

**ACTON-BOXBOROUGH REGIONAL SCHOOL DISTRICT
ACTON AND BOXBOROUGH, MASSACHUSETTS**



**PROPOSED BUDGET
Academic Year 2015-2016**

Spring 2015

ACTON-BOXBOROUGH REGIONAL SCHOOL DISTRICT

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Superintendent of Schools

Dr. Glenn A. Brand

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FY'16 ABRSD Superintendent's Budget Message

Dear Acton and Boxborough Community Members,

This past year has represented an important time period in the history of public schooling in Acton and Boxborough. On July 1, 2014 the former districts of *Acton Public Schools*, *Boxborough Public Schools* and *Acton-Boxborough Regional School District* became one PreK-12 regionalized school district (ABRSD). I am pleased to be able to provide the citizens of our towns with our budget request as we look ahead to the 2015-16 (FY'16) school year.

The priorities associated with the FY'16 budget center around a number of areas that include:

- Meeting the needs of all of our students, particularly those within the high needs population of our district including English Language Learners, children from low-income families, special education students, and those in need of mental health support/services.
- Meeting the short and long-term fiduciary responsibilities of our expanded district as we look to appropriately provide for employee benefits in terms of retirement savings, other post-employee benefit (OPEB) contributions and necessary health insurance coverage.

The preliminary budget presented to the School Committee in February represented a total of \$80,197,155 or a 4.89% increase over FY'15. This represented the total budgetary needs that the administration believed was required to meet our operational needs without a reduction in services. However, in consideration of the financial challenges facing our towns, the School Committee asked the administration to explore a reduction in spending in an effort to reduce the overall increase. With careful planning, the administration made some difficult recommendations that resulted in revising our FY'16 budget to \$79,749,882, or an increase of 4.31% over FY'15.

The FY'16 total cost increase of 4.31% is driven by four areas almost exclusively: 2.6% due to salary increases that allow us to retain our close to 1,000 full and part-time employees, 1.2% due to employee benefits including OPEB, Middlesex Retirement and health insurance contributions, and a 0.3% increase in Special Education out-of-district tuitions and necessary transportation costs. In addition, the district has factored in a capital study of our existing buildings that represents an increase of 0.1% of the 4.31%.

One of the important storylines of the proposed budget is that our revenue sources are declining from our revised FY'15 budget. A decline of 4.4% in funding sources is projected while the total budget request is rising by 4.31%. The areas of anticipated reduction include State Aid (\$159,695), a decreased use of Excess & Deficiency (E&D) from \$300,000 to \$200,000 and Middlesex Retirement contributions from the towns (\$451,297). In addition to contending with these increases in necessary spending, the decline in revenue further puts pressure on the overall budget.

As your superintendent, it is clear to me that the district has important work ahead in the coming fiscal years. Within the constraints of challenging town resources and a desire to continue to grow our programs for the children and families whom we serve, it is important that the administration continue to review and refine our long-range strategic and financial plan. This plan will need to articulate our vision for the district, the resources we believe are necessary, and the investment in the capital and infrastructure of the system essential to maintain a strong educational experience for our young people. I look forward to continuing this conversation with your School Committee representatives, town leaders and the citizens of Acton and Boxborough.

Yours in education,
Glenn A. Brand, Ed.D.
Superintendent of Schools

**Acton-Boxborough Regional School District
Proposed FY'16 Budget Summary by Character Code**

	FY'15 Revised Budget	FY'16 Recommended Budget as Approved 2-12-15	\$ Increase (Decrease) FY'15 to FY'16	% Increase (Decrease) FY'15 to FY'16
Salaries, Teaching - 01	31,924,482	33,078,855	1,154,373	3.6%
Salaries, Principals - 02	2,109,446	2,188,065	78,619	3.7%
Salaries, Central Administration - 03	1,048,045	1,068,125	20,080	1.9%
Salaries, Support Staff - 04	8,464,011	9,040,355	576,344	6.8%
Salaries, Athletics - 05	511,539	520,643	9,104	1.8%
Salaries, Buildings - 06	709,164	719,691	10,527	1.5%
Salaries, Custodial - 07	1,495,839	1,471,234	(24,605)	-1.6%
Salaries, Home Instruction - 08	17,044	20,000	2,956	17.3%
Salaries, Miscellaneous Pupil Services - 09	1,411,089	1,499,675	88,586	6.3%
Salaries, Subs Miscellaneous - 11	186,093	222,781	36,688	19.7%
Salaries, Subs Instructional - 12	524,516	530,508	5,992	1.1%
Salaries, Overtime - 13	242,855	242,855	-	0.0%
Stipends, Curriculum/Instruction - 14	117,775	168,283	50,508	42.9%
Fringe, Course Reimbursement - 15	56,000	56,000	-	0.0%
Fringe, Health Insurance - 16	7,842,791	8,343,695	500,904	6.4%
Fringe, Health Insurance, Retiree - 17	904,093	924,241	20,148	2.2%
Fringe, Life/Disability Insurance - 18	28,583	38,000	9,417	32.9%
Fringe, Unemployment Insurance - 19	25,000	25,000	-	0.0%
Fringe, Workers Compensation - 20	339,446	348,412	8,966	2.6%
Fringe, Middlesex County Ret. System - 21	1,756,208	1,961,424	205,216	11.7%
Fringe, Medicare - 22	817,453	846,064	28,611	3.5%
Contributions, OPEB Trust Fund - 23	506,000	700,000	194,000	38.3%
Instruction Supplies - 24	916,556	1,116,075	199,519	21.8%
Instruction Textbooks - 25	262,195	278,710	16,515	6.3%
Instructional, Library - 26	57,725	59,435	1,710	3.0%
Other, Capital Outlay - 27	552,629	335,459	(217,170)	-39.3%
Other, Debt Service - 29	1,847,734	1,920,743	73,009	4.0%
Other, Property/Casualty - 30	98,924	106,369	7,445	7.5%
Other, Maint Buildings/Grounds - 31	582,748	715,048	132,300	22.7%
Other, Maintenance Equipment - 32	209,906	146,470	(63,436)	-30.2%
Other, Legal Service - 34	128,650	150,000	21,350	16.6%
Other, Admin Supplies - 35	812,976	808,198	(4,778)	-0.6%
Other, Athletic Supplies - 36	53,666	53,666	-	0.0%
Other, Custodial Supplies - 37	145,984	157,984	12,000	8.2%
Other, Sped Transportation - 38	1,340,411	1,528,647	188,236	14.0%
Other, Student Transportation - 39	937,937	938,300	363	0.0%
Other, Travel, Conferences - 40	90,149	89,186	(963)	-1.1%
Other, Sped Tuition - 41	5,213,514	5,269,951	56,437	1.1%
Other, Utilities - 42	1,730,472	1,630,499	(99,973)	-5.8%
Other, Telephone - 43	148,285	144,045	(4,240)	-2.9%
Other, Sewer - 44	287,191	287,191	-	0.0%
GRAND TOTAL	\$76,455,124	\$79,749,882	\$3,294,758	4.3%

