



# Hill View Montessori

## Board of Trustees Meeting

Published on June 24, 2025 at 7:21 AM EDT  
Amended on June 24, 2025 at 4:58 PM EDT

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### Date and Time

Thursday June 26, 2025 at 6:30 PM EDT

### Location

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

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### Agenda

	Purpose	Presenter	Time
<b>I. Opening Items</b>			<b>6:30 PM</b>
<b>A.</b> Record Attendance		Jeff Hood	1 m
<b>B.</b> Call the Meeting to Order		Jeff Hood	
<b>C.</b> Public Comment		Jeff Hood	
<b>D.</b> Approve Minutes	Approve Minutes	Jeff Hood	1 m
<b>II. Updates</b>			<b>6:32 PM</b>

	Purpose	Presenter	Time
<b>A.</b> Disaggregated Data Review	Discuss	Hannah Herklotz	5 m
<b>B.</b> PTO Update	FYI	Jeff Hood	3 m
<b>C.</b> Leadership Update - Director of Finance & Admin Candidates	Discuss	Jeff Landry	15 m
<b>D.</b> Capital Project Update	FYI	Jeff Hood	10 m
<b>E.</b> New Business	Discuss	Jeff Hood	5 m
<b>F.</b> Interim Executive Director Report	FYI	Ginger Whitson	5 m
<b>G.</b> Accountability	FYI	Allysha Roth	5 m
<b>H.</b> Development	FYI	Sarah Brush	5 m
<b>I.</b> Finance	FYI	Veronica Guzman, Jeff Landy	15 m
<b>J.</b> FY26 Budget	Vote	Jeff Landry	10 m
<b>III. Closing Items</b>			<b>7:50 PM</b>
<b>A.</b> Next Meeting	Discuss	Jeff Hood	1 m
Scheduled for the fourth Thursday of the month: 7/31/2025			
<b>B.</b> Adjourn Meeting	Vote	Jeff Hood	

# Coversheet

## Approve Minutes

<b>Section:</b>	I. Opening Items
<b>Item:</b>	D. Approve Minutes
<b>Purpose:</b>	Approve Minutes
<b>Submitted by:</b>	
<b>Related Material:</b>	May 22 2025 Board Meeting Minutes.pdf

DRAFT



## Hill View Montessori

# Minutes

## Board of Trustees Meeting

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### Date and Time

Thursday May 22, 2025 at 6:30 PM

### Location

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

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### Directors Present

J. Edokpolor, J. Hood, J. Landry, J. Rocker, K. Laureano, P. Carelis, R. Turner, V. Guzman

### Directors Absent

A. Roth, G. Kumar, S. Brush

### Guests Present

Dennis, G. Whitson, N. Dolan

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## 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 May 22, 2025 at 6:30 PM.

### C.



## Public Comment

### D. Approve Minutes

V. Guzman made a motion to approve the minutes from Board of Trustees Meeting on 05-01-25.

J. Hood seconded the motion.

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

## II. Updates

### A. PTO Update

Our final PTO meeting for this current school year will be Tuesday, June 3rd at 5:00 at the school.

The PTO is donating \$150 for the middle school dance per request

The PTO is sponsoring a ice cream truck for field day at the school

As for next year, the PTO meetings will be the first Tuesday of every month at 5:00

We are hoping to donate a sound system to Miss Abigail before the end of the year

I'm not sure if it needs to be addressed, but I'm hoping that the school pays for the cancellation fee for a Bradford swim club to end this year in good faith as a community.

Jeff Landry: PTO is looking for an undisclosed cancelation fee; He feels contract does not require a fee of any sort. He has told them no.

### B. New Business

Paul: Would like to create a school mascot for next year. Folks in attendance were in support. Ginger will work on this.

### C. Board Chair Update

Looking at board survey.

Suggested action item from survey: Framework for 25/26 creation of strategic improvement plan. Jeff H will take this on.

### D.

## Interim Executive Director Report

Update from Ginger:

1 staff member contract not being renewed

5 departing by choice: Drew: Due to graduate degree requirements

Nurse Jen: Going to Whittier Tech (Better hours & pay)

Carol Sasso and Warren Turner both retiring

1 substitute going back to private sector.

Nancy Adams moving towards retirement, will have reduced schedule, job sharing with Tatum

Reconfigured math staffing: Taylor moving to special ed. Math interventionist moving to teaching role. 6th grade math rolling back to upper elementary.

3rd mental health support person being added. Nathan Marks coming on full time for this. Will have outside mental health services available 1 day a week (may become 2) from Northeast Behavioral health. Carla's role will be more specialized.

Substitutes moving to hourly pay from salary. Hoping to add an additional special from cost savings (Computer science). Will also experiment with Spanish as a middle school special.

Theresa Barbieri Irwin returning to the school to lead the Juniper room.

Question from Ryan Turner: Do you anticipate issues with hourly subs? A: Still expect to have 2 subs with 40 hour schedules, won't have to pay over summer, and utilization will be more efficient.

Q: Have we had any examination of exempt/non exempt classifications? Jeff L: Yes

## E. Accountability

Staff survey went out. Only 20 responses thus far. Will encourage participation and results will be reviewed in June board meeting.

Family survey: Kim sent last year, we will ask her to do that again.

## **F. Development**

Picnic was a great event with several founders present.

## **G. Finance**

Tuition is running ahead of budget

Nutrition is netting favorable

Payroll is over budget due to additional positions, but has improved over the course of the year

A few additional expenses this year related to ERTC funds (auditors, accountants, etc), so committee discussed putting these costs below the line. Will be reflected on June financials

Furniture over budget due to some unexpected purchases

Non employee insurance coming in higher than budgeted.

Bingo event was a huge success this year. Estimating \$12k at the moment (net), was expecting \$10k

Budget-wise, no changes from last meeting but will have changes in June: Small per pupil increase from DESE. Contract and tuition reimbursement changes will be discussed next month.

Potential that facilities per pupil reimbursement from state will increase next year, but not yet official.

Health insurance renewal came down to a smaller increase with some small modifications.

## **H. Capital Project Update**

Salem Five has backed out of financing

Tara Salvi attempted to go back to previous potential funding source but has not heard back.

Jeff spoke with a plumber with extensive HVM experience. Suggested running HVAC system to failure as that allows a different strategy to resolve that could be a better and

more affordable solution. Suggested considering a mini split system. Some larger areas would still need a roof system. Supports idea of coming up with a full plan to address.

Dennis got a couple of quotes for roof repairs and different options.

May be some much more affordable options to address our issues.

Ryant Turner questions: What projects require bidding process: Repair vs replace

Jeff H and Dennis will look into these projects further.

Q from Jeannette: Would tech schools in the area provide any value or cost savings? Will look into

### **I. Executive Director / Leadership Update**

Jeff Landry put out a job description for a bookkeeper to replace himself and cost would be offset by other cost savings.

Executive Director: Current staff ok in interim capacity only. We should not wait on resuming recruiting. Will look to pare down the effort this time around for the sake of efficiency. Deciding on what to post in terms of roles: ED, Business manager, etc.

Using a leadership team would be onerous on the board because of DESE requirements. Co-leader model may be viable.

Thought of 2 roles: Ginger as Director of Students and Faculty, and new role of Director of Finance and Administration. JDs will be drafted for both. Weekly call proposed to keep on track with interested parties. Jeff, Jeff and Veronica will head this effort.

### **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 8:22 PM.

Respectfully Submitted,  
J. Hood

# Coversheet

## Disaggregated Data Review

<b>Section:</b>	II. Updates
<b>Item:</b>	A. Disaggregated Data Review
<b>Purpose:</b>	Discuss
<b>Submitted by:</b>	
<b>Related Material:</b>	End of year data SY 2425.pdf

# ACCOUNTABILITY- EOY 24/25

*Hannah*

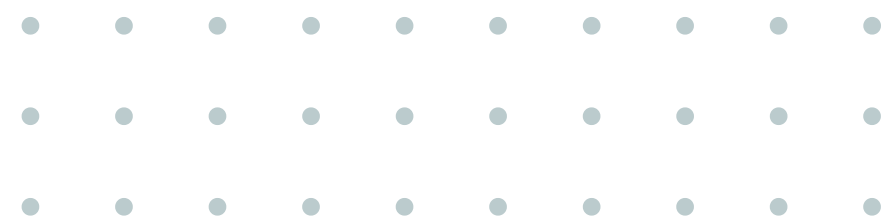


01. DATA AT A GLANCE

02. OVERALL CHANGES IN DIBELS

03. OVERALL CHANGES TO MATH

04. WRAP UP



# TABLE OF CONTENTS



01.

# DATA AT A GLANCE

DIBELS ANALYZER

HILL VIEW MONTESSORI CHARTER

STUDENT(S)

All

DOMAIN

All

TESTING GR.

