Recommended by the School Board: 5 to 0. (Majority vote required)
104
105 Board member Shannon Ulery explained that the IT Director put together a 6-year plan to help
106 with the budgeting strategy and keeping technology up to date so security remains intact and
107 allows staff and students access to communication systems and technology needs moving
108 forward.
109
110 Galen Stearns – 8 Bridle Bridge Road had a question on the unassigned fund balance. It was
111 explained it was \$852,000 for the year ending 2023.
112
113 Alex Ma had a question on how there are different dollar amounts for the technology plan for
114 each year. Shannon said the dollar amounts are for different needs for technology to be replaced
115 and upgraded. Not everything will cost the same and this is a break out of year by year.
116
117 There were no further comments. Article 5 was complete and will appear on the ballot as printed.
118 Motion to restrict reconsideration by Katelyn Kuttab and seconded by Mr. Coole. Ayes have it.
119
120 **Article 6 - Capital Needs and Building & Grounds Maintenance Capital Reserve Fund**
121
122 Shall the Windham School District raise and appropriate the sum of up to \$200,000 to be added
123 to the Capital Needs and Building & Grounds Maintenance Capital Reserve Fund established
124 in 2015 with this sum to come from June 30, 2024, unassigned fund balance available for transfer
125 on July 1, 2024?
126
127 No amount to be raised by additional taxation.
128
129 Recommended by the School Board: 5 to 0. (Majority vote required)
130
131 School Board member Cynthia Finn explained this is a funding source for future projects such as
132 roof repairs, roof replacements, HVAC, etc. The current balance is \$642,981.
133
134 Roger Hohenberger said he is glad they are doing these things. He is concerned with what the
135 CIP Committee has for the schools. There is \$200,000, \$300,000 for HVAC and \$250,000 for
136 building envelope and security. He feels what they are proposing is nothing the CIP has and
137 there is a disconnect. Shannon Ulery said the district had a comprehensive facilities assessment
138 which was completed about a month ago, which was not enough time for the CIP. The capital
139 projects will be based on the report that came out and there are several million dollars in upgrades
140 needed. Next year, the request to the CIP has the potential to look different than this year, as they
141 were waiting for the report. Priorities changed with the comprehensive report.
142
143 Discussion on Article 6 was complete and will appear on the warrant as printed. Motion to
144 restrict reconsideration by Katelyn Kuttab and seconded by Mr. Coole. Motion passes.
145
146 **Article 7 - Special Education Capital Reserve Fund**
147
148 Shall the Windham School District raise and appropriate the sum of up to \$90,000 to be added to
149 the Special Education Capital Reserve Fund established in 2017 with this sum to come from June
150 30, 2024, unassigned fund balance available for transfer on July 1, 2024?
151

152 No amount to be raised by additional taxation.
153
154 Recommended by the School Board: 5 to 0. (Majority vote required.)
155
156 Dr. Johny Kuttab explained this is for any unanticipated expenses, such as district placement.
157 The current balance in the fund is \$660,000.
158
159 There were no questions or comments. Motion to restrict reconsideration by Katelyn Kuttab and
160 seconded by many. Motion in the affirmative.
161
162 **Recognition:** Moderator Dunn recognized School District Clerk Mary Ann Horaj as she opted
163 not to run for re-election after 24 years. She received a standing ovation.
164

165 **Article 8 – Employee Benefits Capital Reserve Fund**

166
167 Shall the Windham School District establish an Employee Benefits Capital Reserve Fund under
168 the provisions of RSA 35:1 for the purpose of funding the cost of benefits, including but not
169 limited to health insurance, dental insurance and other benefits for district employees and to raise
170 and appropriate the sum of up to \$50,000 to be placed in this fund, with such amount to be funded
171 from the June 30, 2024 unassigned fund balance available to transfer on July 1, 2024, and further,
172 to designate the School Board as agents to expend this fund?
173

174 No amount to be raised by additional taxation.
175

176 Recommended by the School Board: 5 to 0. (Majority vote required.)
177

178 Board member Shannon Ulery explained this is a new fund that is for when there are spikes in
179 health benefits. The Guaranteed Maximum Rate changes significantly year over year. It has been
180 as low as 3.5% and this year is expected to be 25%. The numbers do not always come in as
181 predicted. The district wants to manage the spikes when this happens.
182

183 There were no questions or comments. Article 8 will appear on the warrant as printed.
184

185 Motion to adjourn and seconded at 8:05 PM. Motion approved.
186

187 Respectfully submitted,
188

189
190 Mary Ann Horaj
191 School District Clerk

**STATE OF NEW HAMPSHIRE
ANNUAL SCHOOL DISTRICT ELECTION
MARCH 12, 2024
WINDHAM, NEW HAMPSHIRE**

The Windham School District Election was held on Tuesday, March 12, 2024 between the hours of 7 AM and 8 PM at Windham High School, 64 London Bridge Road, Windham, NH. Officiating at the election were Acting Deputy Town Clerk Candis Johnson, School District Clerk Mary Ann Horaj, Town Moderator Peter Griffin 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 after the polls closed and all residents had finished voting. There were 2,661 ballots cast.

The following were duly elected (*):

(NOTE: * Denotes Winner):

SCHOOL BOARD MEMBER for THREE years (Vote for not more than TWO):

***Shannon Ulery: 1768**

***Cynthia Finn: 1812**

School District Moderator for THREE YEARS (Vote for not more than ONE)

Alexander Inglese: 721

Elizabeth A. Dunn: 1574

School District Clerk for THREE YEARS (Vote for not more than ONE)

Brenda Golden: 1944

School District Treasurer for THREE YEARS (Vote for not more than ONE)

Robert Coole: 1997

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 \$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 to 0. (Majority vote required.)

NOTE: Warrant Article 2 (Operating Budget) does not include appropriations proposed in any other warrant articles.

***YES: 1669**

NO: 865

Article 3 – 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 and 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 to 0. (Majority vote required.)

*YES: 1632 NO: 910

Article 4 – Trailer Article WEA 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: 1674 NO: 826

Article 5 - 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 June 30, 2024, unassigned fund balance available for transfer on July 1, 2024?

No amounts to be raised by additional taxation.

Recommended by the School Board: 5 to 0. (Majority vote required)

*YES: 1748 NO: 755

Article 6 - 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 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 to 0. (Majority vote required)

*YES: 1774 NO: 741

Article 7 - 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 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 to 0. (Majority vote required.)

***YES: 1847**

NO: 681

Article 8 – 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 to 0. (Majority vote required.)

***YES: 1767**

NO: 761

Respectfully submitted,

Mary Ann Horaj
School District Clerk

SCHOOL BOARD

As I reflect on 2024, I feel a sense of pride on the great strides we have made as a district, all of which is only possible due to the collaboration and support of the residents of Windham, SAU 95 Administration, staff, the hardworking students of our district, and the Windham School Board. We have shown that when we work together as a team setting a high bar for the education of our students, there is nothing we cannot accomplish. The District has accomplished targeted improvements on our curriculum based on real time data, student focused learning opportunities, and a clear path to reach students of all abilities. The following are only a snippet of improvements meant to enhance our district.

- In last year's annual report, we talked about the district working towards all four district schools receiving accreditation. I am proud to say in August 2024, the Windham School District announced that every school in the district is now fully accredited by the New England Association of Schools and Colleges (NEASC). The district is one of the few in New England to have achieved district-wide accreditation. This monumental accomplishment would not have been possible without the vision and collaboration of the steering committee, principals, assistant principals, and administrators.
- In December of 2023, the Windham School Board, and the Windham Education Association (WEA) amicably agreed to a new three-year contract that was presented to voters in March 2024. The WEA represents over 265 of Windham's teachers and certified professionals. This agreement resulted from three months of negotiations and a shared commitment to delivering a high-quality education to Windham's youngest citizens. The majority of Windham voters agreed to accept this new agreement at the Town Election on March 12, 2024. Thank you to the voters for their support, negotiating teams representing the WEA, Windham School Board, Superintendent Dr. Kori Alice Becht, and her staff for their support.
- Currently the Windham School Board is working on a feasibility study focused on the potential future capacity needs in the District. At a recent meeting, Banwell Architects presented several viable solutions. The WSB looks forward to more public workshops to solidify a solution, navigate the student population trends and gather as much public input as possible.

I would like to thank the residents of Windham for their continued support of our students, staff, and the 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. This report highlights the incredible talent and excellence our district's staff and students can achieve in one year. Although the educational landscape continues to evolve, our district remains focused on creating a learning community with the highest student achievement level through diverse opportunities that empower our students to become passionate, successful, and lifelong learners. In August of 2024, the Windham School District was proud to announce that every school in our district was fully accredited by the New England Association of Schools and Colleges (NEASC). The Windham School District is one of the few school districts in New England to have achieved districtwide accreditation. Windham High School became fully accredited for the first time in 2015 and will participate in the re-accreditation process in April 2025. In our continuing commitment to the NEASC Accreditation process, the district will support the Windham High School as it completes its growth plan and prepares for the decennial reaccreditation visit in 2025.

The NEASC visiting committee identified three priority areas of growth as part of the NEASC accreditation process: evaluating the PLC process, continuing to integrate social-emotional learning, and further defining and developing the district's Vision of a Graduate. In the spring of 2025, the district will provide NEASC with a report on progress for grades K-8. Windham High School continues to prepare for its decennial visit in 2025.

The district prioritizes social-emotional learning for our students and staff as a continued commitment to our Mult-Tiered System of Support (MTSS). As part of this work, our leaders began workshops with Dr. Sadin, a pioneer in trauma-informed learning models. Becoming a trauma-informed school district is a multi-year process that includes training staff on how to realize, recognize, and respond to the adverse effects of trauma. As we embark on our first year, our focus has been on identifying our staff's current understanding of trauma and adverse childhood effects. Additionally, the district is proud to be in the third year of a partnership with the One Trusted Adult program. This program is grounded in research on the positive benefits of each student having a trusted adult in their life.

Another area of focus for our school district is the continuous effort to improve our facilities and grounds. In March 2024, the Windham School Board approved a feasibility study with Banwell Architects to help assess the district's capacity needs and provide options for potential building renovations for Windham Center School. As a result, Banwell has collected preliminary data and comprehensively reviewed possible capacity concerns and current building conditions.

The district also made conscious technology upgrades to enhance safety and security, using funds secured through the SAFE Grant. The Windham Police and Fire Departments were instrumental in providing their expert recommendations and feedback on the implemented safety improvements.

The school's accomplishments in the classroom and on state-mandated testing have continued to show its effort. The 2024 U.S. News and World Report recognizes Windham High School again as one of NH's "Best High Schools." Additionally, the school was honored to earn distinction as a Silver School on the 2024 AP School Honor Roll. The AP School Honor Roll recognizes schools that have done outstanding work to welcome more students into AP courses and support them on ~~the path to~~ college success.

In addition to our academic achievements, seventeen Windham High School students received the 2024 Scholastic Art Awards, including two gold key winners. Several Middle School students entered the Scholastic Art and Writing competition for the first time, earning a gold key and two honorable mention recognitions for their pieces. 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.

Our High School Music Department also produced several All-State music honors, including Jazz All-State Choir, All Chamber, Classical All-State, Mixed Choir, and All-State Band. One student was also ranked among the top three vocalists in the state.

From an athletic lens, our high school and middle school athletic programs have seen great success. At Windham High School, the Boys' Golf Team won the State Championship. The Boys' Swim Team won a second straight State Championship. The Girls' Lacrosse Team won a State Championship. The Spirit Team won two more State Championships, one in the Fall and one in the Winter. And finally, two State Champions from Windham were in the first-ever NHIAA Girls' Wrestling Tournament. At Windham Middle School, we celebrated championship wins for our D1 Volleyball Team, D5 Boys' Basketball, and Softball. Also, impressive runner-up finishes for our D3 Volleyball, Field Hockey, Golf, and Girls' Track teams. The Cross Country teams also had an outstanding season, finishing 4th for girls and 9th for boys in the State Meet. Three wrestlers were crowned champions in their weight divisions, and five competed at the state meet.

The heart of our district's success lies within our incredible staff's unwavering dedication and tireless efforts to our students and community. We are grateful for their commitment and contributions, which are invaluable to our students' success.

Finally, I would like to thank the Windham School Board, the parent community, and the taxpayers for their continued support of our students, schools, and vision for future growth. Your collaboration and commitment are integral to our collective success.