TABLE 6 - 2/12/15
ACTON-BOXBOROUGH REGIONAL SCHOOL DISTRICT
Analysis of Assessments
Projected State Aid Numbers
School Year 2015-2016
Voted by School Committee 2/12/15

	TOTAL BUDGET 2015-2016	ACTON 84.58% 83.22%	BOXBOROUGH 15.42% 16.78%
OPERATING EXPENDITURES			
OPERATING BUDGET	\$76,958,939	\$65,091,871	\$11,867,068
OPEB TRUST FUND CONTRIBUTION	\$700,000	\$592,060	\$107,940
LOWER FIELDS CONSTRUCTION DEBT SERVICE	\$118,118	\$104,204	\$13,914
CAPITAL OUTLAY - BUILDINGS	\$170,200	\$143,955	\$26,245
TOTAL INSIDE DEBT LIMIT	\$77,947,257	\$65,932,089	\$12,015,168
EXPENDITURES OUTSIDE DEBT LIMIT (PREVIOUSLY AUTHORIZED BY REGION:)			
CONSTRUCTION DEBT SERVICE (FOR JHS & SHS/AUTHORIZED OUTSIDE PROP 2 1/2)	\$382,164	\$337,145	\$45,019
SH CONSTRUCTION/RENOVATION	\$1,420,461	\$1,253,131	\$167,330
TOTAL OUTSIDE DEBT LIMIT	\$1,802,625	\$1,590,276	\$212,349
GROSS EXPENDITURE BUDGET-PAID BY ABRSD	\$79,749,882	\$67,522,365	\$12,227,517
SHARE OF DEBT SERVICE ELEMENTARY SCHOOLS- PAID BY TOWNS	939,792	794,876	144,916
TOTAL REGIONAL DISTRICT EXPENDITURES	80,689,674	68,317,242	12,372,433
OTHER FINANCING SOURCES:			
CHAPTER 70 BASE AID	\$14,393,376	\$12,173,917	\$2,219,459
CHOICE/CHARTER SCHOOL ASSESSMENT	(\$546,513)	(\$462,241)	(\$84,272)
CHARTER SCHOOL AID	\$26,761	\$22,634	\$4,127
REGIONAL SCHOOL TRANSPORTATION (Cherry Sheet)	\$1,266,283	\$1,071,022	\$195,261
REGIONAL BONUS AID	\$111,200	\$94,053	\$17,147
TRANSFER FROM PREMIUM ON LOAN-JHS	\$7,526	\$6,365	\$1,161
TRANSFER FROM OPEB TRUST FUND	\$0	\$0	\$0
TRANSFER FROM RESERVES (Excess & Deficiency)	\$200,000	\$169,160	\$30,840
TOTAL OTHER FINANCING SOURCES	\$15,458,633	\$13,074,912	\$2,383,721
TOWN ASSESSMENTS- BEFORE APPENDIX A & IMA	\$65,231,041	\$55,242,330	\$9,988,712