All

ETHNICITY

All

ML STATUS

All

LOW INCOME

All

COURSE

All

HOMEROOM

All

RESET FILTERS

DIBELS Overview: 24-25 Spring

218

# of Students Tested

43.6%

% Students Core/Core^

School Year:

Current Year

Select Period:

Fall

Winter

Spring

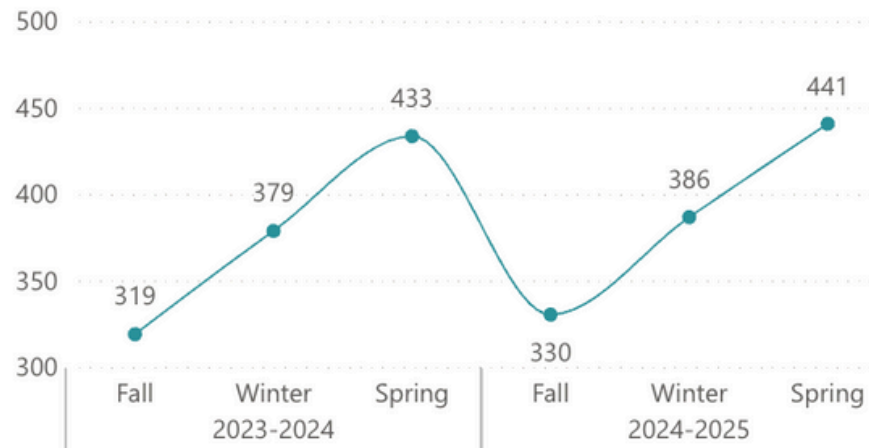
Intensive Support

Strategic Support

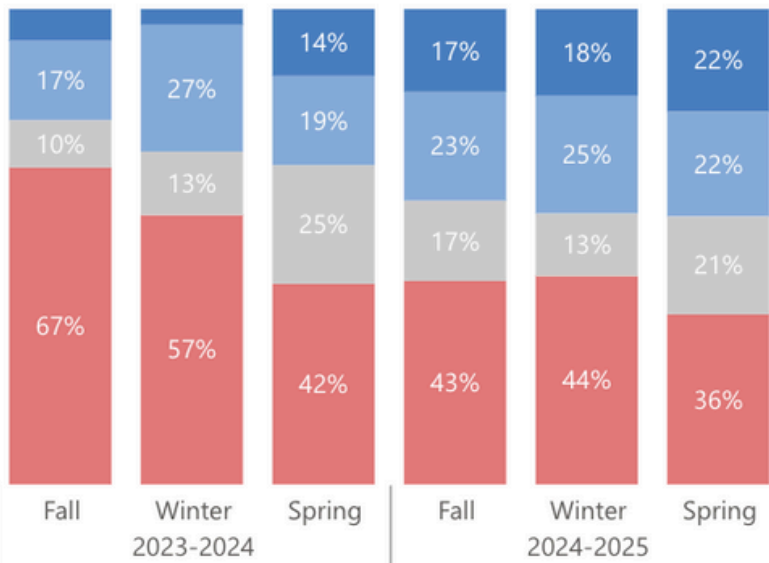
Core Support

Core^ Support

Avg Composite Score by Period

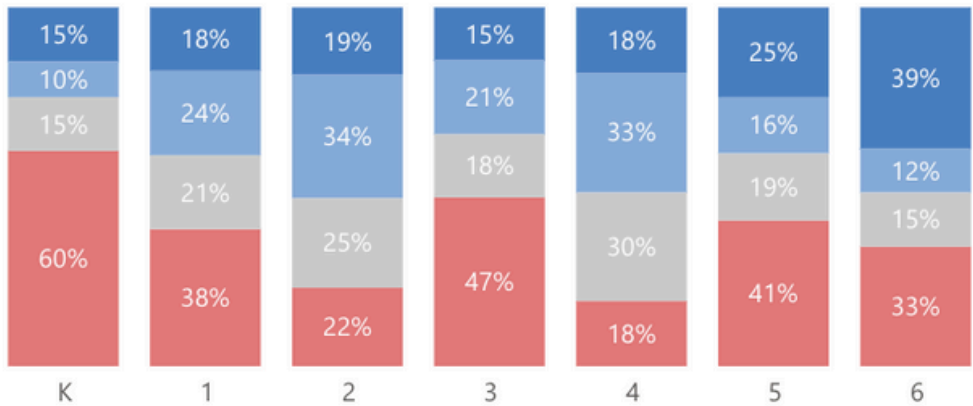


Benchmark by Period



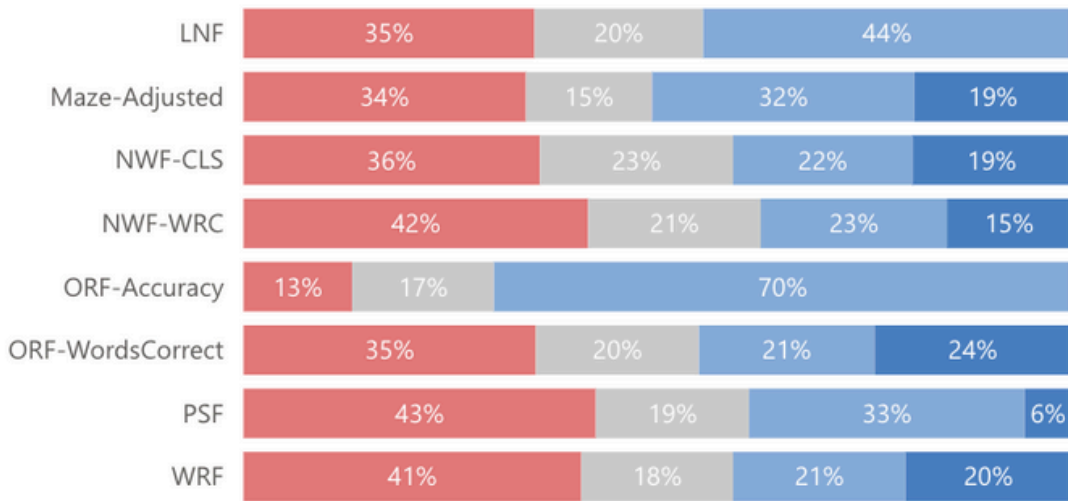
Benchmark by Grade

24-25 Spring



Benchmark by Domain

24-25 Spring



Student Detail

( 2024-2025 )

Period	Fall		Spring		Winter	
SASID	Score	Pctl	Score	Pctl	Score	Pctl
1000486247						
Composite	303	7	425	22	359	13
LNF	12	11	54	33	37	21
NWF-CLS	0	0	52	36	21	15
NWF-WRC	0	0	14	34	2	20
ORF-Accuracy	0	0	61	13	0	0
ORF-Errors	9		9		9	
ORF-WordsCor...	0	0	14	15	0	0
PSF	11	23	72	94	37	41
WRF	0	0	8	10	5	14
1000711743						
Composite	330	44	432	35	439	76
Maze-Adjusted	14	51	11	28	20	67
Maze-Correct	15		12		20	
Maze-Incorrect	3		3		0	
ORF-Accuracy	99	69	99	33	99	41
ORF-Errors	1		1		1	
ORF-WordsCor...	86	43	114	36	169	76
1001293334						
Composite	281	5	364	2		
Maze-Adjusted	0	0	4	14		
Maze-Correct	0		6			
Maze-Incorrect	0		4			