Respectfully submitted,



Dr. Kori Alice Becht
Superintendent of Schools

SCHOOL DISTRICT TREASURER

General Account
 Account #XXXXXX5231 TD Bank
 7/1/23-6/30/24

General Fund		
Balance on hand 6/30/23		\$ 2,805,055.87
Income		
	Appropriation	\$ 52,735,263.00
	Federal & State Income	\$ 10,181,382.02
	Impact Fees	\$ 221,657.75
	Other Local Income	\$ 1,575,711.34
	Interest	\$ 161,042.87
Total Income		\$ 64,875,056.98
Expense		
	Bond Payment	\$ (4,614,650.00)
	Payroll	\$ (41,290,949.78)
	Vendor	\$ (17,583,917.07)
Total Expense		\$ (63,489,516.85)
Net Income		\$ 1,385,540.13
Balance On Hand 6/30/24		\$ 4,190,596.00

7/1/21-present

THE ABOVE IS A CORRECT STATEMENT OF THE TRANSACTIONS OF THE

DURING FY24 ENDING JUNE 30, 2024

*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
 Windham NH School District Treasurer

DEPARTMENT OF REVENUE ADMINISTRATION

**Municipal Services Division
Concord, NH 03302-1122**

2024 Tax Rate Calculation

Gross Appropriation MS-22	\$	68,379,585.00
Estimated Revenue MS-24	\$	3,203,331.00
Net Local School Budget	\$	65,176,254.00
Less Adequate Education Grant		\$ 8,112,595
Less State Education Tax		\$ 5,637,911
Approved School Tax Effort	\$	51,425,748
Local Assessed Valuation	\$	3,188,922,800.00
State	\$	3,153,701,800.00
School Tax Rate (Effort/ Valuation x \$1,000)	\$	16.13
State Tax Rate	\$	1.79

STUDENT SERVICES

As of the end of 2024, the Windham School District is providing special education and educationally related services to 528 students in grades preschool – 12. This represents approximately 17.9% of the total student population. In addition to those students attending public schools within the Windham School District, this number includes 27 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 2024, the District experienced a higher rate of vacant positions than in the past for 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 '23 and FY '24.

2022-2023**Special Education Expenses**

● Transportation, Supplies, Instruction, and Tuition	11,610,330.00
● Federal Special Education Funds	<u>785,377.00</u>
	\$12,395,707.00

Special Education Revenues

● Catastrophic Aid	367,930.00
● Federal Special Education Funds	785,377.00
● Medicaid Reimbursement	<u>32,644.00</u>
	\$ 1,185,951.00

Actual District Costs

● Expenditures Less Revenues	\$11,209,756.00
------------------------------	------------------------

2023-2024**Special Education Expenses**

● Transportation, Supplies, Instruction, and Tuition	\$ 15,623,755.40
● Federal Special Education Funds	<u>627,727.65</u>
	\$16,251,483.05

Special Education Revenues

● Catastrophic Aid	606,036.13
● Federal Special Education Funds	627,727.65
● Medicaid Reimbursement	<u>24,798.28</u>
	\$ 1,258,562.06

Actual District Costs

● Expenditures Less Revenues	\$14,992,920.99
------------------------------	------------------------

Respectfully Submitted,

Kenneth P. Duesing
Executive Director of Student Services

SCHOOL COUNSELORS

The Windham District School Counseling Department is dedicated to serving each student to help meet their individual needs. 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 social, emotional, academic and career counseling services.

One area the counseling department has been delving into is within Social Emotional Learning, specifically with Trauma Informed Learning. Trauma informed learning is also one of our District-wide initiatives. The school counselors attended two trainings by UNH in the 23-24 school year, and worked this summer to develop a curriculum to teach their respective staffs with a half hour presentation in September and then a monthly 15 minute touch point at each staff meeting. The counselors are sharing information and then also adapting information to their respective staff. This being a three year district wide initiative, we hope to continue with a train the trainer model, to keep the information current, and at the forefront of the teachers' learning. With the direction of Dr. Sadin and her books, we have helped to lead book discussions, give classroom tips on communication and helped teachers see the warning signs of a student who may be dealing with trauma in their lives. With roughly 25% of children dealing with some form of trauma before the age of 16, this is a topic that will affect every classroom.

Each school continues with versions of Mental Health Mondays, Choose to be Nice, and One Trusted Adult as part of classroom presentations, or their advisory program. Each program helps with social skills and thinking or executive functioning, building a strong framework for social emotional learning for our students.

Our counselors

- hold different small groups for students' individual needs, whether that be social skills, anxiety, or stress management.
- encourage staff to meet with us to discuss students, curriculum, or ongoing issues, inviting them to monthly counselor lunch sessions, or inviting them to our offices when they have free time.
- continue to analyze data from DESSA to reach students in need that may have slipped through the cracks of normal interventions.
- meet with administrative teams, the Special Education department in Multi-Tiered Systems of Support Teams and Student Support teams to help with interventions to make students successful, both academically and emotionally.
- help run pep rallies at the middle school level, increasing student and staff connection.
- use our therapy dog program to connect with students

- have planned career days and college fairs to expose students to a multitude of options for life after high school.
- sit on the board of directors of the Windham Helping Hands which continues to support families with food, holiday gifts and any other needs that are made aware to the group.
- give awards to students at GBS monthly as part of their character development program
- meet with students on their caseloads to help with individual and personal goals
- consult with all stakeholders to meet the needs of each individual

We remain committed to helping each student meet their individual goals, promoting high achievement, and fostering lifelong learning for all students.

Sincerely,

Colleen DesRuisseaux, M.A., CAGS
Director K-12

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 one school resource officer to cover the four schools. Currently, Officer Nieves works with Golden Brook School, Center School, Middle School and the High School. Officer Nieves has been working with the schools since 2023. Former SRO's O'Loughlin 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.

Officers Nieves is an active member of the School Safety Committee, which regularly meets to discuss, review and implement district-wide safety protocols for all facilities. Officer Nieves is heavily involved in the emergency response drills at all facilities and leads all training for faculty, while providing feedback on additional security measures throughout the year. SRO's assist with teaching 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. Officer Nieves also speaks 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 Officer Nieves 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. Officer Nieves is 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 Nieves also provides students, staff, and parents with a valuable resource as they navigate through the twists and turns of everyday life.

Officer Matthew Nieves

School Resource Officer

GOLDEN BROOK SCHOOL

Reflecting on the 23/24 school year at Golden Brook School, it's incredible to see how much our students and staff have accomplished. This year marked many milestones, including the unveiling of our updated playground—a highlight for our school community. Watching our students laugh, play, and explore this enhanced space has brought so much joy and fostered connections during recess. I want to express my deepest gratitude to our incredible teachers and staff for the outstanding work they do every single day. Their unwavering commitment to fostering student growth and learning is truly inspiring. The Golden Brook team exemplifies dedication—not just to our students but to our entire community—consistently going above and beyond to create a supportive and enriching environment for everyone. Thank you for being the heart and soul of our school!

Last summer, Golden Brook School added an amazing updated playground! This space has quickly become a favorite among all of our students, who are absolutely loving the new equipment. From climbing structures to interactive play features, the playground has brought an extra dose of energy and excitement to recess. We would like to extend a big thank you to Jeff Henulec and Robin Wilson for their incredible efforts in making this project a reality. Their dedication and hard work have created a space where our students can play, laugh, and create lasting memories.

Last year, we continued with our whole-school Positive Behavior Intervention Support (PBIS) program that got all the students and staff involved. This program focuses on common behavior expectations that all students can understand and follow at Golden Brook School. Also, this program focuses on the students being rewarded for their positive behaviors and not focusing on the negative. When the students are “caught” demonstrating expectations throughout the Golden Brook, 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, pieing the administration during lunch, and my favorite was the egg crack with teachers, administration, and a few of our police officers. 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 weekly. 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 throughout the school year. In the fall of 2023, we had our 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. In the Spring, the PTA put on a Spring Carnival that had local food trucks and business, with multiple

games that were run by Golden Brook School staff members. Thank you to our PTA for your ongoing 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 2024, 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. To me, this is one of the best Golden Brook School traditions. My favorite part is when the 4th-grade students give a rose to a staff member who made an impact on them over their years at Golden Brook. This has such a positive impact on our Golden Brook School community. We also said "goodbye" to an amazing staff member who has been a huge part of our Golden Brook family for many years. We all would like to wish Ms. Gilbert 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 so many students and staff will truly miss 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.

The success of Golden Brook School wouldn't be possible without our dedicated staff, who show up every day ready to inspire, educate, and go the extra mile for our students. These incredible educators don't just teach—they innovate, motivate, and somehow manage to keep smiling through all the curveballs. Of course, we can't forget our Golden Brook School parents. Their support and encouragement help us keep pushing boundaries and reaching new heights. Together, we all are committed to equipping our students with the knowledge and skills they need to thrive in everyday challenges and confidently navigate an ever-changing world.

Respectfully submitted,

Christopher Hunt
GBS Principal

WINDHAM CENTER SCHOOL

During the 2023-2024 school year, Windham Center School (WCS) remained committed to delivering high-quality instruction aligned with the Common Core Standards, ensuring rigorous and engaging learning experiences for all students. Additionally, the staff took initial steps toward becoming a trauma-informed school, prioritizing strategies to support the emotional well-being and resilience of students.

The district made significant progress toward District Accreditation with the New England Association of Schools and Colleges (NEASC). All four schools in the district, including WCS, achieved NEASC accreditation, making it the first district in New Hampshire to accomplish this remarkable milestone. This achievement reflected a commitment to continuous improvement and collaboration while focusing on three priority areas to maintain and build upon this success.

A generous donation to Windham Center School supported a much-needed facelift for the Wellness Center, enhancing resources and creating a welcoming and therapeutic environment for students. This space served both regular education and special education students through their IEP goals.

Flexible seating was introduced in all classrooms to better support diverse learners. This approach allowed students to choose seating options that best suited their individual learning styles, fostering greater engagement, comfort, and focus.

The Respect, Opportunity, Achievement, Responsibility (ROAR) period provided students with opportunities to engage in various Social Emotional Learning (SEL) activities. Students reflected on their actions and feelings and explored the positive impact they could have on others through writing and drawing. They also participated in SEL-focused project-based learning, which helped develop critical life skills such as empathy, communication, and teamwork. School counselors pushed into classrooms during this time to deliver impactful lessons on topics like stress and anxiety management, equipping students with practical tools to navigate challenges and build resilience.

WCS actively participated in various community service initiatives that supported local and neighboring communities. The school kicked off the year with Project Gratitude, collecting candy to support troops, followed by the Windham Helping Hands Thanksgiving food drive. During the holiday season, WCS supported Project Bethlehem-Lazarus House in Lawrence, Massachusetts. Each homeroom class adopted a family in need and gathered donations with incredible support from parents.

After School activities remained a highlight for students. The ski program continued to grow in popularity, leading to the addition of a third bus to accommodate the high interest. Each week, students traveled to Pats Peak to ski with peers and staff, supported by dedicated parent volunteers who helped supervise and support students during the trips.

WCS participated in the One Trusted Adult Student Leadership Conference at Southern New Hampshire University, where five student representatives engaged in a full day of activities and challenges. After preparing by asking staff and peers about strengths, areas for improvement, and opportunities for student leadership, the students identified the goal of creating a new student mentor program. They continued to collaborate to plan and implement these student-led initiatives.

The Student Council introduced a creative "Book Swap Table" initiative to promote a love of reading, encouraging students to exchange books and discover new genres while sharing their favorites with peers.

During the NH elections, Windham School District hosted its Annual Kids Vote event, allowing students to vote alongside their parents. Our WCS Students chose between extra recess, a talent show, or a game day. The first-ever student talent show followed, showcasing an incredible array of talents, including dance, piano, skits, gymnastics, guitar, singing, and more. The event brought the school community together to celebrate the diverse abilities of our students.

Family and community engagement continued to play a critical role in the success of WCS. The PTA provided unwavering support, contributing significantly to another successful year of learning. The commitment and collaboration of staff, students, and parents remained essential to achieving our goals.

