

Northbridge Public Schools

Northbridge School Committee

87 Linwood Avenue, Whitinsville, Massachusetts 01588 (508) 234-8156 FAX (508) 234-8469 www.nps.org

Shannon Canoy, Chairperson, scanoy@nps.org, Jill Leonard, Vice-Chair, jleonard@nps.org,
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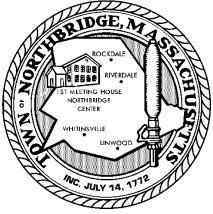
Northbridge Public Schools School Committee Meeting Agenda Tuesday, March 12, 2024 7:00PM Northbridge High School Media Center

- I. Call to Order (7:00PM)
- II. Pledge of Allegiance
- III. Attendance
- IV. Statement of Audio and Video Recording
- V. Statement of Mission
- VI. Student Representative Report (7:05PM)
- VII. Superintendent's Report (7:10PM)
- VIII. Presentations (7:15 PM)
 - A. Mr. Mac's Energy Bus
 - B. FY2025 Superintendent's Proposed Budget
- IX. Consent Agenda (7:45PM)
 - A. School Committee Minutes 2-27-2024
 - B. Warrant 24-35 2/29/2024 \$ 76,390.71
 - C. Warrant 24-36 3/07/2024 \$281,947.99
- X. Discussion (7:50PM)
 - A. FY 25 Budget Presentation
 - B. 2024-2025 School Calendar
- XI. Public Comment (8:10 PM)
- XII. Action
- XIII. Information
- XIV. Adjournment (8:15 PM)

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Northbridge Public Schools School Committee Meeting Agenda Tuesday, February 27, 2024 7:00PM Northbridge High School Media Center

- I. Call to Order (7:00PM)
 - II. Pledge of Allegiance
 - III. Attendance
- | | |
|----------------|---------|
| Jill Leonard | Present |
| Jonathan Canoy | Present |
| Heather Alden | Present |
| Shannon Canoy | Present |
| Carl Cowen | Present |

Also in attendance were Superintendent Amy McKinstry and Director of Business and Finance Melissa Walker

- IV. Statement of Audio and Video Recording
- V. Statement of Mission
- VI. Student Representative Report (7:05PM)

Boys High School Basketball team competing in the MIAA State Championships 2/27. Girls basketball team is also playing tonight. Winter Carnival last week was a success. It was the first one held in a few years. Thanked Mrs. O'Brien and the Student Council for organizing the whole event. There were a lot of activities for students, such as jeopardy and games, there was a study hall for students who wanted it, Mr. Swayze taught a baking class to students. This Thursday, students will have an opportunity to go on a field trip to Boston Aquarium and Fanuel Hall, yearly field trip. HOSA has the National State Conference on

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Saturday. Several members of the DECA club qualified for states and are going to Boston this weekend to compete.

VII. Superintendent's Report (7:10PM)

During the recent February Vacation, the Grant Funded Math Academy had about 40 students from grades 3-10 attend out of 100 invited. The Academy went well and hopes there will be an impact on MCAS scores and grades overall. There will be a second Academy for Math over April Vacation, and Amy is hoping to see more participation as word gets out.

NES is having a Dr. Seuss Spirit week for Read Across America. On Friday there will be a community read day, and she will be reading to the Third Grade. NHS Coffee Club will be hosting that day prior to the reading.

Congratulations to the NMS Student Council. They were nominated for, and won, the WCC Charles E. Thompson Youth Volunteer award for 2023 at the Whitins Community Center. Normally awarded to a single student under 18, but their work as a group as a whole volunteering at the community center earned it.

National Art Honors society collaborating on a Project with Big Ink from Mark Cody with Framingham State. Through grant funding, 11 groups made a Made designs to be made large scale woodcuts around the themes of courage and resilience. On March 6th, they will be going to Framingham State to tour the studios and have their woodcut printed.

February 28, Engineering firm of Plesson O'Neil will be presenting about the "Green Causeway" project from 6PM-8PM at the NMS cafeteria. Trying to make the community more walkable. They have worked with the district before on community projects and have a good reputation. A group of high school students have signed up to provide free childcare for parents who want to go, but cannot get a babysitter, so the community members can attend. They will get community service hours.

MCAS season is starting up soon. MCAS academies and extra studies have started. 8th graders will be taking the Civics test for the first time this year. MCAS schedules are being shared with families. Sophomores will be starting at the end of the month.

Draft results of TIERED Focus Monitoring results are in. Out of the 32 categories this time, only 4 needed a reply from the district. 3 of those categories are currently being done in the district and need to be re-presented to the TFM group, as they were overlooked the first

time. The final one needs to be worked on in the district. Kate and Amy will provide a more thorough report to the School Committee once they finish making the response.

Over February Vacation, Dr. Scott Connery successfully defended his Doctoral Dissertation and was awarded his Doctorate.

2/28 6:30PM High School Administration having a Meet and Greet for 8th grade parents to show them what the High School has to offer and answer questions.

Mobile Dental Clinic is coming back. NES has March 15th and is currently waiting to hear back about getting extra days. NMS March 15th, NHS March 28th.

March 20th is a half day for students and the next Parent Teacher Conferences.

VIII. Presentations (7:15 PM)

A. Mr. Mac's Energy Bus

Moved to next meeting as Mr. Mac was unable to attend.

B. District Strategic Plan - Year Three (Mid-Year Update)

3 Goals for Plan: 1) Shared Leadership. 2) Inclusive Culture. 3) Teaching and Learning Steps towards completing Goal 1)

1. Several Staff are providing PD in afterschool workshops to other teachers in March. Have 15 teachers providing the PD Workshops
2. School Councils are working with admin on SIP (School Improvement) initiatives.
3. MS and HS are working to align schedules, so the students have more opportunity to work together.
4. ST Math and SRSD Champions at NES working hard to promote those Initiatives, Open Sci-Ed received a lot of Training.
5. Celebration of Learning and Belonging – Planning Committee includes parents now, not just leadership team and parents.
6. Monthly Staff meetings. At the Middle School, “Share the Superpower”: Teachers share best practices with each other.
7. Student, Parent, and Staff Surveys around what we want/need for students. Most of these are qualitative (written in) and not quantitative (multiple choice).

Steps towards Goal 2). The district has been working hard to make a more inclusive culture.

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8. Parent/Guardian and DSR teams – parents/guardians, staff, students, community
9. Student/staff/parent feedback surveys. Portrait of a Graduate.
10. March Madness PD offered to both staff and some to parents as well.
11. Parent Forums 2/28 regarding grade level transitions, especially with transitions to 6th and 9th grade, questions about changing schools.
12. Celebration of learning and Belonging
13. Read Across America – Inclusive Culture
14. Principal Coffee meetings and Monthly Parent Meetings. Offering surveys as well.
15. “No Place for Hate” initiative. First activity happened at NHS and it was well received. NMS will be having their first event next week. Will be the same activity.
16. “Active Minds” club in the High School to address Student Mental Health needs and provide support and advocacy to the staff. It is completely student lead and run.
17. “Mr. Mac’s Energy Bus” initiative in NES
18. “Screenagers” 3 part documentary for the Middle and High School. Part 3 of the documentary is about Student Perceptions and Peer Pressure, drugs, vaping, alcohol. There are plans to show it to both students and parents, as after cellphones, vaping is the next problem to tackle.
19. All of the buildings have a weekly newsletter. Jill Healy sends out a Curriculum newsletter weekly to staff. Kate has been sending out the SPrEaD newsletter for the Special Education department to the parents. What’s on your Mind survey is still up, has been for 5 years.
20. Currently adopting a new website that will make integrating the NPS website and social media a lot more accessible.

Results from the Portrait of a Graduate have come in and been collated. Wanted to add this information here, as part of giving students a voice and being inclusive.

Took the top five responded to questions to present to the Committee.

When asked what students would like to change about the school, the top five replies included: Make start time later, let students have more choice in their classes and electives, more RAMS blocks/less long blocks, Study Hall, Have classes to teach life skills.

When asked what students loved about the school, the top six replies included: Field Trips, School Events/Pep Rallies, The connections they have made with their Teachers, RAMs Blocks/being able to study afterschool, Sports/Clubs, Art and Broadcast Classes.

When asked what they want to learn that they feel they haven't had the chance to learn, the top answers included: Financial Literacy, Wood Shop, Home Economics/Cooking/Sewing, Social Skills/Interviewing Skills, Auto Mechanics, Mythology, Economics, Carpentry/Architecture, Criminal Justice, Foreign Languages other than Spanish/French, American Sign Language, Astronomy, Archeology, What comes next after High School or College.

When asked What do they want to do next, the top answers included: How to deal with live outside of school and how to live by themselves.

Steps towards Goal 3).

21. Aligned MTTTS Framework to close the cracks.
22. Using student feedback from surveys.
23. RAM and WIN blocks
24. Revised the Curriculum and made it public.
25. Successful Cellphone plan Implementation.
26. 2nd year of SRSD Writing Initiative
27. 3rd year of Buddy Tutor
28. Math Acceleration Academies
29. Submitted for an Early Literacy Grant.

Quarter 2 Pass/Fail statistics came in, the Middle school had nearly a twenty five percent decrease from the first quarter compared to the previous year and only a slight decrease this year compared to last year in quarter two. The High School had massive decreases in failures each quarter from the previous year. Feels that this is very much due to the cell phone policy.

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Heather Alden stated that the Portrait of a Graduate gives her hope for the upcoming generation, as they want to learn these diverse and important life skills.

The students had replied that the most important quality to a successful individual is motivation and focus.

IX. Consent Agenda (7:40PM)

- A. School Committee Minutes 1-23-2024
- B. Warrant 24-30 1/25/2024 \$174,127.94
- C. Warrant 24-31 2/1/2024 \$210,533.35
- D. Warrant 24-32 2/8/2024 \$ 38,404.55
- E. Warrant 24-33 2/15/2024 \$159,945.89
- F. Warrant 24-34 2/22/2024 \$336,239.08
- G. Post Grad Field Trip

The students had chosen between the Boston Aquarium and Mystic Aquarium. They did a Pros/Cons list between the two. Will be doing a unit on marine life before they go.

H. DECA Field Trip

This year, they have 20 students and 7 qualified. 5 students fast tracked to Boston in the written, and 2 juniors are competing in the Role Plays this weekend. 3,600 will be attending this weekend at the Heinz Convention Center. All about independence and networking. There are scholarships available. If they win, they can advance to California. Because there are no seniors this year, the group decided to hold the recourses and fundraising for next year so they can compete in Orlando, FL, which is more viable than going to California. Works with the Post-Grad program a lot for business ideas. Both classes help teach each other.

I. Athletic Donation

Chairperson Shannon wanted to make it known that the Class of 1970 donated \$500 to the Athletic Department to pay for student fees.

A motion was made by Heather Alden to approve the entire Consent Agenda. It was seconded by Jonathan Canoy.

Jill Leonard	Yes
Heather Alden	Yes
Shannon Canoy	Yes

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Jonathan Canoy Yes

Carl Cowen Yes

The motion was passed with a vote of 5-0

X. Discussion (7:45PM)

 A. Spring Town Meeting Requests

March 15th is when additions to the warrant that goes to the town meeting ends. Articles have to be approved before then. Normally, the articles are just the capital plan, but the School Committee can add anything if they want. Projects approved on Capital plan that would be placed on Town Warrant: ADA Stage Lift at NMS, Loading Dock Leveler at NMS, Bathroom renovations at NMS, Wireless access point updates at NMS and NHS. There would be no local tax implication. While it does not need to be approved tonight, if the next meeting is cancelled, a new meeting will need to be made quickly to vote on what to include. A member of the school committee must be at the Town Meeting to be able to read it off. Requests moved to action.

 B. FY24 Budget Update

Same format as the update in November. Had about 105 staffing member changes this year. \$566,000 lower salary payments to date than anticipated, as people with higher salaries left and new people came in. The budget was built with those higher salaries in mind. \$429,000 salary not paid due to empty positions to date. Some positions were empty for some weeks or months, others have yet to be filled, and the anticipated salary has not been paid for that time.

Transportation increase for out of District transportation. The district was able to transfer line-item funds from within the transportation budget to cover the increased costs. While fuel and the share in Tech school costs are lower than expected, there has been an increase in the Out of District tuition costs.

Utilities are currently trending under the predicted costs, but it is not a significant amount, and there is still more of winter to get through.

Only spent about 1/3rd of substitute costs this year so far.

Increase in contracted services using an agency to provide 1:1 nursing. Offset by decrease in Virtual Highschool costs since there is a teacher at the High School who teaches Virtual

Highschool courses, so we get a discount. They were not here when budget was originally built.

Overall the district is about \$800,000 under budget (~2.5%).

Still have about 2.5 million left budgeted for the year that has not been spent yet.

Increase in Out of District costs. Had budgeted for 28 students (2.9 Million). There has been an increase in the number of students out of district, and changes in some of their placements. Has increased budget by \$152,000 dollars. Currently looking for Grant Funds to cover the costs, but may need budget funds. Currently, the district is using roll-over grant funds from last year and will allocate the grant funding from this year now.

District is applying for Extraordinary Relief under the Circuit Breakers. If we get the reimbursement, we will use that money instead of grant funds, and will roll over grant funds to next year's budget. Will know in April or May if we receive the extra grant funding. Any remaining grant funding will be rolled over into the next year.

Just looking to increase the line item spending by moving the budget around slightly.

XI. Public Comment (7:55 PM)

Daniel Fong-a-Fat: 221 Allana Drive. Former student. The Theater at the High School needs maintenance as they have been having electrical and flooding issues, and there is not a theater operator who knows how to run it. A lot of props have been damaged by leaks and flooding in the backstage and storage areas, and the maintenance requests keep getting ignored. Wants to know if money in the budget can be set aside to get someone to come in and look at the theater and possibly maintain it.

XII. Action

A. Preschool Tuition Rates 2024-2025

In response to the Committee's question about what other districts did about their increase schedule. Only a few districts got back to Melissa. All of the districts have different schedules of when they increase and how much they increase the cost. Historically, Northbridge has only increased as a lump sum when the question has come up, there has not been a percentage increase over a specified period.

School Committee agreed that the question of continuing with the historical trend or instituting an increase schedule can be a question for a later date, but will vote on the current proposed increase.

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B. Spring Town Meeting Requests

A motion was made by Heather Alden to approve the Pre-School Rate Increase and the items for the Town meeting. It was seconded by Jonathan Canoy.

Jill Leonard	Yes
Heather Alden	Yes
Shannon Canoy	Yes
Jonathan Canoy	Yes
Carl Cowen	Yes

The motion was passed with a vote of 5-0

XIII. Information

A. Second quarter failure update/comparison - MS/HS

Information provided during the District Strategic Plan.