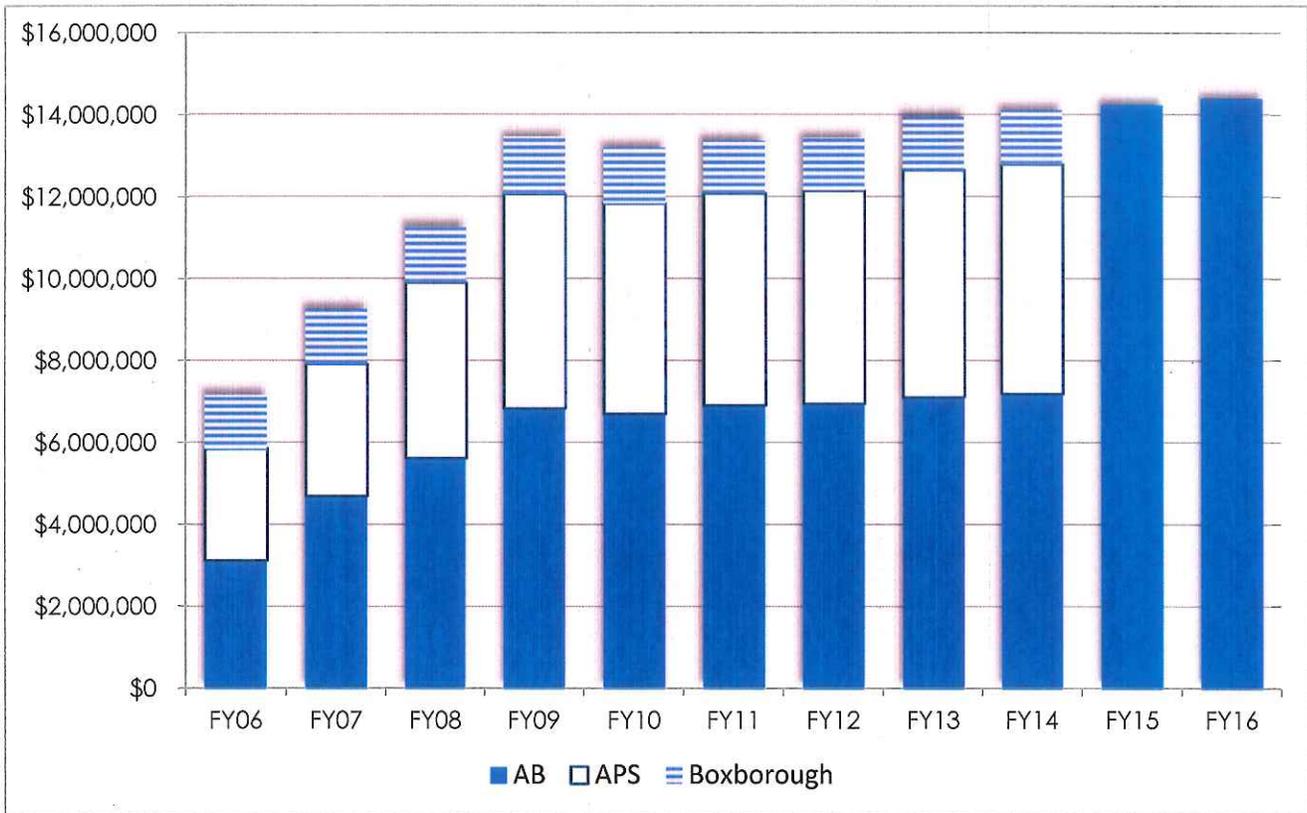
Calculation of Final Assessments Per Appendix A to Revised Regional Agreement - FY16

	TOTAL	ACTON	BOXBOROUGH
Projected Total Benefit Amount	\$1,873,119		
Base Budgets	\$64,533,396	\$53,398,447	\$11,134,949
Benefit Percentage Shares		87.5%	12.5%
Share of Benefits	\$1,873,119	\$1,638,979	\$234,140
Reduce Base Budgets By Benefit Shares	\$62,660,277	\$51,759,468	\$10,900,809
Recalculated Assessment Percentages Based On Benefit Shares Applied To Base Budget	100.00%	82.60%	17.40%
Input Table 6 Result From FY16 Actual Budget (includes elementary debt paid by towns)	\$65,231,041	\$55,242,330	\$9,988,712
Assessment Percentages With Actual Budget		84.69%	15.31%
Shift In Percentage Shares		2.08%	-2.08%
Final Assessment AT FIXED ASSESSMENT % PER APPENDIX A	\$65,231,041	\$53,883,004	\$11,348,037
LESS DEBT PAID DIRECT BY TOWN- PER IMA Section 6	(939,792)	(711,996)	(227,797)
Amount due from each town	\$64,291,249	\$53,171,009	\$11,120,240

FY16 Shift: (\$1,359,325)