Respectfully submitted,

B.J. Martin
WCS Principal

WINDHAM MIDDLE SCHOOL

Windham Middle School experienced an outstanding 2023-2024 school year, highlighting the remarkable skills, determination, and community spirit of our students and staff. Comprising 7th and 8th grades, our school proudly served a student body of 432 individuals. Each student is celebrated as a unique individual, in line with our mission statement. We are committed to continuous improvement and consistently seek ways to enhance our instructional practices to support our learners academically, socially, and emotionally.

During the 2023-2024 school year, Windham Middle School has successfully received accreditation from the New England Association of Schools and Colleges (NEASC) along with Golden Brook and Center School to join the high school to become one of the few school districts in New England to have received District Accreditation. This recognition reflects our commitment to maintaining high educational standards and continuous improvement.

Throughout the school year, our students shone brightly in the creative and performing arts. For the first time, we had several students enter the Scholastic Art and Writing competition, earning a gold key and two honorable mention recognitions for their exceptional pieces. The school's production of "Frozen, Jr." captivated audiences with wonderful acting, singing, and stagecraft, under the direction of Mrs. Koenigsbauer. Our music program thrived this year under the exceptional leadership of Ms. Buonpane. We proudly maintained a record number of students participating in Band and Orchestra. Our musical concerts continue to be community favorites, showcasing the impressive skills of our students. The PTA Reflection winners included two students who created musical compositions and seven musically gifted students were selected to represent the middle school at the prestigious Honors Band Festival. All of our students' performances were highly praised, and they make us all incredibly proud. Our middle schoolers have remarkable talents in the performing arts.

We continue to emphasize the importance of student well-being and leadership. The One Trusted Adult program provides support while fostering trusting relationships between students and staff. Additionally, several of our student council members attended the Student Leadership Conference, gaining valuable skills and insights to bring back to our school community. Students and staff participated in Challenge Day, a transformative event that focused on empathy, understanding, and building stronger connections among our students. The school Advisory program continues to strengthen bonds with all of the members of our school.

Our students and staff participate 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.

We are delighted to see so many of our students actively participating in the diverse sports and clubs available at Windham Middle School. Each year, we witness an increase in student involvement across various extracurricular activities. Our Lego Robotics Club has flourished, growing into two robust teams that have excelled in competitive events. Similarly, our math team has seen significant development, with several students competing at advanced levels.

Our athletic teams have consistently performed at a high level during both regular season and postseason play-offs and championships. This year, we celebrated championship wins for our D1 Volleyball team, D5 Boy's Basketball, and Softball. Impressive runner-up finishes for our D3 Volleyball, Field Hockey, Golf, and Girls' Track teams. The Cross Country teams also had an outstanding season, finishing 4th for girls and 9th for boys in the State Meet. We had three Wrestlers crowned champions in their weight division and five wrestlers to complete at the state meet. Truly impressive work from our Wildcats!

Windham Middle School continues to collaborate with various external organizations to enhance our school experience. One such collaboration was with Ms. Katie Greer, who visited our school to discuss healthy social media practices. In addition to addressing this important topic, our students have also been actively involved in community service initiatives. Our students are deeply involved in community service, including a candy give-back program where we donated over 100 pounds of Halloween candy to a local dentist, as well as participating in holiday food and clothing drives. Our athletic teams partnered with the Side-Out Foundation, raising over \$5,000 for breast cancer awareness. Additionally, our students sent heartfelt cards to military personnel and senior citizens for the holidays through Project Joy.

Many of our seventh graders enjoyed an educational field trip to Nature's Classroom in Freedom, NH while those who remained on campus experienced Wildlife Encounters, featuring live animals brought to the school. Our eighth graders embarked on a memorable trip to Philadelphia and Gettysburg, PA, where they explored historical landmarks, learned valuable lessons, and created lasting memories. The students thoroughly enjoyed discovering the city and visiting its historical sites.

None of these accomplishments would have been possible without the unwavering dedication and support of our faculty and staff. Their commitment to fostering a nurturing and stimulating learning environment has been the backbone of our school's success.

In summary, Windham Middle School's 2023-2024 achievements highlight the diverse talents and collective efforts of our students, staff, and community. These accomplishments reflect our commitment to fostering a community where creativity, curiosity, and growth are at the forefront. We look forward to another year of growth, learning, and success.

Respectfully Submitted,
Brenda Morrow

Brenda Morrow
WMS Principal

WINDHAM HIGH SCHOOL

Windham High School is pleased to offer a wide range of opportunities for students in the form of courses, clubs, and activities, along with extended learning opportunities to actively engage students. Students have access to a variety of resources designed to meet their individual needs and support their academic success. As such, WHS has much to celebrate, foremost being the dedication of students, staff, and the community to fostering a safe and supportive learning environment where every student has the opportunity to thrive.

The 2023-2024 school year saw some impressive accomplishments and recognitions for WHS. 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 distinction as a Silver School 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 2023-2024, 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 78 percent achieving proficiency in ELA and 53 percent achieving proficiency in Math. In the area of Science, WHS had 71 percent of our students achieve proficiency on the NH SAS Science test. There were 617 AP tests taken at WHS by 322 individual students. Seventy-two 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 2024 graduates, 78 percent enrolled in four-year colleges and 9 percent enrolled in two-year schools. The list of colleges attended by members of the Class of 2024 includes MIT, Boston College, Dartmouth, Fordham, Georgia Tech, University of Chicago, McGill 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 89 percent of the Class of 2024 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.

The WHS Fine Arts Department continued to thrive in 2023-2024. We had 17 students receive Scholastic Art Awards, including two gold key winners: Cayson Neal and Olivia Messer. Our Music Department produced several All-State music honors: for Jazz All State Choir: Hannah Guenena who placed top three vocalist in the state; for All Chamber: Nathan Griffis; for Classical All State the following students were honored Mixed Choir: Gauri Valiyodiyil, Ryan Kaplan and Finn Roach; for All State Band: Ethan Lukow.

The Windham High School theater produced two in-house shows: *She Kills Monsters* and *Les Miserable*. The senior directed shows brought the greatest honor for students Finn Roach and Madison Johnson taking their show “Everyone Gets Eaten By Sharks” to the state festival where they took first place in the NH Educational Theater Guild State Competition as the only student direct show. The WHS Dance Team also competed for the first time in WHS history and took home a platinum award.

Our athletic teams also experienced success in their fields of play. The Boys Golf Team won the State Championship. The Boys Swim Team won a second straight State Championship. The Girls Lacrosse team won a State Championship. The Spirit team won two more State Championships, one in the Fall and one in the Winter. And, there were two State Champions from Windham in the first ever NHIAA Girls Wrestling Tournament.

In October of 2023, WHS hosted a NEASC (New England Association of Schools and Colleges) for their Collaborative Conference visit as the first phase of the re-accreditation process. Following the visit the Association voted to award the school continued accreditation. The team noted the school’s safe, positive culture, as well as the strong sense of school pride and spirit. The school was further recognized for its emphasis on community service and provision of varied opportunities for students to drive their learning. The final phase of the re-accreditation process, the Decennial Accreditation Visit, will take place in October of 2025.

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 reflected in the commitment of staff and students, both inside and outside the classroom. This effort is further reinforced through strong partnerships with the wider community, who contribute through internships, donations, volunteer efforts, and enthusiastic support at concerts, theater performances, and sporting events.

With gratitude,

Shannan McKenna
WHS Principal

SCHOOL DISTRICT EMPLOYEE WAGES

Name	Primary Job Title	Salary	Longevity	Extra Duty/OT/Other	Gross Pay
Accardo, Sara L	TEACHER	\$ 82,642.00	\$ 2,750.00		\$ 85,392.00
Alexandrou, Dimitris Y	TECHNOLOGY TECHNICIAN	\$ 54,693.04	\$ -	\$ 10.14	\$ 54,703.18
Alfaro, Ana	NUTRITION SERVICES ASSIST	\$ 7,329.26	\$ -	\$ 1,228.00	\$ 8,557.26
Allen, Emily	PARAPROFESSIONAL	\$ 19,058.25	\$ -	\$ 775.38	\$ 19,833.63
Allen, Nancy A	TEACHER	\$ 57,324.21	\$ -	\$ 6,277.25	\$ 63,601.46
Amadeo, Maria	NUTRITION SERVICES ASSIST	\$ 14,804.22	\$ -	\$ 3,450.00	\$ 18,254.22
Angelini, Julia M	PARAPROFESSIONAL	\$ 15,750.00	\$ -		\$ 15,750.00
Antkowiak, Paula M	PARAPROFESSIONAL	\$ 12,746.50	\$ -	\$ 9,128.72	\$ 21,875.22
Antonakos, Alex	ADMINISTRATIVE ASSISTANT	\$ 21,566.38	\$ -	\$ 4,895.00	\$ 26,461.38
Arnone, Morgan A	TEACHER	\$ 59,816.42	\$ -	\$ 1,220.00	\$ 61,036.42
Avallone, Cynthia A	TEACHER	\$ 84,894.00	\$ 2,250.00	\$ 970.00	\$ 88,114.00
Avalos, Kathleen M	TEACHER	\$ 6,420.98	\$ -	\$ -	\$ 6,420.98
Baddeley, Elizabeth	COUNSELOR	\$ 91,648.00	\$ 1,750.00	\$ 2,381.92	\$ 95,779.92
Bagdovitz, Meghan M	TEACHER	\$ 65,171.00	\$ -	\$ 4,590.00	\$ 69,761.00
Bailey, Erin E	TEACHER	\$ 54,395.00	\$ -	\$ 13,740.00	\$ 68,135.00
Bamberg, Kathryn E	TEACHER	\$ 80,953.00	\$ 2,250.00	\$ 510.00	\$ 83,713.00
Barbaro, Debra	SECRETARY	\$ 32,744.25	\$ -	\$ 105.00	\$ 32,849.25
Bartlett, Jill	TEACHER	\$ 91,648.00	\$ 1,750.00	\$ 9,050.00	\$ 102,448.00
Bartlett, Ryan A	TEACHER	\$ 91,648.00	\$ 2,250.00	\$ 4,650.00	\$ 98,548.00
Bass, Jacob T	TEACHER	\$ 45,532.00	\$ -	\$ 3,310.00	\$ 48,842.00
Becht, Kori A	SUPERINTENDENT	\$ 158,980.50	\$ -	\$ 10,114.60	\$ 169,095.10
Bedard, Jill C	SECRETARY	\$ 2,592.00	\$ -	\$ -	\$ 2,592.00
Bedard, Shawna	TEACHER	\$ 82,642.00	\$ 1,750.00	\$ 9,910.00	\$ 94,302.00
Beers, Heather	CUSTODIAN	\$ 38,729.92	\$ -		\$ 10,961.49
Belanger, Paul G	MAINTENANCE TECHNICIAN	\$ 64,075.02	\$ -	\$ 7,764.67	\$ 71,839.69
Bell, Katelyn L	NURSE	\$ 52,616.00	\$ -	\$ 8,870.00	\$ 61,486.00
Belsky, Jennifer K	PARAPROFESSIONAL	\$ 9,100.00	\$ -	\$ 6,718.75	\$ 15,818.75
Bennett, David	CHEF MANAGER	\$ 36,146.88	\$ -	\$ 2,000.00	\$ 38,146.88
Bennett, Harry	EXEC DIR TECHNOLOGY	\$ 114,244.61	\$ -	\$ 500.00	\$ 114,744.61
Bennington, Douglas S	TEACHER	\$ 80,953.00	\$ -	\$ 60.00	\$ 81,013.00
Berube, Amy B	TEACHER	\$ 59,693.00	\$ -	\$ 5,780.00	\$ 65,473.00
Bishop, Amber L	TEACHER	\$ 65,171.00	\$ -	\$ 10,410.00	\$ 75,581.00
Blair, Christopher P	ASSISTANT PRINCIPAL	\$ 104,262.06	\$ -	\$ 1,703.03	\$ 105,965.09
Blay, Douglas C	ASSISTANT PRINCIPAL	\$ 101,130.29	\$ -	\$ 4,778.56	\$ 105,908.85
Bly, Casey L	NURSE	\$ 80,953.00	\$ -	\$ 880.00	\$ 81,833.00
Bolieiro, Lucia	CUSTODIAN	\$ 31,312.00	\$ -	\$ 1,040.26	\$ 32,352.26
Bond, Kasey N	TEACHER	\$ 50,601.00	\$ -	\$ 3,420.00	\$ 54,021.00
Bonfiglio, Christina D	NURSE	\$ 19,583.66	\$ -	\$ 6,120.00	\$ 25,703.66
Boucher, Jamie A	TEACHER	\$ 65,171.00	\$ -	\$ -	\$ 65,171.00
Boulanger, Sarah E	MENTAL HEALTH COUNSELOR	\$ 54,395.00	\$ -	\$ 8,720.00	\$ 63,115.00
Bourque, Amy K	TEACHER	\$ 80,953.00	\$ -	\$ 4,430.00	\$ 85,383.00
Bourque, Jeffrey M	TEACHER	\$ 78,079.00	\$ -	\$ 2,940.00	\$ 81,019.00
Bowles, Teresa	PARAPROFESSIONAL	\$ 21,404.50	\$ -		\$ 21,404.50
Boyd, Laura A	PARAPROFESSIONAL	\$ 23,598.34	\$ -	\$ 273.24	\$ 23,871.58
Brand, Jennifer	TEACHER	\$ 54,552.00	\$ -	\$ 8,793.29	\$ 63,345.29
Breton, Molly	PARAPROFESSIONAL	\$ 23,112.38	\$ -		\$ 23,112.38
Bryant, Matthew	TEACHER	\$ 80,953.00	\$ 1,750.00	\$ 2,710.00	\$ 85,413.00
Buckholz, Arthur F	TEACHER	\$ 46,379.00	\$ -	\$ 11,642.40	\$ 58,021.40
Buckley, Gia	TEACHER	\$ 63,886.19	\$ -	\$ -	\$ 63,886.19
Bullis, Jennifer L	TEACHER	\$ 82,642.00	\$ 2,250.00	\$ 4,372.87	\$ 89,264.87
Buonpane, Amy E	TEACHER	\$ 50,601.00	\$ -	\$ 7,480.00	\$ 58,081.00
Burdette, Joel	LIBRARY MEDIA SPECIALIST	\$ 91,648.00	\$ 2,250.00	\$ 14,855.00	\$ 108,753.00
Burke, Christine M	TEACHER	\$ 60,626.00	\$ -	\$ 8,240.00	\$ 68,866.00
Burke, Jacob A	CUSTODIAN	\$ 23,643.03	\$ -	\$ 2,245.45	\$ 25,888.48
Burke, Lee M	NURSE ASSISTANT	\$ 23,375.85	\$ -	\$ 108.15	\$ 23,484.00
Burzlaff, Judiann	TEACHER	\$ 58,473.00	\$ -	\$ 1,740.00	\$ 60,213.00
Byrne, John M	TEACHER	\$ 66,530.00	\$ -	\$ 15,420.00	\$ 81,950.00
Cahill, Lorie A	HEAD CUSTODIAN	\$ 50,562.38	\$ -	\$ 3,131.77	\$ 53,694.15
Calder, Patricia A	PARAPROFESSIONAL	\$ 22,005.75	\$ -	\$ 4,478.79	\$ 26,484.54
Carbone, Nicole M	ASSISTANT BUSINESS ADMINISTRATOR	\$ 35,700.00	\$ -	\$ 2,500.00	\$ 38,200.00
Carleton, Jessica L	COUNSELOR	\$ 91,648.00	\$ 1,750.00	\$ 1,405.46	\$ 94,803.46
Carley, Melissa I	TEACHER	\$ 72,635.00	\$ -	\$ 7,400.00	\$ 80,035.00
Carnazzo, Emma J	DIRECTOR SPECIAL EDUCATION	\$ 99,910.00	\$ 1,500.00	\$ 4,500.00	\$ 105,910.00