XIV. Adjournment (8:15 PM)

A motion was made by Heather Alden to Adjourn. It was seconded by Jonathan Canoy.

Jill Leonard	Yes
Heather Alden	Yes
Shannon Canoy	Yes
Jonathan Canoy	Yes
Carl Cowen	Yes

The motion was passed with a vote of 5-0

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**Northbridge Public Schools
FY2025 Budget
Central Office&School Committee**

CATEGORY	FY 21 FTE	FY 21 ACTUAL BUDGET	FY 22 FTE	FY 22 ACTUAL BUDGET	FY 23 FTE	FY 23 ACTUAL BUDGET	FY 24 FTE	FY 24 ORIGINAL APPROVED BUDGET	FY 25 FTE	FY 25 OPERATIONAL BUDGET	FY 25 GRANTS	FY 25 REVOLVERS	FY 25 APPROPRIATION FROM TOWN
SALARIES													
Superintendent Salary	1.0	145,500	1.0	150,000	1.0	162,620	1.0	166,760	1.0	171,000	-	-	171,000
Superintendent Secretary Salary	1.0	44,470	1.0	42,330	1.0	26,983	1.0	46,920	1.0	48,960	-	-	48,960
Director of Business and Finance Salary	1.0	112,526	1.0	114,777	1.0	117,073	1.0	123,323	1.0	128,873	-	-	128,873
Business Office Support Staff Salary	2.0	91,247	2.0	92,118	2.0	102,059	2.0	106,000	2.0	108,120	-	-	108,120
Human Resources Salary	1.0	57,229	1.0	60,528	1.0	61,739	1.0	65,000	1.0	66,300	-	-	66,300
STIPENDS													
School Committee Capture		600		3,350		3,200		3,636		3,648	-	-	3,648
DUES/MEMBERSHIPS													
School Committee Dues		6,044		6,237		6,461		6,687		6,830	-	-	6,830
Dues/Memberships		6,488		6,717		6,882		7,907		8,058	-	-	8,058
PROFESSIONAL DEVELOPMENT													
Conferences		413		2,275		2,039		3,125		3,125	-	-	3,125
Superintendent Contracted Services		4,400		4,400		-		-		-	-	-	-
CONTRACTED SERVICES													
Negotiations-Legal Services		56,448		35,036		23,242		48,500		48,500	-	-	48,500
SUPPLIES/MATERIALS													
School Committee Supplies		97		37		190		291		291	-	-	291
Office Supplies		1,478		2,433		3,158		3,645		3,645	-	-	3,645
Printer Toner		939		1,599		1,514		2,760		2,646	-	-	2,646
COPIERS													
Copier Maintenance		136		226		199		720		950	-	-	950
Copier Lease		3,456		3,456		3,456		3,660		2,865	-	-	2,865
OTHER EXPENSES													
Travel		-		2,329		2,807		3,059		3,059	-	-	3,059
Postage		3,885		9,106		8,627		11,204		11,204	-	-	11,204
Advertising		522		171		114		875		875	-	-	875
													-
	6.0	535,876	6.0	537,125	6.0	532,362	6.0	604,072	6.0	618,949	-	-	618,949

**Northbridge Public Schools
FY2025 Budget
Athletics**

CATEGORY	FY 21 FTE	FY 21 ACTUAL BUDGET	FY 22 FTE	FY 22 ACTUAL BUDGET	FY 23 FTE	FY 23 ACTUAL BUDGET	FY 24 FTE	FY 24 ORIGINAL APPROVED BUDGET	FY 25 FTE	FY 25 OPERATIONAL BUDGET	FY 25 GRANTS	FY 25 REVOLVERS	FY 25 APPROPRIATION FROM TOWN
STIPENDS													
MS Coaching Salaries				21,431		21,431		21,540		23,262	-	23,262	-
HS Coaching Salaries		79,007		88,242		95,992		96,385		106,647	-	106,647	-
Athletic Director Salary		9,045		26,858	1.0	60,571	1.0	70,000	1.0	71,400	-	65,908	5,492
Faculty Manager		2,546		2,572		2,572		2,584		2,584	-	2,584	-
HOME GAME SERVICES													
Athletic Overtime		1,519		12,127		14,226		16,500		16,500	-	16,500	-
Officials/Refs		14,318		33,682		37,225		42,661		46,385	-	46,385	-
Security/Game Admin.		600		-		-		-		-	-	-	-
EMT/Trainer		2,435		4,293		5,569		14,525		14,525	-	14,525	-
Police Detail		800		5,280		4,263		4,950		4,620	-	4,620	-
Timers		819		1,740		852		3,285		3,075	-	3,075	-
SUPPLIES/MATERIALS													
Supplies/Technology		15,924		19,805		24,672		19,002		21,933	-	21,933	-
Equipment Repairs		-		6,473		7,477		10,000		13,750	-	13,750	-
Uniforms		17,990		5,883		8,211		9,650		10,350	-	10,350	-
Awards		428		2,871		2,645		3,000		3,000	-	3,000	-
DUES/MEMBERSHIPS													
Registration Fees		640		380		3,039		3,500		3,000	-	3,000	-
Dues/memberships		7,078		6,868		7,713		7,890		8,873	-	8,873	-
RENTALS													
Rentals		1,170		2,475		2,394		2,475		2,475	-	2,475	-
TRANSPORTATION													
Athletic Transportation		19,041		63,145		73,916		75,000		84,145	-	84,145	-
Total	-	173,359	-	304,123	1.0	372,767	1.0	402,948	1.0	436,524	-	431,032	5,492

**Northbridge Public Schools
FY2025 Budget
Athletics Salaries**

Account	School	Job Type	Subject Area	Grade	Regular/Special Ed	FTE	FY24 Salary	FTE	FY25 Salary
Athletic Director Salary	ATH	Athletic Director				1.0	70,000	1.0	71,400
Account Total						1.0	70,000	1.0	71,400
					Totals	1.00	70,000	1.0	71,400

**Northbridge Public Schools
FY2025 Budget
Curriculum**

CATEGORY	FY 21 FTE	FY 21 ACTUAL BUDGET	FY 22 FTE	FY 22 ACTUAL BUDGET	FY 23 FTE	FY 23 ACTUAL BUDGET	FY 24 FTE	FY 24 ORIGINAL APPROVED BUDGET	FY 25 FTE	FY 25 OPERATIONAL BUDGET	FY 25 GRANTS	FY 25 REVOLVERS	FY 25 APPROPRIATION FROM TOWN
SALARIES													
Director of Curriculum Salary	1.0	100,574	1.0	102,585	1.0	104,637	1.0	109,637	1.0	114,637	-	-	114,637
Curriculum Coach	1.0	90,806	1.0	92,622	1.0	95,430	1.0	95,896	1.0	97,335	20,000	-	77,335
Teacher Advancement				-							-	-	-
STIPENDS													
Mentor/Orientation Programs		6,432		10,626		9,936		9,744		17,420	17,420	-	-
DUES/MEMBERSHIP													
Dues/Membership		4,500		4,725		4,961		5,209		6,450	-	-	6,450
Professional Development Dues/Membership		1,500		1,500		1,500		1,500		1,500	-	-	1,500
PROFESSIONAL DEVELOPMENT													
Course Reimbursement		14,330		12,754		6,044		20,081		29,805	-	-	29,805
Professional Development, Outside Provider		11,025		1,500		14,021		7,000		10,750	10,750	-	-
Professional Development, Inside Provider		1,610		5,346		4,200		6,600		1,050	1,050	-	-
Conferences		333		75		1,645		950		1,525	-	-	1,525
Professional Resources		2,700		2,479		659		2,500		2,500	-	-	2,500
SUPPLIES/MATERIALS													
Office Supplies											-	-	-
GRANT EXPENSES													
Title IIA grant expenses		20,277									-	-	-
MTRS Benefits from grant		1,800		1,800		1,800		1,800		1,800	1,800	-	-
											-	-	-
Total	2.0	255,887	2.0	236,013	2.0	244,832	2.0	260,917	2.0	284,772	51,020	-	233,752

**Northbridge Public Schools
FY2025 Budget
Curriculum Salaries**

Account	School	Job Type	Subject Area	Grade	Regular/Special Ed	FTE	FY24 Salary	FTE	FY25 Salary
Director of Curriculum Salary	CURR	Director of Curriculum				1.0	109,637	1.0	114,637
Account Total						1.0	109,637	1.0	114,637
Curriculum Coach Salary	CURR	Curriculum Coach				1.0	95,896	1.0	97,335
Account Total						1.0	95,896	1.0	97,335
Totals						2.0	205,533	2.0	211,972

**Northbridge Public Schools
FY2025 Budget
Custodial & Maintenance**

CATEGORY	FY 21 FTE	FY 21 ACTUAL BUDGET	FY 22 FTE	FY 22 ACTUAL BUDGET	FY 23 FTE	FY 23 ACTUAL BUDGET	FY 24 FTE	FY 24 ORIGINAL APPROVED BUDGET	FY 25 FTE	FY 25 OPERATIONAL BUDGET	FY 25 GRANTS	FY 25 REVOLVERS	FY 25 APPROPRIATION FROM TOWN
SALARIES													
Director of Facilities Salary	1.0	88,635	1.0	86,700	1.0	88,434	1.0	90,203	1.0	91,800	-	-	91,800
Custodial Salary	13.4	511,733	14.9	537,604	14.5	637,934	14.5	662,915	14.5	676,206	-	-	676,206
Groundskeeper Salary	2.0	101,343	2.0	104,943	2.0	117,649	2.0	119,994	2.0	121,607	-	-	121,607
Maintenance Salary	2.0	102,571	2.0	96,105	2.0	108,440	2.0	112,918	2.0	114,440	-	-	114,440
Employee Separation Costs		19,312		31,582							-	-	-
SUSBSITUTES / OVERTIME													
Custodial Summer Help		2,673		18,929		41,595		42,000		42,000	-	-	42,000
Custodial Substitutes		28,130		11,629		875		33,408			-	-	-
Custodial Overtime		6,077		11,306		13,009		23,625		19,800	-	-	19,800
Maintenance Overtime		16,654		23,556		20,433		33,048		28,275	-	-	28,275
Detail Overtime		7,149		21,364		22,125		20,213		7,700	-	7,700	-
TRAVEL													
Custodial Travel		865		29		130		433		566	-	-	566
DUES/MEBERSHIPS													
Dues/Memberships		325		434		920		1,950		1,950	-	-	1,950
UTILITIES													
Heat, All Buildings		341,011		323,590		352,969		441,613		459,522	-	200,000	259,522
Electric, All Buildings		326,622		420,498		391,408		503,855		489,523	-	200,000	289,523
Sewer Usage, All Buildings		15,042		17,101		14,337		24,850		18,603	-	-	18,603
Telephone, All Buildings		17,030		18,382		19,845		28,109		26,904	-	-	26,904
Water, All Buildings		30,795		31,677		27,381		39,931		54,909	-	-	54,909
SUPPLIES/MATERIALS													
Custodial Supplies/Expense		69,745		63,375		74,765		72,604		76,596	-	-	76,596
Grounds Expenses		23,326		26,485		24,361		28,845		34,375	-	-	34,375
Athletic Field Supplies		5,408		7,610		5,634		10,900		12,750	-	-	12,750
Maintenance Supplies/Expenses		22,603		15,633		40,171		31,100		31,100	-	-	31,100
CONTRACTED SERVICES													
Contracted Services, Repairs		111,429		100,804		138,331		161,950		167,450	-	-	167,450
Painting		-		-		-		-		-	-	-	-
Rubbish Removal, All Buildings		23,574		37,096		34,602		41,955		41,955	-	-	41,955
EQUIPMENT													
Furniture		-		2,151		396		3,000		3,000	-	-	3,000
Equipment replacement		815		4,421		469		1,900		1,900	-	-	1,900
Equipment Repairs/Maintenance		13,639		14,395		17,254		30,950		32,450	-	-	32,450
LEASE													
Lease of Real Property		28,500									-	-	-
											-	-	-
Total	18.4	1,915,005	19.9	2,027,399	19.5	2,193,467	19.5	2,562,268	19.5	2,555,380	-	407,700	2,147,680

