



Hill View Montessori

Board of Trustees Meeting

Published on March 25, 2025 at 2:46 PM EDT
Amended on March 25, 2025 at 6:50 PM EDT

Date and Time

Thursday March 27, 2025 at 6:30 PM EDT

Location

Hill View Montessori Charter Public School
75 Foundation Ave.
Haverhill, MA 01835

Agenda

	Purpose	Presenter	Time
I. Opening Items			6:30 PM
A. Record Attendance		Jeff Hood	1 m
B. Call the Meeting to Order		Jeff Hood	
C. Public Comment		Jeff Hood	
D. Approve Minutes	Approve Minutes	Jeff Hood	1 m
Approve minutes for Board of Trustees Meeting on February 27, 2025			

	Purpose	Presenter	Time
II. Updates			6:32 PM
A. HVMCPS Draft 2025-2026 Academic School Calendar	Vote	Niamh Dolan	2 m
Second read and vote to approve 2025-2026 School Calendar.			
<ul style="list-style-type: none"> • If changes need to be made due to HPS' calendar around Winter break, a revised HVMCPS calendar will be brought to the Board in June. 			
B. HVM Pay Scale Implementation	FYI	Hannah Herklotz	5 m
C. BoardOnTrack Contract Renewal	Discuss	Jeff Landry	3 m
Discuss if the Board would like to continue with BoardOnTrack contract.			
D. Search Committee Update	FYI	Paul Carelis	5 m
E. Captial Project Update	FYI	Veronica Guzman/Jeff Landry	10 m
F. PTO Update	FYI	Jeff Hood	3 m
G. New Business		Jeff Hood	5 m
H. Executive Director Report	FYI	Ginger Whitson	5 m
I. Accountability	FYI	Hannah Herklotz	15 m
Disaggregated Data Presentation by Hannah Herklotz			
J. Development	FYI	Sarah Brush	5 m
K. Finance	FYI	Veronica Guzman	10 m
III. Closing Items			7:40 PM
A. Next Meeting	Discuss	Jeff Hood	1 m
Scheduled 4th Thursday is 4/24			
<ul style="list-style-type: none"> • Note I: this is April vacation • Note II: if changing to the 3rd Thursday, 4/17, the Art Fair is being held 5:00pm to 6:30pm 			

	Purpose	Presenter	Time
B. Adjourn Meeting	Vote	Jeff Hood	

Coversheet

Approve Minutes

Section:	I. Opening Items
Item:	D. Approve Minutes
Purpose:	Approve Minutes
Submitted by:	
Related Material:	Minutes for Board of Trustees Meeting on February 27, 2025



Hill View Montessori

Minutes

Board of Trustees Meeting

Date and Time

Thursday February 27, 2025 at 6:30 PM

Location

Hill View Montessori Charter Public School
75 Foundation Ave.
Haverhill, MA 01835

Directors Present

A. Roth, J. Hood, J. Landry, K. Laureano, P. Carelis, R. Turner, S. Brush

Directors Absent

J. Edokpolor, V. Guzman

Guests Present

G. Whitson, Ganesh Kumar, H. Herklotz, Jennette Rocker, N. Dolan

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

J. Hood called a meeting of the board of directors of Hill View Montessori to order on Thursday Feb 27, 2025 at 6:30 PM.

C.

Public Comment

D. Approve Minutes

R. Turner made a motion to approve the minutes from Board of Trustees Meeting on 01-23-25.

S. Brush seconded the motion.

The board **VOTED** to approve the motion.

II. Updates

A. New Board Members

Ryan, Jennifer and Allysha will be ending terms at end of school year.

2 non-voting members (Ganesh and Jenette) were present to introduce themselves in the interest of deepening their roles.

Jeannette: Senior Paralegal with experience negotiating corporate contracts. Has 1 son (Austin) at HVM. Also experienced in corporate training programs.

Ganesh: Background in pharmaceuticals finance and accounting. Daughter was a former student at HVM.

J. Hood made a motion to Approve Ganesh and Jeannette as full board of trustee members.

J. Landry seconded the motion.

The board **VOTED** to approve the motion.

B. Surveillance Camera Policy

A. Roth made a motion to Approve Surveillances Camera Policy as currently drafted.

J. Landry seconded the motion.

The board **VOTED** to approve the motion.

C. Staff Complaint Procedure

A. Roth made a motion to Approve procedure as currently drafted.

S. Brush seconded the motion.

The board **VOTED** to approve the motion.

D. HVMCPS Draft 2025-2026 Academic School Calendar

Niamh rolled out a draft of the prospective calendar for the 2025-2026 school year. The biggest change was a large reduction in the number of half days (about 1 per month).

Also less time off Thanksgiving week. Need to wait on Haverhill Public for their schedule

around Christmas for bus purposes, but calendar should otherwise be set. As written last day of school would be June 11-18 depending on snow days.

E. Leadership Transition Update

Jeff Landry said that things have been going smoothly. He has been running payroll for about a month. Changes made with DESE as needed. ED emails going to Jeff. Ginger has a full inbox, but things have been going well for her as well. Jeff will be attending a workforce diversity conference to keep the school eligible for some grants.

Paul: Interviews for new ED are ongoing. 2 candidates will be removed from process, 2 are still under consideration (committee would like to meet with them again). There are at least 2 more candidates yet to be interviewed. We are not in a position where we need to rush or settle. Will likely repost role with emphasis on fundraising, community presence. Ideally wish to start new ED at start of new fiscal July 1

Discussion about contract renewals (May) and development of pay scales in near future. Also need to address any concerns with student loan and other arrangements.

Spirit and morale appears to be high amongst staff in first week of interim leadership.

F. PTO Update

Farewell luncheon for Phil prior to break

Dance this upcoming Sunday 3-5

G. New Business

H. Accountability

Allysha presented on STAR math data findings from accountability meeting. Interventionists had been present at that meeting and had a discussion about the topic.

Proposal to split reporting on Dibles and Star data month to month rather than both at the same time. Time is needed to build up so that results can be presented fully and properly.

Star Math Data showed that 3rd graders in 3rd year of program are showing the most growth. Increase is higher in upper el than lower el. They feel this is due to more time dedicated to math. Middle school is now offering accelerated math (algebra) for the first time.

Recommendations: More regular math time instruction for lower elementary students. The new coaching culture will also continue to improve instruction and thus results. In our school environment, it is more difficult to measure how much math instruction is

happening as it is often broken up throughout the day rather than single blocks of time like traditional schools.

Winter Dibels are being analyzed now and we are seeing growth from start of the school year overall. Suggestion: Parent night to educate on understanding of data.

Talk about rolling out new staff survey soon. Because of changes, may be scaled down this year. Definitely want to do parent survey in coming months.

I. Development

No development meeting this month

J. Finance

\$100k revenue bump due to increase in tuition.

Finances in good shape overall, but will be \$170k over budget in salaries. Still in the "green" budgetarily, but this should be addressed in next budget. Concern about lack of commitment to budget and ability to stay within it in the past, a strong pledge to change this going forward and also a desire to have a dedicated reserve fund. Need more predictability in budget. Jeff L spoke to a change in fiscal practices with future contracts. Obligated to honor current contracts and agreements.

Capital improvements: legal requirements to have funds available when projects are sent to bid. Members of board and foundation involved in speaking with potential banks and finance partners to evaluate options. We learned that we will not lose initial investments if we don't make improvements this summer.

Discussion about a potential board policy dedicating a portion of budget to capital improvement account.

Next draft of budget expected to be presented at next board meeting.

III. Closing Items

A. Next Meeting

B. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:01 PM.

Respectfully Submitted,
J. Hood

Coversheet

HVMCPS Draft 2025-2026 Academic School Calendar

Section:	II. Updates
Item:	A. HVMCPS Draft 2025-2026 Academic School Calendar
Purpose:	Vote
Submitted by:	
Related Material:	HVMCPS 2025-2026 School Calendar draft v3.27.25.pdf

Hill View Montessori - Board of Trustees Meeting - Agenda - Thursday March 27, 2025 at 6:30 PM
Hill View Montessori Charter Public School 2025-2026

Draft v3.27.25

AUGUST 2025

S	M	T	W	T	F	S
					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						

5 school days

SEPTEMBER 2025

S	M	T	W	T	F	S
	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				

21 school days

OCTOBER 2025

S	M	T	W	T	F	S
			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 school days

August 18-22	All Staff – In Service Days (Mandatory)
August 25	First day of School for All Students K-8
August 25-28	12:00 pm Dismissal KINDERGARTEN STUDENTS ONLY
August 29	12:00 pm Dismissal – All Students K – 8 Labor Day Recess
September 1	NO SCHOOL - Labor Day
September 2-5	12:00 pm Dismissal KINDERGARTEN STUDENTS ONLY
September 25	12:00 pm Dismissal - Students Staff Development - 1:00 pm to 4:00 pm
October 13	NO SCHOOL – Columbus Day/Indigenous Peoples Day
October 23	12:00 pm Dismissal - Students Staff Development - 1:00 pm to 4:00 pm
November 4	NO SCHOOL – Students – Election Day Staff Development – 9:00 am to 3:00 pm
November 11	NO SCHOOL - Veterans Day Observed
November 19	Fall Progress Reports Issued
November 21	NO SCHOOL – Students Parent Teacher Conferences
November 26	12:00 pm Dismissal - Thanksgiving Recess
November 27-28	NO SCHOOL - Thanksgiving Recess
December 23	12:00 pm Dismissal – Winter Recess
December 24-31	NO SCHOOL – Winter Recess
January 1-2, 2026	NO SCHOOL – Winter Recess
January 19	NO SCHOOL - MLK Jr. Day
January 29	12:00 pm Dismissal - Students Staff Development - 1:00 pm to 4:00 pm

Green = First Day of School for Students

Blue = 12:00 pm Dismissal **Kindergraten Students ONLY**

Yellow = 12:00 pm Dismissal All Students K-8

Red = No School

NOVEMBER 2025

S	M	T	W	T	F	S
						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						

15 school days

DECEMBER 2025

S	M	T	W	T	F	S
	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			

17 school days

JANUARY 2026

S	M	T	W	T	F	S
				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

19 school days

Hill View Montessori Charter Public School 2025-2026

FEBRUARY 2026

S	M	T	W	T	F	S
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 school days

MARCH 2026

S	M	T	W	T	F	S
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 school days

APRIL 2026

S	M	T	W	T	F	S
			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 school days

February 4	Enrollment Lottery – 10:00 am
February 16-20	NO SCHOOL – Mid-Winter Recess
March 11	Winter Progress Reports Issued
March 13	NO SCHOOL – Students Parent Teacher Conferences
March 26	12:00 pm Dismissal - Students Staff Development - 1:00 pm to 4:00 pm
April 3	NO SCHOOL - Good Friday
April 20-26	NO SCHOOL – Spring Recess
May 14	12:00 pm Dismissal - Students Staff Development - 1:00 pm to 4:00 pm
May 25	NO SCHOOL – Memorial Day
June 11	Scheduled 180 th day of school
June 18	Scheduled 185 th day of school
June 19	NO SCHOOL - Juneteenth Holiday

Yellow = 12:00 pm Dismissal All Students K-8

Red = No School

*** Last Day of School will be a 12:00 pm Dismissal***

MAY 2026

S	M	T	W	T	F	S
					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 school days

JUNE 2026

S	M	T	W	T	F	S
	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				

9 school days

(June 11 = 180 days)

(June 18 = 185 days)

Coversheet

HVM Pay Scale Implementation

Section:	II. Updates
Item:	B. HVM Pay Scale Implementation
Purpose:	FYI
Submitted by:	
Related Material:	HVM PAY SCALE 3.25.2025 (1).pdf

HVM PAY SCALE

Introduction

The following policy defines the parameters in which the school will operate within when assigning compensation to all employees of the Hill View Montessori Charter Public School.

This scale goes into effect on July 1st, 2025 and will be effective until June 30th, 2028, at which time the Executive Director will conduct a mandatory review of the scale and make adjustments based on cost of living increases, inflation, market changes, and other internal and external factors.

As a general rule, all employees must be paid with the relevant scale, with few exceptions. As this is the first pay scale implemented at HVM, the Executive Director has some leeway, and has been given until July 1st, 2027, to bring all existing employees within pay scale range.

For other exceptions, please refer to HVM Compensation Policy.

Policy Intent

HVM has crafted this pay scale to serve multiple purposes.

- To accurately and equitably compensate existing staff based on regional and industry standards, while also offering competitive and equitable pay to new hires.
- To build predictability and transparency into the compensation process, which allows for more consistent and dependable financial planning.
- To align HVM's compensation structure with industry best practices.

Policy Structure

The Pay Scale has been crafted to reflect the values of HVM's academic and collaborative culture. In general, the Pay Scale elevates the expected salary range for an employee based on specific criteria. That criteria can be broken into 4 categories.

- Education
- Specialized Montessori Training
- Massachusetts Teachers Certification
- Teaching experience, both in and out of HVM

Additionally, the scale will be broken up into four subgroups with the purpose of applying salary standards across similarly compensated job positions. These subgroups are:

- **Group One:** Lead Teachers, Special Education Teachers, School Counselors, and Specialists
- **Group Two:** Teaching Assistants and Paraprofessionals
- **Group Three:** Title 1 Specialists
- **Group Four:** Administration & Facilities

Group One

Group One includes Lead Teachers, Special Education Teachers, School Counselors & Social Workers, and Specialists (including ELL Teachers and Speech Pathologists).

The Base compensation range for this subgroup is an annual salary between **\$55,000 to \$65,000**. Each qualification in the following categories will increase the low and high end of the individual's range.

Qualification	Range increase
Master's Degree in Education or related field	\$2,000
Montessori Certification or Specialized Teaching Certification	\$2,500
Massachusetts Teaching License or relevant State License for non-teachers	\$1,000
5+ Years Teaching Experience	\$750
10+ Years Teaching Experience	\$750
15+ Years Teaching Experience	\$750
5+ Years Montessori Experience	\$750
10+ Years Montessori Experience	\$750
15+ Years Montessori Experience	\$750
5+ Years HVM Experience	\$1,000
10+ Years HVM Experience	\$1,500
15+ Years HVM Experience	\$2,500

The top of the salary range for an employee who meets ALL qualification would be a range of **\$70,000 to \$80,000**.