Name	Primary Job Title	Salary	Longevity	Extra Duty/OT/Other	Gross Pay
Carroll, Lisa	TEACHER	\$ 38,614.70	\$ -	\$ 113.30	\$ 38,728.00
Carter, Kelly A	NURSE	\$ 1,054.16	\$ 28.23	\$ 2,000.00	\$ 3,082.39
Case, Matthew R	PARAPROFESSIONAL	\$ 23,195.25	\$ -	\$ 11,682.50	\$ 34,877.75
Castonguay, Aimee	INTERVENTIONIST	\$ 38,440.00	\$ -	\$ 1,250.00	\$ 39,690.00
Cavers, Abigail R	PARAPROFESSIONAL	\$ 20,869.88	\$ -	\$ 814.13	\$ 21,684.01
Celebi, Hillary M	PARAPROFESSIONAL	\$ 17,133.25	\$ -	\$ 9,172.53	\$ 26,305.78
Cervantes-Garcia, Alma E	NUTRITION SERVICES ASSIST	\$ 15,412.92	\$ -	\$ 370.00	\$ 15,782.92
Chan, Yim W	CUSTODIAN	\$ 43,667.68	\$ -	\$ 13,296.96	\$ 56,964.64
Chaput, Martin L Jr	TEACHER	\$ 67,763.00	\$ 2,750.00	\$ 6,373.05	\$ 76,886.05
Chesley, Danielle T	OCCUPATIONAL THERAPIST	\$ 75,308.00	\$ -	\$ 960.00	\$ 76,268.00
Cheung, Hau C	CUSTODIAN	\$ 41,257.21	\$ -	\$ 8,586.16	\$ 49,843.37
Chiquelin, Patricia A	TEACHER	\$ 63,038.00	\$ -	\$ -	\$ 63,038.00
Cho, Edward J	MUSIC LESSONS	\$ 8,760.00	\$ -	\$ -	\$ 8,760.00
Chopelas, Ashley	TEACHER	\$ 42,865.50	\$ -	\$ 8,265.00	\$ 51,130.50
Chorley, Lea J	NUTRITION SERVICES ASSIST	\$ 7,416.78	\$ -	\$ -	\$ 7,416.78
Christie, Mary E	IT SUPPORT COORDINATOR	\$ 56,735.68	\$ -	\$ 408.68	\$ 57,144.36
Cirelli, Michael J	TEACHER	\$ 80,953.00	\$ -	\$ 3,470.00	\$ 84,423.00
Ciresi, Mari	ADMINISTRATIVE ASSISTANT	\$ 65,000.00	\$ -	\$ -	\$ 65,000.00
Clapper, Michelle E	ADMINISTRATIVE ASSISTANT	\$ 42,834.00	\$ -	\$ -	\$ 42,834.00
Clark Canty, Amy E	RTI TEACHER	\$ 91,648.00	\$ -	\$ 4,562.68	\$ 96,210.68
Clark-Hartshorne, Kara E	TEACHER	\$ 82,642.00	\$ 2,250.00	\$ 4,860.00	\$ 89,752.00
Clegg, Kara	TEACHER	\$ 50,747.00	\$ -	\$ 8,760.00	\$ 59,507.00
Clement, Elizabeth	PAYROLL COORDINATOR	\$ 68,500.00	\$ -	\$ 2,817.30	\$ 71,317.30
Clement, Sarah B	OCCUPATIONAL THERAPIST	\$ 32,694.58	\$ -	\$ 5,312.77	\$ 38,007.35
Cobb, Susan M	TEACHER	\$ 91,648.00	\$ 1,750.00	\$ 4,468.19	\$ 97,866.19
Coish, Jonathan S	CUSTODIAN	\$ 51,551.84	\$ -	\$ 11,007.44	\$ 62,559.28
Colbeth, Claire M	TEACHER	\$ 70,057.00	\$ -	\$ 6,855.00	\$ 76,912.00
Cole Dahar, Hannah J	TEACHER	\$ 84,894.00	\$ 1,750.00	\$ 2,500.00	\$ 89,144.00
Commerford, Linda S	ACCOUNTING CLERK	\$ 45,722.82	\$ -		\$ 45,722.82
Connors, Anne L	TEACHER	\$ 67,570.00	\$ -	\$ 1,580.00	\$ 69,150.00
Conroy, Danielle M	PARAPROFESSIONAL	\$ 22,690.75	\$ -	\$ 357.76	\$ 23,048.51
Coole, Robert	TREASURER	\$ 6,180.00	\$ -		\$ 6,180.00
Cooper, Nathan A	DIRECTOR OF SS & WORLD LANGUAGE	\$ 95,000.00	\$ -	\$ 500.00	\$ 95,500.00
Corbett, Tracy	PARAPROFESSIONAL	\$ 16,984.50	\$ -	\$ 11,044.69	\$ 28,029.19
Corbin, Lisa H	TEACHER	\$ 80,953.00	\$ 2,750.00	\$ 1,960.00	\$ 85,663.00
Corcoran, Meghan F	CURRICULUM DIRECTOR	\$ 91,559.67	\$ -	\$ 500.00	\$ 92,059.67
Corey, Christopher P	TEACHER	\$ 54,395.00	\$ -	\$ 3,500.00	\$ 57,895.00
Costello, James	TEACHER	\$ 23,798.67	\$ -		\$ 23,798.67
Courter, Jody S	TEACHER	\$ 76,880.00	\$ -	\$ 2,520.00	\$ 79,400.00
Cousens, Laura A	NUTRITION SERVICES ASSIST	\$ -	\$ -	\$ 2,728.32	\$ 2,728.32
Cove, Jennifer L	TEACHER	\$ 91,648.00	\$ 2,750.00	\$ 1,600.00	\$ 95,998.00
Covey, Amy	TEACHER	\$ 56,650.00	\$ -	\$ 9,500.00	\$ 66,150.00
Coviello, Jamie M	PARAPROFESSIONAL	\$ 14,781.00	\$ -	\$ 61.50	\$ 14,842.50
Cox, Kaitlyn	TEACHER	\$ 54,395.00	\$ -	\$ 4,010.00	\$ 58,405.00
Creamer, Cecilia I	TEACHER	\$ 85,258.00	\$ -	\$ 16,477.25	\$ 101,735.25
Crimmin, Kendall E.	TEACHER	\$ 65,358.00	\$ 2,250.00	\$ 3,360.00	\$ 70,968.00
Cronin, Suzanne	TECHNOLOGY FACILITATOR	\$ 74,196.00	\$ -	\$ 13,590.00	\$ 87,786.00
Crosby, Michael L	TEACHER	\$ 42,356.00	\$ -	\$ 2,780.00	\$ 45,136.00
Crowley, Gayle	TEACHER	\$ 80,953.00	\$ -	\$ 8,500.00	\$ 89,453.00
Crowley, Nicole	NURSE	\$ 48,085.00	\$ -	\$ 3,745.15	\$ 51,830.15
Curry, Steven J	TEACHER	\$ 48,946.00	\$ -	\$ 8,699.39	\$ 57,645.39
D'Amore, Meghan A	TEACHER	\$ 54,395.00	\$ -	\$ 9,500.00	\$ 63,895.00
Daley, Sean P	PARAPROFESSIONAL	\$ 24,291.38	\$ -	\$ 1,570.70	\$ 25,862.08
Damboise, Kristi	DIRECTOR OF MATH	\$ 85,000.00	\$ -	\$ 500.00	\$ 85,500.00
Dancy, Janet E	TEACHER	\$ 80,953.00	\$ -	\$ 8,000.00	\$ 88,953.00
Dantos, Kayla B	TEACHER	\$ 54,395.00	\$ -		\$ 54,395.00
DaSilva, Scott	PARAPROFESSIONAL	\$ 20,697.12	\$ -	\$ 117.00	\$ 20,814.12
deAndrade Cantuario, Christina O	TEACHER	\$ 48,946.00	\$ -	\$ 246.85	\$ 49,192.85
Delgreco, Linda C	PARAPROFESSIONAL	\$ 18,224.22	\$ -	\$ 1,930.89	\$ 20,155.11
Delpidio, Nicole E	TEACHER	\$ 42,356.00	\$ -	\$ 3,980.00	\$ 46,336.00
Deming, Annette	TEACHER	\$ 76,172.00	\$ -	\$ 250.00	\$ 76,422.00
Denio, Nicole	TEACHER	\$ 40,852.00	\$ -	\$ 3,719.63	\$ 44,571.63
Dennis, Lynne M	MEDICAL ASSISTANT	\$ 16,640.91	\$ -	\$ 107.63	\$ 16,748.54
DePietro, Katherine	PARAPROFESSIONAL	\$ 20,470.50	\$ -		\$ 20,470.50
DeRousse, Graham M	TEACHER	\$ 62,858.00	\$ -	\$ 1,090.00	\$ 63,948.00
Dichard, Robert	TEACHER	\$ 64,210.00	\$ -		\$ 64,210.00
Dileo, Christine	PARAPROFESSIONAL	\$ 27,818.96	\$ -	\$ 8,326.08	\$ 36,145.04
Dinga, Casey A	TEACHER	\$ 42,356.00	\$ -	\$ 3,540.00	\$ 45,896.00