**Northbridge Public Schools
FY2025 Budget
PK-5 Elementary School**

CATEGORY	FY 21 FTE	FY 21 ACTUAL BUDGET	FY 22 FTE	FY 22 ACTUAL BUDGET	FY 23 FTE	FY 23 ACTUAL BUDGET	FY 24 FTE	FY 24 ORIGINAL APPROVED BUDGET	FY 25 FTE	FY 25 OPERATIONAL BUDGET	FY 25 GRANTS	FY 25 REVOLVERS	FY 25 APPROPRIATION FROM TOWN
SALARIES													
Administration Salary, NES			4.0	357,759	4.0	361,385	4.0	371,870	5.0	471,171	-	-	471,171
Secretary Salary, NES			2.0	100,912	2.0	93,244	2.0	94,831	2.0	96,019	-	-	96,019
Kindergarten Teaching Salary			8.0	611,335	8.0	657,666	8.0	665,563	8.0	693,028	-	-	693,028
Grade 1 Teacher Salary			8.0	547,790	8.0	562,956	8.0	571,917	8.0	589,318	-	-	589,318
Grade 2 Teacher Salary			7.0	611,982	7.0	630,816	7.0	633,618	7.0	643,121	-	-	643,121
Grade 3 Teacher Salary			6.0	501,373	7.0	563,774	7.0	572,319	7.0	596,034	-	-	596,034
Grade 4 Teacher Salary			7.0	519,240	6.0	489,089	7.0	564,197	7.0	548,885	-	-	548,885
Grade 5 Teacher Salary			7.0	586,492	7.0	607,057	6.0	537,180	7.0	636,110	-	-	636,110
Art Teacher Salary, NES			2.0	172,945	2.0	150,054	2.0	154,810	2.0	148,546	-	125,693	22,853
Music Teacher Salary, NES			2.0	160,314	2.0	177,417	2.0	179,060	2.0	163,221	-	138,098	25,123
PE/Health Teacher Salary, NES			2.0	172,945	2.0	178,283	2.0	179,060	2.0	181,746	-	153,785	27,961
Computer Teacher Salary, NES			1.5	112,224	2.0	133,644	2.0	140,806	2.0	158,918	-	134,469	24,449
Library Salary, NES			1.0	86,473	1.0	89,142	1.0	89,530	1.0	90,873	-	76,892	13,980
Kindergarten Paraprofessional Salary			8.0	174,304	8.0	192,308	8.0	196,778	8.0	196,228	-	-	196,228
Lunch Aides, NES			2.3	32,348	1.9	28,823	1.9	41,850	1.9	40,223	-	-	40,223
Employee Separation Costs				16,921		10,925					-	-	-
STIPENDS													
Team Leaders/Head Teacher Stipends, NES				16,499		20,742		21,321		21,321	-	-	21,321
Early Intervention Team Stipends, NES				-		-		-		-	-	-	-
Extracurricular Activity Stipends, NES				7,610		9,324		9,909		8,682	-	1,650	7,032
SUBSTITUTES													
Long Term Teacher Substitutes, NES				21,644		-		39,600		19,800	-	-	19,800
Substitutes, NES				76,505		111,518		77,790		88,410	-	-	88,410
DUES/MEMBERSHIPS													
Dues/Memberships, NES				-		-		267		267	-	-	267
PROFESSIONAL DEVELOPMENT													
Conferences, NES				2,227		7,705		5,875		5,875	-	-	5,875
Travel, NES				-		36		1,902		1,950	-	-	1,950
SUPPLIES/MATERIALS													
Office Supplies, NES				1,944		169		5,045		4,607	-	-	4,607
Printer Toner, NES				1,991		3,144		2,461		3,420	-	-	3,420
Textbooks/Workbooks, NES				-		-		-		-	-	-	-
Art Supplies/Materials, NES				2,624		4,966		4,956		4,604	-	-	4,604
Music Supplies/Materials, NES				3,683		1,342		1,424		1,082	-	-	1,082
PE/Health Supplies/Materials, NES				496		755		847		520	-	-	520
Computer Education Supplies/Materials, NES				2,901		1,399		709		898	-	-	898
Instructional Supplies, NES				5,308		-		-		189	-	-	189
Pre-School Supplies				2,362		1,483		4,026		2,543	-	-	2,543
Kindergarten Supplies				3,357		1,930		2,507		1,100	-	-	1,100
Grade 1 Supplies				1,368		4,009		4,727		3,719	-	-	3,719
Grade 2 Supplies				8,145		533		2,462		590	-	-	590
Grade 3 Supplies				4,356		1,026		927		981	-	-	981
Grade 4 Supplies				3,811		927		1,909		545	-	-	545
Grade 5 Supplies				4,097		561		1,956		1,606	-	-	1,606
Specialists Supplies, NES				1,530		343		682		947	-	-	947
Library Books/Supplies, NES				2,243		4,310		4,007		3,669	-	-	3,669
Instructional Equipment, NES				-		-		-		-	-	-	-
General Supplies, NES				14,161		36,317		48,719		46,978	-	-	46,978

Northbridge Public Schools
 FY2025 Budget
 PK-5 Elementary School

CATEGORY	FY 21 FTE	FY 21 ACTUAL BUDGET	FY 22 FTE	FY 22 ACTUAL BUDGET	FY 23 FTE	FY 23 ACTUAL BUDGET	FY 24 FTE	FY 24 ORIGINAL APPROVED BUDGET	FY 25 FTE	FY 25 OPERATIONAL BUDGET	FY 25 GRANTS	FY 25 REVOLVERS	FY 25 APPROPRIATION FROM TOWN
Testing & Assessment Supplies, NES				828		1,270		1,107		1,107	-	-	1,107
COPIERS													
Copier Maintenance, NES				2,426		5,000		7,000		8,410	-	-	8,410
Copier Lease, NES				17,341		16,709		17,743		16,386	-	-	16,386
GRANT EXPENSES													
MTRS Benefits from Grant											-	-	-
													-
Total			67.8	4,974,813	67.9	5,162,096	67.9	5,263,267	69.9	5,503,645	-	630,587	4,873,058

**Northbridge Public Schools
FY2025 Budget
PK-5 Elementary Salaries**

Account	School	Job Type	Subject Area	Grade	Regular/Special Ed	FTE	FY24 Salary	FTE	FY25 Salary
Administrative Salaries	NES	Principal		PK-5		1.0	108,000	1.0	110,160
Administrative Salaries	NES	Principal		PK-5		1.0	110,616	1.0	112,828
Administrative Salaries	NES	Assistant Principal		PK-5		1.0	92,121	1.0	93,963
Administrative Salaries	NES	Assistant Principal		PK-5				1.0	88,000
Administrative Salaries	NES	Dean of Students		PK-5		1.0	64,921	1.0	66,219
Account Total						4.0	375,658	5.0	471,171
Secretary Salary	NES	Secretary		PK-5		1.0	41,188	1.0	43,068
Secretary Salary	NES	Secretary		PK-5		1.0	52,749	1.0	52,952
Account Total						2.0	93,936	2.0	96,019
Kindergarten Teaching Salaries	NES	Teacher		K	Regular Ed	1.0	57,380	1.0	63,338
Kindergarten Teaching Salaries	NES	Teacher		K	Regular Ed	1.0	76,451	1.0	89,982
Kindergarten Teaching Salaries	NES	Teacher		K	Regular Ed	1.0	89,530	1.0	90,873
Kindergarten Teaching Salaries	NES	Teacher		K	Regular Ed	1.0	89,530	1.0	90,873
Kindergarten Teaching Salaries	NES	Teacher		K	Regular Ed	1.0	88,170	1.0	89,493
Kindergarten Teaching Salaries	NES	Teacher		K	Regular Ed	1.0	86,802	1.0	88,104
Kindergarten Teaching Salaries	NES	Teacher		K	Regular Ed	1.0	89,530	1.0	90,873
Kindergarten Teaching Salaries	NES	Teacher		K	Regular Ed	1.0	88,170	1.0	89,493
Account Total						8.0	665,563	8.0	693,028
Grade 1 Teaching Salaries	NES	Teacher		1	Regular Ed	1.0	89,530	1.0	90,873
Grade 1 Teaching Salaries	NES	Teacher		1	Regular Ed	1.0	86,802	1.0	88,104
Grade 1 Teaching Salaries	NES	Teacher		1	Regular Ed	1.0	67,917	1.0	71,099
Grade 1 Teaching Salaries	NES	Teacher		1	Regular Ed	1.0	67,917	1.0	71,099
Grade 1 Teaching Salaries	NES	Teacher		1	Regular Ed	1.0	56,821	1.0	58,241
Grade 1 Teaching Salaries	NES	Teacher		1	Regular Ed	1.0	46,855	1.0	57,072
Grade 1 Teaching Salaries	NES	Teacher		1	Regular Ed	1.0	57,380	1.0	63,338
Grade 1 Teaching Salaries	NES	Teacher		1	Regular Ed	1.0	88,170	1.0	89,493
Account Total						8.0	561,392	8.0	589,318
Grade 2 Teachers Salary	NES	Teacher		2	Regular Ed.	1.0	88,170	1.0	89,493
Grade 2 Teachers Salary	NES	Teacher		2	Regular Ed.	1.0	92,286	1.0	93,670
Grade 2 Teachers Salary	NES	Teacher		2	Regular Ed.	1.0	89,530	1.0	90,873
Grade 2 Teachers Salary	NES	Teacher		2	Regular Ed.	1.0	89,530	1.0	90,873
Grade 2 Teachers Salary	NES	Teacher		2	Regular Ed.	1.0	92,286	1.0	93,670
Grade 2 Teachers Salary	NES	Teacher		2	Regular Ed.	1.0	92,286	1.0	93,670
Grade 2 Teachers Salary	NES	Teacher		2	Regular Ed.	1.0	89,530	1.0	90,873
Account Total						7.0	633,618	7.0	643,121
Grade 3 Teachers Salary	NES	Teacher		3	Regular Ed.	1.0	89,530	1.0	90,873
Grade 3 Teachers Salary	NES	Teacher		3	Regular Ed.	1.0	89,530	1.0	90,873
Grade 3 Teachers Salary	NES	Teacher		3	Regular Ed.	1.0	95,896	1.0	97,335

**Northbridge Public Schools
FY2025 Budget
PK-5 Elementary Salaries**

Account	School	Job Type	Subject Area	Grade	Regular/Special Ed	FTE	FY24 Salary	FTE	FY25 Salary
Grade 3 Teachers Salary	NES	Teacher		3	Regular Ed.	1.0	62,921	1.0	69,632
Grade 3 Teachers Salary	NES	Teacher		3	Regular Ed.	1.0	86,802	1.0	88,104
Grade 3 Teachers Salary	NES	Teacher		3	Regular Ed.	1.0	66,610	1.0	69,725
Grade 3 Teachers Salary	NES	Teacher		3	Regular Ed.	1.0	88,170	1.0	89,493
Account Total						7.0	579,459	7.0	596,034
Grade 4 Teachers Salary	NES	Teacher		4	Regular Ed.	1.0	89,530	1.0	90,873
Grade 4 Teachers Salary	NES	Teacher		4	Regular Ed.	1.0	50,098	1.0	52,616
Grade 4 Teachers Salary	NES	Teacher		4	Regular Ed.	1.0	76,451	1.0	89,982
Grade 4 Teachers Salary	NES	Teacher		4	Regular Ed.	1.0	70,049	1.0	73,472
Grade 4 Teachers Salary	NES	Teacher		4	Regular Ed.	1.0	72,387	1.0	77,598
Grade 4 Teachers Salary	NES	Teacher		4	Regular Ed.	1.0	89,530	1.0	90,873
Grade 4 Teachers Salary	NES	Teacher		4	Regular Ed.	1.0	70,049	1.0	73,472
Account Total						7.0	518,093	7.0	548,885
Grade 5 Teachers Salary	NES	Teacher		5	Regular Ed.	1.0	89,530	1.0	90,873
Grade 5 Teachers Salary	NES	Teacher		5	Regular Ed.			1.0	90,873
Grade 5 Teachers Salary	NES	Teacher		5	Regular Ed.	1.0	89,530	1.0	90,873
Grade 5 Teachers Salary	NES	Teacher		5	Regular Ed.	1.0	89,530	1.0	90,873
Grade 5 Teachers Salary	NES	Teacher		5	Regular Ed.	1.0	89,530	1.0	90,873
Grade 5 Teachers Salary	NES	Teacher		5	Regular Ed.	1.0	89,530	1.0	90,873
Account Total						6.0	537,180	7.0	636,110
Art Teacher Salary	NES	Art Teacher	Art	K-5		1.0	56,229	1.0	57,673
Art Teacher Salary	NES	Art Teacher	Art	K-5		1.0	89,530	1.0	90,873
Account Total						2.0	145,759	2.0	148,546
Music Teacher Salary	NES	Music Teacher	Music	K-5		1.0	89,761	1.0	91,596
Music Teacher Salary	NES	Music Teacher	Music	K-5		1.0	68,603	1.0	71,625
Account Total						2.0	158,364	2.0	163,221
PE/Health Teacher Salary	NES	PE Teacher	Physical Education	K-5		1.0	89,530	1.0	90,873
PE/Health Teacher Salary	NES	PE Teacher	Physical Education	K-5		1.0	89,530	1.0	90,873
Account Total						2.0	179,060	2.0	181,746
Technology Teacher Salary	NES	Computer Teacher	Technology	K-5		1.0	64,355	1.0	68,936
Technology Teacher Salary	NES	Computer Teacher	Technology	K-5		1.0	76,451	1.0	89,982
Account Total						2.0	140,806	2.0	158,918
Library Salary	NES	Library Teacher	Library/Media Specialist	K-5		1.0	89,530	1.0	90,873
Account Total						1.0	89,530	1.0	90,873

**Northbridge Public Schools
FY2025 Budget
High School**

CATEGORY	FY 21 FTE	FY 21 ACTUAL BUDGET	FY 22 FTE	FY 22 ACTUAL BUDGET	FY 23 FTE	FY 23 ACTUAL BUDGET	FY 24 FTE	FY 24 ORIGINAL APPROVED BUDGET	FY 25 FTE	FY 25 OPERATIONAL BUDGET	FY 25 GRANTS	FY 25 REVOLVERS	FY 25 APPROPRIATION FROM TOWN
SALARIES													
Administration Salary, HS	3.0	289,459	3.0	295,115	3.0	308,742	3.0	311,328	3.0	309,722	-	-	309,722
Secretary Salary, HS	1.8	70,418	1.8	80,352	1.8	84,893	1.8	84,422	1.8	83,184	-	-	83,184
Art Teacher Salary, HS	2.0	143,867	2.0	148,631	2.0	156,938	2.0	159,579	2.0	164,345	-	151,703	12,642
Music Teacher salary, HS	1.0	49,086	1.0	52,356	1.0	60,340	1.0	63,051	1.0	55,621	-	51,342	4,279
PE/Health Teachers Salary, HS	2.0	169,554	2.0	158,789	2.0	138,620	2.0	141,368	2.0	145,893	-	134,670	11,223
Computer Teachers Salary, HS	2.0	159,781	2.0	159,482	1.0	89,142	1.0	89,530	-	-	-	-	-
Wood/Engineering Teacher Salary, HS	1.0	87,387	1.0	78,249	1.0	-	1.0	88,652	2.0	181,746	-	167,765	13,980
Family/Consumer Science Teacher Salary, HS	-	-	-	-	-	-	-	-	-	-	-	-	-
English Teacher Salary, HS	8.0	519,905	8.0	596,736	8.0	613,920	8.0	643,205	7.0	580,582	-	-	580,582
Math Teacher Salary, HS	6.0	492,103	6.0	520,317	6.0	549,281	6.0	552,668	6.0	532,609	-	-	532,609
Science Teachers Salary, HS	6.0	507,760	6.0	515,144	6.0	491,142	6.0	521,079	5.0	368,675	-	-	368,675
Social Studies Teacher Salary, HS	6.0	447,468	6.0	461,966	6.0	480,501	6.0	521,068	5.0	446,171	-	-	446,171
World Language Teachers Salary, HS	5.0	362,952	4.0	321,472	4.0	354,063	4.0	360,386	4.0	349,860	-	69,675	280,185
Business Teacher Salary, HS	1.0	90,806	1.0	52,928	1.0	58,981	1.0	61,675	1.0	66,259	-	-	66,259
Vocational Coordinator, HS	1.0	47,889	-	-	-	-	-	-	-	-	-	-	-
Library Salary, HS	1.0	85,757	0.5	13,140	1.0	18,720	1.0	19,094	1.0	19,481	-	-	19,481
In School Suspension Supervisor Salary, HS	-	-	-	-	-	-	-	-	-	-	-	-	-
Lunch Aides, HS	-	-	-	-	-	-	-	-	-	-	-	-	-
Employee Separation Costs				12,121		-		-		-		-	-
STIPENDS													
Academy Coordinator, HS		1,930		1,212		1,212		812		1,224	-	-	1,224
Department Heads, HS		44,357		44,576		44,576		44,800		44,800	-	-	44,800
Online Learning Coordinator Stipends, HS		4,263		4,284		4,284		4,306		4,306	-	-	4,306
Extracurricular Activity Stipends, HS		30,811		39,702		41,686		42,816		49,081	-	5,000	44,081
SUBSTITUTES													
Long Term Teacher Substitute, HS		32,658		5,840		14,600		19,800		9,900	-	-	9,900
Substitutes, HS		27,494		55,548		57,655		47,470		56,365	-	-	56,365
DUES/MEMBERSHIPS													
Dues/Memberships, HS		9,464		5,919		9,279		9,918		10,298	-	-	10,298
Accreditation, HS				-		-		-		-	-	-	-
PROFESSIONAL DEVELOPMENT													
Conferences, HS		394		1,170		2,709		4,238		4,444	-	-	4,444
Travel, HS		-		831		1,285		2,079		2,128	-	-	2,128
OTHER INSTRUCTIONAL SERVICES													
Online Learning, HS		12,850		12,910		23,195		23,450		15,450	-	-	15,450
BV Excel								10,000		5,000	-	5,000	-
Credit Recovery		2,853		-		2,127		3,080		3,080	-	-	3,080
Graduation		13,788		11,141		13,739		15,769		16,128	-	-	16,128
Academic Field Trips, HS		1,355		5,740		4,877		5,300		5,300	-	-	5,300
AP Saturday School		1,940		2,292		2,359		3,625		2,975	-	2,975	-
SUPPLIES													
Office Supplies, HS		2,726		3,203		4,737		7,555		6,939	-	-	6,939
Printer Toner, HS		3,496		4,989		5,807		6,711		6,452	-	-	6,452
Textbooks/Workbooks, HS		4,048		4,542		2,711		4,955		3,055	-	-	3,055
Art Supplies/Materials, HS		3,276		4,654		6,986		6,704		5,679	-	-	5,679
Music Supplies/Materials, HS		2,874		2,085		2,630		2,675		2,525	-	-	2,525
Physical Education/Health Supplies/Materials, HS		1,905		3,350		2,305		2,623		2,086	-	-	2,086
Computer Education Supplies/Materials, HS		2,424		1,777		1,365		1,380		1,572	-	-	1,572
Instructional Supplies, HS		-		-		-		-		-	-	-	-