The qualification categories are inclusive – meaning, if an employee has 15 years of experience teaching at HVM, they would qualify for the 5+, 10+, and 15+ year experience salary range increase for Teaching Experience, Montessori Experience, and HVM Experience.

As a clarification, achieving a particular qualification does not guarantee a subsequent pay bump in that specific amount. Achieving a qualification tier serves only to elevate the range in which your salary should fall.

Example: A Lead Teacher with a Master's in Education (\$2,000), a MA Teaching License (\$1,000), and 7 years teaching experience all at HVM (\$750 each for 5+ Teaching, Montessori, and HVM experience), should be paid within a range of \$64,500 to \$74,500.

Group Two

Group Two includes Teaching Assistants and Paraprofessionals.

The base compensation range for this subgroup is a salary between \$40,000 to \$46,000. Each qualification in the following categories will increase the low and high end of the individual's range.

Qualification	Range increase
Bachelor's Degree in Education or related field	\$500
Montessori Certification	\$1,250
Massachusetts Teaching License	\$500
5+ Years Teaching Experience	\$500
10+ Years Teaching Experience	\$500
15+ Years Teaching Experience	\$500
5+ Years Montessori Experience	\$500
10+ Years Montessori Experience	\$500
15+ Years Montessori Experience	\$500
5+ Years HVM Experience	\$500
10+ Years HVM Experience	\$1,000
15+ Years HVM Experience	\$1,250

The top of the salary range for an employee who meets ALL qualification would be a range of **\$48,000 to \$54,000**.

Group Three

Group Three includes Title 1 Reading and Math Specialists.

The base compensation range for this subgroup is a salary between \$50,000 to \$54,000. Each qualification in the following categories will increase the low and high end of the individual's range.

Qualification	Range increase
Master's Degree in Education or related field	\$2,500
Montessori Certification	\$1,500
Massachusetts Teaching License	\$1,000
5+ Years Teaching Experience	\$1,000
10+ Years Teaching Experience	\$1,000
15+ Years Teaching Experience	\$1,000
5+ Years Montessori Experience	\$1,000
10+ Years Montessori Experience	\$1,000
15+ Years Montessori Experience	\$1,000
5+ Years HVM Experience	\$1,000
10+ Years HVM Experience	\$1,500
15+ Years HVM Experience	\$2,500

The top of the salary range for an employee who meets ALL qualification would be a range of **\$66,000 to \$70,000**.

Group Four

Group Four consists of Director and Administrative positions. Because of the wide range of positions within this range, we have opted for a Position-Based Salary range. This means that each position has a suggested pay scale.

Position	Eligible Comp (LOW)	Eligible Comp (HIGH)
Executive Director*	\$110,000	\$140,000
Dean of Students*	\$90,000	\$125,000
Montessori Pedagogical Director*	\$85,000	\$115,000
Special Education Director*	\$85,000	\$115,000
Administrative Assistants	\$60,000	\$85,000
Front Desk Admin	\$50,000	\$65,000
Facilities Manager	\$65,000	\$80,000
School Nurse	\$65,000	\$80,000
Lunch Coordinator	\$15.00 p/hr	\$20 p/hr
Substitute Teachers	\$20.00 p/hr	\$25.00 p/hr

*Note: The compensation for Director and Dean positions can include incentive bonuses.

Coversheet

Accountability

Section:	II. Updates
Item:	I. Accountability
Purpose:	FYI
Submitted by:	
Related Material:	Disaggregated Data 3.6.25 Accountability.pdf

ACCOUNTABILITY

Hannah and Niamh



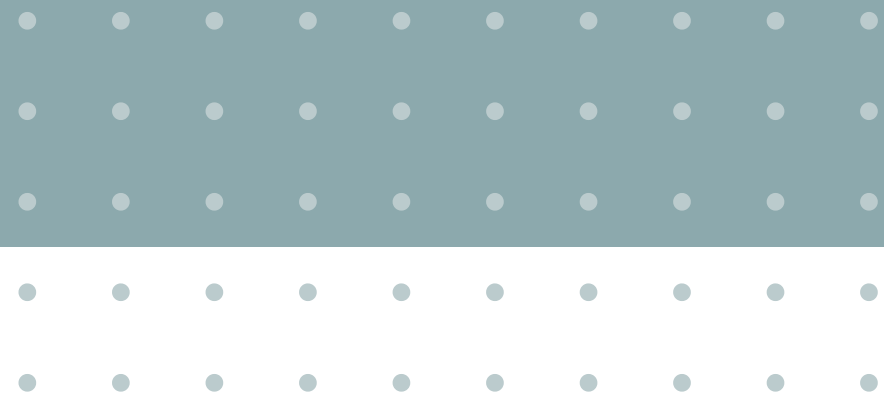
- 01. DATA AT A GLANCE
- 02. DISAGGREGATED ELA
- 03. DISAGGREGATED MATH
- 04. WRAP UP



TABLE OF CONTENTS

01.

DATA AT A GLANCE



STAR ASSESSMENT
HILL VIEW MONTESSORI CHARTER

OVERVIEW

DEMOGRAPHICS

BY PERIOD

MCAS/STAR

TEST GRADE

All

GENDER

All

RACE/ETHNICITY

All

ML STATUS

All

LOW INCOME

All

CLASS NAME

All

SELECT STUDENT(S)

All

RESET FILTERS

School Year

Current SY

Test Period

BOY

Subject

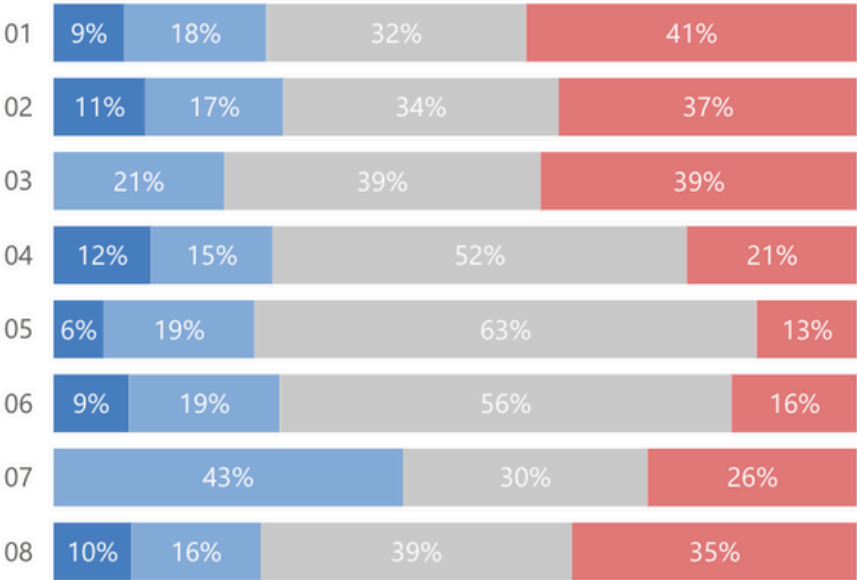
Math

Language

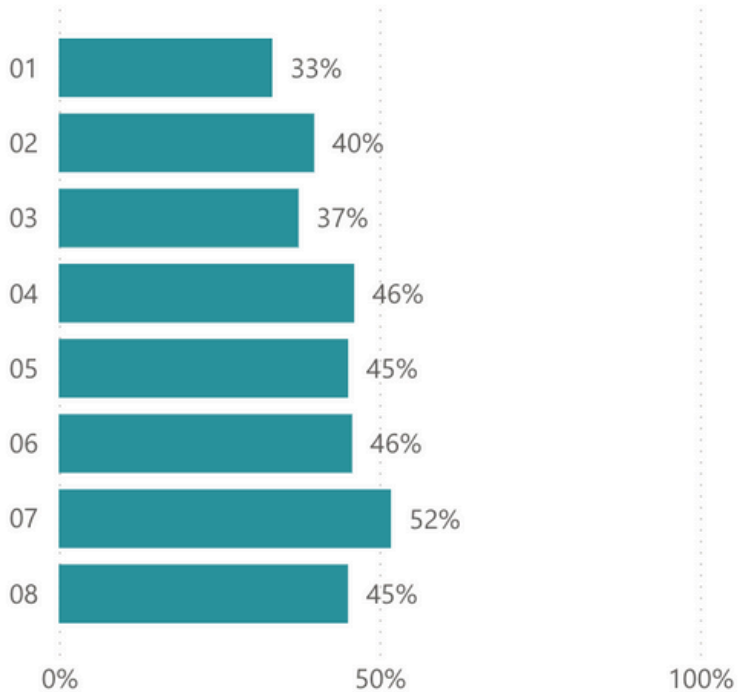
English

% of Students by Benchmark (24-25 - BOY: Math)

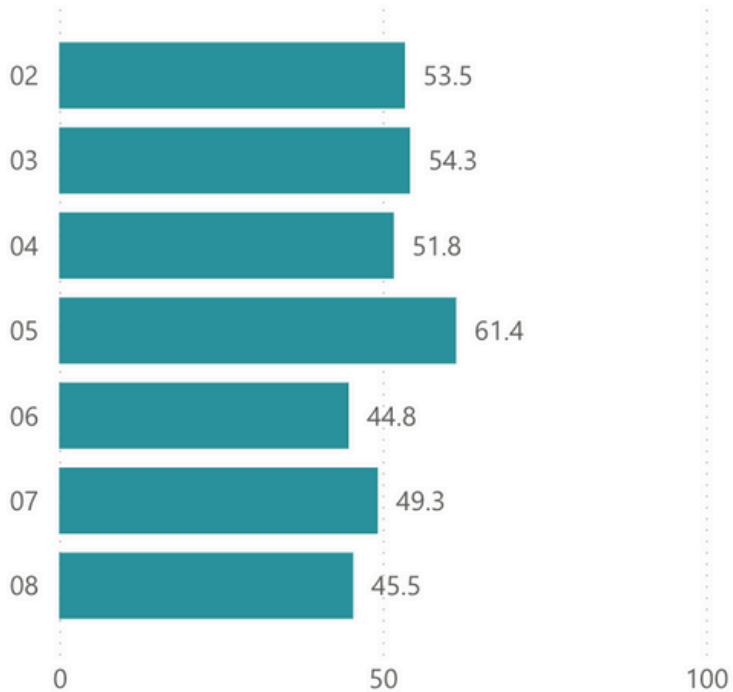
Exceeding Meeting Partially Meeting Not Meeting



Average Percentile Rank (24-25 - BOY: Math)

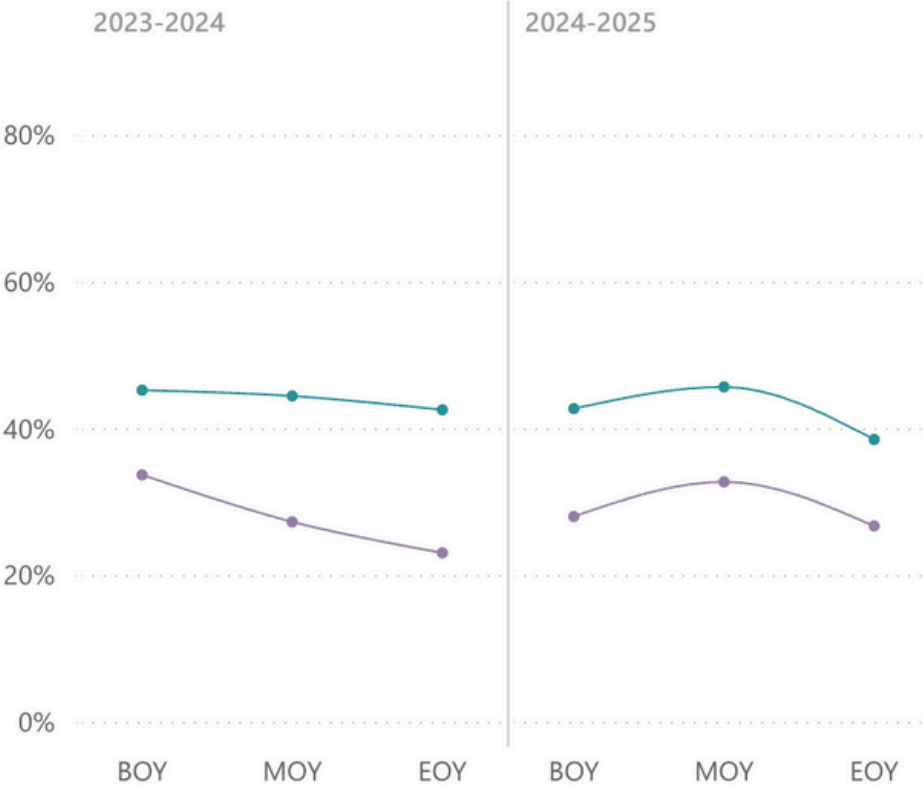


School Year SGP

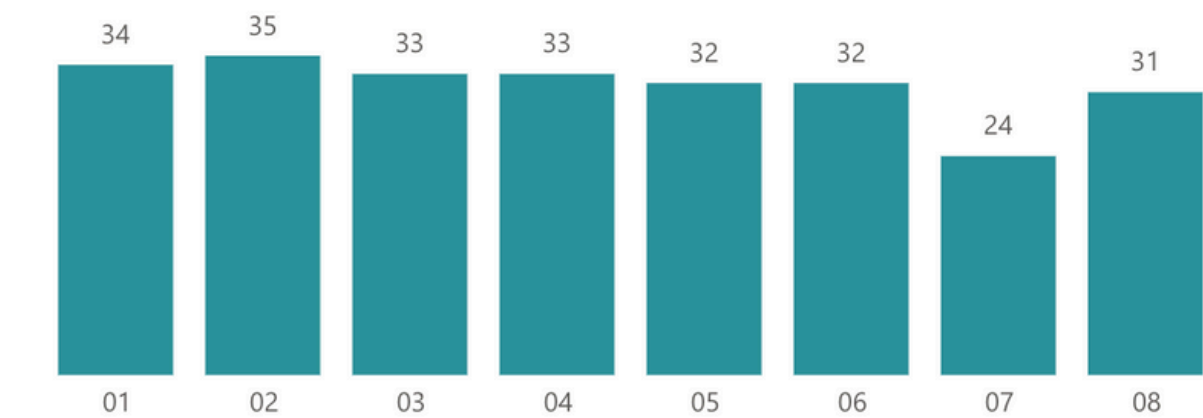


% Students Proficient & Average Percentile Over Time (Math)