Name	Primary Job Title	Salary	Longevity	Extra Duty/OT/Other	Gross Pay
Diorio, Eileen T	SECRETARY	\$ 51,198.06	\$ -	\$ 2,205.03	\$ 53,403.09
DiPietro, Arianna	TEACHER	\$ 19,417.04	\$ -	\$ 1,000.00	\$ 20,417.04
DiTolla, Katherine R	TEACHER	\$ 78,079.00	\$ -	\$ 9,045.00	\$ 87,124.00
Dixey, Melissa	TEACHER	\$ 76,880.00	\$ -		\$ 76,880.00
Dizazzo, Donna	SECRETARY	\$ 35,905.36	\$ -	\$ 1,258.57	\$ 37,163.93
Dobmeier, Katelyn V	TEACHER	\$ 76,498.00	\$ -		\$ 76,498.00
Dodge, Stacey L	NUTRITION SERVICES ASSIST	\$ 19,885.62	\$ -	\$ 1,251.00	\$ 21,136.62
Dolezal, Lenka	NURSE	\$ 80,953.00	\$ -	\$ 1,300.00	\$ 82,253.00
Doolan, Rebecca	PARAPROFESSIONAL	\$ 5,382.00	\$ -		\$ 5,382.00
Dorman, Nancy M	TUTOR	\$ 41,749.93	\$ -	\$ 5,030.13	\$ 46,780.06
Doughty, Leah M	TEACHER	\$ 80,953.00	\$ 2,250.00	\$ 9,000.00	\$ 92,203.00
Douglas, Kami Lee	TEACHER	\$ 80,953.00	\$ -	\$ 50.00	\$ 81,003.00
Duesing, Kenneth	EXEC DIR STUDENT SRVS	\$ 111,868.59	\$ -	\$ 2,651.30	\$ 114,519.89
Dumais, Jamie B	TEACHER	\$ 68,275.00	\$ -	\$ 1,650.00	\$ 69,925.00
Dunn, Christina L	NURSE	\$ 70,257.00	\$ -	\$ 9,900.00	\$ 80,157.00
Dunn, Christina R	COUNSELOR	\$ 91,648.00	\$ 2,250.00	\$ 2,853.90	\$ 96,751.90
Dunn, Elizabeth A	SCHOOL DISTRICT MODERATOR	\$ 200.00	\$ -		\$ 200.00
Dupuis, Jessica L	BOARD CERT BEHAVIOR ANALYST	\$ 76,543.66	\$ -	\$ 500.00	\$ 77,043.66
Ellins, Sarah E	TEACHER	\$ 56,398.00	\$ -	\$ 3,450.00	\$ 59,848.00
Eng, Donna M	PARAPROFESSIONAL	\$ 23,336.35	\$ -	\$ 1,164.83	\$ 24,501.18
Engel, Brenda A	TEACHER	\$ 71,944.00	\$ -	\$ 750.00	\$ 72,694.00
Fay, Sherry A	TEACHER	\$ 80,953.00	\$ 2,750.00	\$ 660.00	\$ 84,363.00
Felizardo, Jennifer M	PARAPROFESSIONAL	\$ 7,388.10	\$ -	\$ 45.00	\$ 7,433.10
Ferguson, Andrew	TEACHER	\$ 57,573.00	\$ -		\$ 57,573.00
Ferreira, Beth A	PARAPROFESSIONAL	\$ 24,518.00	\$ -	\$ 3,034.16	\$ 27,552.16
Feyler, Michelle D	PARAPROFESSIONAL	\$ 24,461.26	\$ -	\$ 2,600.84	\$ 27,062.10
Fillion, Brian	TEACHER	\$ 91,648.00	\$ 1,750.00	\$ 180.00	\$ 93,578.00
Finn, Cynthia M	SCHOOL BOARD	\$ 700.00	\$ -		\$ 700.00
Flaherty, Tara	PARAPROFESSIONAL	\$ 20,140.00	\$ -	\$ 38.00	\$ 20,178.00
Fleet, Stephanie A	TEACHER	\$ 75,308.00	\$ 2,250.00	\$ 3,630.00	\$ 81,188.00
Fleming, Alessandra L	PARAPROFESSIONAL	\$ 22,862.20	\$ -	\$ 2,543.06	\$ 25,405.26
Fleming, Bethany	EXEC FUNCTIONING COACH	\$ 32,684.12	\$ -	\$ 2,249.94	\$ 34,934.06
Foley, Jennifer	DIRECTOR SPECIAL EDUCATION	\$ 88,500.00	\$ -	\$ 500.00	\$ 89,000.00
Fong, Amy L	BOARD CERT BEHAVIOR ANALYST	\$ 26,784.00	\$ -	\$ 200.00	\$ 26,984.00
Fothergill, Nancy	TEACHER	\$ 91,648.00	\$ 2,750.00	\$ 14,920.00	\$ 109,318.00
Fotopoulos, Karla	PARAPROFESSIONAL	\$ 22,182.50	\$ -	\$ 38.25	\$ 22,220.75
Freeman, Habiba J	TEACHER	\$ 58,473.00	\$ -	\$ 14,000.00	\$ 72,473.00
Freethy, Christine	ADMINISTRATIVE ASSISTANT	\$ 23,077.99	\$ -	\$ 1,981.06	\$ 25,059.05
Freisinger, Kerry R	TEACHER	\$ 75,308.00	\$ -	\$ 3,004.64	\$ 78,312.64
Fugate, Shawntel R	TEACHER	\$ 74,151.00	\$ -	\$ 120.00	\$ 74,271.00
Gadbois, Meaghan P	TEACHER	\$ 45,532.00	\$ -	\$ 200.00	\$ 45,732.00
Gallo, Julia G	PARAPROFESSIONAL	\$ 26,668.59	\$ -	\$ 1,694.38	\$ 28,362.97
Gantz, Susanne N	TEACHER	\$ 61,890.00	\$ -	\$ 12,073.74	\$ 73,963.74
Garland, Elena M	PARAPROFESSIONAL	\$ 12,350.00	\$ -	\$ 739.25	\$ 13,089.25
Garofoli, Rachel	SPEECH AND LANGUAGE PATHOLOGIST	\$ 80,953.00	\$ 2,250.00	\$ 720.00	\$ 83,923.00
Gaudette, Lauren L	PARAPROFESSIONAL	\$ 20,776.50	\$ -	\$ 8,439.63	\$ 29,216.13
Gauvin, Karalyn G	DIRECTOR OF SCIENCE	\$ 86,520.00	\$ 1,500.00	\$ 500.00	\$ 88,520.00
Genna, Melissa	TEACHER	\$ 42,356.00	\$ -	\$ 3,600.00	\$ 45,956.00
Gennetti, Erin	OCCUPATIONAL THERAPIST	\$ 31,502.33	\$ -	\$ 3,825.00	\$ 35,327.33
Gerstein, Stephanie	SECRETARY	\$ 27,955.27	\$ -	\$ 8,413.25	\$ 36,368.52
Ghali, Amir F	SYSTEMS ADMINISTRATOR	\$ 85,000.00	\$ -		\$ 85,000.00
Gilbert, Jonathan	DIRECTOR OF ELA	\$ 88,500.00	\$ -	\$ 500.00	\$ 89,000.00
Gilbert, Veronique	TEACHER	\$ 82,642.00	\$ 2,250.00	\$ 30,223.00	\$ 115,115.00
Godinez, Indigo M	PARAPROFESSIONAL	\$ 24,196.77	\$ -	\$ 792.94	\$ 24,989.71
Golden, Brenda	ADMINISTRATIVE ASSISTANT	\$ 54,382.31	\$ -	\$ 100.00	\$ 54,482.31
Goodwin, Dennis	TEACHER	\$ 80,953.00	\$ -	\$ 8,500.00	\$ 89,453.00
Gouthro, Melissa I	TEACHER	\$ 80,953.00	\$ -	\$ 690.00	\$ 81,643.00
Graff, Eric A	TEACHER	\$ 91,648.00	\$ 2,250.00	\$ 17,014.40	\$ 110,912.40
Graff, Kristen G	PARAPROFESSIONAL	\$ 30,210.96	\$ -	\$ 3,090.77	\$ 33,301.73
Gratton, Jay E	ASSISTANT PRINCIPAL	\$ 106,042.18	\$ -	\$ 10,539.25	\$ 116,581.43
Greenleaf, Dalisa K	EXECUTIVE DIRECTOR OF FINANCE AND OPE	\$ 130,000.00	\$ -	\$ 3,000.00	\$ 133,000.00
Grimes, Jeanne M	SECRETARY	\$ 28,788.48	\$ -		\$ 28,788.48
Grzesik, Jacqueline Y	NUTRITION SERVICES ASSIST	\$ 23,034.51	\$ -		\$ 23,034.51
Guerrero, Luis A	CUSTODIAN	\$ 43,667.68	\$ -	\$ 8.70	\$ 43,676.38
Haarlander, Lindsay R	TEACHER	\$ 65,171.00	\$ -	\$ 1,959.62	\$ 67,130.62
Habib, Kristina T	TEACHER	\$ 52,814.32	\$ -	\$ 2,920.00	\$ 55,734.32
Hachey, Michael R	TEACHER	\$ 91,648.00	\$ 2,250.00	\$ 4,492.73	\$ 98,390.73
Haegle, Gary E	CUSTODIAN	\$ 43,931.84	\$ -	\$ 10,950.56	\$ 54,882.40