**Northbridge Public Schools
FY2025 Budget
High School**

CATEGORY	FY 21 FTE	FY 21 ACTUAL BUDGET	FY 22 FTE	FY 22 ACTUAL BUDGET	FY 23 FTE	FY 23 ACTUAL BUDGET	FY 24 FTE	FY 24 ORIGINAL APPROVED BUDGET	FY 25 FTE	FY 25 OPERATIONAL BUDGET	FY 25 GRANTS	FY 25 REVOLVERS	FY 25 APPROPRIATION FROM TOWN
Career Academy Supplies, HS		229		128		-		-		-	-	-	-
Photography Supplies, HS		-		671		794		919		-	-	-	-
Broadcast Supplies, HS		-		-		4,614		3,831		3,503			3,503
Wood/Vocational Skills Supplies, HS										950			950
Math Supplies, HS		2,656		1,177		1,228		2,457		2,448	-	-	2,448
Science Supplies, HS		13,074		19,642		16,497		18,176		16,782	-	-	16,782
Social Studies Supplies, HS		1,193		-		38		-		32	-	-	32
World Language Supplies, HS		527		-		678		200		490	-	-	490
English Supplies, HS		40		40		40		-		-	-	-	-
Library Books/Supplies, HS		-		-		982		1,000		1,000	-	-	1,000
Instructional Equipment, HS		-		-		4,345		2,416		3,686	-	-	3,686
General Supplies, HS		3,865		10,392		10,469		14,000		13,500	-	-	13,500
COPIERS				-									
Copier Maintenance, HS		585		1,522		1,619		2,108		2,168	-	-	2,168
Copier Lease, HS		6,415		7,368		7,368		7,560		7,560	-	-	7,560
Total	46.8	3,757,678	44.3	3,723,500	43.8	3,704,077	43.8	3,939,837	40.8	3,615,051	-	588,131	3,026,920

**Northbridge Public Schools
FY2025 Budget
HS Salaries**

Account	School	Job Type	Subject Area	Grade	Regular/ Special Ed	FTE	FY24 Salary	FTE	FY25 Salary
Administrative Salaries	NHS	Principal	Administration			1.0	123,000	1.0	125,460
Administrative Salaries	NHS	Asst. Principal	Administration			1.0	107,120	1.0	109,262
Administrative Salaries	NHS	Dean/Voc	Dean of Students / Vocational Coordinator			1.0	74,668	1.0	75,000
Account Total						3.0	304,788	3.0	309,722
Secretaries Salary	NHS	Secretary	Secretary			1.0	51,688	1.0	51,887
Secretaries Salary	NHS	Secretary	Secretary			0.8	29,426	0.8	31,297
Account Total						1.8	81,114	1.8	83,184
Business Teachers Salaries	NHS	Teacher	Business/Computer Technology		Regular Ed.	1.0	61,675	1.0	66,259
Account Total						1.0	61,675	1.0	66,259
English Teachers Salaries	NHS	Teacher	English		Regular Ed.	1.0	89,530	1.0	90,873
English Teachers Salaries	NHS	Teacher	English		Regular Ed.	1.0	89,530	1.0	90,873
English Teachers Salaries	NHS	Teacher	English/Broadcast		Regular Ed.	1.0	54,207	1.0	55,621
English Teachers Salaries	NHS	Teacher	English		Regular Ed.	1.0	56,229	1.0	57,673
English Teachers Salaries	NHS	Teacher	English		Regular Ed.	1.0	95,896	1.0	97,335
English Teachers Salaries	NHS	Teacher	English		Regular Ed.	1.0	95,896	1.0	97,335
English Teachers Salaries	NHS	Teacher	English		Regular Ed.	1.0	89,530	1.0	90,873
English Teachers Salaries	NHS	Teacher	English		Regular Ed.	1.0	72,387		
Account Total						8.0	643,205	7.0	580,582
Math Teachers Salaries	NHS	Teacher	Math		Regular Ed.	1.0	95,896	1.0	97,335
Math Teachers Salaries	NHS	Teacher	Math		Regular Ed.	1.0	62,402	1.0	65,321
Math Teachers Salaries	NHS	Teacher	Math		Regular Ed.	1.0	89,530	1.0	90,873
Math Teachers Salaries	NHS	Teacher	Math		Regular Ed.	1.0	89,530	1.0	90,873
Math Teachers Salaries	NHS	Teacher	Math		Regular Ed.	1.0	95,896	1.0	97,335
Math Teachers Salaries	NHS	Teacher	Math		Regular Ed.	1.0	89,530	1.0	90,873
Account Total						6.0	522,784	6.0	532,609
Science Teachers Salaries	NHS	Teacher	Science		Regular Ed.	1.0	64,355	1.0	68,936
Science Teachers Salaries	NHS	Teacher	Science		Regular Ed.	1.0	82,674	1.0	96,381
Science Teachers Salaries	NHS	Teacher	Science		Regular Ed.	1.0	92,286	1.0	93,670
Science Teachers Salaries	NHS	Teacher	Science		Regular Ed.	1.0	50,098	1.0	52,616
Science Teachers Salaries	NHS	Teacher	Science		Regular Ed.	1.0	52,569	1.0	57,072
Science Teachers Salaries	NHS	Teacher	Science		Regular Ed.	1.0	88,652		
Account Total						6.0	430,634	5.0	368,675
Social Studies Teachers Salaries	NHS	Teacher	Social Studies		Regular Ed.	1.0	87,306	1.0	89,493
Social Studies Teachers Salaries	NHS	Teacher	Social Studies		Regular Ed.	1.0	72,387	1.0	77,598
Social Studies Teachers Salaries	NHS	Teacher	Social Studies		Regular Ed.	1.0	88,652	1.0	90,873
Social Studies Teachers Salaries	NHS	Teacher	Social Studies		Regular Ed.	1.0	89,530	1.0	90,873
Social Studies Teachers Salaries	NHS	Teacher	Social Studies		Regular Ed.	1.0	95,896	1.0	97,335
Social Studies Teachers Salaries	NHS	Teacher	Social Studies		Regular Ed.	1.0	88,652		

**Northbridge Public Schools
FY2025 Budget
HS Salaries**

Account	School	Job Type	Subject Area	Grade	Regular/ Special Ed	FTE	FY24 Salary	FTE	FY25 Salary
Account Total						6.0	522,423	5.0	446,171
Wood/Engineering Teachers Salaries	NHS	Teacher	Technology Engineering		Regular Ed.	1.0	88,652	1.0	90,873
Wood/Engineering Teachers Salaries	NHS	Teacher	Wood/Vocational Skills		Regular Ed.			1.0	90,873
Account Total						1.0	88,652	2.0	181,746
World Langaue Teacher Salaries	NHS	Teacher	World Language		Regular Ed.	1.0	44,741	1.0	68,936
World Langaue Teacher Salaries	NHS	Teacher	World Language		Regular Ed.	1.0	92,286	1.0	93,670
World Langaue Teacher Salaries	NHS	Teacher	World Language		Regular Ed.	1.0	82,674	1.0	96,381
World Langaue Teacher Salaries	NHS	Teacher	World Language		Regular Ed.	1.0	89,530	1.0	90,873
Account Total						4.0	309,231	4.0	349,860
Art Teachers Salaries	NHS	Teacher	Art		Regular Ed.	1.0	70,049	1.0	73,472
Art Teachers Salaries	NHS	Teacher	Art		Regular Ed.	1.0	89,530	1.0	90,873
Account Total						2.0	159,579	2.0	164,345
Music Teacher Salaries	NHS	Teacher	Music		Regular Ed.	1.0	54,207	1.0	55,621
Account Total						1.0	54,207	1.0	55,621
PE/Health Teacher Salaries	NHS	Teacher	Health and Wellness		Regular Ed.	1.0	51,838	1.0	55,020
PE/Health Teacher Salaries	NHS	Teacher	Health and Wellness		Regular Ed.	1.0	89,530	1.0	90,873
Account Total						2.0	141,368	2.0	145,893
Computer Teachers Salaries	NHS	Teacher	Computer Technology		Regular Ed.	1.0	89,530		
Account Total						1.0	89,530	0.0	-
Library Salaries	NHS	Clerk	Library Clerk			1.0	19,094	1.0	19,481
Account Total						1.0	19,094	1.0	19,481
					Totals	43.8	3,428,284	40.8	3,304,147

**Northbridge Public Schools
FY2025 Budget
Middle School**

CATEGORY	FY 21 FTE	FY 21 ACTUAL BUDGET	FY 22 FTE	FY 22 ACTUAL BUDGET	FY 23 FTE	FY 23 ACTUAL BUDGET	FY 24 FTE	FY 24 ORIGINAL APPROVED BUDGET	FY 25 FTE	FY 25 OPERATIONAL BUDGET	FY 25 GRANTS	FY 25 REVOLVERS	FY 25 APPROPRIATION FROM TOWN
SALARIES													
Administration Salary, MS	3.0	271,193	3.0	266,058	3.0	271,379	3.0	276,807	3.0	289,717	-	-	289,717
Secretary Salary, MS	1.8	85,143	1.8	79,972	1.8	83,016	1.8	85,163	1.8	86,422	-	-	86,422
Art Teacher Salary, MS	1.0	84,777	1.0	86,473	1.0	89,142	1.0	89,530	1.0	52,616	-	44,521	8,095
Music Teacher Salary, MS	2.0	102,940	1.5	90,435	2.0	125,909	2.0	132,272	2.0	140,035	-	118,491	21,544
PE/Health Teachers Salary, MS	3.0	222,767	2.0	146,502	2.0	153,495	2.0	157,566	2.0	162,799	-	137,747	25,052
Computer Teachers Salary, MS	1.0	84,777	1.0	86,473	1.0	89,142	1.0	89,530	1.0	90,873	-	76,892	13,980
Technology/Engineering Teacher Salary, MS	1.0	67,132	1.0	72,549	1.0	86,946	1.0	88,170	1.0	89,493	-	75,725	13,768
English Teacher Salary, MS	8.0	611,557	6.0	478,830	6.0	374,277	6.0	485,550	5.0	340,675	-	-	340,675
Math Teacher Salary, MS	7.0	546,341	6.0	483,143	6.0	404,703	6.0	476,515	5.0	421,690	-	-	421,690
Science Teacher Salary, MS	8.0	675,642	6.0	505,401	6.0	501,256	6.0	534,460	5.0	452,984	-	-	452,984
Social Studies Teacher Salary, MS	8.0	615,441	6.0	451,399	6.0	447,296	6.0	462,008	5.0	440,794	-	-	440,794
World Language Teachers Salary, MS	1.0	-	1.0	92,622	1.0	74,585	1.0	95,896	-	-	-	-	-
ELA Tutor Salary, MS													
Math Tutor Salary, MS													
Reading Specialist Salary, MS	-	-	1.0	86,473	-	-	-	-	-	-	-	-	-
In School Suspension Supervisor Salary, MS													
Library Salary, MS													
Lunch Aides, MS	0.3	6,223	0.3	7,857	0.3	5,809	0.3	6,750	0.3	6,488	-	-	6,488
Employee Separation Cost		8,168		-		17,300					-	-	-
STIPENDS													
Department Heads/Team Leaders, MS		33,268		31,397		27,860		28,000		28,000	-	-	28,000
Academy Coordinator, MS		1,173		-		-					-	-	-
Extracurricular Activity Stipends, MS		8,850		9,962		15,533		16,476		16,686	-	5,500	11,186
SUBSTITUTES													
Long Term Teacher Substitutes, MS		6,450		35,303		15,108		19,800		9,900	-	-	9,900
Substitutes, MS		25,654		36,402		55,030		43,215		55,100	-	-	55,100
DUES/MEMBERSHIPS													
Dues/Memberships, MS		600		1,524		1,969		2,650		2,828	-	-	2,828
PROFESSIONAL DEVELOPMENT													
Conferences, MS		558		75		1,595		3,825		3,894	-	-	3,894
Travel, MS		-		-		-		1,746		1,800	-	-	1,800
OTHER INSTRUCTIONAL SERVICES													
SCIP - Summer Careers Investigation Program				-		-					-	-	-
Online Learning (Credit Recovery)								875		875	-	-	875
Summer School		5,040		-		-		-		-	-	-	-
SUPPLIES/MATERIALS													
Office Supplies, MS		1,101		2,232		3,489		1,608		1,657	-	-	1,657
Printer Toner, MS		986		1,698		1,935		3,188		3,069	-	-	3,069
Textbooks/Workbooks, MS		-		-		-		-		-	-	-	-
Art Supplies/Materials, MS		-		1,138		1,720		2,008		1,991	-	-	1,991
Music Supplies/Materials, MS		179		735		907		3,062		3,048	-	-	3,048
PE/Health Supplies/Materials, MS		-		1,558		1,698		1,547		1,355	-	-	1,355
Computer Education Supplies/Materials, MS		999		593		654		966		1,071	-	-	1,071
Instructional Supplies, MS		-		-		-		-		-	-	-	-
Language Arts Supplies, MS		-		500		3,143		3,635		5,368	-	-	5,368
Mathematics Supplies, MS		-		343		142		1,950		1,544	-	-	1,544
Science Supplies, MS		6,016		2,581		3,899		2,125		2,570	-	-	2,570
Social Studies Supplies, MS		-		1,666		2,157		1,822		-	-	-	-