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

EOY

Subject

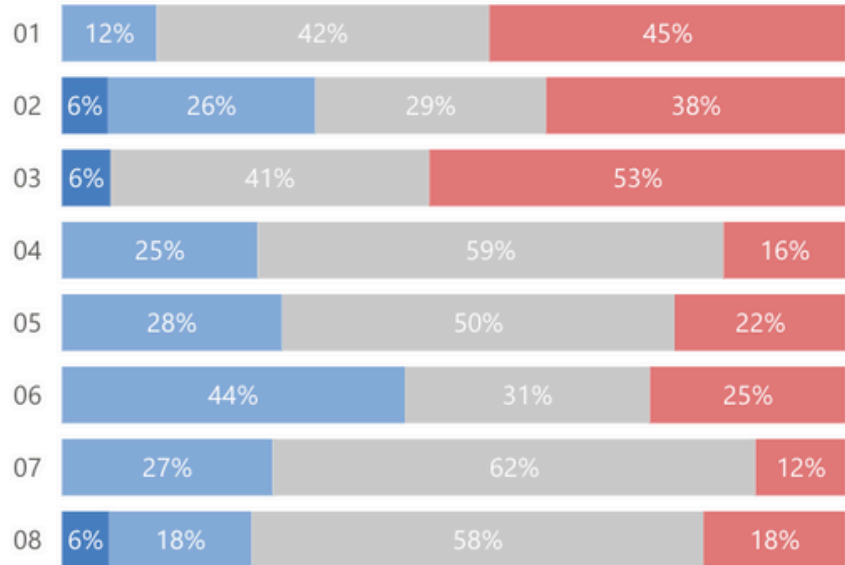
Math

Language

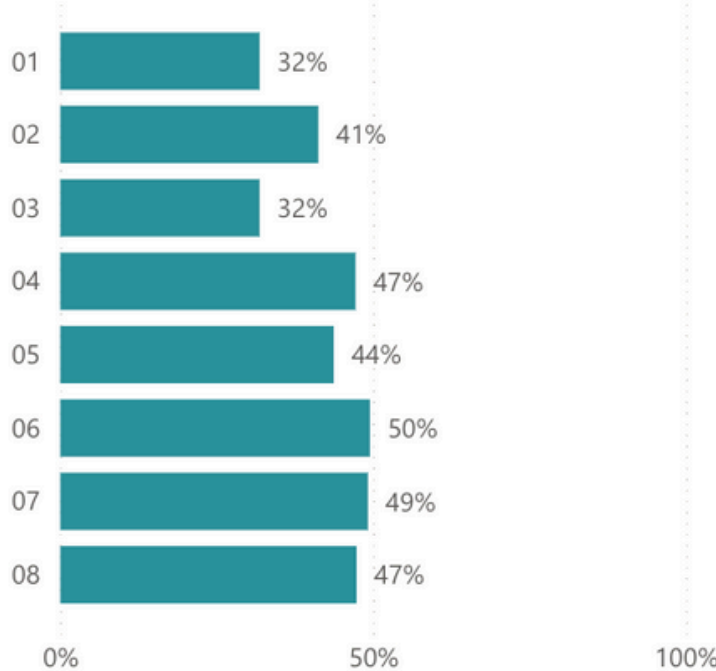
English

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

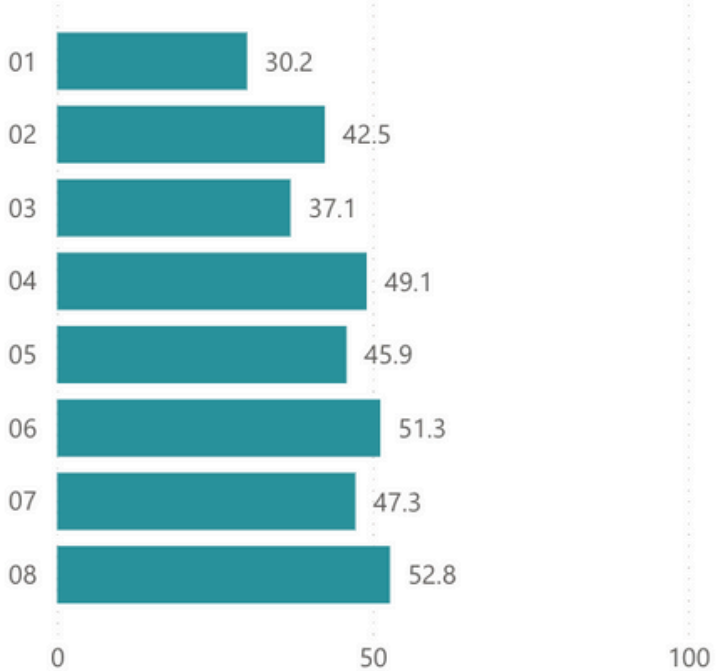
Exceeding Meeting Partially Meeting Not Meeting



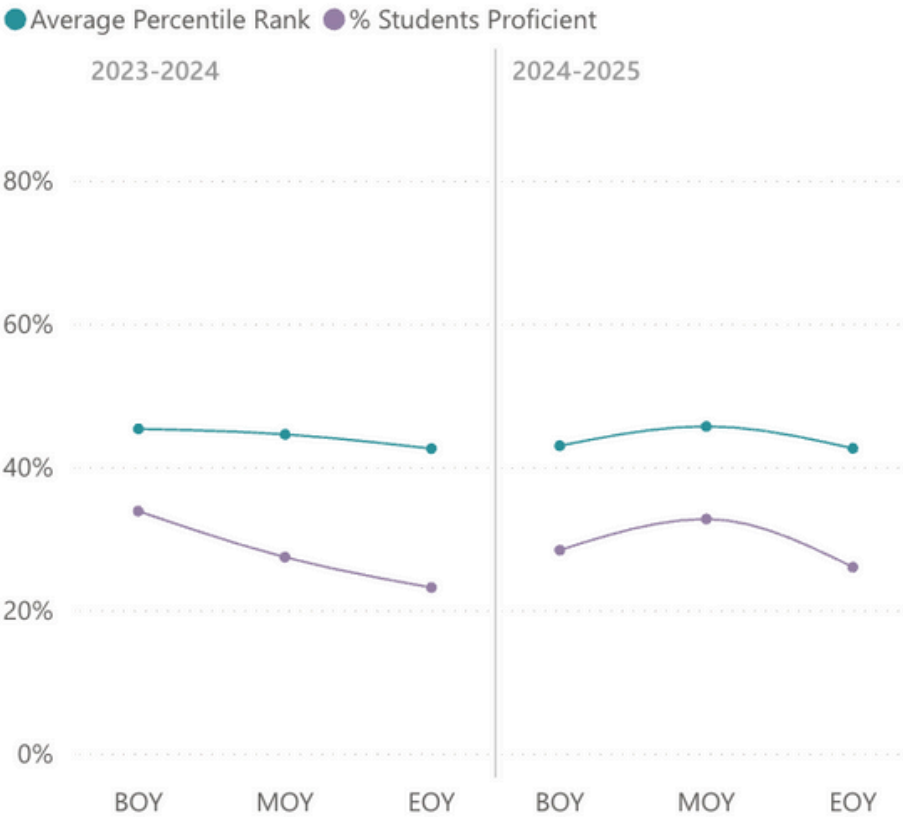
Average Percentile Rank ( 24-25 - EOY: Math )



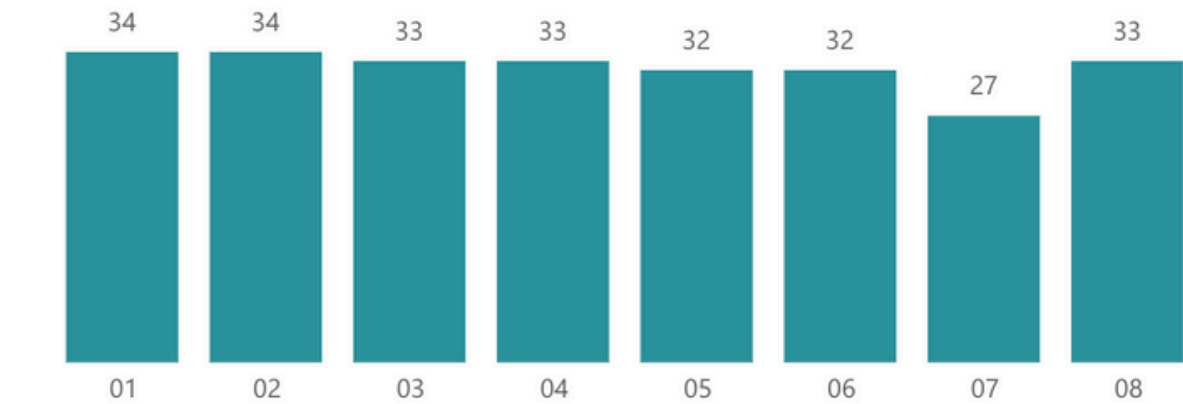
School Year SGP



% Students Proficient & Average Percentile Over Time ( Math )



# of Students Taking Assessment ( 24-25 - EOY: Math )



Student Details ( 24-25 - EOY ) (258 students)

Subject Math			
LASID	Score	Pctl.	Benchmark
102146	1,081	40%	Partially Meeting
102147	1,091	45%	Partially Meeting
102148	1,034	22%	Partially Meeting
102150	1,117	60%	Partially Meeting
102151	1,108	55%	Partially Meeting
102152	1,031	21%	Not Meeting

02.