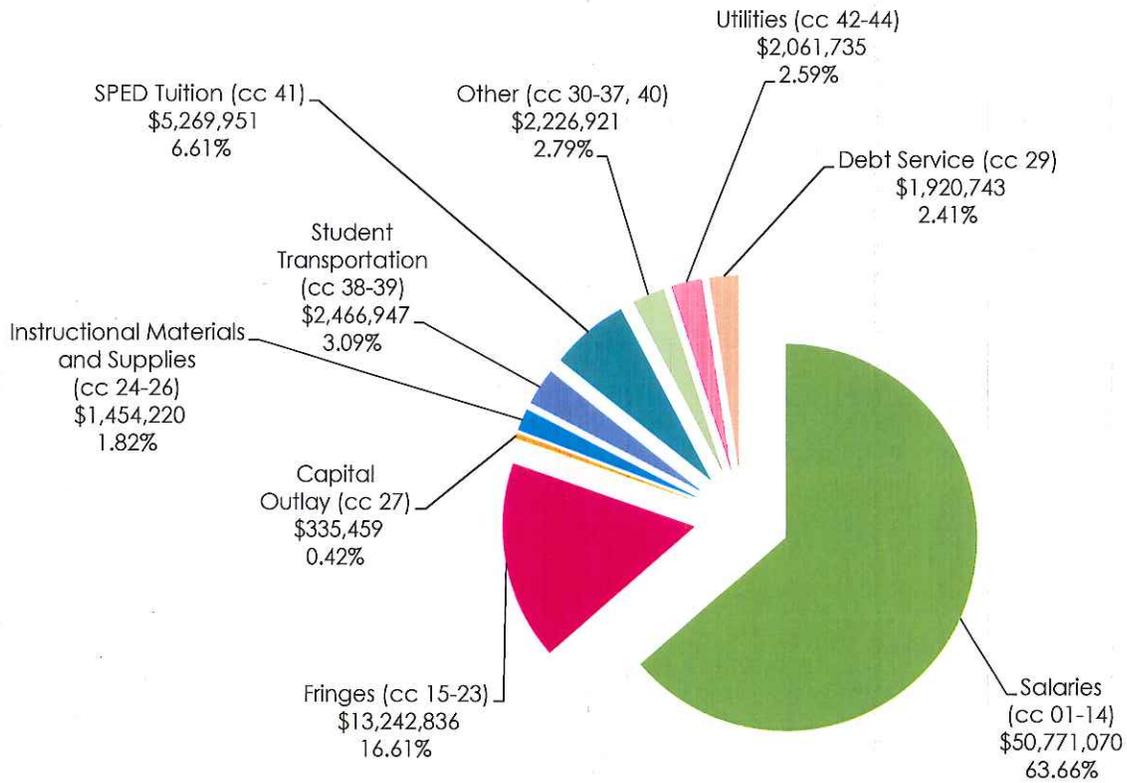
FY15 Voted Assessments	\$60,284,722	\$49,690,145	\$10,594,577
increase	4,006,527	3,480,864	525,663
%	6.6%	7.0%	5.0%
FY15 additional assessment MCERS	\$451,297	\$384,255	\$67,042
ADJUSTED FY15 TOTAL TOWN PAYMENTS	\$60,736,019	\$50,074,400	\$10,661,619
increase	3,555,230	3,096,609	458,621
%	5.9%	6.2%	4.3%

History of Chapter 70 State Aid FY'06-FY'16



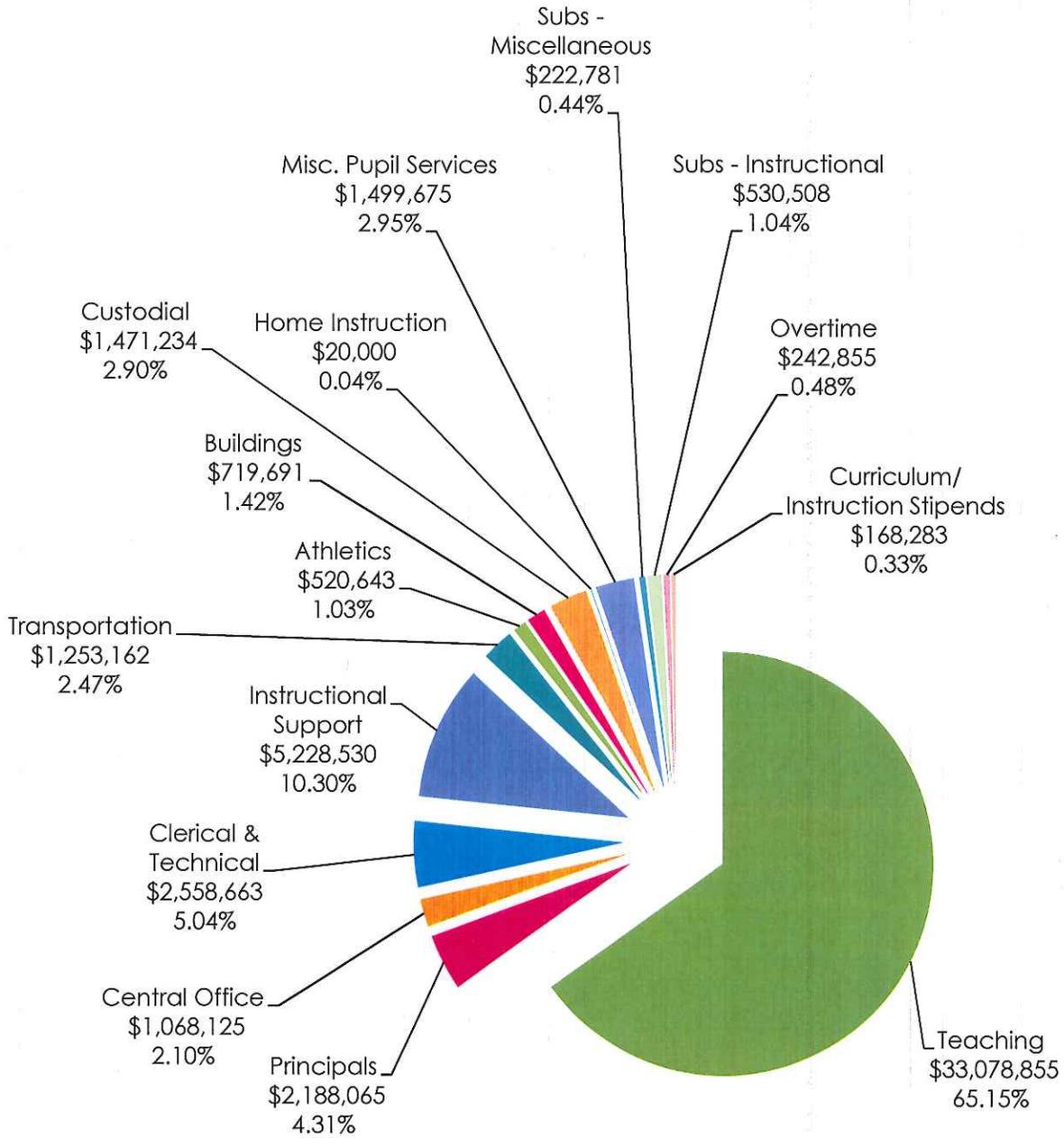
	FY'06	FY'07	FY'08	FY'09	FY'10	FY'11	FY'12	FY'13	FY'14	FY'15	FY'16
AB	\$3,138,512	\$4,715,036	\$5,625,428	\$6,852,830	\$6,715,773	\$6,931,919	\$6,969,133	\$7,124,122	\$7,198,422	\$14,254,476	\$14,393,376
APS	\$2,723,714	\$3,214,302	\$4,283,795	\$5,228,141	\$5,123,578	\$5,160,527	\$5,188,231	\$5,537,500	\$5,596,025	\$0	\$0
BPS	\$1,318,163	\$1,344,663	\$1,370,363	\$1,394,863	\$1,366,966	\$1,287,108	\$1,294,018	\$1,310,578	\$1,320,503	\$0	\$0