**Northbridge Public Schools
FY2025 Budget
Middle School**

CATEGORY	FY 21 FTE	FY 21 ACTUAL BUDGET	FY 22 FTE	FY 22 ACTUAL BUDGET	FY 23 FTE	FY 23 ACTUAL BUDGET	FY 24 FTE	FY 24 ORIGINAL APPROVED BUDGET	FY 25 FTE	FY 25 OPERATIONAL BUDGET	FY 25 GRANTS	FY 25 REVOLVERS	FY 25 APPROPRIATION FROM TOWN
World Language Supplies, MS						514		591			-	-	-
STEM Engineering Supplies, MS		-		414		799		615		953	-	-	953
Library Books/Supplies, MS		-		-		-					-	-	-
Instructional Equipment, MS											-	-	-
General Supplies, MS		8,169		12,039		17,745		21,242		16,881	-	-	16,881
COPIERS				-		-							
Copier Maintenance, MS		1,620		1,673		2,977		4,980		5,420	-	-	5,420
Copier Lease, MS		11,969		11,413		11,774		11,930		11,288	-	-	11,288
GRANT EXPENSES													
MTRS benefits											-		-
TOTALS	45.1	3,494,731	37.6	3,087,430	37.1	2,894,900	37.1	3,158,073	32.1	2,749,884	-	458,876	2,291,008

**Northbridge Public Schools
FY2025 Budget
MS Salaries**

Account	School	Job Type	Subject Area	Grade	Regular/ Special Ed	FTE	FY24 Salary	FTE	FY25 Salary
Administrative Salaries	NMS	Principal		6-8		1.0	108,000	1.0	110,160
Administrative Salaries	NMS	Dean of Students		6-8		1.0	73,036	1.0	74,497
Administrative Salaries	NMS	Assistant Principal		6-8		1.0	103,000	1.0	105,060
Account Total						3.0	284,036	3.0	289,717
Secretaries Salaries	NMS	Secretary		6-8		0.8	38,567	0.8	38,567
Secretaries Salaries	NMS	Secretary		6-8		1.0	46,596	1.0	47,854
Account Total						1.8	85,163	1.8	86,422
English Teachers Salaries	NMS	Teacher	ELA/Social Studies	6	Regular Ed	1.0	89,530	1.0	90,873
English Teachers Salaries	NMS	Teacher	Language Arts	8	Regular Ed	1.0	70,049	1.0	73,472
English Teachers Salaries	NMS	Teacher	Language Arts	7	Regular Ed	1.0	50,098	1.0	52,616
English Teachers Salaries	NMS	Teacher	Language Arts	8	Regular Ed	1.0	67,917	1.0	71,099
English Teachers Salaries	NMS	Teacher	Language Arts	7	Regular Ed	1.0	50,098	1.0	52,616
English Teachers Salaries	NMS	Teacher	Language Arts		Regular Ed	1.0	52,569		
Account Total						6.0	380,260	5.0	340,675
Math Teachers Salaries	NMS	Teacher	Math/Science	6	Regular Ed	1.0	56,016	1.0	89,982
Math Teachers Salaries	NMS	Teacher	Math	7	Regular Ed	1.0	56,229	1.0	57,673
Math Teachers Salaries	NMS	Teacher	Math	7	Regular Ed	1.0	89,530	1.0	90,873
Math Teachers Salaries	NMS	Teacher	Math	8	Regular Ed	1.0	92,286	1.0	93,670
Math Teachers Salaries	NMS	Teacher	Math	8	Regular Ed	1.0	88,170	1.0	89,493
Math Teachers Salaries	NMS	Teacher	Math		Regular Ed	1.0	89,530		
Account Total						6.0	471,760	5.0	421,690
Science Teachers	NMS	Teacher	Math/Science	6	Regular Ed	1.0	89,530	1.0	90,873
Science Teachers	NMS	Teacher	Math/Science	6	Regular Ed	1.0	88,170	1.0	90,873
Science Teachers	NMS	Teacher	Science	7	Regular Ed	1.0	89,530	1.0	90,873
Science Teachers	NMS	Teacher	Science	8	Regular Ed	1.0	89,530	1.0	90,873
Science Teachers	NMS	Teacher	Science	7/8	Regular Ed	1.0	88,170	1.0	89,493
Science Teachers	NMS	Teacher	Science		Regular Ed	1.0	64,355		
Account Total						6.0	509,285	5.0	452,984
Social Studies Teachers	NMS	Teacher	ELA/Social Studies	6	Regular Ed	1.0	92,286	1.0	93,670
Social Studies Teachers	NMS	Teacher	ELA/Social Studies	6	Regular Ed	1.0	65,073	1.0	68,044
Social Studies Teachers	NMS	Teacher	Social Studies	7	Regular Ed	1.0	89,530	1.0	90,873
Social Studies Teachers	NMS	Teacher	Social Studies	8	Regular Ed	1.0	95,896	1.0	97,335
Social Studies Teachers	NMS	Teacher	Social Studies	7/8	Regular Ed	1.0	62,402	1.0	90,873
Social Studies Teachers	NMS	Teacher	Social Studies		Regular Ed	1.0	62,402		
Account Total						6.0	467,589	5.0	440,794
Art Teachers Salaries	NMS	Teacher	Art	6-8	Regular Ed	1.0	50,098	1.0	52,616
Account Total						1.0	50,098	1.0	52,616
Music Teachers Salaries	NMS	Teacher	Music	6-8	Regular Ed	1.0	67,917	1.0	71,099
Music Teachers Salaries	NMS	Teacher	Music	6-8	Regular Ed.	1.0	64,355	1.0	68,936

**Northbridge Public Schools
FY2025 Budget
MS Salaries**

Account	School	Job Type	Subject Area	Grade	Regular/ Special Ed	FTE	FY24 Salary	FTE	FY25 Salary
Account Total						2.0	132,272	2.0	140,035
PE/Health Teachers Salaries	NMS	Teacher	PE	6-8	Regular Ed	1.0	65,280	1.0	68,368
PE/Health Teachers Salaries	NMS	Teacher	PE	6-8	Regular Ed	1.0	92,563	1.0	94,431
Account Total						2.0	157,843	2.0	162,799
World Language Teachers Salary, MS	NMS	Teacher	World Language Teacher	8	Regular Ed	1.0	39,623		
Account Total						1.0	39,623	-	-
Computer Teachers Salaries	NMS	Teacher	Technology Integration	6-8	Regular Ed	1.0	89,530	1.0	90,873
Account Total						1.0	89,530	1.0	90,873
Pre-Engineering Teacher Salaries	NMS	Teacher	Pre-Engineering	6-8	Regular Ed	1.0	88,170	1.0	89,493
Account Total						1.0	88,170	1.0	89,493
Lunch Aides	NMS	Lunch Aide		6-8	Lunch Aide	0.3	6,750	0.3	6,488
Account Total						0.3	6,750	0.3	6,488
					Totals:	37.1	2,762,379	32.1	2,574,585

**Northbridge Public Schools
FY2025 Budget
Special Education**

CATEGORY	FY 21 FTE	FY 21 ACTUAL BUDGET	FY 22 FTE	FY 22 ACTUAL BUDGET	FY 23 FTE	FY 23 ACTUAL BUDGET	FY 24 FTE	FY 24 ORIGINAL APPROVED BUDGET	FY 25 FTE	FY 25 OPERATIONAL BUDGET	FY 25 GRANTS	FY 25 REVOLVERS	FY 25 APPROPRIATION FROM TOWN
SALARIES													
Director of Pupil Personnel Services Salary	1.0	99,907	1.0	101,905	1.0	103,943	1.0	108,943	1.0	132,723	-	-	132,723
Secretary Salary	1.7	85,199	1.7	86,462	1.7	88,754	1.7	92,971	1.7	79,198	-	-	79,198
Early Childhood Coordinator	1.0	89,760	1.0	91,555	1.0	93,386	1.0	98,386	1.0	100,354	-	-	100,354
Elementary Special Education Coordinator							1.0	92,000	1.0	94,860	-	-	94,860
Team Chair Salary, NES	-	-	1.0	87,923	1.0	90,720	-	-	-	-	-	-	-
Team Chair Salary, Balmer	1.0	93,092											
Team Chair Salary, MS	1.0	86,232	1.0	88,770	1.0	90,720	1.0	91,839	1.0	93,194	-	-	93,194
Team Chair Salary, HS	1.0	93,092	1.0	94,920	1.0	97,727	1.0	98,205	1.0	99,656	-	-	99,656
Special Education Teacher Salary, NES	10.0	710,735	24.0	1,804,876	25.0	1,931,670	25.0	2,037,734	25.0	2,081,510	-	368,998	1,712,512
Special Education Teacher Salary, Balmer	9.0	641,805											
Special Education Teacher Salary, MS	9.0	677,648	7.0	449,614	7.0	479,894	7.0	568,682	7.0	553,020	-	-	553,020
Special Education Teacher Salary, HS	7.0	455,698	8.0	525,586	8.0	424,725	8.0	598,354	8.0	546,089	-	-	546,089
BCBA Salary, District	2.0	41,404	2.0	94,462	2.0	93,619	2.0	120,442	2.0	168,030	-	-	168,030
Occupational Therapist, NES	0.5	26,423	1.2	59,071	1.4	106,108	1.4	108,139	1.2	82,818	-	12,335	70,483
Occupational Therapist, Balmer	0.5	26,423											
Occupational Therapist, MS	0.5	26,423	0.7	35,086	0.4	19,660	0.4	21,337	0.3	14,978	-	6,168	8,810
Occupational Therapist, HS	0.5	26,423	0.7	35,086	0.4	19,660	0.4	21,337	0.3	14,978	-	6,168	8,810
Physical Therapy Salary	1.0	77,648	1.0	84,000	1.0	85,680	1.0	87,394	-	-	-	-	-
Speech Salary, NES	3.0	127,332	5.0	288,836	5.0	325,812	5.0	329,744	5.0	334,988	-	-	334,988
Speech Salary, Balmer	1.0	74,942											
Speech Salary, MS	2.0	112,835	1.0	86,473	1.0	89,142	1.0	89,530	1.0	90,873	-	-	90,873
Speech Salary, HS	1.0	60,555	1.0	67,657	1.0	72,211	1.0	76,451	1.0	89,982	-	-	89,982
District Adjustment Counselor	1.0	83,946											
Psychologists Salary	3.0	149,847	3.0	211,982	3.0	218,592	3.0	221,738	3.0	236,599	-	-	236,599
Job Coach Salary	1.0	35,207	1.0	35,914	1.0	33,930	1.0	35,378	1.0	36,083	-	-	36,083
ABA Therapy Salary, NES	-	3,439	-	1,498	-	2,161	-	5,000	-	5,000	-	-	5,000
ABA Therapy Salary, Balmer	-	-											
ABA Therapy Salary, MS	-	-	-	-	-	-	-	-	-	-	-	-	-
ABA Therapy Salary, HS	-	-	-	-	-	-	-	-	-	-	-	-	-
Behavior Technician Salary, NES	2.0	50,675	4.0	90,639	4.0	97,823	4.0	116,012	5.0	146,390	-	-	146,390
Behavior Technician Salary, Balmer	2.0	36,140											
Behavior Technician Salary, MS	2.0	50,638	2.0	41,914	2.0	34,281	2.0	55,016	2.0	56,116	-	-	56,116
Behavior Technician Salary, HS	2.0	37,459	2.0	43,986	2.0	13,390	2.0	55,016	2.0	56,116	-	-	56,116
Paraprofessional Salary, NES	22.0	390,023	49.0	906,048	50.0	979,729	55.0	1,191,599	55.0	1,191,551	20,264	-	1,171,287
Paraprofessional Salary, Balmer	12.0	216,548											
Paraprofessional Salary, MS	8.0	166,729	10.0	200,640	9.0	138,379	10.0	218,079	9.0	196,551	-	-	196,551
Paraprofessional Salary, HS	8.0	168,989	7.0	132,973	8.0	136,806	10.0	218,461	10.0	226,869	-	-	226,869
Employee Separation Cost													-
Employee Separation Cost - Support Staff		7,737		3,937		8,068							-
SUMMER PROGRAMS													
Summer Program Teacher Salary		18,944		30,581		32,690		28,945		38,500	-	-	38,500
Summer Program Therapist Salaries		2,768		3,727		5,633		3,900		-	-	-	-
Summer Program Behavior Technician Salary		1,254		3,608		4,681		1,495		4,485	-	-	4,485
Summer Program Paraprofessional Salary		18,917		32,852		42,677		51,805		51,805	-	-	51,805
Summer Program Nurse Salary		5,626		6,694		4,445		4,550		4,550	-	-	4,550
Summer Meetings													-
Summer Program Therapies		6,576		13,795		8,612		14,995		17,418	-	-	17,418
Summer Program Transportation		9,222		19,000		25,141		36,600		47,860	-	-	47,860
Summer Program Supplies		195		47		492		500		500	-	-	500
EXTENDED DAY ACCESS/TUTORS													
Extended Day Accessibility		-		-		-		-		-	-	-	-