Name	Primary Job Title	Salary	Longevity	Extra Duty/OT/Other	Gross Pay
Haegle, Glenn J	CUSTODIAN	\$ 44,317.92	\$ -	\$ 9,225.66	\$ 53,543.58
Hagerty, Erin K	DIR ASSESSMENT & ACCTABILITY	\$ 101,000.00	\$ -	\$ 13,942.30	\$ 114,942.30
Hall, Jon A	ADMINISTRATOR	\$ 108,150.00	\$ -	\$ 2,579.80	\$ 110,729.80
Hall, Melissa A	ADMINISTRATIVE ASSISTANT	\$ 12,236.00	\$ -	\$ 2,503.13	\$ 14,739.13
Hampoian, Jocelyn M	BOARD CERT BEHAVIOR ANALYST	\$ 78,655.46	\$ 1,500.00	\$ 2,740.00	\$ 82,895.46
Hancock, Emma	TEACHER	\$ 48,805.00	\$ -	\$ 1,080.00	\$ 49,885.00
Hanson, Carolyn	PARAPROFESSIONAL	\$ 28,108.08	\$ -	\$ 2,193.94	\$ 30,302.02
Hanssen, Amy A	TEACHER	\$ 78,079.00	\$ -	\$ 1,050.00	\$ 79,129.00
Hanulec, Jeffrey A	DIRECTOR OF FACILITIES	\$ 104,545.00	\$ -	\$ 3,010.50	\$ 107,555.50
Hardiman, Scott	HEAD CUSTODIAN	\$ 61,346.08	\$ -	\$ 12,081.36	\$ 73,427.44
Harpring, Stephanie G	TEACHER	\$ 82,642.00	\$ -	\$ 9,034.29	\$ 91,676.29
Hartmann, Julie	TEACHER	\$ 84,894.00	\$ 1,750.00	\$ 3,325.00	\$ 89,969.00
Hartnett, Sean A	NETWORK ADMINISTRATOR	\$ 90,125.00	\$ -	\$ -	\$ 90,125.00
Haselton, Ashley	TEACHER	\$ 60,626.00	\$ -	\$ 1,874.05	\$ 62,500.05
Hathway, Pamela J	TECHNOLOGY FACILITATOR	\$ 70,057.00	\$ -	\$ 816.65	\$ 70,873.65
Heger, Michelle M	TEACHER	\$ 84,894.00	\$ 2,750.00	\$ 4,619.20	\$ 92,263.20
Helbig, Benjamin A	TEACHER	\$ 47,208.00	\$ -	\$ 3,535.00	\$ 50,743.00
Hemmer, Robert W	TEACHER	\$ 48,085.00	\$ -	\$ 1,758.51	\$ 49,843.51
Hennigar, Catherine	DIRECTOR HUMAN RESOURCES	\$ 107,000.00	\$ -	\$ 2,557.70	\$ 109,557.70
Herard, Nadine	ASSISTANT PRINCIPAL	\$ 97,868.03	\$ -	\$ 8,500.00	\$ 106,368.03
Hess, Blair N	TEACHER	\$ 58,473.00	\$ -	\$ 11,246.22	\$ 69,719.22
Hill, Madelaine G	TEACHER	\$ 15,499.65	\$ -	\$ -	\$ 15,499.65
Hilton, Jessie	ADMINISTRATIVE ASSISTANT	\$ 375.95	\$ -	\$ -	\$ 375.95
Hoag, Cheryl A	PARAPROFESSIONAL	\$ 21,388.50	\$ -	\$ 1,193.00	\$ 22,581.50
Hopkins-Smith, Colleen	TEACHER	\$ 91,648.00	\$ 1,750.00	\$ 3,410.00	\$ 96,808.00
Horaj, Julia A	TEACHER	\$ 21,548.48	\$ -	\$ 9,138.27	\$ 30,686.75
Horaj, Mary Ann	SCHOOL BOARD CLERK	\$ 700.00	\$ -	\$ -	\$ 700.00
Hunt, Christopher C	PRINCIPAL	\$ 121,500.00	\$ -	\$ 2,836.55	\$ 124,336.55
Iacono, Dennis	CUSTODIAN	\$ 2,072.00	\$ -	\$ 888.00	\$ 2,960.00
Iannazzi, Rosemary	TUTOR	\$ 39,817.77	\$ -	\$ 1,600.00	\$ 41,417.77
Iannuzzi, Lisa	TUTOR	\$ 36,960.00	\$ -	\$ 1,370.00	\$ 38,330.00
Ignazi, Danielle M	NUTRITION SERVICES ASSIST	\$ 9,756.16	\$ -	\$ -	\$ 9,756.16
Jack, Wendy	CONSULTANT	\$ 14,960.00	\$ -	\$ -	\$ 14,960.00
Jendrasko, Natalie A	COMMUNICATION LIAISON	\$ 87,550.00	\$ -	\$ 4,500.00	\$ 92,050.00
Jenkins, Beth E	NUTRITION SERVICES ASSIST	\$ 21,458.79	\$ -	\$ 200.00	\$ 21,658.79
Jenkinson, Caitlin M	TEACHER	\$ 72,635.00	\$ -	\$ 8,680.00	\$ 81,315.00
Jirsa, Sara A	TEACHER	\$ 42,356.00	\$ -	\$ 8,040.00	\$ 50,396.00
Jodoin, Elizabeth A	COUNSELOR	\$ 78,079.00	\$ 1,750.00	\$ 1,979.58	\$ 81,808.58
Jodrey, Elise F	TEACHER	\$ 65,171.00	\$ -	\$ 510.00	\$ 65,681.00
Johnson, Rebecca L	COUNSELOR	\$ 60,626.00	\$ -	\$ 9,419.16	\$ 70,045.16
Jonesinski, Reneta T	TEACHER	\$ 79,709.00	\$ -	\$ 7,200.00	\$ 86,909.00
Josephson, Jennifer	PARAPROFESSIONAL	\$ 1,406.00	\$ -	\$ -	\$ 1,406.00
Jukes, Lisa J	TEACHER	\$ 65,171.00	\$ -	\$ 3,410.00	\$ 68,581.00
Kalil, Susan E	DIRECTOR FINE ARTS	\$ 102,820.15	\$ -	\$ 500.00	\$ 103,320.15
Kane, Sandra M	HUMAN RESOURCES COORDINATOR	\$ 56,680.00	\$ -	\$ 19,000.00	\$ 75,680.00
Kaplo, Patrick J	TEACHER	\$ 84,894.00	\$ 1,750.00	\$ 22,081.75	\$ 108,725.75
Kaskiewicz, Christina S	DIRECTOR SPECIAL EDUCATION	\$ 97,602.80	\$ -	\$ 500.00	\$ 98,102.80
Kearns, Gavin S	TEACHER	\$ 79,313.00	\$ -	\$ 10,380.00	\$ 89,693.00
Kennedy, Karlye S	ADMINISTRATIVE ASSISTANT	\$ 35,457.75	\$ -	\$ 2,997.75	\$ 38,455.50
Keshigian, Michael R	ASSISTANT PRINCIPAL	\$ 96,820.00	\$ 1,500.00	\$ 2,361.90	\$ 100,681.90
Kiley, Julianne M	PARAPROFESSIONAL	\$ 25,077.20	\$ -	\$ 6,690.45	\$ 31,767.65
Kingsley, Craig A	TEACHER	\$ 75,308.00	\$ 2,250.00	\$ 10,600.00	\$ 88,158.00
Klemm, Donald J	CUSTODIAN	\$ 47,203.36	\$ -	\$ 16,340.54	\$ 63,543.90
Koenigsbauer, Elizabeth B	PARAPROFESSIONAL	\$ 22,219.50	\$ -	\$ 1,924.75	\$ 24,144.25
Kosta, Michaela E	TEACHER	\$ 48,805.00	\$ -	\$ 13,752.84	\$ 62,557.84
Koulichkov, Andrea	PARAPROFESSIONAL	\$ 23,373.01	\$ -	\$ -	\$ 23,373.01
Koutroubas, James	NUTRITION SERVICES ASSIST	\$ 19,267.08	\$ -	\$ -	\$ 19,267.08
Kovaliv, Nicholas	TEACHER	\$ 75,308.00	\$ -	\$ 8,870.00	\$ 84,178.00
Krishnamoorthy, Alexandra E	TEACHER	\$ 70,057.00	\$ -	\$ 1,080.00	\$ 71,137.00
Kuttab, Johny	SCHOOL BOARD MEMBER	\$ 700.00	\$ -	\$ -	\$ 700.00
Lacaillade, Morgan	TEACHER	\$ 52,464.00	\$ -	\$ 6,960.00	\$ 59,424.00
Laferriere, Cynthia	NUTRITION SERVICES MGR	\$ 37,894.79	\$ -	\$ 2,000.00	\$ 39,894.79
Lagasse, Rose	TEACHER	\$ 80,953.00	\$ 2,750.00	\$ 775.00	\$ 84,478.00
Lagos, Timothy G	PARAPROFESSIONAL	\$ 20,781.00	\$ -	\$ 1,671.75	\$ 22,452.75
Lamb, Tracey M	TEACHER	\$ 71,163.00	\$ -	\$ 5,955.00	\$ 77,118.00
Lamontagne, Nicolle S	SCHOOL TO CAREER TRANSITION SPECIALIST	\$ 57,650.00	\$ -	\$ -	\$ 57,650.00
Lanchester, Irene K	TEACHER	\$ 48,805.00	\$ -	\$ 4,260.00	\$ 53,065.00
Landry, Courtney R	TEACHER	\$ 71,944.00	\$ 2,250.00	\$ 1,380.00	\$ 75,574.00

Name	Primary Job Title	Salary	Longevity	Extra Duty/OT/Other	Gross Pay
Langan, Anna	LICENSED NURSE ASSISTANT	\$ 20,488.79	\$ -		\$ 20,488.79
LaRoche, Denise	NUTRITION SERVICES ASSIST	\$ 15,933.76	\$ -		\$ 15,933.76
Larsen, Samantha R	TEACHER	\$ 65,171.00	\$ -		\$ 65,171.00
Latour, Matthew	CUSTODIAN	\$ 38,734.69	\$ -	\$ 8,176.78	\$ 46,911.47
Latour, Nathan A	CUSTODIAN	\$ 45,110.40	\$ -	\$ 3,630.71	\$ 48,741.11
Lattarula, Krystin	TEACHER	\$ 72,635.00	\$ -		\$ 72,635.00
Latvis, Stephen R	TEACHER	\$ 84,894.00	\$ 1,750.00	\$ 4,020.00	\$ 90,664.00
Lavoie, Joshua D	TEACHER	\$ 72,635.00	\$ 1,750.00	\$ 2,510.00	\$ 76,895.00
Leberman, P Russell	TEACHER	\$ 80,953.00	\$ 1,750.00	\$ 6,925.26	\$ 89,628.26
Lehne, Laura E	TEACHER	\$ 42,356.00	\$ -	\$ 2,880.00	\$ 45,236.00
Leister, Blake	TEACHER	\$ 82,642.00	\$ -	\$ 14,937.00	\$ 97,579.00
Lemay, Jordan M	TEACHER	\$ 62,336.00	\$ -	\$ 17,170.00	\$ 79,506.00
Les, Janice L	TEACHER	\$ 72,635.00	\$ 1,750.00	\$ 1,180.00	\$ 75,565.00
Letizio, Katie M	KINDERGARTEN TEACHER	\$ 50,601.00	\$ -	\$ 10,160.00	\$ 60,761.00
Leuteritz, Kimber L	PARAPROFESSIONAL	\$ 22,885.20	\$ -	\$ 4,727.00	\$ 27,612.20
Levanti, Gregory	TECHNOLOGY TECHNICIAN	\$ 65,660.93	\$ -	\$ 630.18	\$ 66,291.11
Levesque, Amy M	PARAPROFESSIONAL	\$ 21,173.38	\$ -	\$ 2,175.72	\$ 23,349.10
Lichtmann, Julie E	DIRECTOR OF GUIDANCE	\$ 106,042.19	\$ 3,500.00	\$ 64,529.89	\$ 174,072.08
Liddy, Laurie L	PARAPROFESSIONAL	\$ 6,378.72	\$ -	\$ 1,939.34	\$ 8,318.06
Lindner, Thomas Jr	MAINTENANCE TECHNICIAN	\$ 57,708.80	\$ -	\$ 4,187.90	\$ 61,896.70
Lingley, Eileen M	TEACHER	\$ 82,642.00	\$ 2,250.00	\$ 2,300.00	\$ 87,192.00
Lisa, Kristen L	PARAPROFESSIONAL	\$ 24,543.87	\$ -	\$ 1,532.90	\$ 26,076.77
Lizotte, Alexandra A	TEACHER	\$ 50,747.00	\$ -		\$ 50,747.00
Longua, Kaylie E	TEACHER	\$ 47,073.00	\$ -	\$ 3,813.08	\$ 50,886.08
Lowry, Rattanan	PARAPROFESSIONAL	\$ 13,369.50	\$ -	\$ 328.50	\$ 13,698.00
Magnuson, Russell T	THEATRE TECHNICIAN	\$ 58,475.53	\$ -	\$ 3,682.10	\$ 62,157.63
Magown, Peter	CUSTODIAN	\$ 43,667.68	\$ -	\$ 3,153.72	\$ 46,821.40
Maloney, Terry A	PARAPROFESSIONAL	\$ 22,738.58	\$ -	\$ 7,043.71	\$ 29,782.29
Marinelli, Debra A	TEACHER	\$ 77,762.87	\$ 2,750.00	\$ 3,190.13	\$ 83,703.00
Marinos, Sheila	NUTRITION SERVICES ASSIST	\$ 10,151.68	\$ -		\$ 10,151.68
Marks, Jocelyn A	SPEECH PATHOLOGIST	\$ 50,314.22	\$ -		\$ 50,314.22
Maroon, Donna	TUTOR	\$ 36,113.55	\$ -	\$ 3,190.13	\$ 39,303.68
Marraffa, Dominic	MUSIC ASSISTANT	\$ 3,420.00	\$ -		\$ 3,420.00
Marrangoni, Michelle C	PARAPROFESSIONAL	\$ 18,518.51	\$ -	\$ 2,585.00	\$ 21,103.51
Martin, Billie-Jo	PRINCIPAL	\$ 115,000.00	\$ 2,500.00	\$ 1,826.93	\$ 119,326.93
Martin, Elizabeth	PARAPROFESSIONAL	\$ 21,094.88	\$ -	\$ 2,248.52	\$ 23,343.40
Martinez, Luis	CUSTODIAN	\$ 36,741.88	\$ -	\$ 2,976.19	\$ 39,718.07
Matthews, Nicole R	TEACHER	\$ 62,858.00	\$ -	\$ 220.00	\$ 63,078.00
Maynard, Maria T	SECRETARY	\$ 19,465.92	\$ -	\$ 1,156.93	\$ 20,622.85
McCarthy, Lindsay L	TEACHER	\$ 48,805.00	\$ -	\$ 2,300.00	\$ 51,105.00
McCarthy, Robyn L	TEACHER	\$ 71,519.00	\$ -	\$ 1,300.00	\$ 72,819.00
McCarthy, Tiffany	TEACHER	\$ 58,473.00	\$ -	\$ 560.00	\$ 59,033.00
McCauley, Sharon B	PSYCHOLOGIST	\$ 91,648.00	\$ 2,750.00	\$ 10,020.00	\$ 104,418.00
McCook, Sarah A	TEACHER	\$ 47,208.00	\$ -	\$ 9,090.00	\$ 56,298.00
McCreven, Heather	TEACHER	\$ 91,648.00	\$ 1,750.00	\$ 15,090.00	\$ 108,488.00
McGonagle, Elyn D	TEACHER	\$ 70,860.00	\$ -	\$ 1,400.00	\$ 72,260.00
Mckenna, Shannan G	PRINCIPAL	\$ 125,000.00	\$ 2,500.00	\$ 2,903.85	\$ 130,403.85
Melia, Lauren	TEACHER	\$ 80,786.23	\$ -	\$ 210.00	\$ 80,996.23
Mendes, Dora F	NUTRITION SERVICES SUPERVISOR	\$ 26,851.58	\$ -	\$ 9,032.00	\$ 35,883.58
Merchel, Kathleen M	SECRETARY	\$ 28,986.88	\$ -	\$ 8,650.77	\$ 37,637.65
Merrill, Patricia M	ADMINISTRATIVE ASSISTANT	\$ 51,734.72	\$ -	\$ 506.04	\$ 52,240.76
Michalik, Sarah A	TEACHER	\$ 42,356.00	\$ -	\$ 3,680.00	\$ 46,036.00
Michaud, Regina	TEACHER	\$ 91,648.00	\$ 2,750.00	\$ 2,050.00	\$ 96,448.00
Millard, Kristina M	PARAPROFESSIONAL	\$ 3,675.75	\$ -	\$ 24.38	\$ 3,700.13
Miller Johnson, Amanda	MENTAL HEALTH COUNSELOR	\$ 52,464.00	\$ -	\$ 9,284.06	\$ 61,748.06
Miller, Kristin	TEACHER	\$ 74,196.00	\$ 1,750.00	\$ 525.00	\$ 76,471.00
Milligan, Nancy M	ASSISTANT SUPERINTENDENT	\$ 138,000.00	\$ -	\$ 3,684.80	\$ 141,684.80
Misiaszek, Katherine E	TEACHER	\$ 82,232.00	\$ -	\$ 2,280.00	\$ 84,512.00
Mitchell, Jennifer M	PARAPROFESSIONAL	\$ 24,538.50	\$ -	\$ 2,521.53	\$ 27,060.03
Mitkonis, Krystal A	MENTAL HEALTH COUNSELOR	\$ 80,953.00	\$ -	\$ 8,240.00	\$ 89,193.00
Molina, Vianney	NUTRITION SERVICES ASSIST	\$ 15,592.67	\$ -		\$ 15,592.67
Mooers, Cameron	PARAPROFESSIONAL	\$ 8,679.06	\$ -		\$ 8,679.06
Morin, Deborah	TEACHER	\$ 71,163.00	\$ -	\$ 7,272.60	\$ 78,435.60
Morrison, Darlene M	TEACHER	\$ 91,648.00	\$ 1,750.00	\$ 1,700.00	\$ 95,098.00
Morrison, Jared	PARAPROFESSIONAL	\$ 20,367.00	\$ -	\$ 2,785.00	\$ 23,152.00
Morrison, Kathleen	PARAPROFESSIONAL	\$ 11,052.00	\$ -		\$ 11,052.00
Morrow, Brenda	PRINCIPAL	\$ 120,025.35	\$ 2,500.00	\$ 2,808.20	\$ 125,333.55
Morse, AnnMarie	TEACHER	\$ 91,648.00	\$ -	\$ 2,892.73	\$ 94,540.73