Acton-Boxborough Regional School District Budget Categories - FY '16



Total Budget: \$ 79,749,882

Acton-Boxborough Regional School District Personnel Breakdown - FY'16



Per Pupil Expenditures 2013-2014

Comparable School Districts

As reported by the Massachusetts Department of Education

Ranking is out of 308 districts

# 44	Concord/Concord-Carlisle Combined	\$18,454
# 62	Bedford	\$17,385
# 68	Dedham	\$16,910
# 91	Sudbury/Lincoln-Sudbury Combined	\$15,723
#101	Westwood	\$15,380
#117	Westborough	\$14,881
#124	Wilmington	\$14,664
	State Average	\$14,547
#136	Canton	\$14,366
#153	Acton/Boxborough/AB Combined	\$14,149
#182	Milton	\$13,499
#256	Winchester	\$12,579
#258	Westford	\$12,526
#291	Hingham	\$11,676

Statewide Class Size Rankings from Highest to Lowest

Comparable School Districts

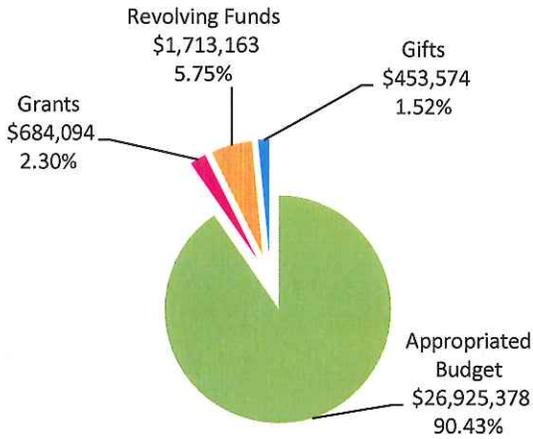
As reported by the Massachusetts Department of Education

Ranking is out of 326 districts

		Average Class Size
#11	Acton/Boxborough/AB Combined	21.5
#44	Sudbury/Lincoln-Sudbury Combined	20
#65	Westwood	19.6
#67	Canton	19.5
#88	Westford	19.1
#95	Milton	19
#97	Winchester	19
#100	Hingham	18.9
#108	Wilmington	18.8
	State Average	18.1
#163	Concord/Concord-Carlisle Combined	17.8
#192	Westborough	17.3
#219	Dedham	16.7
#278	Bedford	14.8

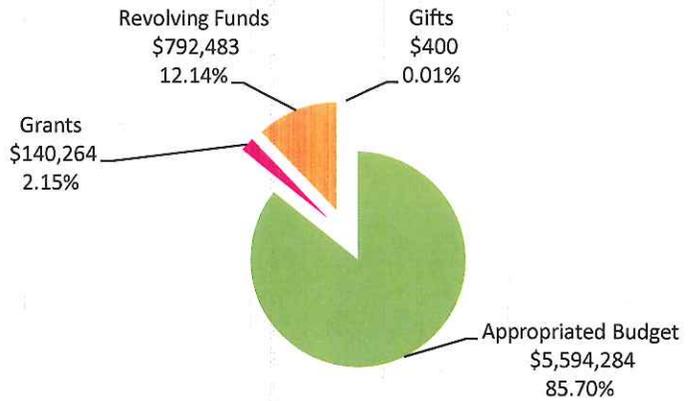
Total Expenditures - FY'14

The following charts represent the total expenditures from appropriated and non-appropriated sources from the last complete fiscal year for each of the three school districts: APS, BPS, and ABRSD