Average Percentile Rank % Students Proficient



of Students Taking Assessment (24-25 - BOY: Math)



Student Details (24-25 - BOY) (254 students)

Subject		Math		
Name & ID		Score	Pctl.	Benchmark
[REDACTED]		1,012	76%	Meeting
[REDACTED]		992	62%	Meeting
[REDACTED]		867	53%	Partially Meeting
[REDACTED]		1,044	32%	Partially Meeting
[REDACTED]		823	22%	Not Meeting
[REDACTED]		720	7%	Not Meeting

STAR ASSESSMENT
HILL VIEW MONTESSORI CHARTER

OVERVIEW

DEMOGRAPHICS

BY PERIOD

MCAS/STAR

TEST GRADE

GENDER

RACE/ETHNICITY

ML STATUS

LOW INCOME

CLASS NAME

SELECT STUDENT(S)

All

All

All

All

All

All

All

RESET FILTERS

School Year

Test Period

Subject

Language

Current SY

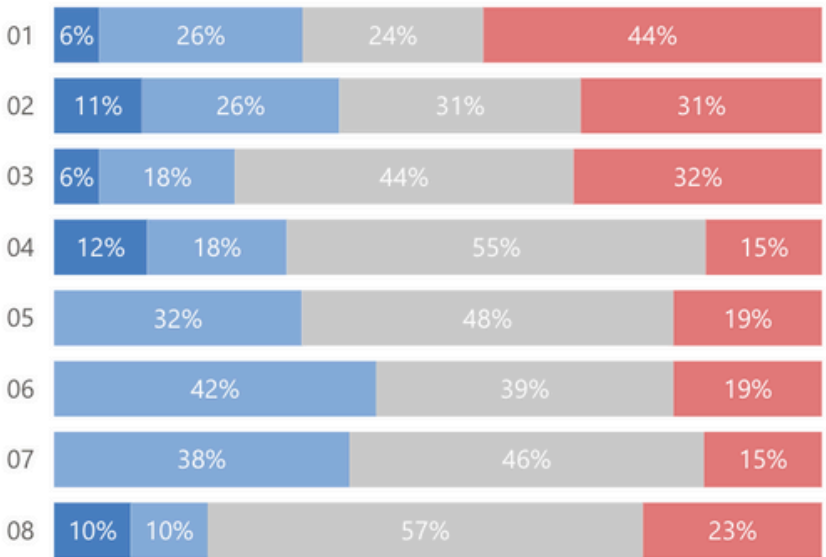
MOY

Math

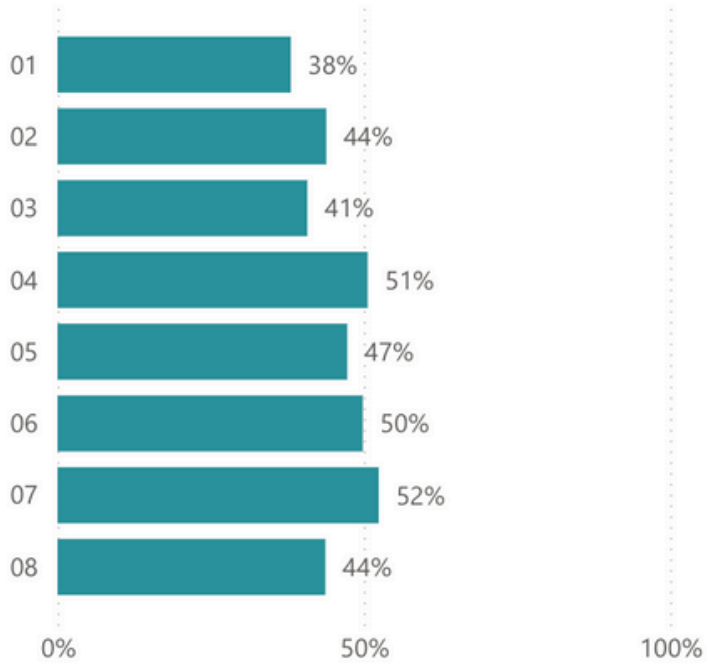
English

% of Students by Benchmark (24-25 - MOY: Math)

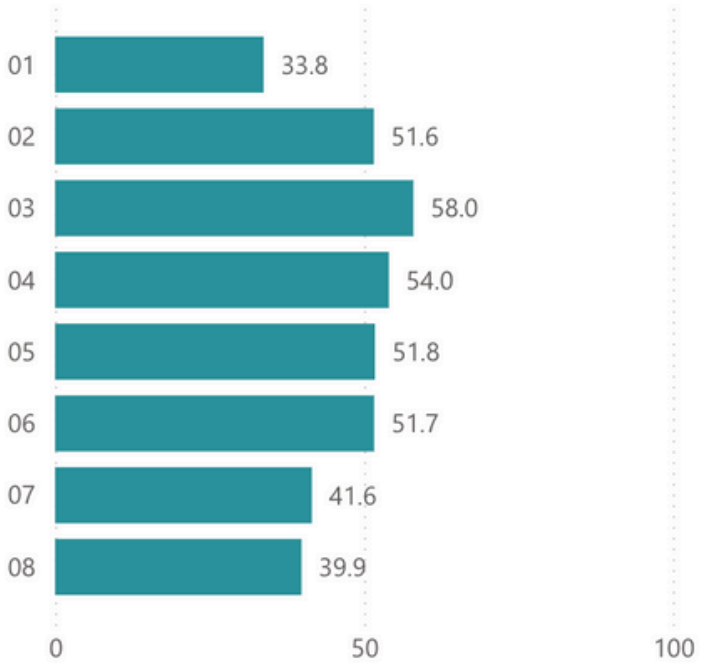
Exceeding Meeting Partially Meeting Not Meeting



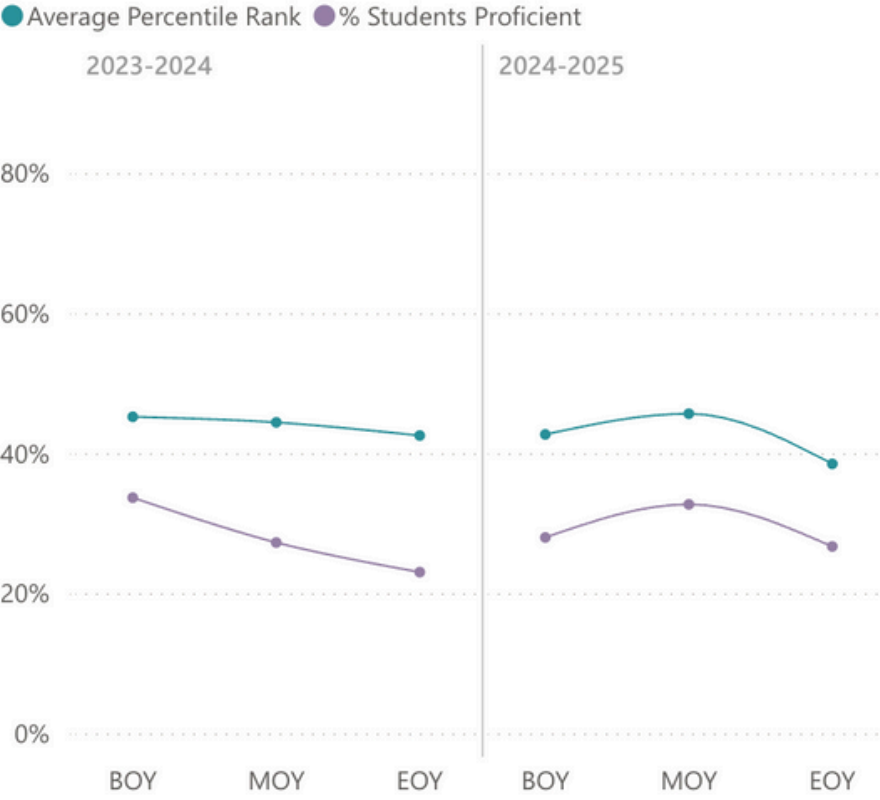
Average Percentile Rank (24-25 - MOY: Math)



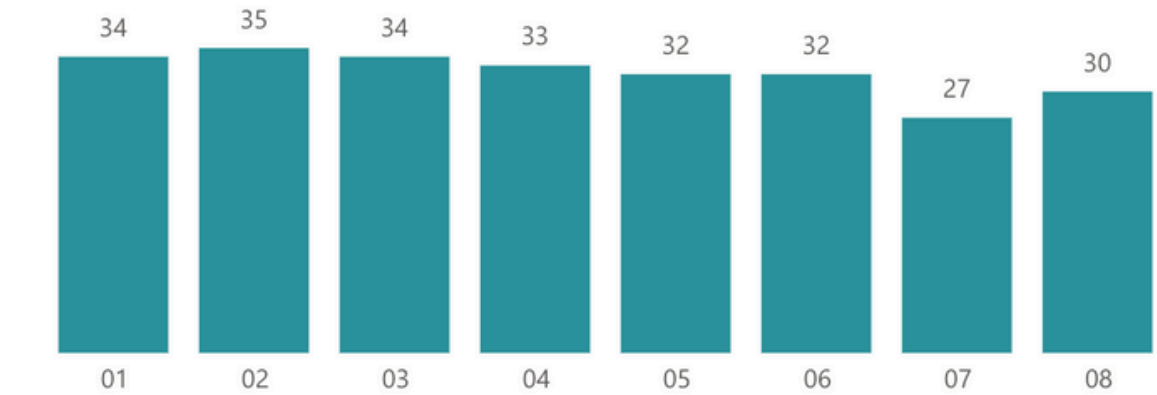
School Year SGP



% Students Proficient & Average Percentile Over Time (Math)

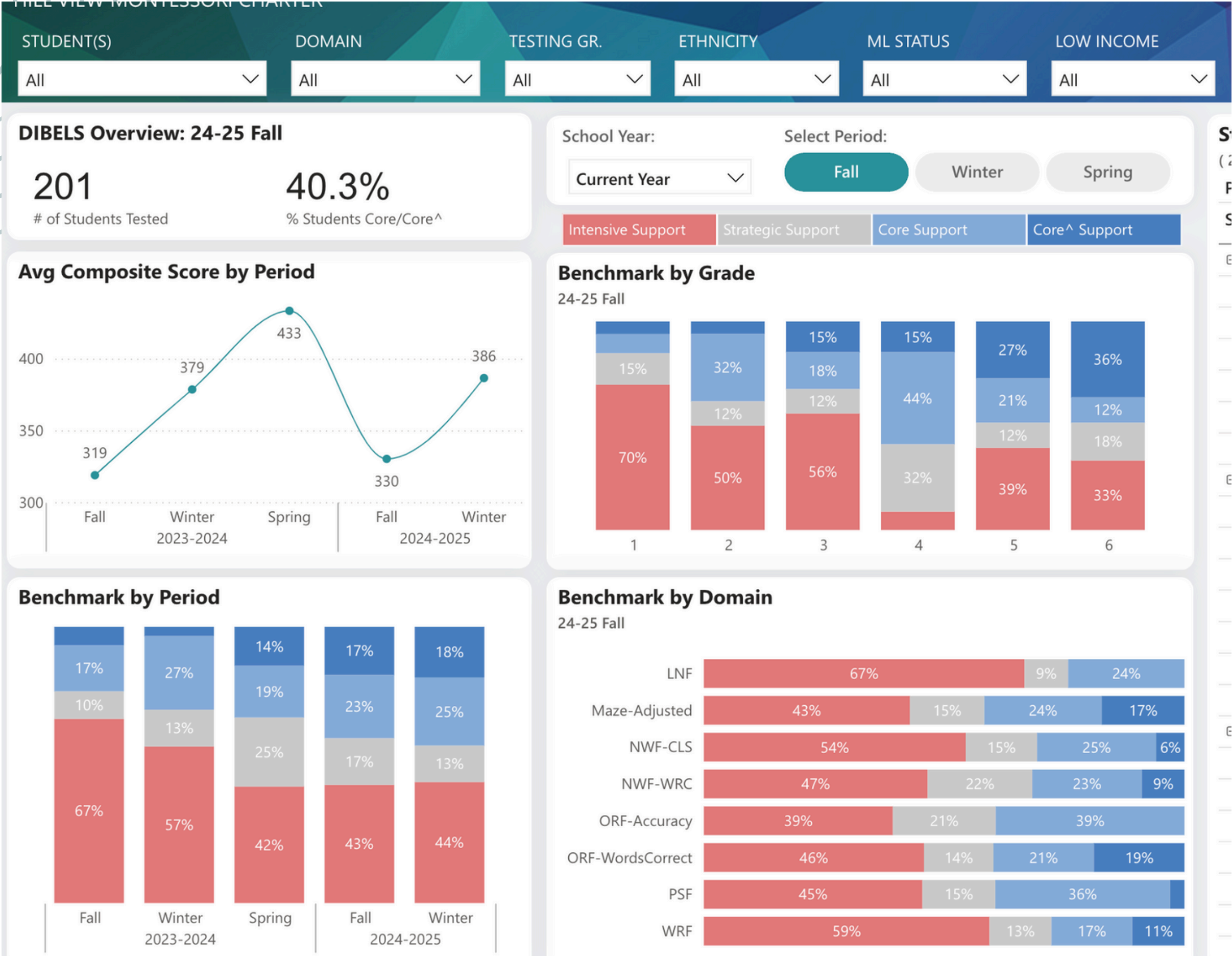


of Students Taking Assessment (24-25 - MOY: Math)



Student Details (24-25 - MOY) (257 students)