# DIBELS CHANGES THROUGHOUT THE YEAR

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 Fall

201  
# of Students Tested

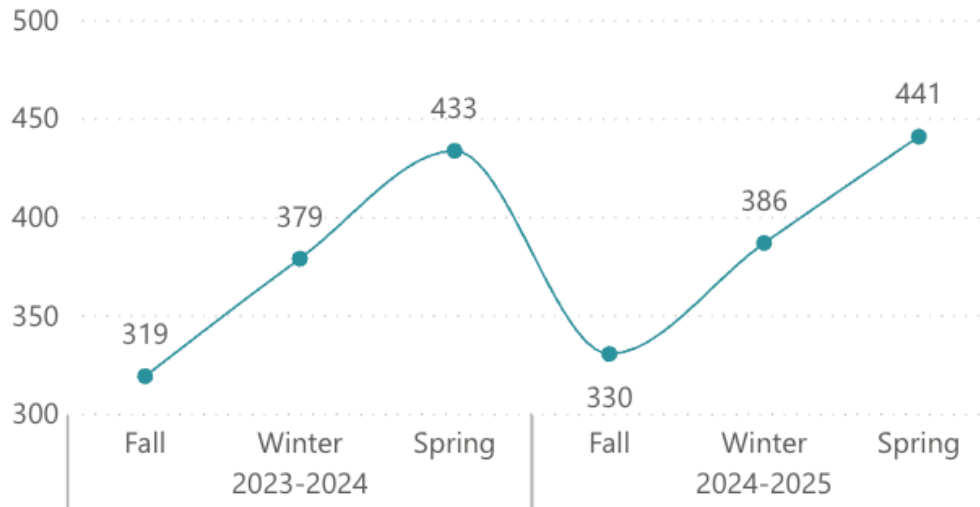
40.3%  
% Students Core/Core^

School Year:  
Current Year

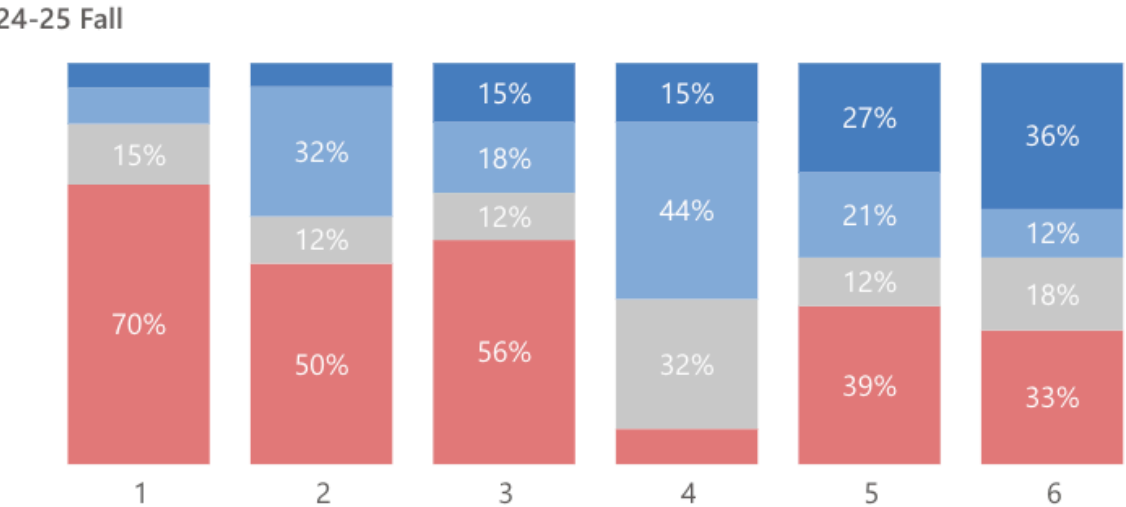
Select Period:  
Fall Winter Spring

Intensive Support Strategic Support Core Support Core^ Support

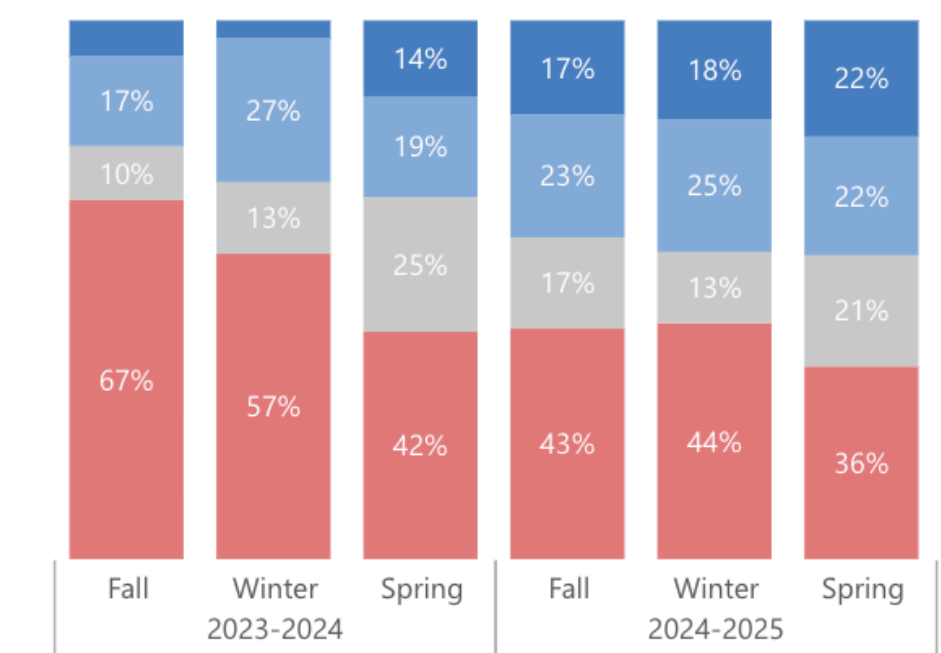
Avg Composite Score by Period



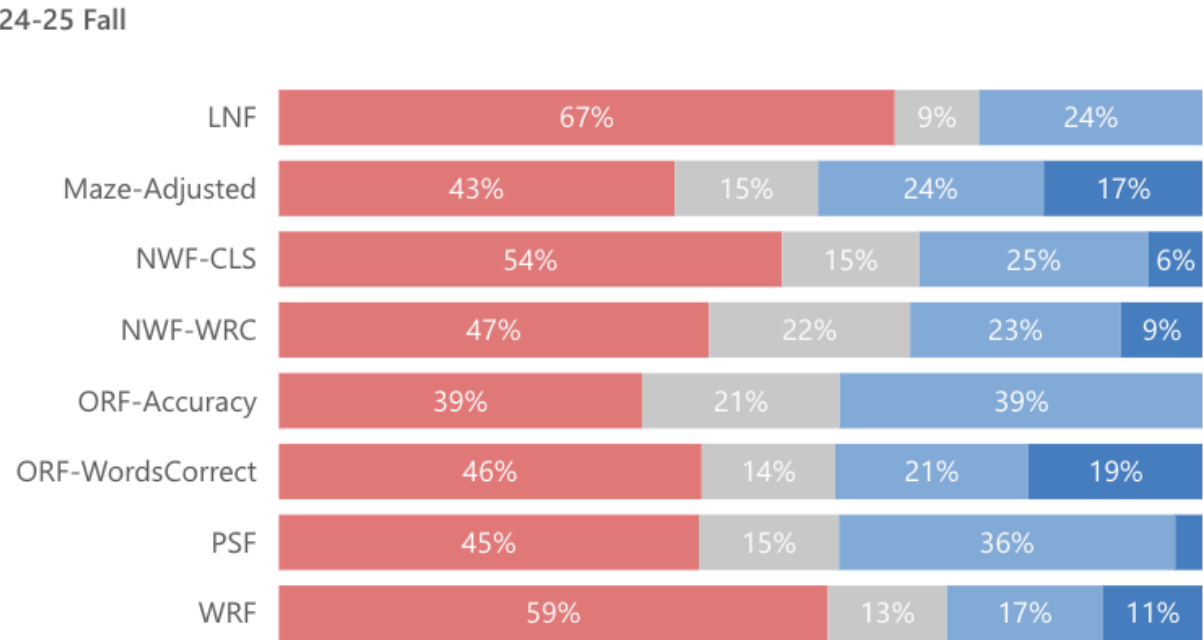
Benchmark by Grade



Benchmark by Period



Benchmark by Domain







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 Spring

218

# of Students Tested

43.6%

% Students Core/Core^

School Year:

Current Year

Select Period:

Fall

Winter

Spring

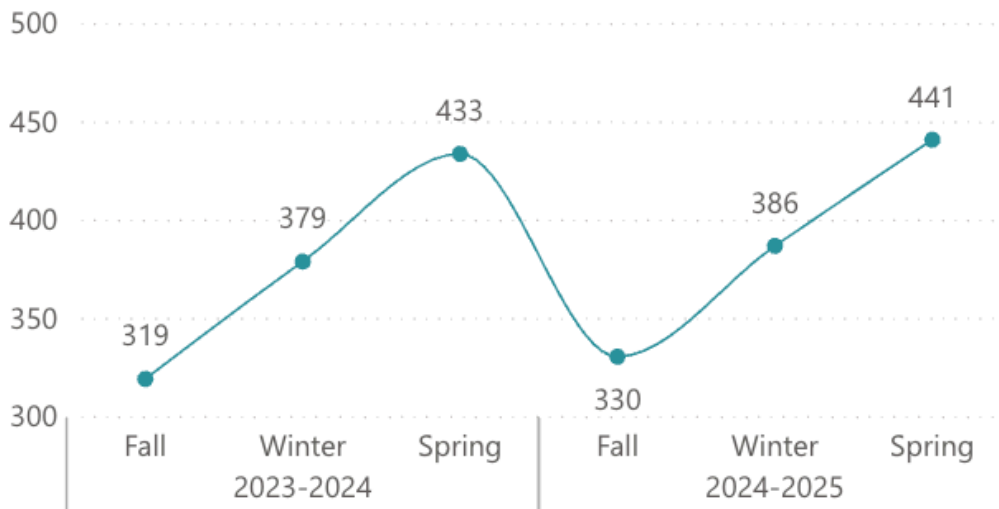
Intensive Support

Strategic Support

Core Support

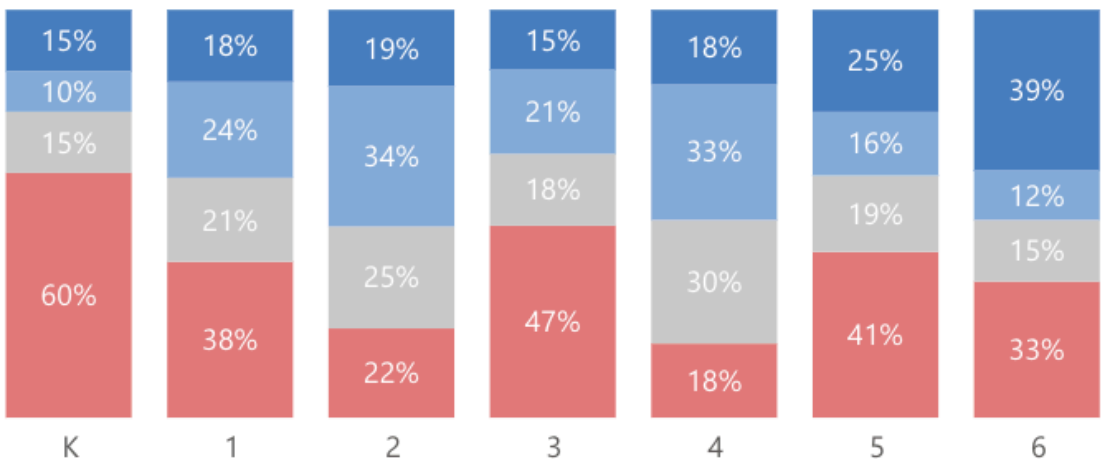
Core^ Support

Avg Composite Score by Period

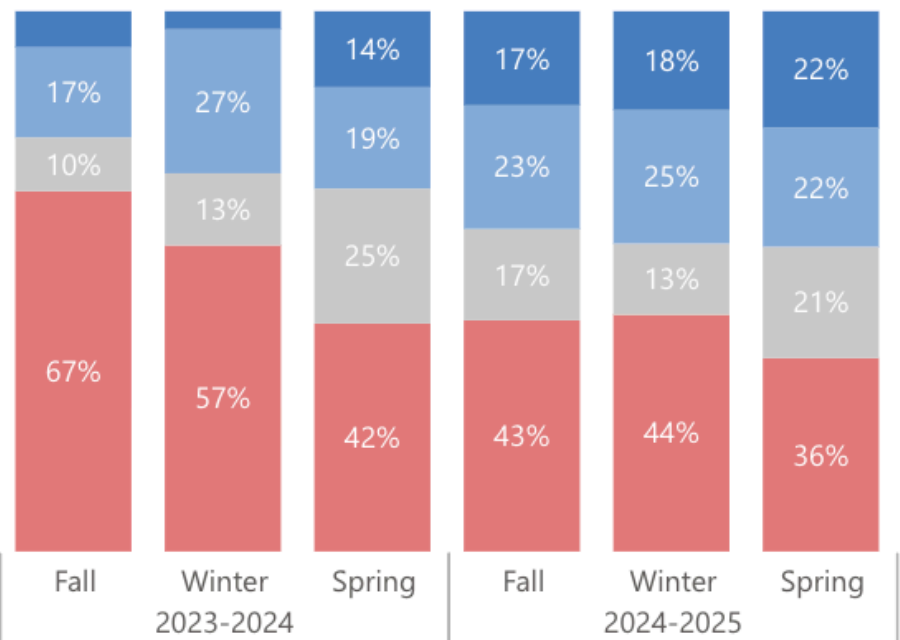


Benchmark by Grade

24-25 Spring

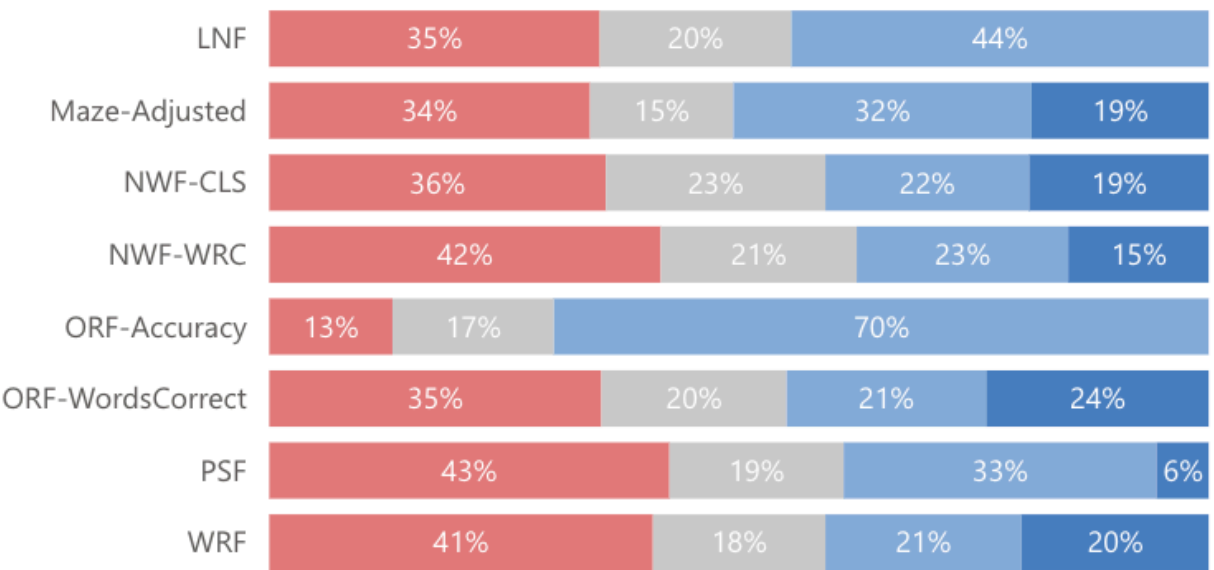


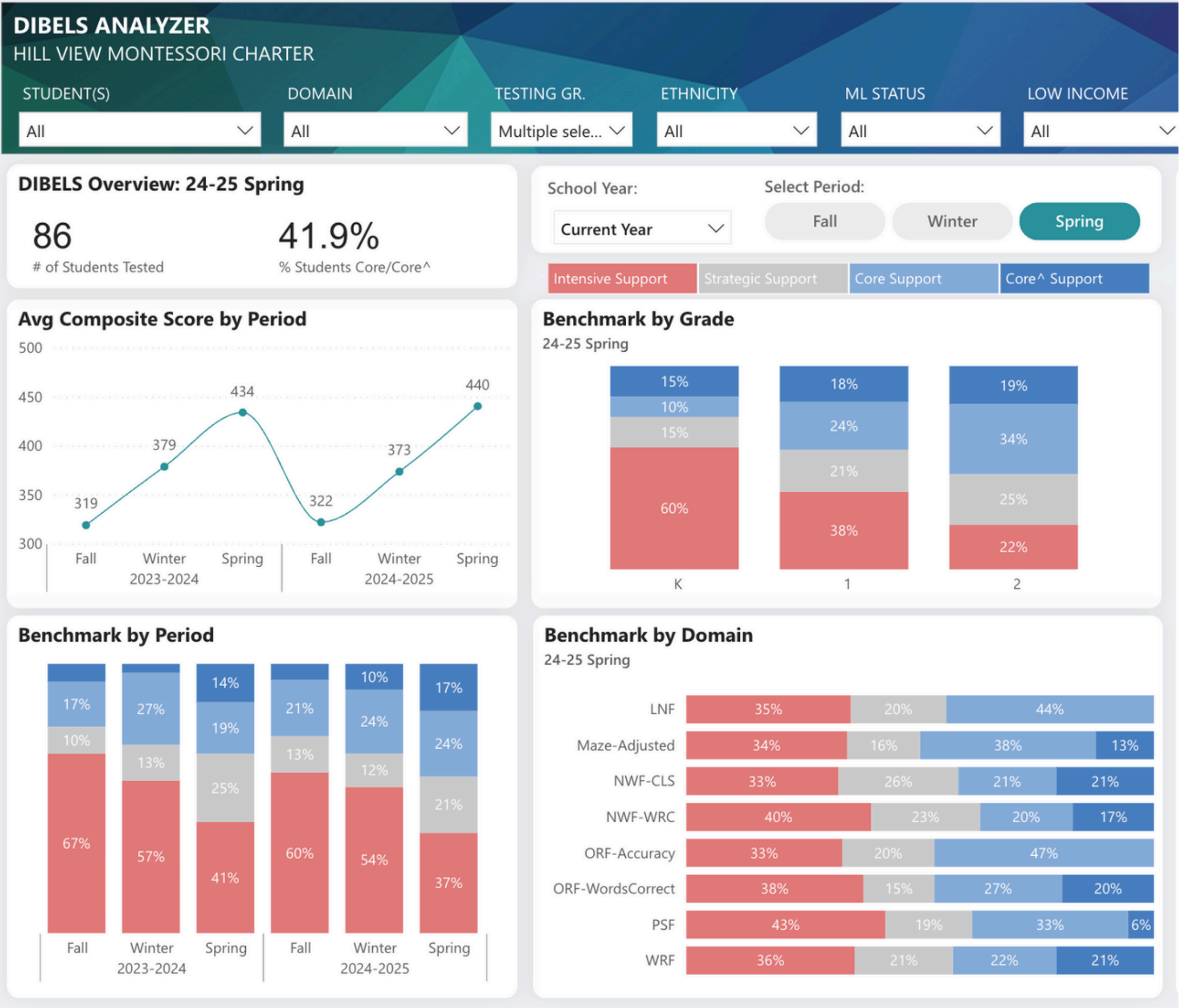
Benchmark by Period



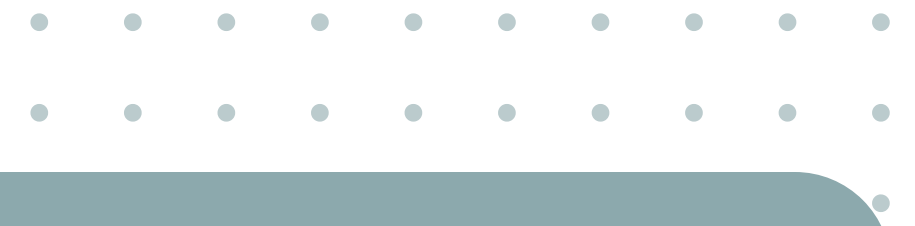
Benchmark by Domain

24-25 Spring









**MA AVERAGE: 56% OF STUDENTS K-2 ARE  
CONSIDERED ON TRACK**

**HVM AVERAGE: 43.6% OF STUDENTS K-2  
ARE CONSIDERED ON TRACK**

03.

# DIBELS CHANGES ACROSS LE CLASSROOMS

DIBELS ANALYZER

HILL VIEW MONTESSORI CHARTER

STUDENT(S)

All

DOMAIN

All

TESTING GR.