**Northbridge Public Schools
FY2025 Budget
Special Education**

CATEGORY	FY 21 FTE	FY 21 ACTUAL BUDGET	FY 22 FTE	FY 22 ACTUAL BUDGET	FY 23 FTE	FY 23 ACTUAL BUDGET	FY 24 FTE	FY 24 ORIGINAL APPROVED BUDGET	FY 25 FTE	FY 25 OPERATIONAL BUDGET	FY 25 GRANTS	FY 25 REVOLVERS	FY 25 APPROPRIATION FROM TOWN
Extended Day Accessibility, NES				105		1,196		1,000		1,000	-	-	1,000
Extended Day Accessibility, MS		-		840		1,513		2,000		2,000	-	-	2,000
Extended Day Accessibility, HS		1,127		1,864		1,328		3,000		5,000	-	-	5,000
Tutors		1,015		6,668		8,996		10,000		10,000	-	-	10,000
Home/Hospital Tutors		10,528		37,250		57,888		24,000		50,000	-	-	50,000
SUBSTITUTES													
Sped Long Term Teacher Substitute, NES		-		2,310		-		9,900		9,900	-	-	9,900
Sped Long Term Teacher Substitute, Balmer		-		-		-		-		-	-	-	-
Sped Long Term Teacher Substitute, MS		4,438		-		-		4,950		4,950	-	-	4,950
Sped Long Term Teacher Substitute, HS		2,500		-		-		4,950		4,950	-	-	4,950
Special Education Teacher Substitutes, NES		4,440		17,728		17,750		26,680		26,680	-	-	26,680
Special Education Teacher Substitutes, Balmer		2,185		-		-		-		-	-	-	-
Special Education Teacher Substitutes, MS		2,423		1,830		9,778		7,475		7,475	-	-	7,475
Special Education Teacher Substitutes, HS		13,763		9,841		2,725		7,475		8,510	-	-	8,510
Paraprofessional Substitutes, NES		6,704		32,177		65,368		54,000		61,200	-	-	61,200
Paraprofessional Substitutes, Balmer		9,043		-		-		-		-	-	-	-
Paraprofessional Substitutes, MS		1,555		2,200		7,145		9,900		9,900	-	-	9,900
Paraprofessional Substitutes, HS		4,130		18,263		7,015		9,000		10,800	-	-	10,800
Team Meeting Substitutes, NES		8		11,001		10,911		11,500		11,500	-	-	11,500
Team Meeting Substitutes, Balmer		3,135		-		-		-		-	-	-	-
Team Meeting Substitutes, MS		113		143		257		575		575	-	-	575
Team Meeting Substitutes, HS		-		-		230		575		575	-	-	575
LEGAL SERVICES													
Special Education Attorney		33,352		59,540		51,957		50,000		50,000	-	-	50,000
TRAVEL													
Travel Non-PD		150		-		27		2,100		1,800	-	-	1,800
DUES/MEMBERSHIPS													
Dues/Memberships		4,440		4,575		4,675		5,000		6,000	-	-	6,000
PAC Fees		275		-		-		450		500	-	-	500
PROFESSIONAL DEVELOPMENT													
Sped Professional Development - Inside Provider		218		-		933		-		-	-	-	-
Conferences		659		1,595		3,072		4,994		5,600	-	-	5,600
Travel, PD		-		-		-		344		369	-	-	369
Sped Professional Development - Outside Provider		3,372		27,248		4,730		5,000		5,000	-	-	5,000
CONTRACTED SERVICES													
Independent Evaluations		8,446		4,925		13,784		12,000		12,000	-	-	12,000
Physical Therapy, Contracted Service		-		-		-		-		58,540	-	-	58,540
Contracted Services, Medical/therapeutic		133,752		94,470		164,325		92,235		93,560	-	-	93,560
Contracted Services, Other Sped Services		101,758		92,168		85,633		42,500		48,200	-	-	48,200
Job Coaching, Contracted Services		-		-		-		-		-	-	-	-
Psych Contracted Services		4,900		-		-		-		-	-	-	-
OUT OF DISTRICT TUITION													
Tuition-MA Public Schools		34,000		78,501		55,997		16,000		57,330	-	57,330	0
Tuition- Out of State		355,590		267,832		458,343		613,126		-	-	-	-
Tuition-Private		1,417,160		1,362,728		1,366,222		1,649,718		1,797,459	665,000	1,132,459	-
Tuition-Residential		250,051		160,426		-		-		553,630	-	553,630	-
Tuition-Collaborative		510,711		489,135		609,767		624,492		889,830	-	126,665	763,165
TRANSPORTATION													
Out of District Transportation		460,463		779,208		963,992		1,091,119		1,301,720	-	-	1,301,720
Out of District Transportation - Vehicle Expenses		5,055		4,572		35		500		500	-	-	500
Out of District Transportation - Bus Driver Salary	0.5	15,034	0.5	15,342	-	-	-	-	-	-	-	-	-
Job Coaching Vehicle Expenses		320		883		2,556		2,500		2,750	-	-	2,750

**Northbridge Public Schools
FY2025 Budget
Special Education**

CATEGORY	FY 21 FTE	FY 21 ACTUAL BUDGET	FY 22 FTE	FY 22 ACTUAL BUDGET	FY 23 FTE	FY 23 ACTUAL BUDGET	FY 24 FTE	FY 24 ORIGINAL APPROVED BUDGET	FY 25 FTE	FY 25 OPERATIONAL BUDGET	FY 25 GRANTS	FY 25 REVOLVERS	FY 25 APPROPRIATION FROM TOWN
In District Special Education Transportation		261,531		278,375		287,636		330,620		401,933	-	-	401,933
SOFTWARE				-		-							
Software, Special Education - SIS		9,509		9,970		10,469		10,992		2,500	-	-	2,500
Software, Special Education - Instructional		2,538		2,744		9,677		11,914		12,098	-	-	12,098
SUPPLIES													
Office Supplies		1,075		1,623		1,271		2,500		2,500	-	-	2,500
Instructional Supplies		273		1,469		1,031		2,950		2,950	-	-	2,950
Instructional Supplies - NES		947		3,085		2,140		4,000		4,000	-	-	4,000
Instructional Supplies - Balmer		300		-		-		-		-	-	-	-
Instructional Supplies - MS		300		298		695		2,500		2,500	-	-	2,500
Instructional Supplies - HS		4,803		3,245		2,971		4,500		4,500	-	-	4,500
Assistive Adaptive Equipment		10,157		8,718		14,946		10,000		10,000	-	-	10,000
General Supplies- Special Ed		30		219		1,528		1,250		1,250	-	-	1,250
General Supplies- Special Ed - NES		-		200		-		1,500		1,500	-	-	1,500
General Supplies- Special Ed - Balmer		-		-		-		-		-	-	-	-
General Supplies- Special Ed - MS		1,000		-		-		750		750	-	-	750
General Supplies- Special Ed - HS		34		-		149		750		750	-	-	750
Testing and Assessment Supplies		12,334		10,904		8,487		10,000		10,000	-	-	10,000
COPIERS													
Copier Maintenance											-	-	-
Copier Lease											-	-	-
MEDICAID													
Medicaid Billing		7,728		10,684		10,051		16,000		12,000	-	-	12,000
GRANT EXPENSES													
Early Childhood and 274 Grant Expenses											-	-	-
94-142 Grant Expenses		8,434		1,596							-	-	-
MTRS Benefits				-		-		-		-	-	-	-
											-	-	-
Totals	117.2	8,822,259	136.7	9,780,612	137.9	10,330,159	145.9	11,709,859	144.5	12,472,677	685,264	2,263,751	9,523,662

**Northbridge Public Schools
FY2025 Budget
SPED Salaries**

Account	School	Job Type	Subject Area	Grade	Regular/ Special Ed	FTE	FY24 Salary	FTE	FY25 Salary
Director of PPS	District	Director of PPS			Special Ed	1.0	124,115	1.0	132,723
Account Total						1.0	124,115	1.0	132,723
Secretaries Salaries	District	Sped Clerk			Special Ed	0.7	23,721	0.7	24,198
Secretaries Salaries	District	Sped Administrative Assistant			Special Ed	1.0	69,250	1.0	55,000
Account Total						1.7	92,971	1.7	79,198
Early Childhood Coordinator	NES	Early Childhood Coordinator			Special Ed	1.0	98,386	1.0	100,354
Account Total						1.0	98,386	1.0	100,354
Elementary Special Education Coordin	NES	Elementary Special Education Coordinator			Special Ed	1.0	93,000	1.0	94,860
Account Total						1.0	93,000	1.0	94,860
BCBA Salary, District	District	BCaBA	District Wide	PK-12	Special Ed	1.0	43,942		
BCBA Salary, District	District	BCBA	District Wide	PK-12	Special Ed			1.0	90,000
BCBA Salary, District	District	BCBA	District Wide	PK-12	Special Ed	1.0	76,500	1.0	78,030
Account Total						2.0	120,442	2.0	168,030
Physical Therapist Salary	District	Physical Therapist	District Wide	PK-12	Special Ed	1.0	87,394		
Account Total						1.0	87,394	-	-
NES Special Education Teachers	NES	Teacher	Inclusion	K	Special Ed	1.0	70,049	1.0	73,472
NES Special Education Teachers	NES	Teacher	Connect	K-2	Special Ed	1.0	86,267	1.0	93,670
NES Special Education Teachers	NES	Teacher	Inclusion	2	Special Ed.	1.0	89,530	1.0	90,873
NES Special Education Teachers	NES	Teacher	PreSchool	Pre-K	Special Ed	1.0	92,286	1.0	93,670
NES Special Education Teachers	NES	Teacher	Inclusion	5	Special Ed	1.0	89,530	1.0	90,873
NES Special Education Teachers	NES	Teacher	Inclusion	1	Special Ed	1.0	42,195	1.0	52,616
NES Special Education Teachers	NES	Teacher	PreSchool	Pre-K	Special Ed	1.0	89,530	1.0	90,873
NES Special Education Teachers	NES	Teacher	RISE	3-5	Special Ed.	1.0	54,799	1.0	60,615
NES Special Education Teachers	NES	Teacher	Inclusion	2	Special Ed.	1.0	57,380	1.0	63,338
NES Special Education Teachers	NES	Teacher	Inclusion	4	Special Ed.	1.0	87,306	1.0	68,936
NES Special Education Teachers	NES	Teacher	PreSchool	Pre-K	Special Ed	1.0	94,956	1.0	97,335
NES Special Education Teachers	NES	Teacher	PreSchool	Pre-K	Special Ed	1.0	57,380	1.0	63,338
NES Special Education Teachers	NES	Teacher	PreSchool	Pre-K	Special Ed	1.0	88,652	1.0	90,873
NES Special Education Teachers	NES	Teacher	Inclusion	K	Special Ed	1.0	89,530	1.0	90,873
NES Special Education Teachers	NES	Teacher	Connect	3-5	Special Ed.	1.0	72,387	1.0	77,598
NES Special Education Teachers	NES	Teacher	Inclusion	2	Special Ed.	1.0	89,530	1.0	90,873
NES Special Education Teachers	NES	ESSER - LBLD Teacher	LBLD	K-5	Special Ed	1.0	89,530	1.0	90,873
NES Special Education Teachers	NES	Teacher	Inclusion	4	Special Ed.	1.0	89,530	1.0	90,873
NES Special Education Teachers	NES	Teacher	Inclusion	3	Special Ed	1.0	95,896	1.0	97,335
NES Special Education Teachers	NES	Teacher	RISE	K-2	Special Ed	1.0	89,530	1.0	90,873
NES Special Education Teachers	NES	Teacher	Inclusion	3	Special Ed.	1.0	89,530	1.0	90,873

**Northbridge Public Schools
FY2025 Budget
SPED Salaries**

Account	School	Job Type	Subject Area	Grade	Regular/ Special Ed	FTE	FY24 Salary	FTE	FY25 Salary
NES Special Education Teachers	NES	Teacher	Inclusion	5	Special Ed	1.0	89,530	1.0	90,873
NES Special Education Teachers	NES	Teacher	RISE	PK-2	Special Ed	1.0	89,530	1.0	90,873
NES Special Education Teachers	NES	FY22 ARP - K SpEd Teacher	Inclusion	K	Special Ed	1.0	54,042	1.0	58,241
NES Special Education Teachers	NES	Teacher	Inclusion	4	Special Ed.	1.0	88,652	1.0	90,873
Account Total						25.0	2,027,076	25.0	2,081,510
MS Special Education Teacher	NMS	Teacher	Connect	5-8	Special Ed	1.0	55,277	1.0	58,241
MS Special Education Teacher	NMS	Teacher	Inclusion	7	Special Ed	1.0	89,530	1.0	90,873
MS Special Education Teacher	NMS	Teacher	Inclusion	7	Special Ed	1.0	88,652	1.0	90,873
MS Special Education Teacher	NMS	Teacher	RISE	5-8	Special Ed	1.0	85,951	1.0	88,104
MS Special Education Teacher	NMS	Teacher	Inclusion	8	Special Ed	1.0	51,838	1.0	55,020
MS Special Education Teacher	NMS	Teacher	Inclusion	6	Special Ed	1.0	70,895	1.0	76,240
MS Special Education Teacher	NMS	Teacher	Inclusion	6	Special Ed	1.0	92,286	1.0	93,670
Account Total						7.0	534,429	7.0	553,020
HS Special Education Teachers	NHS	Teacher	Inclusion		Special Ed	1.0	47,374	1.0	52,616
HS Special Education Teachers	NHS	Teacher	Connect		Special Ed	1.0	64,355	1.0	68,936
HS Special Education Teachers	NHS	Teacher	Inclusion		Special Ed	1.0	75,114	1.0	88,616
HS Special Education Teachers	NHS	Teacher	Inclusion		Special Ed	1.0	88,170	1.0	89,493
HS Special Education Teachers	NHS	Teacher	ISN/Post Grad		Special Ed	1.0	51,838	1.0	55,020
HS Special Education Teachers	NHS	Teacher	Inclusion		Special Ed	1.0	43,019	1.0	52,616
HS Special Education Teachers	NHS	Teacher	Inclusion		Special Ed	1.0	48,497	1.0	65,321
HS Special Education Teachers	NHS	Teacher	Inclusion		Special Ed	1.0	70,049	1.0	73,472
Account Total						8.0	488,416	8.0	546,089
MS Team Chair Salaries	NMS	Team Chairperson		5-8	Special Ed	1.0	89,530	1.0	90,873
MS Team Chair Salaries	NMS	Team Chair Stipend					2,309		2,321
Account Total						1.0	91,839	1.0	93,194
HS Team Chair Salaries	NHS	Team Chairperson		9-12	Special Ed	1.0	95,896	1.0	97,335
HS Team Chair Salaries	NHS	Team Chair Stipend					2,309		2,321
Account Total						1.0	98,205	1.0	99,656
Occupational Therapist-NES	NES	FY22 ARP - OT		All	Special Ed	0.20	15,290		
Occupational Therapist-NES	NES	COTA		All	Special Ed	0.20	6,047	0.40	12,335
Occupational Therapist-NES	NES	OT		All	Special Ed	1.00	86,802	0.80	70,483
Account Total						1.4	108,139	1.2	82,818
Occupational Therapist-MS	MS	COTA		All	Special Ed	0.20	6,047	0.20	6,168
Occupational Therapist-MS	MS	OT		All	Special Ed	0.20	15,290	0.10	8,810
Account Total						0.4	21,337	0.3	14,978