Subject		Math		
Name & ID	Score	Pctl.	Benchmark	
[REDACTED] 102569	1,007	53%	Partially Meeting	
[REDACTED] 102686	1,080	92%	Exceeding	
[REDACTED] 102727	851	31%	Partially Meeting	
[REDACTED] 102728	802	9%	Not Meeting	
[REDACTED] 102819	798	18%	Not Meeting	
[REDACTED] - 102313	1,152	92%	Exceeding	



DIBELS ANALYZER
HILL VIEW MONTESSORI CHARTER

STUDENT(S)
All

DOMAIN
All

TESTING GR.
All

ETHNICITY
All

ML STATUS
All

LOW INCOME
All

DIBELS Overview: 24-25 Winter

235

of Students Tested

43.0%

% Students Core/Core^

School Year:

Current Year

Select Period:

Fall

Winter

Spring

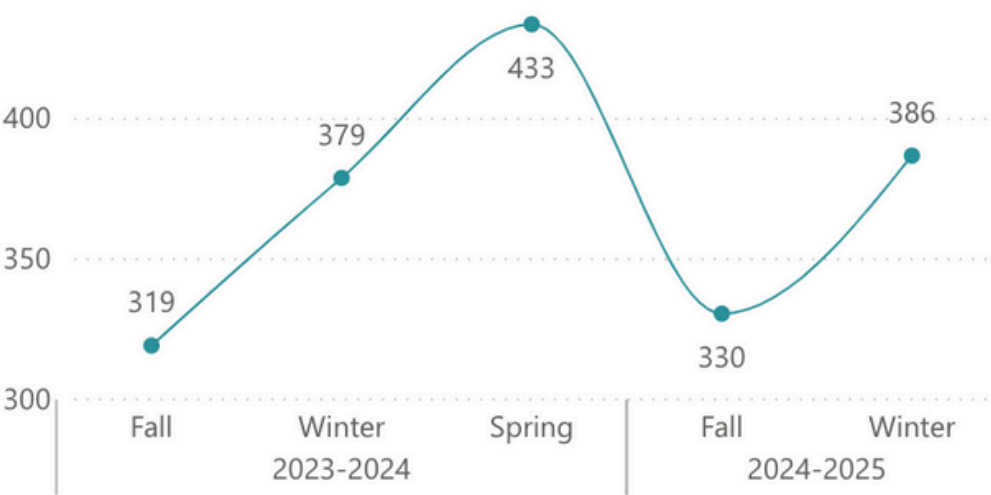
Intensive Support

Strategic Support

Core Support

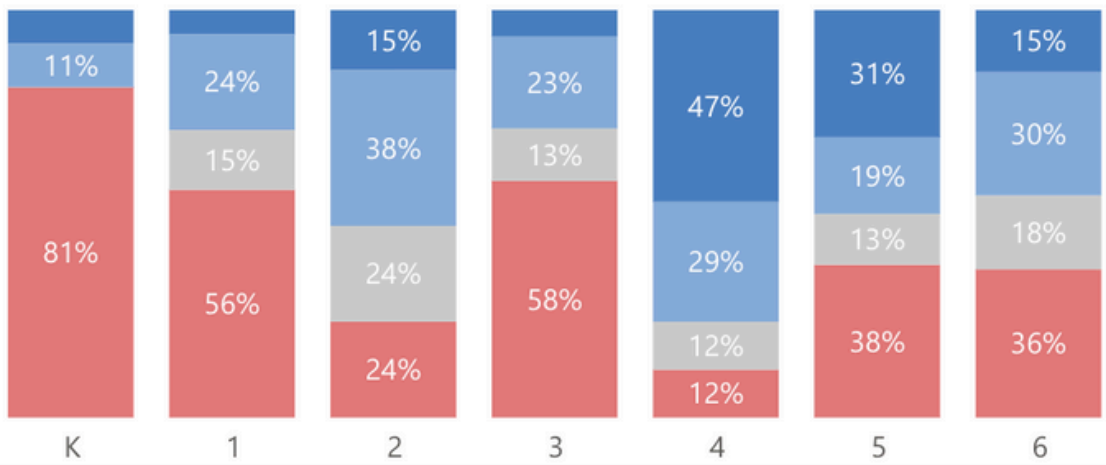
Core^ Support

Avg Composite Score by Period

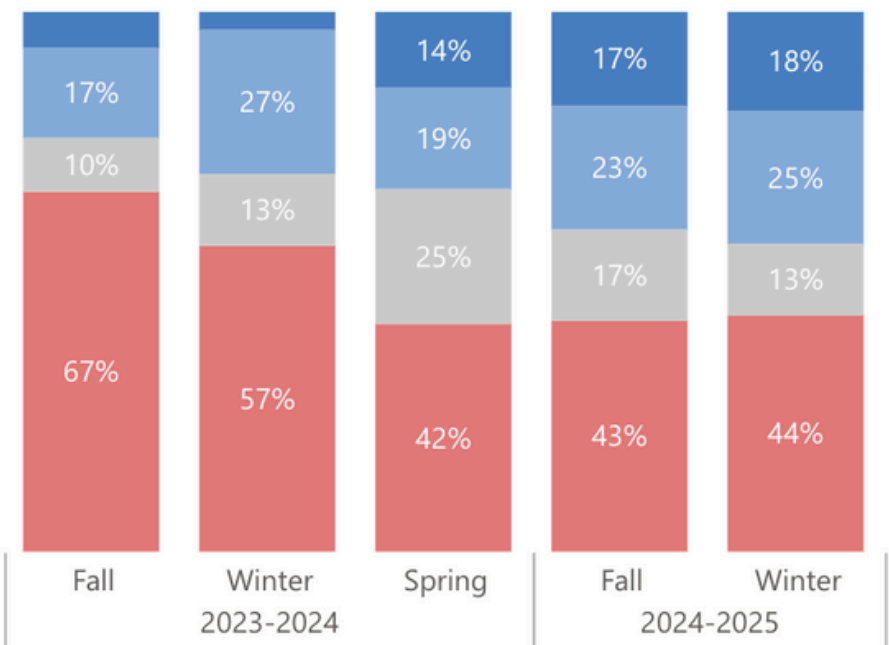


Benchmark by Grade

24-25 Winter

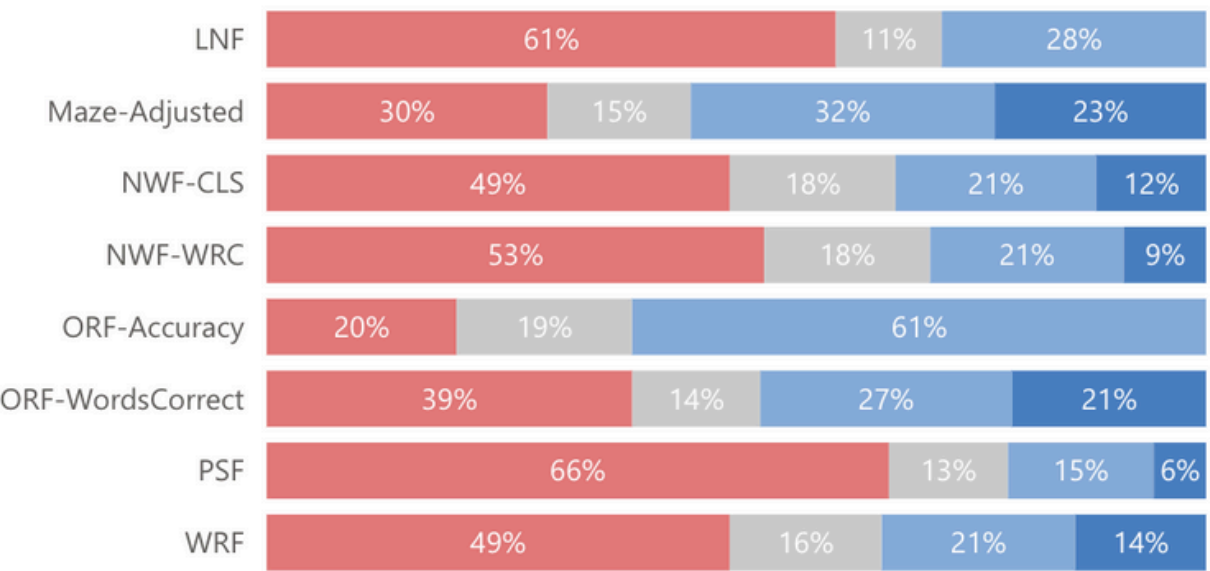


Benchmark by Period



Benchmark by Domain

24-25 Winter

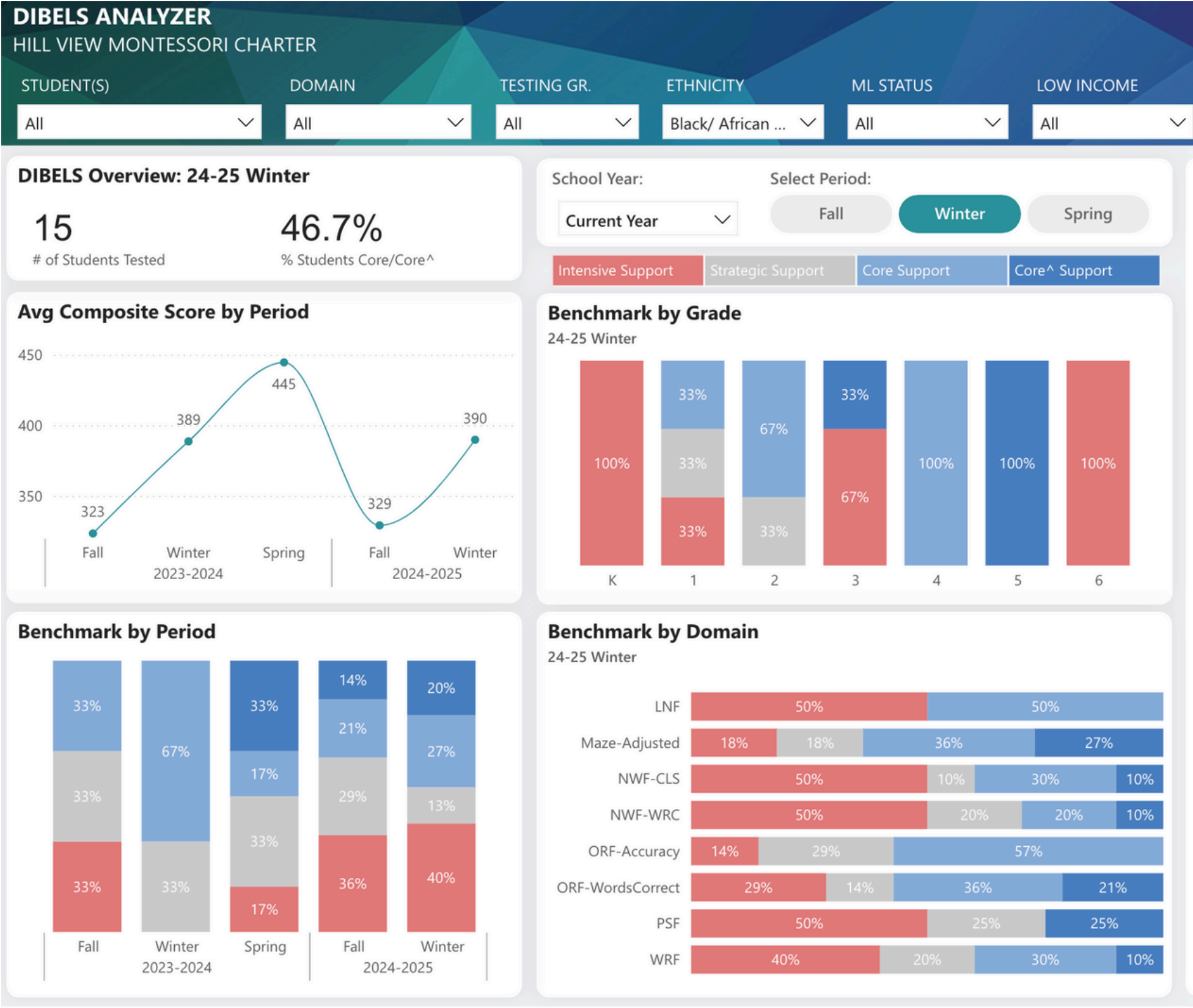


02.