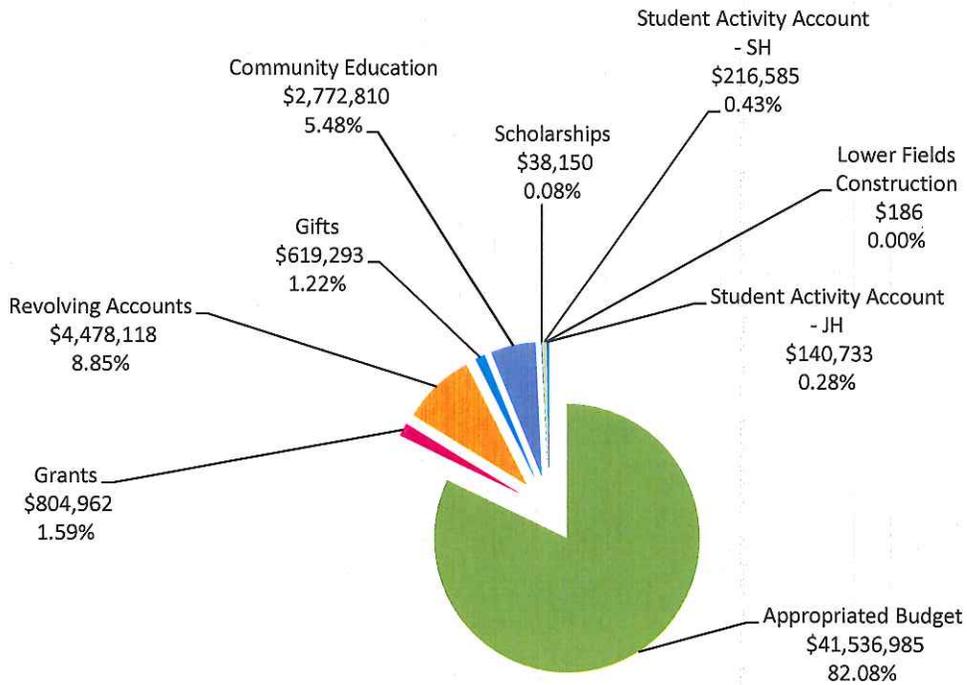
Acton Public Schools

APS Total: \$29,776,209



Boxborough Public Schools

BPS Total: \$6,527,431



**Acton Boxborough
Regional School District**

ABRSD Total: \$50,607,822

**Acton-Boxborough Regional Schools
Grant Awards - FY'15**

Grant #	FY '15 ABRSD Grants	Award Amount
140	Title II Part A Teacher Quality	\$61,914
180	Title III	\$31,143
240	SPED Entitlement IDEA	\$1,201,508
262	Early Childhood/SPED	\$24,005
274	SPED Program Improvement	\$45,904
298	Early Childhood SPED Program Improvement	\$8,000
305	Title I	\$167,855
632	Academic Support	\$4,488
	Essential School Health Services	<u>\$69,700</u>
	Total	\$1,614,517

Funding Period: September 2014 - August 2015

Acton-Boxborough Regional School District
Students, Staff, Class Size
FY'14 - FY'16

Number of Students

<u>Grade</u>	<u>13-14</u>	<u>14-15</u>	Projected <u>15-16</u>
Preschool	48	59	59
K	327	320	308
1	359	347	335
2	382	367	350
3	433	395	371
4	439	440	389
5	428	440	436
6	429	436	441
O.D.SPED K-6	<u>31</u>	<u>28</u>	<u>21</u>
Total	2876	2832	2710
"School Choice"/tuition students included >	69	51	54
7	468	428	432
8	463	479	430
O.D.SPED 7-8	<u>10</u>	<u>17</u>	<u>12</u>
Totals	941	924	874
"School Choice"/tuition students included >	16	12	10
9	475	457	470
10	486	479	450
11	482	486	471
12	517	483	472
O.D.SPED 9-12	<u>41</u>	<u>50</u>	<u>56</u>
Totals	2001	1955	1919
"School Choice"/tuition students included >	32	32	30
	5818	5711	5503

**Acton-Boxborough Regional School District
Students, Staff, Class Size (Continued)**

Number of Certified Staff

			Projected
<u>Grade</u>	<u>13-14</u>	<u>14-15</u>	<u>15-16</u>
K-6	219.42	216.46	215.56
JH	73.80	73.80	74.80
HS	152.05	152.75	152.75
System Wide	<u>10.10</u>	<u>8.00</u>	<u>8.00</u>
Totals	455.37	451.01	451.11
<i>Funded by "school choice" included</i>	<i>2.8 FTE</i>	<i>4.8 FTE</i>	<i>4.8 FTE</i>

Number of Non-Certified Staff

			Projected
<u>Grade</u>	<u>13-14</u>	<u>14-15</u>	<u>15-16</u>
K-6	136.23	139.92	145.08
JH	25.22	22.26	23.30
HS	42.30	42.30	43.56
System Wide	<u>73.90</u>	<u>79.05</u>	<u>79.05</u>
	277.65	283.53	290.99

Class Size Information*

Class Size Average	<u>14-15</u>
Elementary	22.50
JH	21.96
HS	21.30

Class Size Range	
Elementary	18 to 25
JH	13 to 31
HS	2 to 61

Number of Classes Below 20/Above 25	
Elementary	7/0
JH	36/18
HS	146/71

* Class size information for 15-16 can only be determined once students are assigned