All

ETHNICITY

All

ML STATUS

All

LOW INCOME

All

COURSE

All

HOMEROOM

Birch

RESET FILTERS

DIBELS Overview: 24-25 Spring

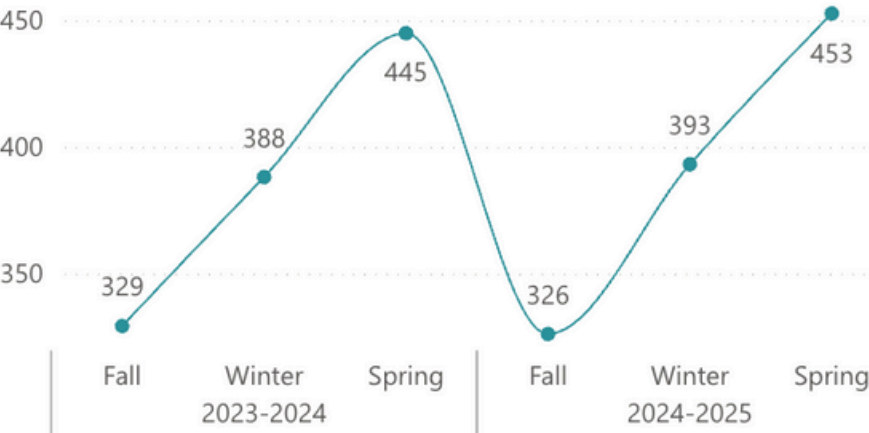
20

# of Students Tested

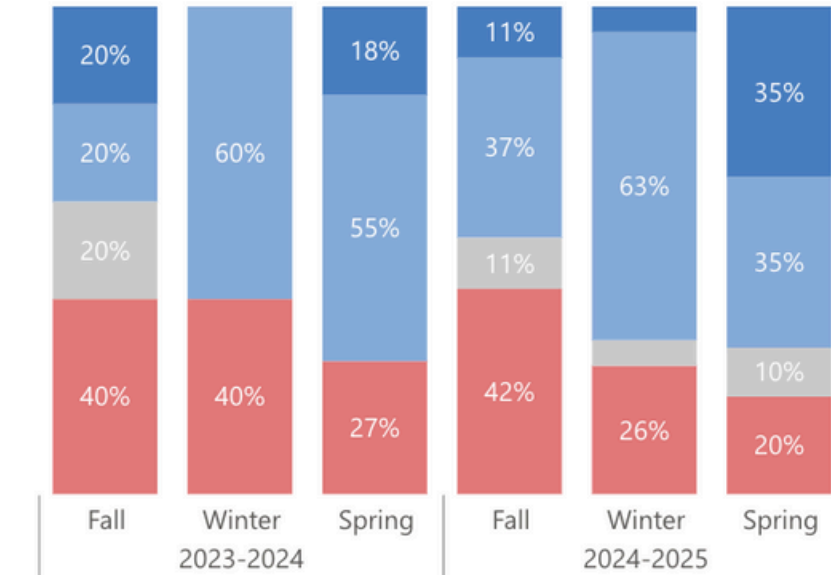
70.0%

% Students Core/Core^

Avg Composite Score by Period



Benchmark by Period



School Year:

Current Year

Select Period:

Fall

Winter

Spring

Intensive Support

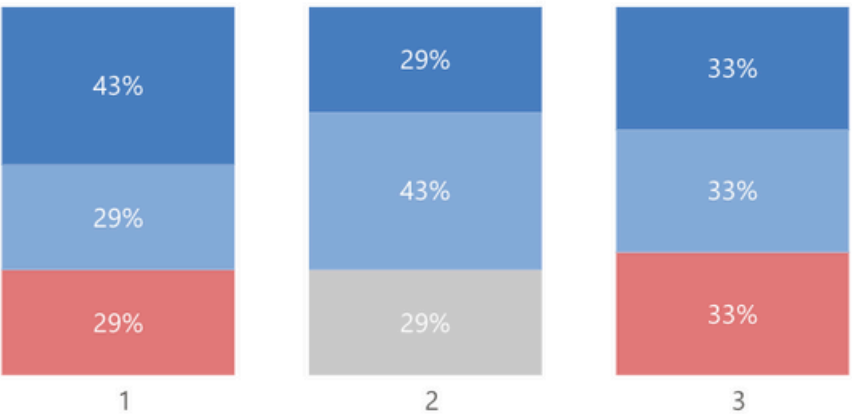
Strategic Support

Core Support

Core^ Support

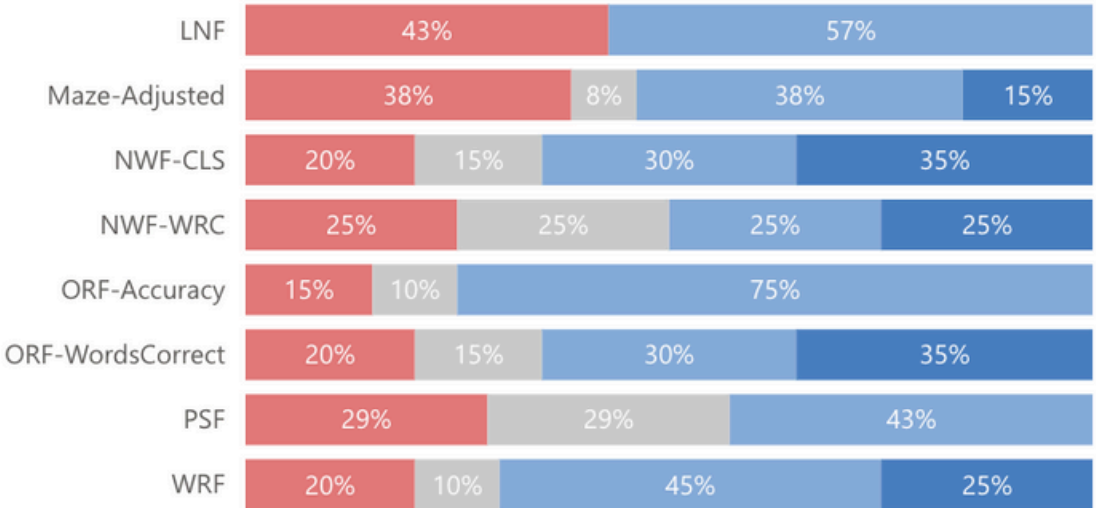
Benchmark by Grade

24-25 Spring



Benchmark by Domain

24-25 Spring



Student Detail

( 2024-2025 )

Period	Fall		Spring		Winter	
SASID	Score	Pctl	Score	Pctl	Score	Pctl
1009485246						
Composite	320	36	501	78	399	64
LNF	29	30	70	66	54	49
NWF-CLS	15	26	96	74	44	48
NWF-WRC	5	56	32	75	14	55
ORF-Accuracy	50	47	99	67	96	81
ORF-Errors	8		1		2	
ORF-WordsCor...	8	47	102	79	44	71
PSF	37	74	54	63	56	85
WRF	11	53	64	82	29	72
1016941544						
Composite	356	72	450	52	400	57
Maze-Adjusted	6	40	11	29	17	72
Maze-Correct	7		12		17	
Maze-Incorrect	2		3		0	
NWF-CLS	101	76	128	70	97	55
NWF-WRC	27	67	32	52	27	48
ORF-Accuracy	95	45	100	56	99	54
ORF-Errors	6		0		1	
ORF-WordsCor...	104	78	109	39	109	55
WRF	58	83	66	77	74	93
1017241740						
Composite	314	24	449	45	371	29

DIBELS ANALYZER  
HILL VIEW MONTESSORI CHARTER

STUDENT(S)

All

DOMAIN

All

TESTING GR.