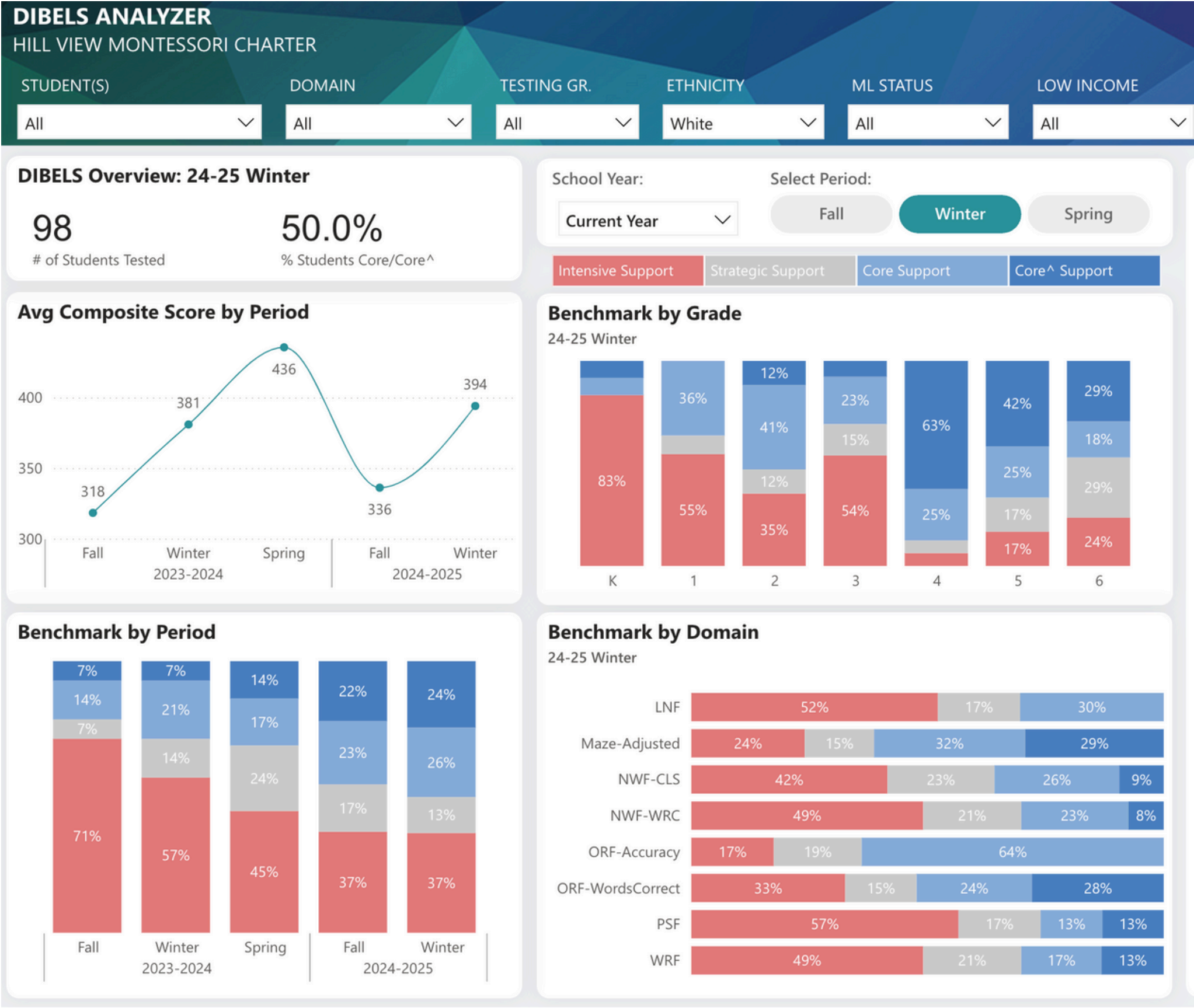
DISAGGREGATED ELA



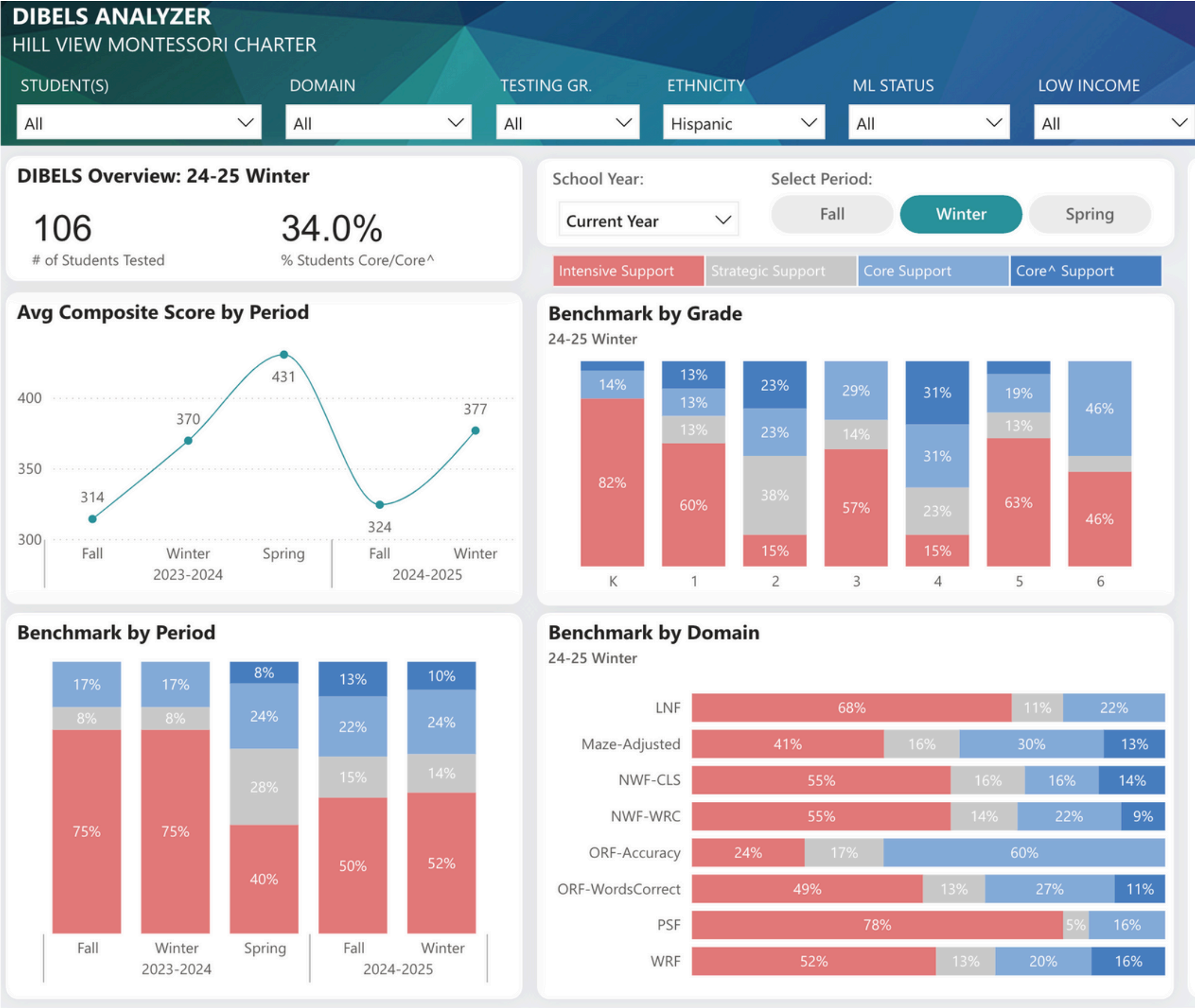
ELA DISAGGREGATED BY RACE (BLACK IDENTIFIED)



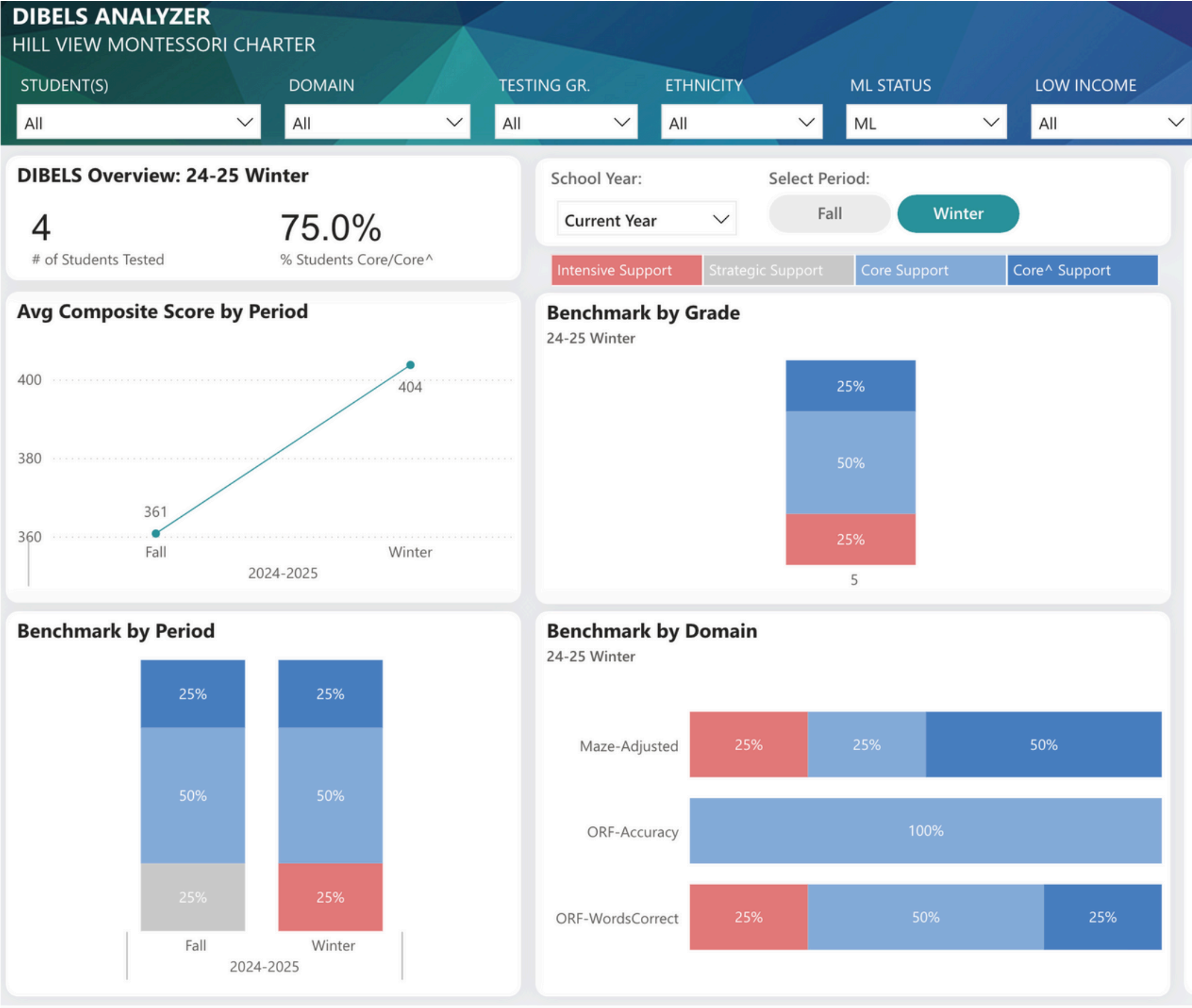
ELA DISAGGREGATED BY RACE (WHITE IDENTIFIED)



ELA DISAGGREGATED BY RACE (HISPANIC IDENTIFIED)



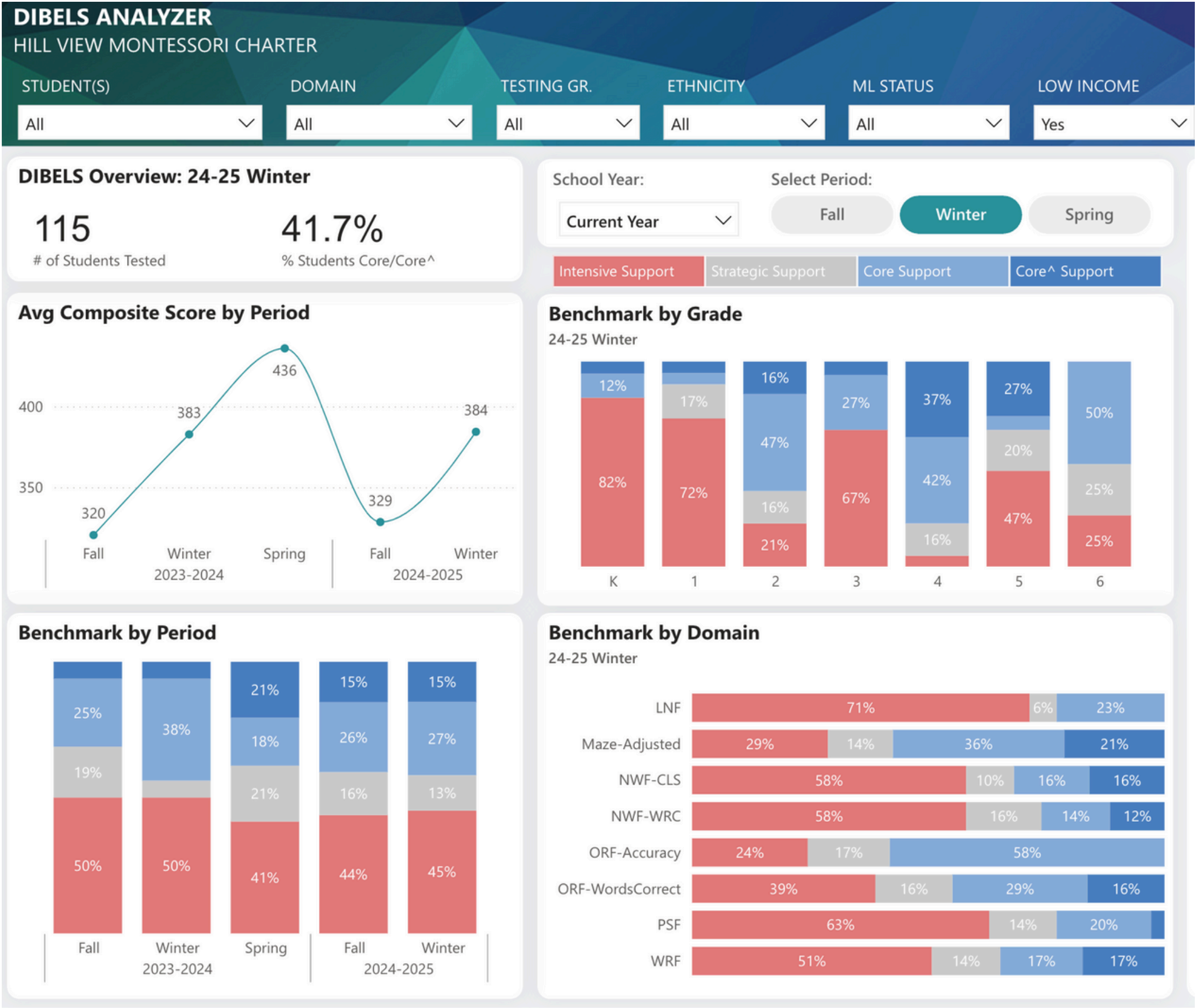
ELA DISAGGREGATED BY ML STATUS (ML IDENTIFIED)