**Northbridge Public Schools
FY2025 Budget
SPED Salaries**

Account	School	Job Type	Subject Area	Grade	Regular/ Special Ed	FTE	FY24 Salary	FTE	FY25 Salary
Occupational Therapist-HS	HS	COTA		All	Special Ed	0.20	6,047	0.20	6,168
Occupational Therapist-HS	HS	OT		All	Special Ed	0.20	15,290	0.10	8,810
Account Total						0.4	21,337	0.3	14,978
NES Speech Salaries	NES	SLPA		PK-5	Special Ed	1.0	29,778	1.0	30,378
NES Speech Salaries	NES	Speech Pathologist		PK-5	Special Ed	1.0	89,530	1.0	90,873
NES Speech Salaries	NES	Speech Pathologist		PK-5	Special Ed	1.0	89,530	1.0	90,873
NES Speech Salaries	NES	SLPA		PK-5	Special Ed	1.0	28,619	1.0	29,194
NES Speech Salaries	NES	Speech Pathologist		PK-5	Special Ed	1.0	92,286	1.0	93,670
Account Total						5.0	329,744	5.0	334,988
Middle School Speech Salaries	NMS	Speech Pathologist		6-8	Special Ed	1.0	89,530	1.0	90,873
Account Total						1.0	89,530	1.0	90,873
HS Speech Salaries Teachers	NHS	Speech Pathologist		9-12	Special Ed	1.0	76,451	1.0	89,982
Account Total						1.0	76,451	1.0	89,982
ABA Therapy Salary, NES	NES	Additional ABA pay for paras		PK-5			5,000		5,000
Account Total						-	5,000	-	5,000
Behavior Technician Salary, NES	NES	Behavior Tech		PK-5	Special Ed	1.0	33,488	1.0	34,158
Behavior Technician Salary, NES	NES	Behavior Tech		PK-5	Special Ed	1.0	27,508	1.0	28,058
Behavior Technician Salary, NES	NES	Behavior Tech		PK-5	Special Ed	1.0	27,508	1.0	28,058
Behavior Technician Salary, NES	NES	Behavior Tech		PK-5	Special Ed	1.0	15,548	1.0	28,058
Behavior Technician Salary, NES	NES	Behavior Tech		PK-5	Special Ed	1.0	25,415	1.0	28,058
Account Total						5.0	129,467	5.0	146,390
Behavior Technician Salary, MS	NMS	Behavior Tech		6-8	Special Ed	1.0	27,508	1.0	28,058
Behavior Technician Salary, MS	NMS	Behavior Tech		6-8	Special Ed	1.0	27,508	1.0	28,058
Account Total						2.0	55,016	2.0	56,116
Behavior Technician Salary, HS	NHS	Behavior Tech		9-12	Special Ed	1.0	27,508	1.0	28,058
Behavior Technician Salary, HS	NHS	Behavior Tech		9-12	Special Ed	1.0	27,508	1.0	28,058
Account Total						2.0	55,016	2.0	56,116
Job Coach Salary	NHS	Job Coach		PG	Special Ed	1.0	35,378	1.0	36,083
Account Total						1.0	35,378	1.0	36,083
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	18,813	1.0	19,579
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	20,775	1.0	21,612
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	18,813	1.0	19,579
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	18,813	1.0	19,579

**Northbridge Public Schools
FY2025 Budget
SPED Salaries**

Account	School	Job Type	Subject Area	Grade	Regular/ Special Ed	FTE	FY24 Salary	FTE	FY25 Salary
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	16,870	1.0	19,579
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	19,820	1.0	22,868
Paraprofessional Salary, NES	NES	ESSER - Instructional Assistant				1.0	20,775	1.0	21,612
Paraprofessional Salary, NES	NES	FY22 ARP - Instructional Assistant				1.0	19,229	1.0	19,579
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	19,770	1.0	20,571
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	18,813	1.0	19,579
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	23,549	1.0	24,374
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	17,359	1.0	21,373
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	21,564	1.0	22,365
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	22,102	1.0	22,868
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	22,054	1.0	22,879
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	22,102	1.0	22,868
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	20,607	1.0	21,373
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	26,216	1.0	27,137
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	22,580	1.0	23,358
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	17,484	1.0	19,579
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	20,260	1.0	21,085
Paraprofessional Salary, NES	NES	FY22 ARP - Instructional Assistant				1.0	18,813	1.0	19,579
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	21,564	1.0	22,365
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	23,059	1.0	23,860
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	21,085	1.0	21,863
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	23,059	1.0	23,860
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	17,893	1.0	19,579
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	20,420	1.0	22,868
Paraprofessional Salary, NES	NES	ESSER - Instructional Assistant				1.0	19,770	1.0	20,571
Paraprofessional Salary, NES	NES	ESSER - Instructional Assistant				1.0	22,580	1.0	23,358
Paraprofessional Salary, NES	NES	ESSER - Instructional Assistant				1.0	23,501	1.0	24,446
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	23,549	1.0	24,374
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	21,381	1.0	22,868
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	19,291	1.0	20,069
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	18,813	1.0	19,579
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	17,283	1.0	19,100
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	15,257	1.0	20,894
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	18,739	1.0	20,894
Paraprofessional Salary, NES	NES	ESSER - Instructional Assistant				1.0	12,763	1.0	20,894
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	12,188	1.0	20,894
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	16,356	1.0	20,894
Paraprofessional Salary, NES	NES	FY22 ARP - Instructional Assistant				1.0	11,174	1.0	20,894
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	12,896	1.0	20,894
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	19,679	1.0	21,373
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	23,549	1.0	24,374
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	18,813	1.0	19,579

**Northbridge Public Schools
FY2025 Budget
SPED Salaries**

Account	School	Job Type	Subject Area	Grade	Regular/ Special Ed	FTE	FY24 Salary	FTE	FY25 Salary	
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	19,770	1.0	20,571	
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	22,102	1.0	22,868	
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	19,224	1.0	19,579	
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	19,291	1.0	20,069	
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	25,654	1.0	26,563	
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	18,813	1.0	19,579	
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	22,102	1.0	22,868	
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	25,965	1.0	26,563	
Paraprofessional Salary, NES	NES	Instructional Assistant				1.0	18,302	1.0	19,579	
Account Total						55.0	1,093,071	55.0	1,191,551	
Paraprofessional Salary, MS	MS	Instructional Assistant				1.0	26,790	1.0	27,735	
Paraprofessional Salary, MS	MS	Instructional Assistant				1.0	15,848	1.0	19,579	
Paraprofessional Salary, MS	MS	Instructional Assistant				1.0	22,102	1.0	22,868	
Paraprofessional Salary, MS	MS	Instructional Assistant				1.0	22,054	1.0	22,879	
Paraprofessional Salary, MS	MS	Instructional Assistant				1.0	12,763	1.0	20,894	
Paraprofessional Salary, MS	MS	Instructional Assistant				1.0	19,770	1.0	20,571	
Paraprofessional Salary, MS	MS	Instructional Assistant				1.0	18,813	1.0	19,579	
Paraprofessional Salary, MS	MS	Instructional Assistant				1.0	21,021	1.0	22,868	
Paraprofessional Salary, MS	MS	Instructional Assistant				1.0	12,167	1.0	19,579	
Account Total						9.0	171,329	9.0	196,551	
Paraprofessional Salary, HS	HS	Instructional Assistant				1.0	22,102	1.0	22,868	
Paraprofessional Salary, HS	HS	Instructional Assistant				1.0	18,813	1.0	19,579	
Paraprofessional Salary, HS	HS	Instructional Assistant				1.0	21,085	1.0	21,863	
Paraprofessional Salary, HS	HS	Instructional Assistant				1.0	22,102	1.0	22,868	
Paraprofessional Salary, HS	HS	Instructional Assistant				1.0	23,059	1.0	23,860	
Paraprofessional Salary, HS	HS	Instructional Assistant				1.0	23,549	1.0	24,374	
Paraprofessional Salary, HS	HS	Instructional Assistant				1.0	21,564	1.0	22,365	
Paraprofessional Salary, HS	HS	Instructional Assistant				1.0	21,564	1.0	22,365	
Paraprofessional Salary, HS	HS	Instructional Assistant				1.0	22,102	1.0	22,868	
Paraprofessional Salary, HS	HS	Instructional Assistant				1.0	23,059	1.0	23,860	
Account Total						10.0	219,000	10.0	226,869	
Psychologist Salaries	District	School Psychologist		6-8		1.0	62,921	1.0	69,632	
Psychologist Salaries	District	School Psychologist		9-12		1.0	95,896	1.0	97,335	
Psychologist Salaries	District	School Psychologist		PK-5		1.0	62,921	1.0	69,632	
Account Total						3.0	221,738	3.0	236,599	
						Totals	145.9	6,487,825	144.5	6,728,527

**Northbridge Public Schools
FY2025 Budget
Pupil Personnel Services**

CATEGORY	FY 21 FTE	FY 21 ACTUAL BUDGET	FY 22 FTE	FY 22 ACTUAL BUDGET	FY 23 FTE	FY 23 ACTUAL BUDGET	FY 24 FTE	FY 24 ORIGINAL APPROVED BUDGET	FY 25 FTE	FY 25 OPERATIONAL BUDGET	FY 25 GRANTS	FY 25 REVOLVERS	FY 25 APPROPRIATION FROM TOWN
SALARIES													
ELL Teacher Salary, NES	1.0	87,387	2.0	110,207	2.0	133,699	2.0	148,202	2.0	151,911	-	-	151,911
ELL Teacher Salary, Balmer	1.0	59,090											
ELL Teacher Salary, MS	1.0	59,090	0.5	36,921	1.0	89,142	1.0	89,530	1.0	90,873	-	-	90,873
ELL Teacher Salary, HS	1.0	68,544	0.5	36,921	1.0	88,275	1.0	89,530	1.0	90,873	-	-	90,873
ELL Paraprofessional Salary, NES	-	-	-	-	-	-	-	-	-	-	-	-	-
ELL Paraprofessional Salary, Balmer	1.0	9,156											
ELL Paraprofessional Salary, MS	-	-	0.5	4,017	-	-	-	-	-	-	-	-	-
ELL Paraprofessional Salary, HS	-	-	0.5	4,017	-	-	-	-	-	-	-	-	-
Adjustment Counselor Salary, NES	1.0	83,946	3.0	189,309	3.0	205,655	3.0	228,147	3.0	245,495	-	-	245,495
Adjustment Counselor Salary, Balmer	1.0	87,387											
Adjustment Counselor Salary, MS	2.0	124,555	3.0	191,239	3.0	179,157	3.0	192,655	3.0	186,411	-	-	186,411
Adjustment Counselor Salary, HS	1.0	59,581	2.0	137,246	2.0	145,261	2.0	146,910	2.0	166,143	-	-	166,143
Social Worker, District			1.0	15,652	1.0	26,739	1.0	60,000	-	-	-	-	-
Guidance Counselor Salary, MS				-		-		-		-	-	-	-
Guidance Counselor Salary, HS	3.0	255,060	3.0	262,542	3.0	274,852	3.0	288,974	3.0	294,248	-	-	294,248
Guidance Secretary Salary, HS	1.0	47,460	1.0	41,661	1.0	41,033	1.0	42,569	1.0	43,801	-	-	43,801
Nurse Salary, NES	1.7	82,195	4.2	213,450	4.0	168,234	3.5	204,826	3.5	201,115	-	-	201,115
Nurse Salary, Balmer	1.0	82,195											
Nurse Salary, MS	2.0	98,407	1.5	86,861	1.5	99,248	1.5	101,202	1.5	133,540	-	-	133,540
Nurse Salary, HS	2.0	143,997	2.0	147,330	2.0	156,771	2.0	159,174	1.5	119,705	-	-	119,705
Covid Nurse Support, District			2.0	43,160	1.0	28,393	-	-	-	-	-	-	-
BRYT Program Adjustment Counselor	0.5	32,328	0.8	40,732	1.0	41,219	1.0	56,821	0.6	34,944	34,944	-	-
BRYT Program Academic Coordinator	1.0	26,539	1.0	16,018	1.0	19,486	0.6	14,688	1.0	25,061	25,061	-	-
Resource Nurse	0.6	28,253	0.6	29,640	0.6	30,740	0.6	30,814	0.6	31,350	31,350	-	-
School Resource Officer			-	-	-	-	-	-	-	-	-	-	-
STIPENDS													
ELL Coordinator Stipend		2,346		2,357		2,357		2,369		2,369	-	-	2,369
School Doctor		5,000		5,000		5,000		5,000		5,000	-	-	5,000
SUBSTITUTES													
Nurse Substitutes, NES		1,395		23,163		1,550		3,000		3,000	-	-	3,000
Nurse Substitutes, Balmer		2,932		-		-		-		-	-	-	-
Nurse Substitutes, MS		208		3,775		1,496		2,250		2,250	-	-	2,250
Nurse Substitutes, HS		-		130		2,071		3,000		2,250	-	-	2,250
DUES/MEMBERSHIPS													
Dues/Memberships, Guidance		270		300		115		450		450	-	-	450
CONTRACTED SERVICES													
Translation and Interpretation				10,978		14,441		23,000		23,000	-	-	23,000
SUPPLIES/MATERIALS													
ELL Materials/Supplies		2,831		2,874		2,600		3,000		3,000	-	-	3,000
Nurse Supplies, NES		815		2,423		2,641		2,827		3,030	-	-	3,030
Nurse Supplies, Balmer		1,031		-		-		-		-	-	-	-
Nurse Supplies, MS		1,468		751		1,227		1,277		1,170	-	-	1,170
Nurse Supplies, HS		1,378		1,389		1,180		1,511		1,485	-	-	1,485
Guidance Supplies, HS		435		291		379		1,725		1,725	-	-	1,725
GRANT EXPENSES													
Public Health Grant Expenses		7,880		19,654							-	-	-
											-	-	-
Totals	22.8	1,463,156	29.1	1,680,006	28.1	1,762,958	26.2	1,903,451	24.7	1,864,199	91,356	-	1,772,843