Name	Primary Job Title	Salary	Longevity	Extra Duty/OT/Other	Gross Pay
Moser, Emily	TEACHER	\$ 43,356.00	\$ -	\$ 2,010.00	\$ 45,366.00
Moyer, Kevin C	TEACHER	\$ 76,172.00	\$ -	\$ 29,805.00	\$ 105,977.00
Mullen, Mary	PARAPROFESSIONAL	\$ 22,671.89	\$ -	\$ 1,140.26	\$ 23,812.15
Murphy, Janessa L	SECRETARY	\$ 16,461.00	\$ -	\$ 2,100.00	\$ 18,561.00
Murray, Sandra	ADMINISTRATIVE ASSISTANT	\$ 21,340.00	\$ -	\$ 5,940.00	\$ 27,280.00
Nevers, Cheyanne S	TEACHER	\$ 42,356.00	\$ -	\$ 5,075.00	\$ 47,431.00
Noel, Helen	TEACHER	\$ 70,057.00	\$ -	\$ 565.00	\$ 70,622.00
Nordengren, Donna	PARAPROFESSIONAL	\$ 27,693.38	\$ -	\$ 2,470.28	\$ 30,163.66
O'Brien, Alison R	TEACHER	\$ 65,171.00	\$ -	\$ 5,413.00	\$ 70,584.00
O'Brien, Dylan	HEAD CUSTODIAN	\$ 33,834.13	\$ -	\$ 19,562.09	\$ 53,396.22
O'Connor, Kelly M	TEACHER	\$ 82,232.00	\$ -	\$ 11,160.00	\$ 93,392.00
O'Neil, Kristine P	TEACHER	\$ 91,648.00	\$ 2,250.00	\$ 1,740.00	\$ 95,638.00
Ortiz, Carolyn N	COUNSELOR	\$ 52,464.00	\$ -	\$ 4,139.15	\$ 56,603.15
Pacheco, Heather L	TEACHER	\$ 88,054.70	\$ 3,500.00	\$ 3,000.00	\$ 94,554.70
Page, Cheryl	TEACHER	\$ 72,635.00	\$ -		\$ 72,635.00
Palmer, Denise	TEACHER	\$ 74,196.00	\$ 2,750.00	\$ 800.00	\$ 77,746.00
Pantazis, Mary Ellen	DIRECTOR SPECIAL EDUCATION	\$ 96,537.07	\$ -	\$ 4,000.00	\$ 100,537.07
Parsons, Nancy	TUTOR	\$ 40,561.40	\$ -	\$ 1,332.40	\$ 41,893.80
Peckham, Rhonda A	MANAGER OF NUTRITION SRVS	\$ 87,109.00	\$ 1,500.00	\$ 500.00	\$ 89,109.00
Pellerin, Bethany	TEACHER	\$ 82,232.00	\$ 2,250.00	\$ 5,190.00	\$ 89,672.00
Pelletier, Lindsay	TEACHER	\$ 50,601.00	\$ -	\$ 3,330.00	\$ 53,931.00
Pereira, Silvia G	PARAPROFESSIONAL	\$ 23,203.88	\$ -	\$ 1,673.77	\$ 24,877.65
Peterson, Donna P	PARAPROFESSIONAL	\$ 27,818.96	\$ -	\$ 2,854.86	\$ 30,673.82
Phillips, Kristin L	COUNSELOR	\$ 56,398.00	\$ -	\$ 1,910.00	\$ 58,308.00
Pierce, Rebecca L	TEACHER	\$ 75,308.00	\$ 1,750.00	\$ 8,675.00	\$ 85,733.00
Pierpont, Sonia J	TEACHER	\$ 71,944.00	\$ 2,250.00	\$ 5,500.00	\$ 79,694.00
Pignone, Lisa E	PARAPROFESSIONAL	\$ 29,482.97	\$ -	\$ 2,231.81	\$ 31,714.78
Plummer, Matthew D	CUSTODIAN	\$ 48,524.16	\$ -	\$ 1,955.18	\$ 50,479.34
Pollock, Andrea J	TEACHER	\$ 57,112.14	\$ -	\$ 4,405.00	\$ 61,517.14
Pomerleau, Marielle	TEACHER	\$ 48,805.00	\$ -	\$ 3,830.00	\$ 52,635.00
Post, Emily Anne	TEACHER	\$ 67,570.00	\$ -	\$ 280.00	\$ 67,850.00
Pratte, Patricia M	TEACHER	\$ 54,395.00	\$ -	\$ 1,235.00	\$ 55,630.00
Proulx, Jennifer R	TEACHER	\$ 74,196.00	\$ 2,250.00		\$ 76,446.00
Provost, Victoria A	DATA COORDINATOR	\$ 80,000.00	\$ -	\$ 8,000.00	\$ 88,000.00
Quaglietta, Laura	TEACHER	\$ 66,928.00	\$ -	\$ 12,960.00	\$ 79,888.00
Radabaugh, Bethany J	TEACHER	\$ 62,858.00	\$ -	\$ 6,480.00	\$ 69,338.00
Ranjith, Sithara	PARAPROFESSIONAL	\$ 4,284.50	\$ -	\$ 71.75	\$ 4,356.25
Rayno, Jillian B	SPEECH AND LANGUAGE PATHOLOGIST	\$ 72,635.00	\$ -	\$ 320.00	\$ 72,955.00
Reddig, Lisa E	TEACHER	\$ 84,894.00	\$ 2,750.00	\$ 300.00	\$ 87,944.00
Reed, Debbie A	NUTRITION SERVICES ASSIST	\$ 9,458.80	\$ -		\$ 9,458.80
Regal, Cheryl D	PARAPROFESSIONAL	\$ 12,223.26	\$ -	\$ 153.25	\$ 12,376.51
Reills, Jessica B	TEACHER	\$ 75,308.00	\$ -	\$ 12,520.00	\$ 87,828.00
Reinhart, Melanie A	TEACHER	\$ 67,570.00	\$ -	\$ 9,060.00	\$ 76,630.00
Renda, Stephanie	PARAPROFESSIONAL	\$ 13,977.80	\$ -	\$ 39.00	\$ 14,016.80
Richard, Cheryl L	TEACHER	\$ 70,257.00	\$ -	\$ 30.00	\$ 70,287.00
Ripley, Pilar M	TEACHER	\$ 80,953.00	\$ 2,750.00	\$ 735.26	\$ 84,438.26
Robbins, Janet D	TEACHER	\$ 80,953.00	\$ 1,750.00	\$ 2,000.00	\$ 84,703.00
Robertson, Gayle A	TUTOR	\$ 42,127.00			\$ 42,127.00
Robinson, Rebecca L	TEACHER	\$ 70,057.00	\$ -	\$ 8,150.00	\$ 78,207.00
Rogers, Cheryl A	PARAPROFESSIONAL	\$ 28,416.96	\$ -	\$ 4,132.93	\$ 32,549.89
Rogers, Holly C	PARAPROFESSIONAL	\$ 5,274.00	\$ -	\$ 148.50	\$ 5,422.50
Rosato, Maria	TEACHER	\$ 81,797.50	\$ -	\$ 340.00	\$ 82,137.50
Ross, Elizabeth A	TEACHER	\$ 72,635.00	\$ -	\$ 6,060.00	\$ 78,695.00
Ross, Lindsay R	OCCUPATIONAL THERAPIST	\$ 63,578.00	\$ -	\$ 9,380.00	\$ 72,958.00
Rossel, Kerstin A	TEACHER	\$ 84,894.00	\$ -	\$ 440.00	\$ 85,334.00
Rotondi, Jean M	RECEPTIONIST	\$ 17,325.03	\$ -		\$ 17,325.03
Rousseau, Catherine M	TEACHER	\$ 61,890.00	\$ -	\$ 20.00	\$ 61,910.00
Roy, Jennie L	TECHNOLOGY FACILITATOR	\$ 88,395.00	\$ -	\$ 1,680.00	\$ 90,075.00
Ruopp, Caleb S	TEACHER	\$ 54,736.98	\$ -	\$ 8,000.00	\$ 62,736.98
Russell, Erin	TEACHER	\$ 76,498.00	\$ -	\$ 2,960.00	\$ 79,458.00
Russell, Kimberley	TEACHER	\$ 70,860.00	\$ -	\$ 8,500.00	\$ 79,360.00
Ryan, Russell C	MUSIC ASSISTANT	\$ 1,050.00	\$ -		\$ 1,050.00
Rylant, Holly	OCCUPATIONAL THERAPIST	\$ 80,953.00	\$ 2,250.00		\$ 83,203.00
Saade, Hanaa	NUTRITION SERVICES ASSIST	\$ 15,046.24	\$ -		\$ 15,046.24
Salvo-O'Connell, Elizabeth	TEACHER	\$ 65,171.00	\$ -	\$ 10,810.00	\$ 75,981.00
Sampson, Maura	TEACHER	\$ 84,894.00	\$ -	\$ 5,710.00	\$ 90,604.00
Santo, Kimberly S	TEACHER	\$ 70,860.00	\$ -		\$ 70,860.00
Sapochetti, Jillian R	COUNSELOR	\$ 58,473.00	\$ -	\$ 3,220.00	\$ 61,693.00