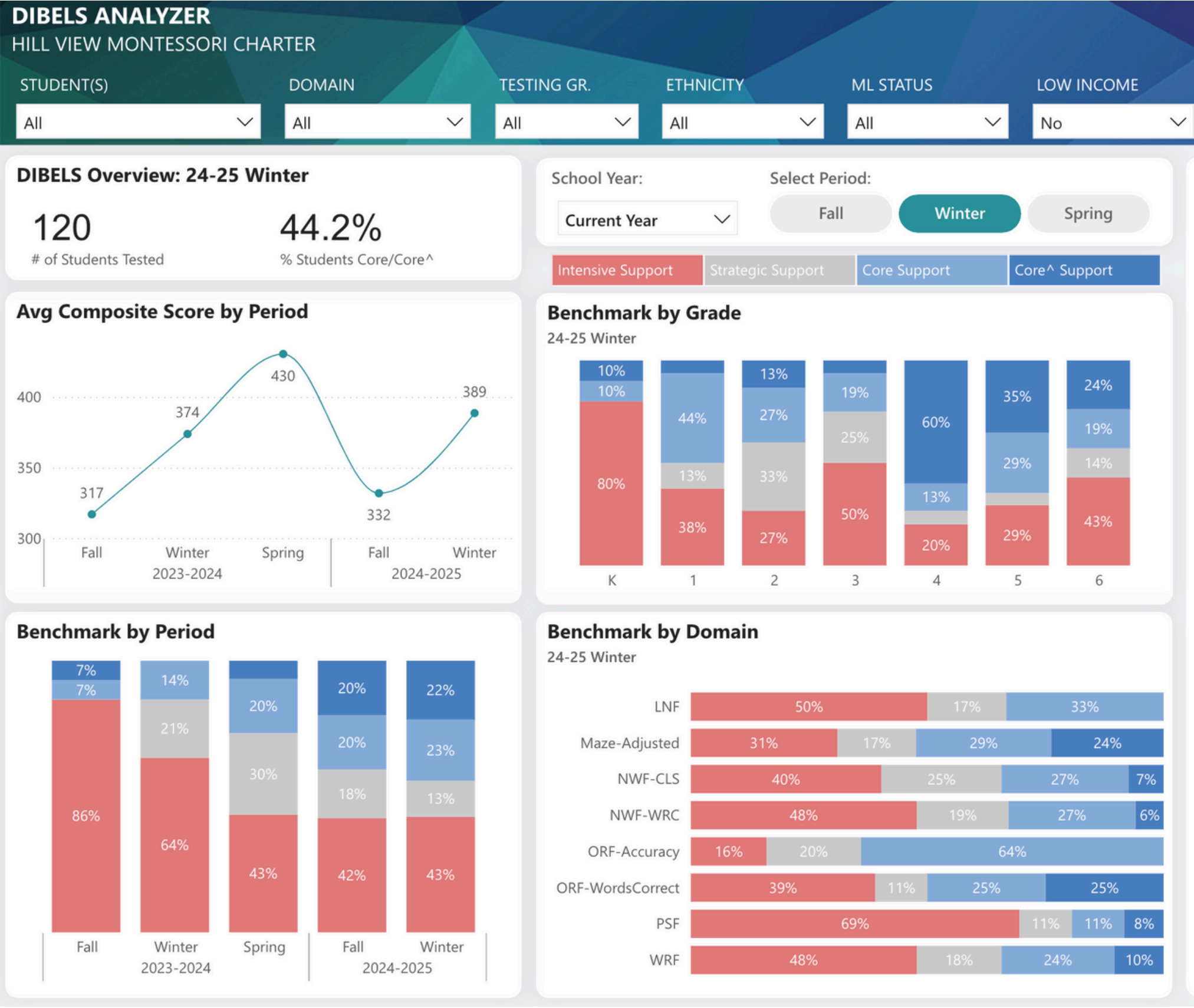
ELA DISAGGREGATED BY ML STATUS (NON-ML IDENTIFIED)



ELA DISAGGREGATED BY INCOME STATUS (LOW INCOME IDENTIFIED)

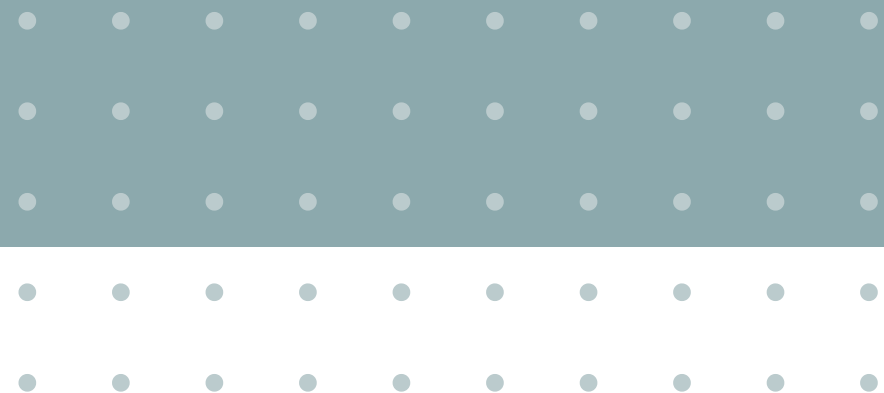


ELA DISAGGREGATED BY INCOME STATUS (NON LOW INCOME IDENTIFIED)



03.

DISAGGREGATED MATH



MATH DISAGGREGATED BY RACE

STAR ASSESSMENT

HILL VIEW MONTESSORI CHARTER

OVERVIEW

DEMOGRAPHICS

BY PERIOD

MCAS/STAR

TEST GRADE

GENDER

RACE/ETHNICITY

ML STATUS

LOW INCOME

CLASS NAME

SELECT STUDENT(S)

RESET FILTERS

Race/Ethnicity

Gender

ML Status

Low Income

View STAR Assessment Results by:

% Students Proficient

Average Percentile

School Year

Subject

Current SY

Math

(click ' + ' to view grade level)

(Math)

School Year	2024-2025							
Period	BOY			MOY			EC	
Race/Ethnicity	# Students	% Proficient	Average Percentile	# Students	% Proficient	Average Percentile	# Students	% Proficie
⊕ Asian	1	100%	84%	1	100%	64%		
⊕ Black	17	24%	45%	18	39%	53%	1	
⊕ Hispanic	104	19%	37%	106	25%	39%	5	40
⊕ Multiracial	19	16%	33%	18	17%	39%		
⊕ White	113	38%	49%	114	41%	51%	9	22

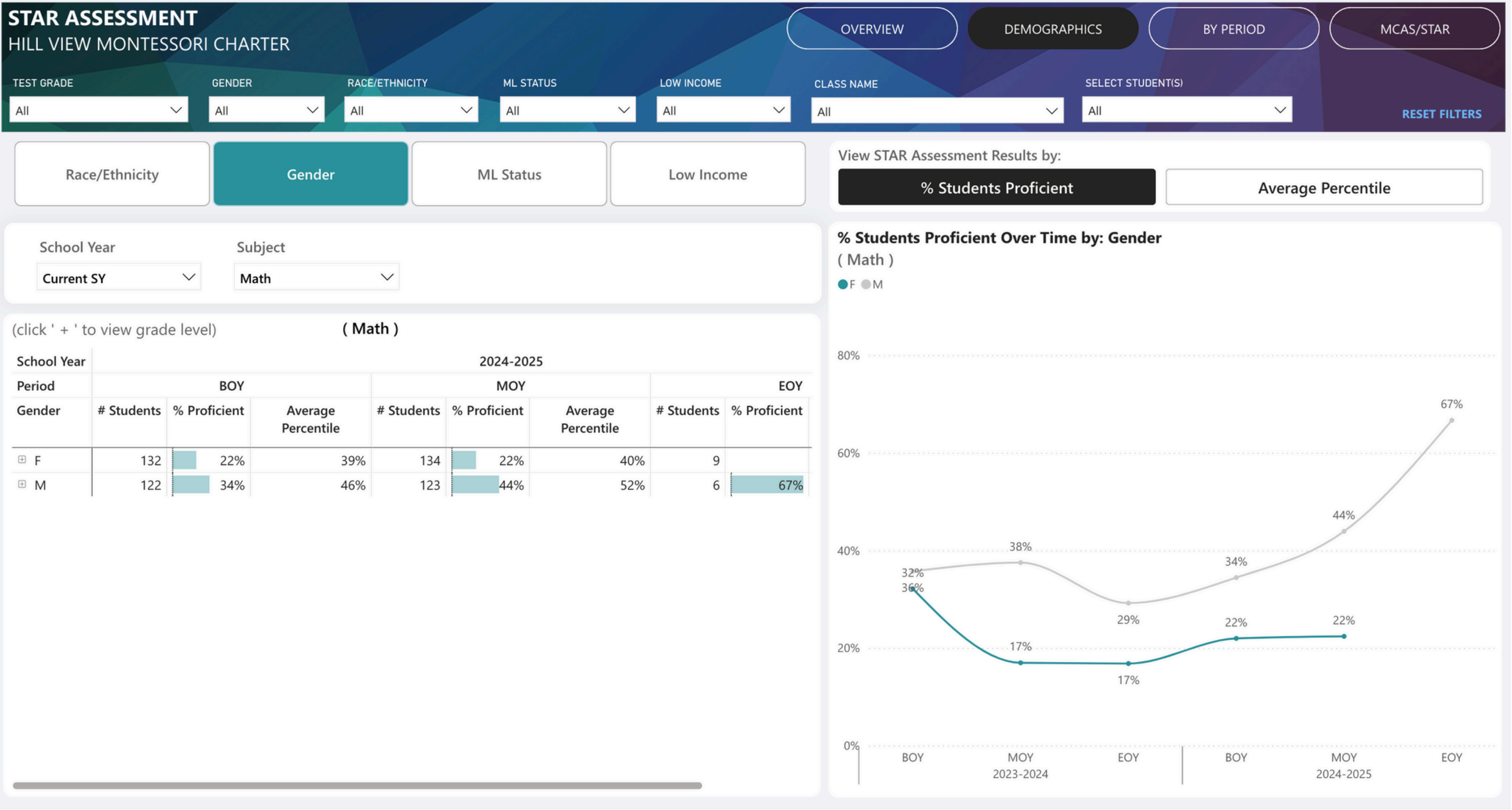
% Students Proficient Over Time by: Race/Ethnicity

(Math)

AsianBlackHispanicMultiracialWhite

Race/Ethnicity	BOY 2023-2024	MOY 2023-2024	EOY 2023-2024	BOY 2024-2025	MOY 2024-2025	EOY 2024-2025
White	43%	31%	38%	41%	39%	22%
Black	35%	33%	25%	41%	39%	22%
Hispanic	25%	21%	14%	24%	17%	40%
Multiracial	24%	18%	16%	19%	17%	22%
Asian	100%	100%	100%	100%	100%	100%

MATH DISAGGREGATED BY GENDER



View STAR Assessment Results by:

% Students Proficient

Average Percentile

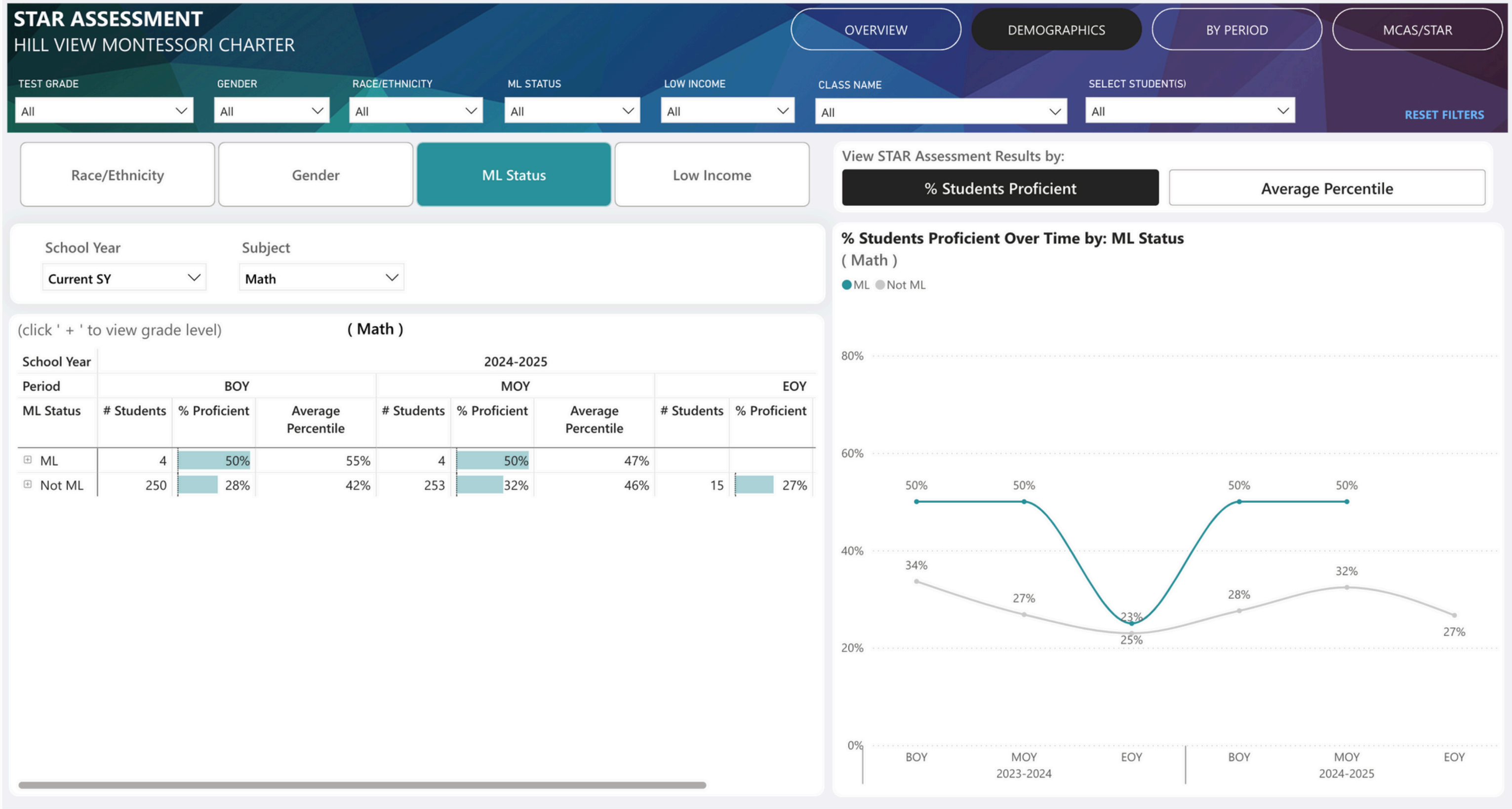
% Students Proficient Over Time by: Gender