**Northbridge Public Schools
FY2025 Budget
PPS Salaries**

Account	School	Job Type	Subject Area	Grade	Regular/Special Ed	FTE	FY24 Salary	FTE	FY25 Salary
ELL Paraprofessional Salary - NES	NES	Instructional Assistant - ELL							
Account Total						-	-	-	-
ELL Paraprofessional Salary - MS	MS	Instructional Assistant - ELL							
Account Total						-	-	-	-
ELL Paraprofessional Salary - HS	HS	Instructional Assistant - ELL							
Account Total						-	-	-	-
NES Adjustment Counselor Salary	NES	ESSER - Adjustment Counselor				1.0	82,674	1.0	96,381
NES Adjustment Counselor Salary	NES	Adjustment Counselor		PK-5		1.0	56,821	1.0	58,241
NES Adjustment Counselor Salary	NES	Adjustment Counselor		PK-5		1.0	88,652	1.0	90,873
Account Total						3.0	228,147	3.0	245,495
Middle School Adjustment Counselor	NMS	Adjustment Counselor		6-8		1.0	52,569	1.0	57,072
Middle School Adjustment Counselor	NMS	ESSER - Adjustment Counselor				1.0	67,917	1.0	71,099
Middle School Adjustment Counselor	NMS	Adjustment Counselor		6-8		1.0	56,662	1.0	58,241
Account Total						3.0	177,148	3.0	186,411
High School Adjustment Counselor	NHS	Adjustment Counselor		9		1.0	89,530	1.0	90,873
High School Adjustment Counselor	NHS	Adjustment Counselor		10-12		1.0	70,566	1.0	75,270
Account Total						2.0	160,096	2.0	166,143
Social Worker, District	DIST	ESSER - Social Worker		PK-12		1.0	39,130		
Account Total						1.0	39,130	-	-
High School Guidance Counselor Salaries	NHS	Counselor	Guidance	9-12		1.0	89,530	1.0	90,873
High School Guidance Counselor Salaries	NHS	Counselor	10 additional days				4,866		4,939
High School Guidance Counselor Salaries	NHS	Counselor	Guidance	9-12		1.0	88,652	1.0	90,873
High School Guidance Counselor Salaries	NHS	Counselor	10 additional days				4,818		4,939
High School Guidance Counselor Salaries	NHS	Counselor	Guidance/Voc Tech	9-12		1.0	95,896	1.0	97,335
High School Guidance Counselor Salaries	NHS	Counselor	10 additional days				5,212		5,290
Account Total						3.0	288,974	3.0	294,248
High School Guidance Secretary	NHS	Guidance Secretary		9-12		1.0	42,569	1.0	43,801
Account Total						1.0	42,569	1.0	43,801
NES Nurse Salary	NES	Nurse		PK-5		1.0	42,458	1.0	68,936
NES Nurse Salary	NES	Nurse		PK-5		1.0	61,675	1.0	66,259
NES Nurse Salary	NES	ESSER - Part-time Nurse		PK-5		0.5	14,400	0.5	14,400
NES Nurse Salary	NES	1:1 Nurse Assistant LPN		3		1.0		1.0	51,520
Account Total						3.5	118,533	3.5	201,115
Middle School Nurse Salary	NMS	Nurse		6-8		1.0	86,802	1.0	88,104

**Northbridge Public Schools
FY2025 Budget
Technology**

CATEGORY	FY 21 FTE	FY 21 ACTUAL BUDGET	FY 22 FTE	FY 22 ACTUAL BUDGET	FY 23 FTE	FY 23 ACTUAL BUDGET	FY 24 FTE	FY 24 ORIGINAL APPROVED BUDGET	FY 25 FTE	FY 25 OPERATIONAL BUDGET	FY 25 GRANTS	FY 25 REVOLVERS	FY 25 APPROPRIATION FROM TOWN
SALARIES													
Director of Technology Salary	1.0	68,426	1.0	92,000	1.0	93,840	1.0	98,840	1.0	104,040	-	-	104,040
Instructional Technologist Salary, NES	0.5	29,150	0.5	44,567	0.3	30,621	0.3	30,762	-	-	-	-	-
Instructional Technologist Salary, Balmer	0.4	34,955											
Instructional Technologist Salary, MS	0.5	43,265	0.5	44,567	0.3	30,621	0.3	30,762	-	-	-	-	-
Instructional Technologist Salary, HS	0.5	43,265	0.5	44,567	0.3	30,621	0.3	30,762	-	-	-	-	-
Technology Support Salaries	3.0	216,098	3.0	201,037	3.0	180,602	3.0	171,860	3.0	175,063	-	-	175,063
STIPENDS													
Webmaster Stipend		1,500		1,508		1,508		1,500		-	-	-	-
PROFESSIONAL DEVELOPMENT													
Conferences		944		-		1,000		1,775		1,775	-	-	1,775
NON-INSTRUCTIONAL TECHNOLOGY - DISTRICT													
Non-Instructional Technology, Hardware		7,875		2,816		3,315		3,000		3,000	-	-	3,000
Non-Instructional Technology, Software		69,838		74,608		85,416		76,230		82,744	2,180	-	80,564
Non-Instructional Technology, Contracted Service		8,347		8,145		5,542		6,600		5,255	-	-	5,255
Technology Infrastructure, Contracted Service		40,892		45,755		44,170		21,841		61,542	12,575	-	48,967
Networking, Hardware/Software		18,944		14,731		16,714		18,381		30,798	12,000	-	18,798
Internet Services		38,873		36,945		36,945		35,430		35,030	-	-	35,030
Supplies		897		6,351		3,221		3,000		3,000	-	-	3,000
Travel		-		-		-		213		168	-	-	168
NON-INSTRUCTIONAL TECHNOLOGY - SCHOOLS													
Non-Instructional Tech Software/Supplies, NES		544		421		5,744		853		933	-	-	933
Non-Instructional Tech Software/Supplies, Balmer		570		-		-		-		-	-	-	-
Non-Instructional Tech Software/Supplies, MS		5,628		6,005		2,299		890		1,382	-	-	1,382
Non-Instructional Tech Software/Supplies, HS		7,630		1,904		2,167		890		899	-	-	899
HARDWARE, INSTRUCTIONAL													
Instructional Hardware Computers, NES		-		-		-		-		200	-	-	200
Instructional Hardware Other, NES		2,612		326		-		-		-	-	-	-
Instructional Hardware Computers, Balmer		600		-		-		-		-	-	-	-
Instructional Hardware Other, Balmer		1,743		-		-		-		-	-	-	-
Instructional Hardware Computers, MS		24,963		13,706		29,450		-		2,086	-	-	2,086
Instructional Hardware Other, MS		2,820		1,327		1,795		21,688		2,086	-	-	2,086
Instructional Hardware Computers, HS		43,837		14,192		20,214		-		3,200	-	-	3,200
Instructional Hardware Other, HS		1,995		9,302		4,207		36,844		3,200	-	-	3,200
SOFTWARE, INSTRUCTIONAL													
Instructional Software, NES		2,156		3,494		7,873		6,309		7,507	-	-	7,507
Instructional Software, Balmer		2,156		-		-		-		-	-	-	-
Instructional Software, MS		932		3,695		4,254		10,042		7,598	-	-	7,598
Instructional Software, HS		4,307		15,712		12,714		16,363		11,868	-	-	11,868
Testing and Assessment Software		-		2,160		6,084		2,381		4,055	-	-	4,055
TOTAL	5.9	725,763	5.5	689,844	5.0	660,937	5.0	627,215	4.0	547,427	26,755	-	520,672

**Northbridge Public Schools
FY2025 Budget
Transportation**

CATEGORY	FY 21 FTE	FY 21 ACTUAL BUDGET	FY 22 FTE	FY 22 ACTUAL BUDGET	FY 23 FTE	FY 23 ACTUAL BUDGET	FY 24 FTE	FY 24 ORIGINAL APPROVED BUDGET	FY 25 FTE	FY 25 OPERATIONAL BUDGET	FY 25 GRANTS	FY 25 REVOLVERS	FY 25 APPROPRIATION FROM TOWN
SALARIES													
Transportation Coordinator	0.8	28,827	0.8	28,108	0.8	28,441	0.8	29,156	0.8	29,625		29,625	-
Crossing Guard	0.9	7,395	0.6	7,603	0.6	4,496	0.6	8,240	0.6	8,343	-	-	8,343
SUPPLIES/MATERIALS													
Supplies & Materials		149		183		63		503		420		420	-
TRANSPORTATION CONTRACTED													
In District Regular Transportation		865,145		893,579		924,998		1,057,247		1,103,108	-	40,000	1,063,108
Christian School Transportation		66,550		68,270		70,740		80,100		84,240	-	-	84,240
Vocational Student Transportation		31,903		53,648		68,337		37,440		37,152	-	-	37,152
McKinney Vento Transportation		-		2,409		36,485		39,150		41,850	-	-	41,850
Foster Transportation		47,356		54,043		61,236		72,900		72,900	-	-	72,900
Late Bus Transportation											-	-	-
TOTAL	1.7	1,047,324	1.4	1,107,842	1.4	1,194,796	1.4	1,324,735	1.4	1,377,638	-	70,045	1,307,593

**Northbridge Public Schools
FY2025 Budget
Transportation Salaries**

Account	School	Job Type	Subject Area	Grade	Regular/Special Ed	FTE	FY24 Salary	FTE	FY25 Salary	
Crossing Guard Salaries	NES	Crossing Guard				0.3	2,184	0.3	3,856	
Crossing Guard Salaries	MS	Crossing Guard				0.3	4,399	0.3	4,487	
Account Total						0.6	6,583	0.6	8,343	
Transportation Coordinator	District	Transportation Coordinator				0.8	29,156	0.8	29,625	
Account Total						0.8	29,156	0.8	29,625	
						Totals	1.4	35,739	1.4	37,968

**Northbridge Public Schools
FY2025 Budget
Title I**

CATEGORY	FY 21 FTE	FY 21 ACTUAL BUDGET	FY 22 FTE	FY 22 ACTUAL BUDGET	FY 23 FTE	FY 23 ACTUAL BUDGET	FY 24 FTE	FY 24 ORIGINAL APPROVED BUDGET	FY 25 FTE	FY 25 OPERATIONAL BUDGET	FY 25 GRANTS	FY 25 REVOLVERS	FY 25 APPROPRIATION FROM TOWN
Title I Tutors			4.0	80,063	4.0	121,538	4.0	128,800	6.0	193,200	193,200	-	-
Title I Teachers	4.0	328,904	2.0	172,945	2.0	178,943	2.0	160,203	1.0	83,914	83,914	-	-
Title I Parent Liasons	0.5	22,670	0.5	26,041	0.5	28,345	0.5	26,640	0.5	26,640	26,640	-	-
Title I MTRS Benefits		29,601		15,565		16,105		14,418		7,552	7,552	-	-
Title I Other Grant Expenses		13,497		18,453		49,296					-	-	-
											-	-	-
TOTAL	4.5	394,672	6.5	313,067	6.5	394,226	6.5	330,061	7.5	311,306	311,306	-	-

**Northbridge Public Schools
FY2025 Budget
Title I Salaries**

Account	School	Job Type	Subject Area	Grade	Regular/Special Ed	FTE	FY24 Salary	FTE	FY25 Salary
Title I Teacher	MS	ELA Teacher - Title I	ELA	6-8	Regular Ed.	1.0	89,530		
Title I Teacher	MS	ELA Interventionist	ELA	6-8	Regular Ed.	1.0	89,530		
Title I Teacher	NES	Title I Academic/Instructional Coach	ELA/Math	K-5	Regular Ed.			1.0	83,914
Account Total						2.0	179,060	1.0	83,914
Title I Tutor	NES	Title I Tutor	ELA		Regular Ed.	1.0	32,200	1.0	32,200
Title I Tutor	NES	Title I Tutor	ELA		Regular Ed.	1.0	32,200	1.0	32,200
Title I Tutor	NES	Title I Tutor	ELA		Regular Ed.	1.0	32,200	1.0	32,200
Title I Tutor	NES	Title I Tutor	ELA		Regular Ed.	1.0	32,200	1.0	32,200
Title I Tutor	MS	Title I Tutor	ELA		Regular Ed.			1.0	32,200
Title I Tutor	MS	Title I Tutor	ELA		Regular Ed.			1.0	32,200
Account Total						4.0	128,800	6.0	193,200
Title I Liason	NES	Family Liason		1-5	Regular Ed.	0.25	18,000	0.25	13,320
Title I Liason	MS	Family Liason		6-12	Regular Ed.	0.25	8,640	0.25	13,320
Account Total						0.5	26,640	0.5	26,640
Totals						6.50	334,500	7.50	303,754



2024-2025 School Calendar

July '24						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August '24						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

4 Days

September '24						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

19 Days / 23 Days

October '24						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

22 Days/45 Days

November '24						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

17 Days/62 Days

December '24						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

15 Days/77 Days

Calendar Key

No School
Prof. Devel-No School
Early Release Day

- July**
July Summer School-All Offices Open
 - August**
Aug. 12 & 13 New Teacher Orientation
Aug. 14 Leadership Institute for DCs & Team Leaders
Aug. 15 Leadership Retreat
Aug. 26 **Staff Opening Day Activities @ NHS**
Aug. 27 First Day of School Grades 1-12
Aug. 28 First Day of School for Kindergarten
Aug. 29 First Day of School for Preschool
 - September**
Sept. 2 **Labor Day-No School**
Sept. 3 **Prof Dev-Staff Only-full day**
Sept. 25 **Early Release Day-Prof. Development**
 - October**
Oct. 14 **Columbus Day-No School**
 - November**
Nov. 5 **Prof Dev-Staff Only-full day**
Nov. 11 **Veterans Day Observed-No School**
Nov. 13 **Early Release-Parent Conferences**
Nov. 27 **Early Release Day-Thanksgiving Recess**
Nov. 28-29 **Thanksgiving Recess**
 - December**
Dec 23- 31 **Winter Recess**
 - January**
Jan. 1 **New Year's Day-No School**
Jan. 2 School Resumes
Jan. 17 **Prof Dev-Staff Only-full day**
Jan. 20 **Martin Luther King Jr Day-No School**
 - February**
Feb. 17 **President's Day-No School**
Feb. 18-21 **February Recess-No School**
 - March**
March 19 **Early Release-Parent Conferences**
 - April**
April 2 **Early Release-Professional Development**
April 18 **Good Friday - No School**
April 21-25 **Patriots Day/Spring Recess-No School**
 - May**
May 26 **Memorial Day-No School**
May 28 **Early Release-Professional Development**
TBD Last Day for Seniors (no earlier than May 29)
 - June**
June 6 HS Graduation
June 13 **180th Day of School: Early Release Day**
June 16-23 ***Weather Related Make-up Days**
June 19 **Juneteenth-No School (if yr. extended)**
- SCHOOL COMMITTEE MEETINGS: 2nd & 4th Tuesdays**
NHS-427 Linwood Ave
Media Center - 7:00PM
Televised on Channel 1

January '25						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

20 Days/97 Days

February '25						
Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

15 Days/112 Days

March '25						
Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

21 Days/133 Days

April '25						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

16 Days/149 Days

May '25						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

21 Days/170 Days

June '25						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

10 Days/180 Days