Name	Primary Job Title	Salary	Longevity	Extra Duty/OT/Other	Gross Pay
Sawlan, Diane C	HR ASSISTANT/RECEPTIONIST	\$ 26,953.56	\$ -	\$ 407.45	\$ 27,361.01
Sawyer, Lisa M	PARAPROFESSIONAL	\$ 22,193.12	\$ -	\$ 3,007.81	\$ 25,200.93
Schaible, Pamela L	PARAPROFESSIONAL	\$ 291.06	\$ -	\$ 4,779.14	\$ 5,070.20
Sears, Eileen	PARAPROFESSIONAL	\$ 23,335.08	\$ -	\$ 1,784.21	\$ 25,119.29
Senibaldi, Dennis J	SCHOOL BOARD MEMBER	\$ 700.00	\$ -		\$ 700.00
Serian, Stephanie	TEACHER	\$ 70,788.00	\$ -	\$ 1,370.00	\$ 72,158.00
Serra, Tammy I	COUNSELOR	\$ 91,648.00	\$ 1,750.00	\$ 10,225.46	\$ 103,623.46
Shaka, Katherine A	TEACHER	\$ 82,642.00	\$ -	\$ 1,440.00	\$ 84,082.00
Sharma, Amit	TEACHER	\$ 80,953.00	\$ -	\$ 4,915.23	\$ 85,868.23
Shawley, Brian C	ASSISTANT PRINCIPAL	\$ 101,130.29	\$ -	\$ 2,250.32	\$ 103,380.61
Shea, Kimberly A	PARAPROFESSIONAL	\$ 25,138.42	\$ -	\$ 2,330.38	\$ 27,468.80
Sheehan, Bevin E	TEACHER	\$ 91,648.00	\$ 1,750.00	\$ 30.00	\$ 93,428.00
Shoubash, Katherine	TEACHER	\$ 71,944.00	\$ 1,750.00	\$ 17,711.90	\$ 91,405.90
Silverman, Matthew	PARAPROFESSIONAL	\$ 20,372.63	\$ -	\$ 2,415.00	\$ 22,787.63
Simard, Tanya	TEACHER	\$ 57,523.83	\$ -	\$ 8,421.42	\$ 65,945.25
Simpson, Bryanna D	TEACHER	\$ 65,358.00	\$ -	\$ 600.00	\$ 65,958.00
Smith, Alison C	TEACHER	\$ 72,635.00	\$ -	\$ 670.00	\$ 73,305.00
Smith, Diane L	SECRETARY	\$ 55,413.13	\$ -	\$ 6,826.86	\$ 62,239.99
Smith, Jenna	TEACHER	\$ 47,208.00	\$ -	\$ 8,500.00	\$ 55,708.00
Smith, Katherine S	TEACHER	\$ 62,858.00	\$ -	\$ 11,395.00	\$ 74,253.00
Smith, Lisa M	SECRETARY	\$ 42,765.21	\$ -	\$ 745.10	\$ 43,510.31
So, Nicholas T	MUSIC TEACHER	\$ 19,860.00	\$ -		\$ 19,860.00
Soto-Lozada, Cary	ASSISTANT BUSINESS ADMIN	\$ 52,788.46	\$ -	\$ 4,916.70	\$ 57,705.16
Soucy, Carol J	PARAPROFESSIONAL	\$ 29,736.76	\$ -	\$ 5,702.53	\$ 35,439.29
Soucy, Elaine C	SECRETARY	\$ 33,184.73	\$ -	\$ 1,453.91	\$ 34,638.64
Southwick, Rhonda K	TEACHER	\$ 72,635.00	\$ -	\$ 7,450.00	\$ 80,085.00
Spingel, Laura A	TEACHER	\$ 45,532.00	\$ -	\$ 734.40	\$ 46,266.40
St. Onge, Candace	TEACHER	\$ 80,953.00	\$ 2,250.00	\$ 5,125.00	\$ 88,328.00
St.Gelais, Timothy A	MASTER ELECTRICIAN	\$ 66,824.26	\$ -	\$ 1,932.10	\$ 68,756.36
Starr, Lawrence A	CUSTODIAN	\$ 38,729.92	\$ -	\$ 7.15	\$ 38,737.07
Steffanides, Todd	TEACHER	\$ 80,953.00	\$ 1,750.00	\$ 840.00	\$ 83,543.00
Stevens, James G	TEACHER	\$ 48,805.00	\$ -		\$ 48,805.00
Steward, Kellie Ann	COUNSELOR	\$ 91,648.00	\$ 2,250.00	\$ 10,548.97	\$ 104,446.97
Stoddard, Michelle	TEACHER	\$ 87,145.00	\$ 2,750.00	\$ 3,260.00	\$ 93,155.00
Stone, Jessica E	TEACHER	\$ 62,858.00	\$ -	\$ 2,880.00	\$ 65,738.00
Stromski, Erin K	PARAPROFESSIONAL	\$ 22,667.00	\$ -	\$ 75.25	\$ 22,742.25
Stuart, Cathleen P	TEACHER	\$ 71,519.00	\$ -	\$ 3,370.00	\$ 74,889.00
Suitter, Jennifer	ADMINISTRATIVE ASSISTANT	\$ 26,845.88	\$ -	\$ 141.76	\$ 26,987.64
Sullivan, Kristen J	TEACHER	\$ 82,232.00	\$ -	\$ 8,590.00	\$ 90,822.00
Szynkiewicz, Nicole R	PARAPROFESSIONAL	\$ 22,795.76	\$ -	\$ 4,447.85	\$ 27,243.61
Tanguay, Christine E	TEACHER	\$ 70,257.00	\$ 1,750.00		\$ 72,007.00
Tengstrand, Zsofia K	PSYCHOLOGIST	\$ 61,582.00	\$ -	\$ 8,500.00	\$ 70,082.00
Tenhagen, Karen	TEACHER	\$ 65,171.00	\$ -	\$ 13,410.38	\$ 78,581.38
Terriile, Heather	TEACHER	\$ 80,953.00	\$ -	\$ 9,820.00	\$ 90,773.00
Tewksbury, Deanna	TEACHER	\$ 80,953.00	\$ 2,250.00	\$ 2,900.00	\$ 86,103.00
Thom, Elaine J	NUTRITION SERVICES ASSIST	\$ 1,068.38	\$ -		\$ 1,068.38
Thompson, Heather M	EXECUTIVE ASSISTANT	\$ 67,982.40	\$ -	\$ 3,350.00	\$ 71,332.40
Thorpe, Elizabeth	MUSIC ASSISTANT	\$ 4,050.00	\$ -		\$ 4,050.00
Todd, Taylor	TEACHER	\$ 51,967.00	\$ -		\$ 51,967.00
Toohey, Veronica M	PARAPROFESSIONAL	\$ 20,830.50	\$ -	\$ 1,035.00	\$ 21,865.50
Toole, Olivia	LICENSED NURSE ASSISTANT	\$ 22,726.72	\$ -	\$ 194.26	\$ 22,920.98
Troy, Jill	TEACHER	\$ 53,594.00	\$ -	\$ 4,968.14	\$ 58,562.14
Tubbs, Judith E	TUTOR	\$ 41,878.03	\$ -	\$ 3,840.13	\$ 45,718.16
Turcotte, Cassiopeia N	TEACHER	\$ 91,648.00	\$ -	\$ 6,620.00	\$ 98,268.00
Ulery, Shannon L	SCHOOL BOARD MEMBER	\$ 700.00	\$ -		\$ 700.00
Urquhart, Deanne E	TEACHER	\$ 54,395.00	\$ -	\$ 1,770.00	\$ 56,165.00
Urquhart, Jill E	PARAPROFESSIONAL	\$ 22,197.76	\$ -	\$ 273.78	\$ 22,471.54
Vasquez, Raven A	PARAPROFESSIONAL	\$ 20,264.94	\$ -	\$ 695.50	\$ 20,960.44
Vastl, Jessica L	TEACHER	\$ 54,395.00	\$ -	\$ 9,170.00	\$ 63,565.00
Wactowski, Laura C	TEACHER	\$ 84,894.00	\$ -	\$ 2,630.00	\$ 87,524.00
Ward, Katherine J	READING SPECIALIST	\$ 84,894.00	\$ -	\$ 8,500.00	\$ 93,394.00
Waterman, Kristina A	OCCUPATIONAL THERAPIST	\$ 8,110.71	\$ -		\$ 8,110.71
Waters, Matthew	TEACHER	\$ 58,473.00	\$ -	\$ 500.00	\$ 58,973.00
Weilbrenner, Zachary	TEACHER	\$ 74,151.00	\$ -	\$ 1,050.00	\$ 75,201.00
Welch, Melissa A	COUNSELOR	\$ 58,473.00	\$ -	\$ 2,948.74	\$ 61,421.74
Welch, Michael K	TEACHER	\$ 91,648.00	\$ 1,750.00	\$ 2,780.00	\$ 96,178.00
Welch, Samantha A	TEACHER	\$ 56,398.00	\$ -		\$ 56,398.00
Wells, Todd L	CUSTODIAN	\$ 11,942.70	\$ -	\$ 7,804.52	\$ 19,747.22

Name	Primary Job Title	Salary	Longevity	Extra Duty/OT/Other	Gross Pay
Wentworth, Kerry A	SECRETARY	\$ 30,049.24	\$ -	\$ 186.11	\$ 30,235.35
Westwood, Chad J	TEACHER	\$ 70,860.00	\$ -	\$ 1,050.00	\$ 71,910.00
Wheeler, Roger	CUSTODIAN	\$ 69,547.87	\$ -	\$ 141.16	\$ 69,689.03
White, Jessie L	PARAPROFESSIONAL	\$ 21,859.50	\$ -	\$ 684.00	\$ 22,543.50
White-Rogers, Christine	TEACHER	\$ 79,313.00	\$ -	\$ 8,690.00	\$ 88,003.00
Whitehead, Deanne M	TEACHER	\$ 80,953.00	\$ 2,250.00	\$ 9,490.00	\$ 92,693.00
Whitney, Sara L	TEACHER	\$ 60,801.00	\$ -	\$ 2,960.00	\$ 63,761.00
Wilkins, Jody S	NUTRITION SERVICES ASSIST	\$ 18,469.73	\$ -		\$ 18,469.73
Wilkins, Stacy M	PARAPROFESSIONAL	\$ 2,924.22	\$ -		\$ 2,924.22
Williams, Jeri E	PSYCHOLOGIST	\$ 76,498.00	\$ -	\$ 1,580.00	\$ 78,078.00
Williams, Julie E	TEACHER	\$ 76,880.00	\$ 1,750.00	\$ 6,560.00	\$ 85,190.00
Wilson, Robin S	GROUNDKEEPER	\$ 87,000.00	\$ -		\$ 87,000.00
Wimmer, Stephanie N	SCHOOL BOARD	\$ 700.00	\$ -		\$ 700.00
Woodbury, Katherine M	TEACHER	\$ 50,601.00	\$ -	\$ 720.00	\$ 51,321.00
Yandow, Sarah F	TEACHER	\$ 54,395.00	\$ -	\$ 6,380.00	\$ 60,775.00
Yanuszewski, Ryan J	PARAPROFESSIONAL	\$ 7,163.00	\$ -	\$ 5.00	\$ 7,168.00
Zannoni, Joseph V	TEACHER	\$ 50,601.00	\$ -	\$ 4,740.00	\$ 55,341.00
Zekser, Gregory A	TEACHER	\$ 75,308.00	\$ -	\$ 8,500.00	\$ 83,808.00