(Math)

F M

Year	Period	Gender	% Proficient
2023-2024	BOY	F	32%
	MOY	F	17%
	EOY	F	17%
2023-2024	BOY	M	38%
	MOY	M	29%
	EOY	M	29%
2024-2025	BOY	F	22%
	MOY	F	22%
	EOY	F	67%
2024-2025	BOY	M	34%
	MOY	M	44%
	EOY	M	67%

MATH DISAGGREGATED BY ML STATUS



View STAR Assessment Results by:

% Students Proficient

Average Percentile

% Students Proficient Over Time by: ML Status

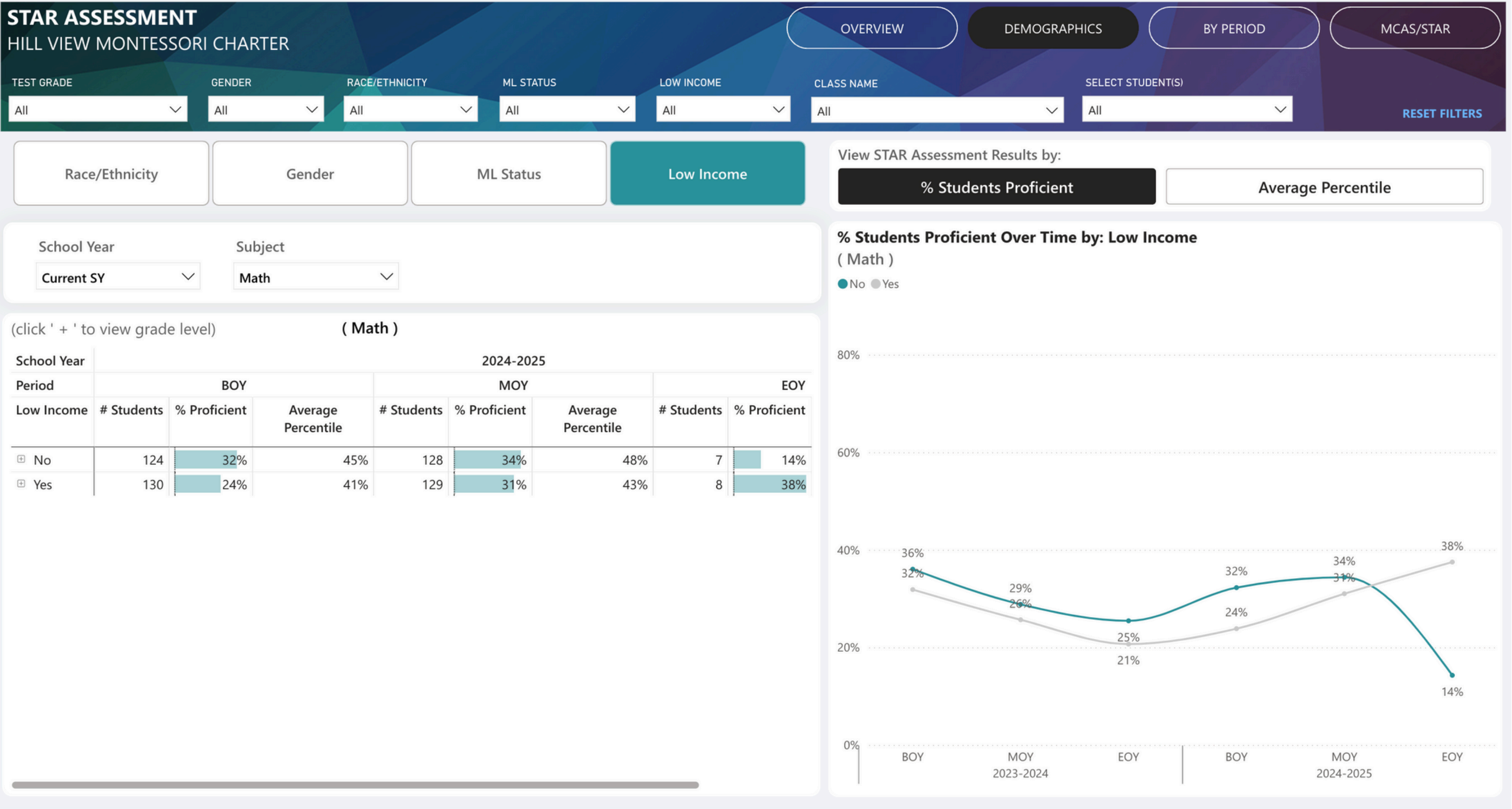
(Math)

ML

Not ML

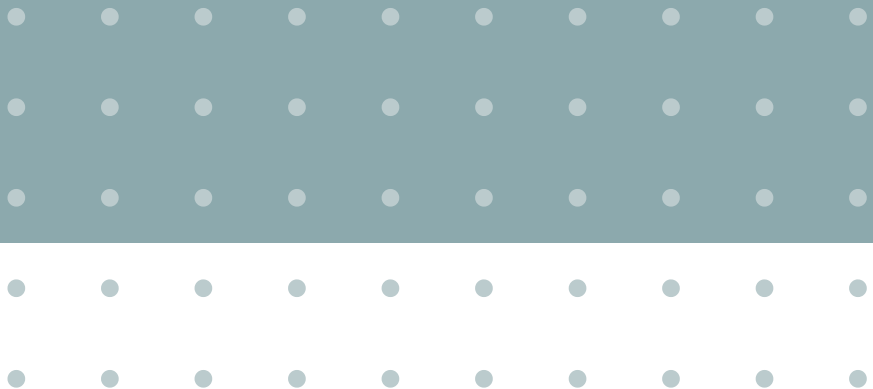
Year	Period	ML (%)	Not ML (%)
2023-2024	BOY	50%	34%
	MOY	50%	27%
	EOY	23%	25%
2024-2025	BOY	50%	28%
	MOY	50%	32%
	EOY		27%

MATH DISAGGREGATED BY INCOME



03.

WRAP UP



LOWEST STUDENTS:

- Math: female students from all demographics
- Math: Multiracial and Hispanic students
- ELA: Hispanic

Coversheet

Finance

Section:	II. Updates
Item:	K. Finance
Purpose:	FYI
Submitted by:	
Related Material:	Hill View_Feb 2025_Financial Statements.pdf FY25_HVMCPS_CashFlowForecast_2.28.25.pdf

Hill View Montessori FY2024 Budget to Actual Feb-25									
	FY25 Approved Budget	YTD Budget	YTD Actuals	\$ variance Budget to Actual	% variance Budget to Actual	EOY Forecast	EOY Forecast vs Budget	%	Notes
Enrollment	306		306			306			
Tuition Rate	16,249		16,574			16,574			updated as of 12/24/24
REVENUE									
Tuition	4,972,160	3,314,774	3,381,174	66,400	1%	5,071,644	99,484		
Federal Funds				-					
Grants	168,922	93,846	115,200	21,354	13%	179,357	10,435		FC253
ERATE	13,560	9,040	7,589	(1,451)	-11%	13,560	-		
Private Grants (Foundation)	10,000	-	-	-	0%	10,000	-		
Nutrition	125,000	79,545	104,763	25,217	20%	150,217	25,217		
Fundraiser Income	10,000	6,364	9,449	3,085	31%	12,000	2,000		
Interest Income	15,000	10,000	47,250	37,250	248%	65,000	50,000		
Miscellaneous Income			10						
Total Revenue	5,314,642	3,513,568	3,665,435	151,867	3%	5,501,778	187,136	3%	
			104%						
EXPENSES									
Employee Benefits	316,592	211,061	217,943	6,882	2%	325,000	8,408		FSA reimbursement
Workers Comp. Insurance	35,155	23,437	16,339	(7,097)	-20%	28,058	(7,097)		overbudgeted - moved to a pay by pay model w/ ADP
Salaries & Wages	3,515,504	2,343,669	2,485,825	142,155	4%	3,686,375	170,871		4 additional positions, changes to attrition assumptions, some PT/summer contracts
Payroll Tax	175,775	117,183	131,267	14,083	8%	194,663	18,888		
Total Personnel	4,043,026	2,695,351	2,851,374	156,023	4%	4,234,096	191,070	5%	
Contracted Services Technology	40,000	26,667	38,083	11,416	29%	50,000	10,000		\$10K Board on Track
Supplies & Materials Adm	17,000	11,333	7,633	(3,700)	-22%	14,450	(2,550)		
Supplies & Materials IT	2,500	1,667	6,734	5,068	203%	7,700	5,200		Non-recurring license and access point upgrades
Dues, Subscriptions & Other Exp -Admin	46,551	31,034	33,484	2,450	5%	46,551	-		
Contracted Services Audit	21,000	23,000	23,000	-	0%	25,725	4,725		Additional costs for ERTC matters
Contr Serv - Legal	500	500	1,260	760	152%	1,500	1,000		SPED team legal expenses
Contracted Services Human Resources	44,720	29,813	29,994	181	0%	45,000	280		Timing of summer projects
Contr Serv - Business & Finance	60,000	40,000	46,923	6,923	12%	71,500	11,500		Additional effort related to roof project and PA departure
Total Admin	232,271	164,014	187,110	23,097	10%	262,426	30,155	11%	
Contr Serv - Other Teaching	146,000	97,333	91,353	(5,980)	-4%	142,000	(4,000)		Northeast Rehab - lower billing in Jul-Aug
Furniture & Equipment	2,500	2,500	4,722	2,222	89%	5,350	2,850		Timing of ordering supplies for school year
Instructional Copier Lease	9,240	6,160	7,574	1,414	15%	9,240	-		Installation fees
Supplies (General, Montessori, SPED)	65,000	43,333	36,272	(7,061)	-11%	62,000	(3,000)		
Contr Serv - Prof. Development	131,670	98,753	99,900	1,147	1%	137,500	5,830		SEI Training; Wilson Language Training;
Contr Serv - Montessori Teacher Training	30,000	20,000	30,111	10,111	34%	34,671	4,671		
PD Travel & Other Exp.	15,000	10,000	6,952	(3,048)	-20%	8,000	(7,000)		
Instructional Software Expense	13,687	9,125	4,183	(4,941)	-36%	10,950	(2,737)		
Instructional Hardware	500	333	-	(333)	-67%	-	(500)		
Total Instructional	413,597	287,537	281,066	(6,471)	-2%	409,710	(3,887)	-1%	
Field Trips/Student Activities - (net)	20,000	12,000	7,450	(4,550)	-23%	20,000	-		Includes transport
Nurse/Athletic/Food/Other Activities	10,000	6,000	4,229	(1,771)	-18%	10,000	-		
Nutrition Program	132,600	84,382	107,093	22,711	17%	155,311	22,711		offsetting revenue variance
Fundraising	2,000	-	-	-	0%	-	(2,000)		
Total Student Services	164,600	102,382	118,772	16,391	10%	185,311	20,711	11%	
Maint. of Buildings & Permits	33,495	22,330	25,341	3,011	9%	47,495	14,000		Timing of projects; Cleaning Company to offset Custodial vacancy savings
Utilities	82,000	54,667	68,652	13,986	17%	95,986	13,986		
Maintenance supplies	20,000	13,333	9,005	(4,328)	-22%	15,000	(5,000)		
Capital Lease-Bld Rent Interest	48,197	32,131	42,213	10,082	21%	106,224	58,027		re-finance
Insurance (Non-Employee)	46,467	30,978	47,204	16,226	35%	54,947	8,480		Underbudgeted
Networking & Communications	18,000	12,000	10,597	(1,403)	-8%	17,000	(1,000)		
Total Facility & Other Fixed Costs	248,159	165,439	203,013	37,574	15%	336,652	88,493	26%	
Total Expenses	5,101,653	3,414,723	3,641,335	226,613	4%	5,428,194	326,542	6%	
Net Operating Income	212,990	98,845		(74,746)	-35%	73,584	(139,406)		
			107%						
ERTC Funds	-	-				825,000	825,000		
Total Other Income	-	-	-			825,000	825,000		
Roof Project	-	-	221,184	221,184	0%	221,184	221,184		
Depreciation	204,000	136,000	52,967	(83,033)	-41%	79,450	(124,550)		
Total Other Expenses	204,000	136,000	274,151	138,151	68%	300,634	96,634		
Net Income	8,990	(37,155)	(250,052)	(212,897)		597,950	588,960		