School Highlights

Blanchard

- PTF sponsored an author visit by Newbery Medal winner, Grace Lin, and is hosting its annual Teacher Appreciation Luncheon.
- Several students are exhibiting art in Boston in celebration of Youth Art Month.
- Blanchard hosted its annual Ashley Jee Memorial Children's Hospital Blood Drive.
- Blanchard was visited by Massachusetts Secretary of Education, Matt Malone.
- The Popcorn Players presented their children's musical, *Grunch*.
- Advanced Band performed at the 2015 MICCA Concert Festival.
- Pre-K and Kindergarten participated in the *Read Across America* Community Reading program.
- Grade 1 enjoyed a visit from Drumlin Farm and learned about animals and how they adapt.
- Grade 2 hosted their annual Animal Research Project presentation.
- Grade 3 hosted their annual Biography Day, Flag Day program, and learned to play recorders.
- Grade 4 attended the Boston Symphony Orchestra's Youth Concerts at Symphony Hall in Boston.
- Grade 5 completed their new outdoor classroom and are preparing for the Cape Cod field trip.
- Grade 6 conducted their annual Prototype Convention and sold many student-made inventions.

Conant

- Community service projects included valentines for the elderly, a food drive for Acton Community Supper, school supplies for India collection, toy drive for Toys for Tots, and new socks for homeless shelters.
- Visiting Author Jeannie Brett presented to grades K-3.
- Visiting Author Jarrett Krosoczka presented to grades 3-6.
- The PTO brought in several enrichment activities for the entire school.
- Many grades presented curriculum-related plays to parents and friends.
- Sixth graders attended Sargent Camp, an outdoor adventure/learning experience.
- Nature Walks (including Indoor Nature Walks due to the severe winter) continued for all grades.

Douglas

The Douglas School implemented "Exhibitionary Learning."

- Kindergartners produced online videos interviewing Douglas Helpers.
- 1st graders predicted weather, produced weather videos, and explored extreme weather.
- 2nd graders are working to save monarch butterflies, encourage trashless lunches, and raise money and awareness for childhood cancer.
- 3rd graders are exploring the school wetlands and producing wetland guides.
- 4th graders explored how perception affects map making, as well as building incredible storage units for their classroom.
- 5th graders explored how colonies move from survival to society, as well as how Shakespeare can have a great legacy and remain mysterious to many people.
- 6th graders performed *The Emperors New Clothes*, acted as anthropologists of Ancient Mesopotamia, and held a word court of overused words.
- The entire community is working to empower women in Kenya by raising funds to buy goats.

Gates

- Student Council Community Service Projects: Household Goods Recycling Ministry, Gates Giving Trees, and Acton Food Pantry
- Winter chorus, band concerts, and a Seasonal Sing-a-Long

- Kindergarten Medieval Feast
- “One School, One Story” program; Gates families read the book, *Sydney & Simon Full STEAM Ahead!* by Paul A. Reynolds
- PTO-sponsored events: Fall Family Social, Dances of the World, Ice Cream Social, Nature Walks, and Activity Day
- Gates Talent Show
- Celebrate the Arts Night!

McCarthy-Towne

- A Project School of Teachers College, Columbia University
- Student field trips to: Seacoast Science Center, Rye, NH; Mechanics Hall, Worcester; Shelburne Farm; Drumlin Farm; Mt. Wachusett; Plimoth Plantation and Mayflower II; Camp Merrowvista; Hosmer House; Old Boxborough School House; Museum of Fine Arts, Boston; Outward Bound, Thompson Island; Lowell Mills; North End and Paul Revere House; Fenway Park
- In-house field trips: N.E. Aquarium Tide Pool Presentation, Owl Presentation, Museum of Science SkyLab, and an Archaeological Dig
- Community service projects: Trick-or-Treat for UNICEF; Bread Spoons Project; Acton Food Pantry food drive; Cradles to Crayons clothing drive
- Literacy Night for parents of incoming kindergarten and rising 1st grade students
- PTSO sponsored: Improv Boston assembly

Merriam

- Student-led conferences were held in all grades.
- Fifth annual Staff/PTO basketball game was a huge success.
- Annual Literacy Week Celebration included “Storybook Character Dress-up Day” and a family literacy evening.
- “Health and Wellness” was the topic for our Theme Day. Yoga and Zumba teachers came in to work with our students.
- Sixth graders performed portions of their musical on Kindergarten Night.

R. J. Grey Junior High

- Silent Reading initiative is in its 2nd year: all students/staff are invited to read for 20 minutes every day.
- New student clubs such as *Origami Club, Fly Tying, Yoga, Badminton, RC Flyers, and Bollywood*
- “Everyday Leader” student recognition continues with lunches with Principal Shen for 7th and 8th graders selected by staff.
- Theatre program includes the spring and fall play productions and the musical *Once on This Island, Junior*.
- “Poetry Fridays” program continues with a bi-monthly poetry reading during morning announcements by students and staff.
- Two presentations were offered to the Acton and Boxborough community: “Broadcasting Happiness” with Michelle Gielan and “The Pressured Child” with Michael Thompson, both in conjunction with the AB PTSO and other community agencies.
- Eight Chromebook carts were introduced – one for each team – as part of the school’s continued efforts to engage students through a digital platform.