Hill View Montessori
Statement of Financial Position

	Feb-25	Jun-24	Variance
ASSETS			
Current Assets			
1072 Bill.com Money Out Clearing	4,474	2,703	1,771
1010 Pentucket Checking 3361	769,417	693,704	75,713
1031 Playground Reserve Fund 9259	96	96	-
1040 Petty Cash	620	620	-
1045 Pentucket Money Market 9346	232,801	174,381	58,420
Total Bank Accounts	1,007,408	871,504	135,905
TreasuryDirect	1,028,494	1,212,789	(184,295)
Total Investments	1,028,494	1,212,789	(184,295)
1200 Accounts Receivable	69,187	91,876	(22,690) Grants, Nutrition, Erate
1201 Grants Receivable	-	-	-
1210 Due from HVM Foundation	1	1	-
Total Accounts Receivable	69,187	91,877	(22,690)
1352 Prepaid Rent	14,914	12,445	2,469
1353 Prepaid Expense	36,382	27,280	9,102
Total Prepaid Expenses	51,296	39,724	11,571
Total Other Current Assets	51,296	39,724	11,571
Total Current Assets	2,156,385	2,215,894	(59,509)
Fixed Assets			
1611 Leasehold Improvements-Cost	727,285	727,285	-
1615 Accum. Depr.-Leasehold Improve	(248,783)	(208,576)	(40,207)
Total Leasehold Improvements-Net	478,502	518,709	(40,207)
1621 Furniture & Equipment-Cost	313,920	313,920	-
1625 Accum. Depr.-Furniture & Equipment	(297,825)	(294,723)	(3,103)
Total Furniture & Equipment - Net	16,094	19,197	(3,103)
1671 Capital Lease-Building	-	3,786,775	(3,786,775)
1673 Accum Depr-Cap Lease Building	-	(1,813,807)	1,813,807
Total CapLease Building&Improvements	-	1,972,968	(1,972,968)
1681 Playground - Cost	144,861	144,861	-
1682 Accum.Depr.- Playground	(138,565)	(128,907)	(9,657)
Total Playground-Net	6,297	15,954	(9,657)
Total Fixed Assets	500,893	2,526,829	(2,025,936)
1900 Security Deposits	-	-	-
Total Other Assets	-	-	-
TOTAL ASSETS	2,657,278	4,742,723	(2,085,445)
LIABILITIES AND EQUITY			
Liabilities			
Current Liabilities			
2000 Accounts Payable	298,294	95,491	202,803
Total Accounts Payable	298,294	95,491	202,803
1055 Visa Chase Credit Card - 7068	4,262	7,828	(3,566)
Total Credit Cards	4,262	7,828	(3,566)
Other Current Liabilities			
2019 Current Lease Liability	(64,752)	-	(64,752)
2101 W/H EE Fed/State taxes	309	309	-
2106 403 (b) payable	6,188	6,415	(227)
2107 Mass Teachers Retirement Fund	26,944	24,030	2,914
2110 Pledges w/h	-	-	-
2115 P/R Clearing	-	-	-
Total Payroll Liabilities	33,441	30,754	2,687
2301 Accrued Salaries and Wages	11,362	23,976	(12,614)
2305 Accrued expense	9,000	-	9,000
Total Accrued Expenses	20,362	23,976	(3,614)
2400 Deferred Revenue	1,229,104	1,229,104	- ERC Credits
2700 PTO pass through	12,144	6,725	5,418
2701 Due to Foundation	-	-	-
Other Current Liabilities	4,941	4,941	-
Total Other Current Liabilities	1,235,239	1,295,501	(60,262)
Total Current Liabilities	1,537,795	1,398,820	138,975
Long-Term Liabilities			
2021 Capital Lease Payable-Principal	236,284	2,234,796	(1,998,512)
Total Long-Term Liabilities	236,284	2,234,796	(1,998,512)
Total Liabilities	1,774,079	3,633,615	(1,859,536)
Equity			
3300 Retained Earnings	1,133,251	1,113,910	19,341
Net Income	(250,052)	(4,803)	(245,249)
Total Equity	883,199	1,109,107	(225,909)
TOTAL LIABILITIES AND EQUITY	2,657,278	4,742,723	(2,085,445)

Financial Dashboard
Based on FY2025 Financials and Projections

Financial Metric	FY25	FY24	FY23	FY22	FY21	FY20	
1. Current Ratio (based on current actuals) <i>measures operational efficiency and short-term financial health</i> <i>CR is calculated as current assets divided by current liabilities</i>	1.4	1.6	1.5	8.5	6.4	4.3	*as of current financials
	*26.8 w/o ERC deferred revenue						
2. Unrestricted Days Cash (based on current cash/forecasted YE expenses) <i>indicates how many days a school can pay its expenses without another inflow of cash</i> <i>Calculated as Cash and Cash Equivalents divided by ([Total Expenses-Depreciation]/365)</i>	77	64	69	81	77	109	*current cash/forecasted exp
3. Percentage of Program Paid by Tuition <i>measures the percentage of the school's total expenses that are funded entirely by tuition</i> <i>Calculated as (Tuition + In Kind Contributions) divided by Total Expenses</i>	93%	90%	92%	90%	88%	95%	*forecasted FY24
4. Percentage of Program Paid by Tuition and Federal Grants <i>measures the percentage of the school's total expenses that are funded by tuition and Federal Grants</i> <i>Calculated as (Tuition + In Kind Contributions + Federal Grants) divided by Total Expenses</i>	95%	90%	99%	98%	98%	98%	*forecasted FY24
5. Percentage of Total Revenue Expended on Facilities <i>measures the percentage of Total Revenue spent on operations & maintenance and Non-Operating Financing expenses of Plant</i> <i>calculated as Operation & Maintenance plus Non-Operating Financing Expenses of Plant divided by Total Revenues</i>	6%	4%	9%	9%	10%	12%	*forecasted FY24
6. Debt to Asset Ratio <i>measures the extent to which the school relies on borrowed funds to finance its operations</i> <i>calculated as Total Liabilities divided by Total Assets</i>	0.67	0.77	0.78	0.7	0.71	0.76	*as of current financials
Change in Net Assets	597,950	2,459	(21,530)				
Add: Depreciation	79,450	204,254	187,008				
Add: Interest	65,000	45,853	84,560				
Adjusted Change in NA	742,400	252,565	250,038				
Cash Available for Debt Service	742,400	252,565	250,038				
Debt Service for Period	199,721	181,735	181,979				
7. Debt Covenant Ratio (1.2 required)	3.72	1.39	1.37	1.45	1.52		
Enrollment	306	306	306	304	306	306	
Total Revenues	3,665,435	5,541,809	5,274,110	4,758,272	4,166,366	3,816,239	
Total Expenditures	3,694,303	5,539,350	5,267,687	4,691,192	4,008,540	3,846,566	
Total Net Position	(28,868)	2,459	6,422	67,080	157,826	(30,327)	
Net Position Percentage <i>measures a school's cash management efficiency</i> <i>. Calculated as Total Net Assets Divided by Total Expenditures</i>	-0.78%	0.04%	0.1%	1.4%	3.9%	-0.8%	*forecasted FY24

DESE Risk Benchmarks

	Low	Medium
Current Ratio	>/=1.6	1.0 to 1.6
Days Cash	>/= 60 days	30-60 days
% Paid by Tuition	>/=90%	75% to 90%
% Paid by Tuition and Federal Grants	>/= 90%	75% to 90%
% Revenue Expended on Facilities	</= 16%	16% to 30%
Debt to Asset	</= 0.9	0.9 to 1.0
Net Position	Positive%	

Hill View Montessori Foundation
Statement of Activities

	<u>Feb 2025 YTD</u>	<u>Jan 2024 YTD</u>	<u>Variance</u>
Income			
4100 Fundraising Revenues			
4160 Events			
4165 Events Expense	(500)	(1,000)	500
Total 4160 Events	<u>(500)</u>	<u>(1,000)</u>	<u>500</u>
4170 Donations	1,070	2,022	(952)
Total 4100 Fundraising Revenues	<u>570</u>	<u>1,022</u>	<u>(452)</u>
4500 Rental Income	24,750	18,900	5,850
4520 Rental Income - Gym	-	800	(800)
4550 Interest Income- HVMS Cap Lease	64,113	47,714	16,400
Total Income	89,433	68,436	20,998
Gross Profit	89,433	68,436	20,998
Expenses			-
5201 School Support	180	-	180
5351 Interest Expense on Loan	63,417	47,409	16,008
5600 Office Expenses			-
5601 Supplies			-
5605 Bank/PayPal Fees	19	-	19
8500 Misc expenses	2,750	-	2,750
Total Expenses	66,365	47,409	18,956
Net Operating Income	23,068	21,027	2,041
Other Income			-
7010 Interest on savings acct.	520	394	126
7012 Other Income	-	-	-
Total Other Income	<u>520</u>	<u>394</u>	<u>126</u>
8001 Depreciation-Building	84,151		
9990 School Credit Offset-Rental Inc	21,950	19,700	2,250
Total Other Expenses	<u>106,101</u>		<u>106,101</u>
Net Other Income	<u>(105,581)</u>	<u>(19,306)</u>	<u>(86,274)</u>
Net Income	(82,512)	1,721	(84,233)

Correction of FY23 accounting error

Hill View Montessori Foundation

Statement of Financial Position

	Feb-25	Jun-24	Variance
ASSETS			
Current Assets			
Bank Accounts			
1010 Checking Main Account 8071	25,508	34,286	(8,778)
1020 Money Market 7059	54,647	54,129	518
Total Bank Accounts	80,155	88,415	(8,260)
Accounts Receivable			-
1200 Accounts Receivable	-	2,700	(2,700)
1210 AR-HVM	-	-	-
1220 Principal Note Inc-HVMSCapLease	171,532	2,234,796	(2,063,263)
Total 1200 Accounts Receivable	171,532	2,237,496	(2,065,963)
Total Accounts Receivable	171,532	2,237,496	(2,065,963)
Total Other Current Assets	-	-	-
Total Current Assets	251,687	2,325,910	(2,074,223)
Fixed Assets			-
1500 Building & Renovations			-
1501 Building	3,786,775	-	3,786,775
1601A/D - Building	(1,897,957)		
Total 1500 Building & Renovations	1,888,818	-	1,888,818
Total Fixed Assets	1,888,818	-	1,888,818
Total Other Assets	-	-	-
TOTAL ASSETS	2,140,505	2,325,910	(185,406)
LIABILITIES AND EQUITY			-
Liabilities			-
Other Current Liabilities			-
2100 Due to HVM Charter School	-	9,201	(9,201)
2200 Security Deposit	2,733	2,683	50 FY23 interest posted here, missing FY23 \$50 increase
2300 Accrued Expenses	-	-	-
2400 Deferred Revenue	-	2,750	(2,750)
Total Other Current Liabilities	2,733	14,634	(11,901)
Total Current Liabilities	2,733	14,634	(11,901)
Long-Term Liabilities			-
2710 Building Bonds - Loan Principal	2,143,768	2,209,216	(65,448)
Total Long-Term Liabilities	2,143,768	2,209,216	(65,448)
Total Liabilities	2,146,501	2,223,850	(77,349)
Equity			-
3400 Unrestrict (retained earnings)	76,517	102,060	(25,543)
Net Income	(82,512)	0	(82,513)
Total Equity	(5,996)	102,060	(108,056)
TOTAL LIABILITIES AND EQUITY	2,140,505	2,325,910	(185,405)

Hill View Montessori
FY 2025 Cash Forecast

	Actuals	Actuals	Actuals	Actuals	Actuals	Actuals	Actuals	Actuals	Actuals	Forecast			
	FY24	FY25	FY25	FY25	FY25	FY25	FY25	FY25	FY25	FY25	FY25	FY25	FY25
	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25
Cash Inflows													
Tuition	796,654		828,737	414,389	414,390	414,390	428,550	428,550	428,550	428,550	428,550	428,550	428,550
Grants													
Title I		23,025							27,900				44,432
Title IIA									8,835				118
Title IV		4,000							9,174				826
IDEA 240		13,105							41,436				45,196
SPED OTHER		1,583	7,542						1,591				-
Teach Div 253		9,631											
Other Deposits	759	667	18,537	2,481	530	6,576	12,749	2,763	2,250	515	515	515	515
Nutrition		21,707		4,977	24,085	-	34,262	12,818	15,055	12,500	12,500	12,500	12,500
Transfer from MM													
Transfer from Playground Acct													
Transfer from Treasury Direct								1,229,100					
ERC Interest	38,700				13,950								
Cash Outflows													
Payroll cash out	(205,180)	(209,519)	(216,119)	(217,989)	(219,021)	(217,634)	(217,320)	(218,877)	(221,849)	(212,577)	(212,577)	(212,577)	(212,577)
PR Taxes	(62,232)	(58,785)	(60,100)	(61,295)	(63,639)	(63,422)	(62,728)	(60,487)	(63,241)	(61,325)	(61,325)	(61,325)	(61,325)
Health Insurance	(35,439)	(35,625)	(35,650)	(33,130)	(39,265)	(37,728)	(33,868)	(40,455)	(34,455)	(34,455)	(34,455)	(34,455)	(34,455)
MTRS	(21,700)	(21,397)	(21,500)	(23,433)	(26,075)	(25,059)	(24,627)	(24,627)	(24,627)	(24,627)	(23,452)	(23,452)	(23,452)
Rent	(12,445)	(12,445)	(12,445)	(12,445)	(12,395)	(14,964)	(14,964)	(14,964)	(14,964)	(14,964)	(14,964)	(14,964)	(14,964)
Roof Project Costs										(221,000)			
Other Expenses	(63,510)	(173,648)	(89,036)	(178,976)	(127,198)	(115,700)	(78,859)	(109,272)	(118,627)	(100,000)	(100,000)	(100,000)	(100,000)
Transfer to Treasury Direct		(37,705)	15,984						(993,101)				
Operating Cash Balance	693,704	218,298	654,248	548,828	514,190	460,650	503,844	1,708,394	772,320	544,937	539,729	534,521	619,885
Money Market Balance	174,381	174,712	175,044	181,760	188,848	188,848	221,028	229,747	232,800	232,800	232,800	232,800	232,800
Total inflows	836,113	73,718	854,816	421,847	452,955	420,966	475,561	1,673,232	534,790	441,565	441,565	441,565	532,137
Total outflows	(400,506)	(549,124)	(418,866)	(527,268)	(487,592)	(474,506)	(432,367)	(468,681)	(1,470,864)	(668,948)	(446,773)	(446,773)	(446,773)
Change in Cash above	435,607	(475,406)	435,950	(105,421)	(34,637)	(53,540)	43,194	1,204,550	(936,074)	(227,383)	(5,208)	(5,208)	85,364
Days Cash on Hand (Operational)		28.2	59.6	52.5	50.5	46.7	52.1	139.2	72.2	55.9	55.5	55.1	61.2
DESE Target		60	60	60	60	60	60	60	60	60	60	60	60
Over/Under DESE Green Target		(31.77)	(0.43)	(7.52)	(9.50)	(13.35)	(7.93)	79.22	12.20	(4.14)	(4.51)	(4.88)	1.25

Total Allocation FY25:

72,332

8,953

10,000

86,632

1,591

*waiting on amount notification from DESE

*vacation accrual payout Feb, less PA earnings Mar-Jun

*PA savings starting in April for March withholdings

*based on EOY forecast less actuals/remaining months

*conditional formatting reflects DESE benchmarking