Acton Boxborough Regional High School

- Community Service Awards were presented to 789 students, totaling over 80,000 hours of service performed during 2014.
- Twenty seniors were named semifinalists in the National Merit Scholarship Program; 18 became finalists. One student was a candidate in the Special Scholarship Competition, and one student was a finalist in the National Achievement Scholarship.
- As part of the Career Exploration Program, 30 students completed job shadowing experiences. Over 130 seniors have applied for the Senior Internship program in May.
- A-B's Quiz Bowl Team qualified again for WGBH's High School Quiz Show. The matches will be aired on WGBH throughout the spring and can then be found on WGBH's website. The Team also earned spots in the 2015 Partnership for Academic Competition Excellence (PACE) National Tournament in Washington, D.C., and the 2015 National Academic Quiz Tournament (NAQT) in Chicago this spring.
- Four students received Gold Keys in the annual Boston Globe Scholastics Art Awards competition. Portfolio art students participated in the annual Creeley Foundation Broadside Project.
- Visual Arts students took part in the following: "Elections" at the Acton Library; a show at the State Transportation; the Youth Art Month Shows at the Worcester Art Museum and at the State Transportation Building, Boston; "Things" at the Sargent Memorial Library, Boxborough; "Students Make Their Mark" at the Acton Memorial Library.
- Art All-State affords high school juniors the opportunity to work with a team of their peers and practice arts to collaboratively create large-scale installation art. High school art teachers throughout the state may nominate two students from their schools for Art All-State. Typically both Acton-Boxborough students who are nominated are accepted.
- The Performing Arts Department held a number of successful performances. The Chorus will tour Spain and France over the April vacation. We had 14 student musicians accepted to the MMEA Eastern District Music Festival; six of these students were also accepted to the MMEA All-State Music Festival. The Jazz Band will hold its 5th annual Swing Night on April 10th. The Band commissioned a new composition by composer Timothy Miles and will premiere the piece at the spring concert, with Mr. Miles conducting.
- Proscenium Circus' fall play, *You Can't Take It With You*, was followed by the musical, *Sweet Charity*. An AB senior won first prize at the MA Educational Theater Guild's (METG) audition monologue competition. AB's entry into METG's short-play competition is *Air Raid*. The season will be rounded out by the Competitive Class plays and the Festival of 10-Minute Plays. Twelve young playwrights will take part in the Boston Playwright's Theater playwriting workshop, New Voices.
- In October, ABRHS' French students welcomed a group of students from the Collège Lycée St-Exupéry. The group attended classes at AB, toured Boston and other areas of interest, and were generously hosted by their AB exchange students and their families. The AB students involved look forward to visiting the French students in April!
- The Acton-Boxborough Rotary Club and the ABRHS National Honor Society hosted a Veterans Day Breakfast for local veterans, raising close to \$3,000.
- This year represents a record year for the National Speech and Debate with 11 students qualifying for nationals.

Central Administration

Dr. Glenn A. Brand, Superintendent
Marie Altieri, Director of Personnel and Administrative Services
Erin Bettez, Director of Community Education
Amy Bisiewicz, Director of Educational Technology
Deborah Bookis, Director of Curriculum and Assessment
Liza Huber, Director of Pupil Services
J.D. Head, Director of Facilities and Transportation
Clare Jeannotte, Interim Director of Finance

School Administration

JoAnn Campbell, Principal, AB Regional High School
Andrew Shen, Principal, R.J. Grey Junior High School
Dana F. Labb, Principal, Blanchard School
Damian J. Sugrue, Principal, Conant School
Christopher Whitbeck, Principal, Douglas School
Lynne Newman, Principal, Gates School
David Krane, Principal, McCarthy-Towne School
Edward Kaufman, Principal, Merriam School

NOTICE OF NONDISCRIMINATION

The Acton-Boxborough Regional School District does not discriminate on the basis of race, color, sex, sexual orientation, gender identity, religion, disability, age, active military/veteran status, ancestry, or national or ethnic origin in the administration of its educational policies, employment policies, and other administered programs and activities. In addition, students who are homeless or of limited English-speaking ability are protected from discrimination in accessing the course of study and other opportunities available through the schools.

Any person having inquiries or complaints concerning the Acton-Boxborough Regional School District's compliance with Title VI, Title IX, Section 504, ADA or MGL ch. 76, sec.5 is directed to contact the Director of Pupil Services, Administration Building, 15 Charter Road, Acton, MA, telephone number 978-264-4700, x3265, who has been designated by the Acton-Boxborough Regional School District to coordinate the District's efforts to comply with these laws, or write to the Office for Civil Rights, J. F. Kennedy Federal Building, Room 1875, Boston, MA 02203, or the Massachusetts Department of Elementary and Secondary Education, Office of Program Quality Assurance Services, 75 Pleasant Street, Malden, MA 02148.

**Acton-Boxborough
Regional School District**



Our Mission

To prepare all students to attain their full potential as life-long learners, critical thinkers, and productive citizens of our diverse community and global society

As A Community, We Value:

- ✓ **An environment that promotes social development and emotional and physical well-being for the entire school community.**
- ✓ **An excellent academic program that prepares all students to achieve their individual potential.**
- ✓ **Diverse extracurricular opportunities accessible to all students that provide for student growth.**
- ✓ **A community that welcomes and respects the differences among us.**
- ✓ **Literacy, communication and technology skills for life-long learning.**
- ✓ **Educational policy and resource decisions informed by research and evidence.**