All

ETHNICITY

All

ML STATUS

All

LOW INCOME

All

COURSE

All

HOMEROOM

Cypress

RESET FILTERS

DIBELS Overview: 24-25 Spring

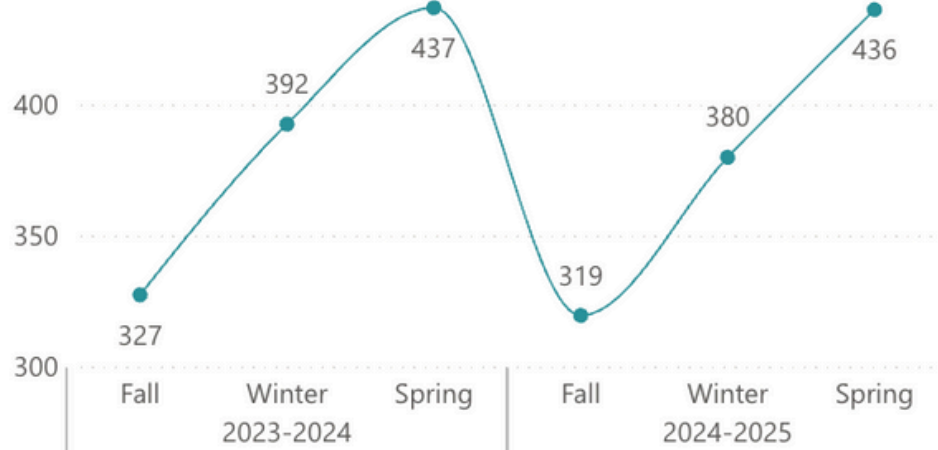
20

# of Students Tested

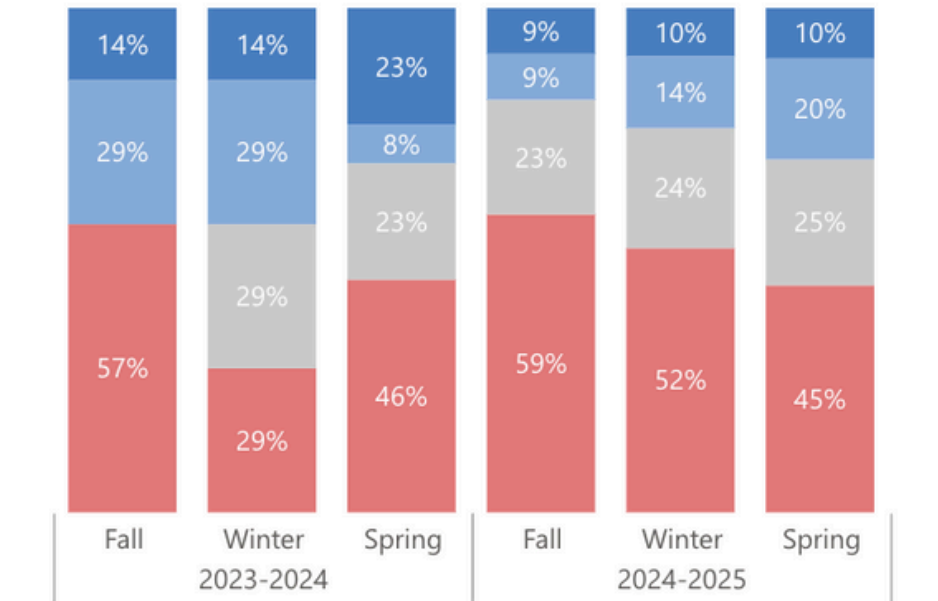
30.0%

% Students Core/Core^

Avg Composite Score by Period



Benchmark by Period



School Year:

Current Year

Select Period:

Fall

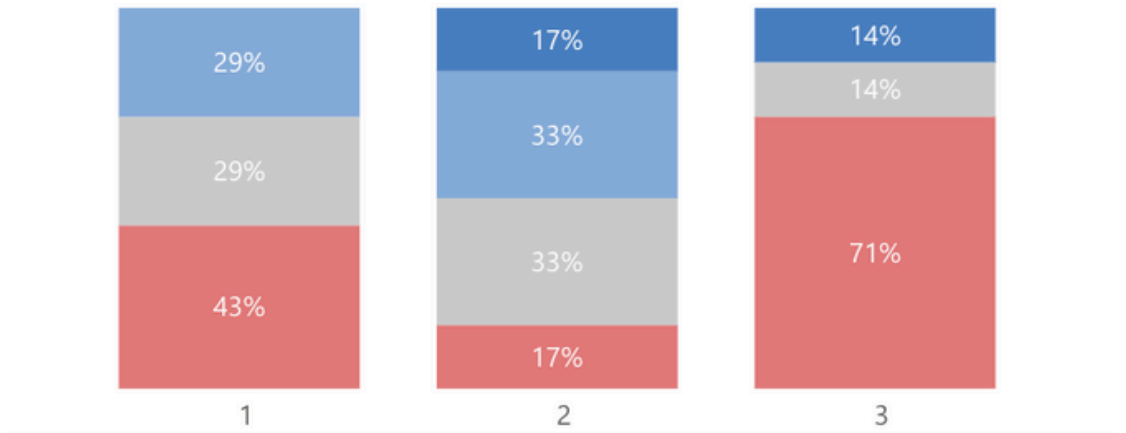
Winter

Spring

Intensive Support

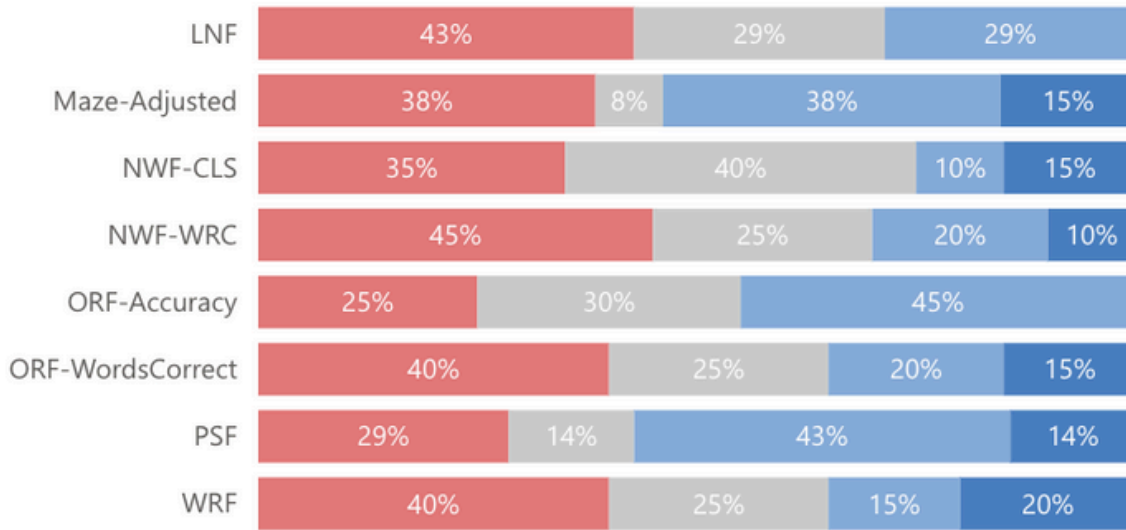
Benchmark by Grade

24-25 Spring



Benchmark by Domain

24-25 Spring



Student Detail

( 2024-2025 )

Period	Fall		Spring		Winter	
SASID	Score	Pctl	Score	Pctl	Score	Pctl
1019485247						
Composite	322	40	440	37	386	50
LNF	32	36	65	55	69	80
NWF-CLS	28	52	46	30	41	43
NWF-WRC	6	60	13	31	4	24
ORF-Accuracy	0	0	89	37	72	48
ORF-Errors	9		5		8	
ORF-WordsCor...	0	0	42	43	21	54
PSF	43	85	51	55	37	41
WRF	6	34	26	46	20	59
1030992333						
Composite	277	3	377	6	319	2
Maze-Adjusted	0	0	0	0	0	0
Maze-Correct	0		0		0	
Maze-Incorrect	0		0		0	
NWF-CLS	22	7	39	9	28	5
NWF-WRC	4	10	10	10	7	9
ORF-Accuracy	0	0	88	7	0	0
ORF-Errors	12		5		12	
ORF-WordsCor...	0	0	37	6	0	0
WRF	5	7	2	3	1	4
1032246843						
Composite	317	35	422	28	370	29



DIBELS ANALYZER  
HILL VIEW MONTESSORI CHARTER

STUDENT(S)  
All

DOMAIN  
All

TESTING GR.  
All

ETHNICITY  
All

ML STATUS  
All

LOW INCOME  
All

COURSE  
All

HOMEROOM  
Juniper

RESET FILTERS

DIBELS Overview: 24-25 Spring

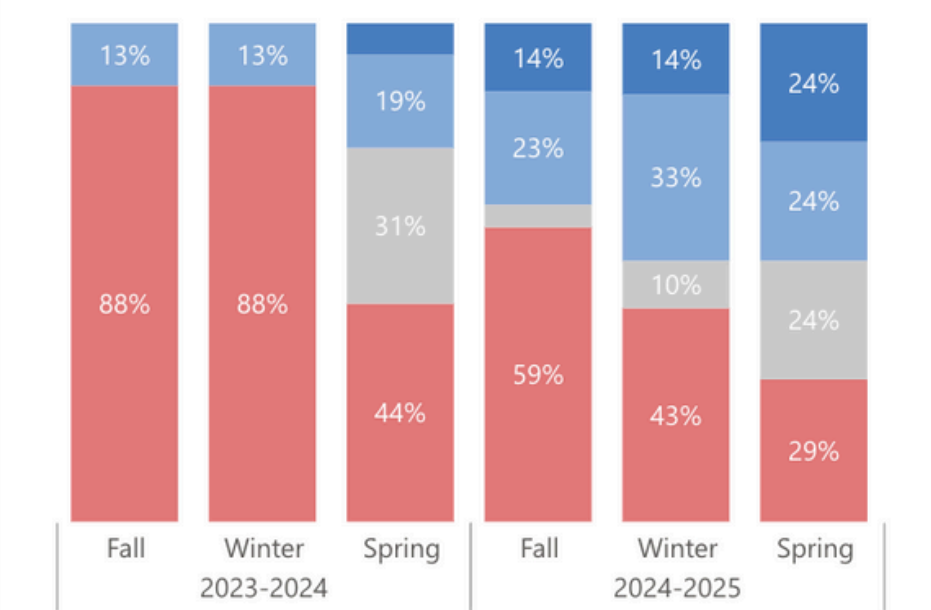
21  
# of Students Tested

47.6%  
% Students Core/Core^

Avg Composite Score by Period



Benchmark by Period



School Year:

Current Year

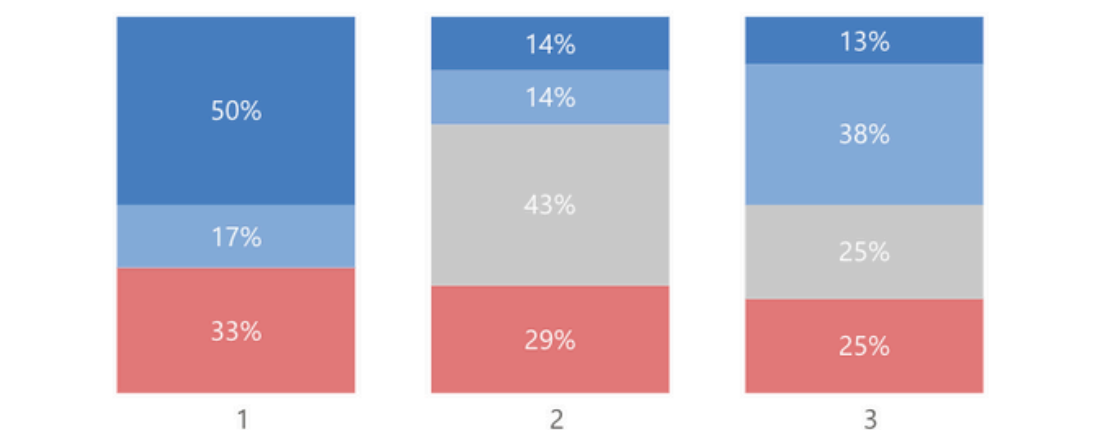
Select Period:

Fall Winter Spring

Intensive Support Strategic Support Core Support Core^ Support

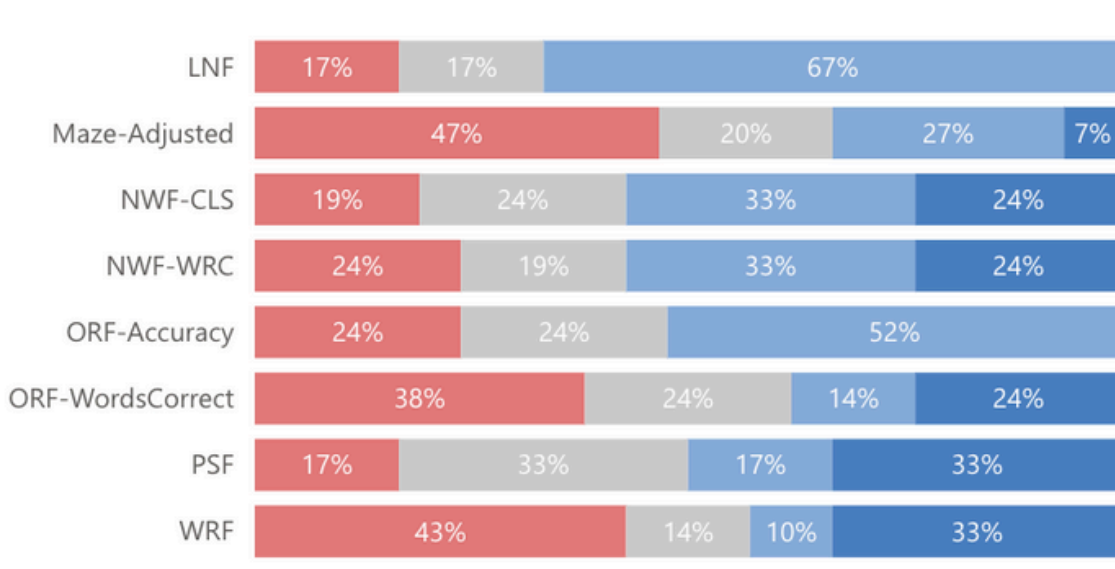
Benchmark by Grade

24-25 Spring



Benchmark by Domain

24-25 Spring



Student Detail

( 2024-2025 )

Period	Fall		Spring		Winter	
SASID	Score	Pctl	Score	Pctl	Score	Pctl
1000486247						
Composite	303	7	425	22	359	13
LNF	12	11	54	33	37	21
NWF-CLS	0	0	52	36	21	15
NWF-WRC	0	0	14	34	2	20
ORF-Accuracy	0	0	61	13	0	0
ORF-Errors	9		9		9	
ORF-WordsCor...	0	0	14	15	0	0
PSF	11	23	72	94	37	41
WRF	0	0	8	10	5	14
1001293334						
Composite	281	5	364	2		
Maze-Adjusted	0	0	4	14		
Maze-Correct	0		6			
Maze-Incorrect	0		4			
NWF-CLS	28	11	17	1		
NWF-WRC	0	0	3	3		
ORF-Accuracy	53	6	83	6		
ORF-Errors	7		5			
ORF-WordsCor...	8	4	25	4		
WRF	0	0	6	7		
1004861441						
Composite	296	10	406	18	359	22

DIBELS ANALYZER  
HILL VIEW MONTESSORI CHARTER

STUDENT(S)  
All

DOMAIN  
All

TESTING GR.  
All

ETHNICITY  
All

ML STATUS  
All

LOW INCOME  
All

COURSE  
All

HOMEROOM  
Maple

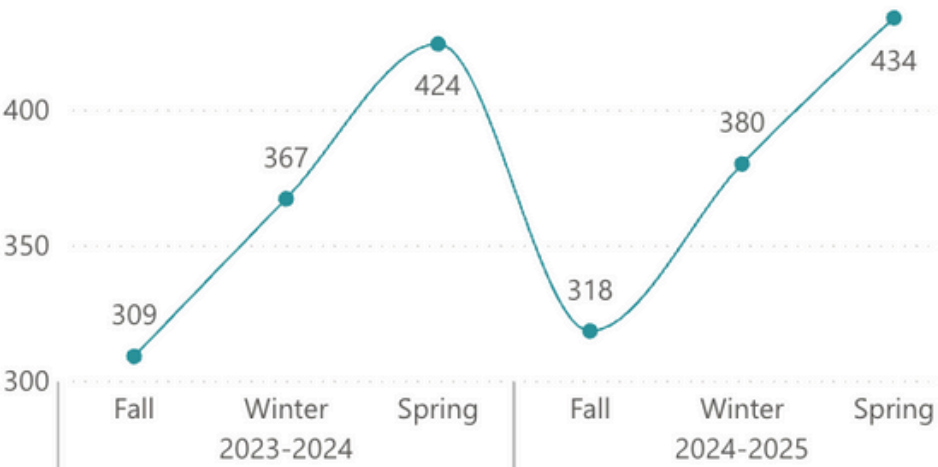
RESET FILTERS

DIBELS Overview: 24-25 Spring

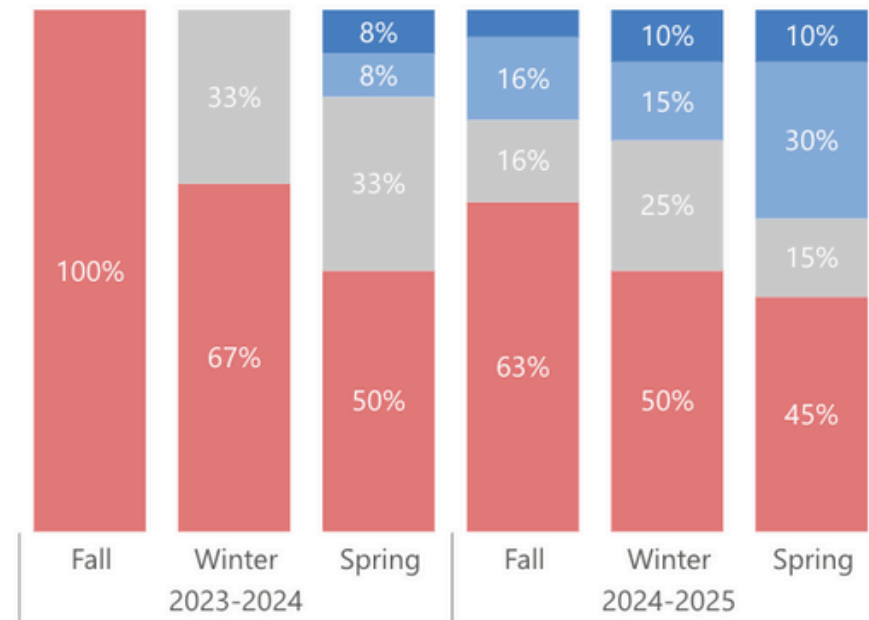
20  
# of Students Tested

40.0%  
% Students Core/Core^

Avg Composite Score by Period



Benchmark by Period



School Year:

Current Year

Select Period:

Fall

Winter

Spring

Intensive Support

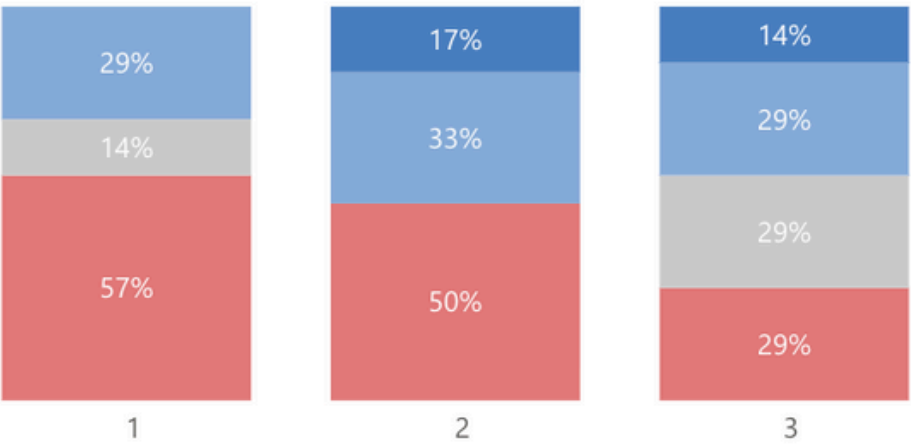
Strategic Support

Core Support

Core^ Support

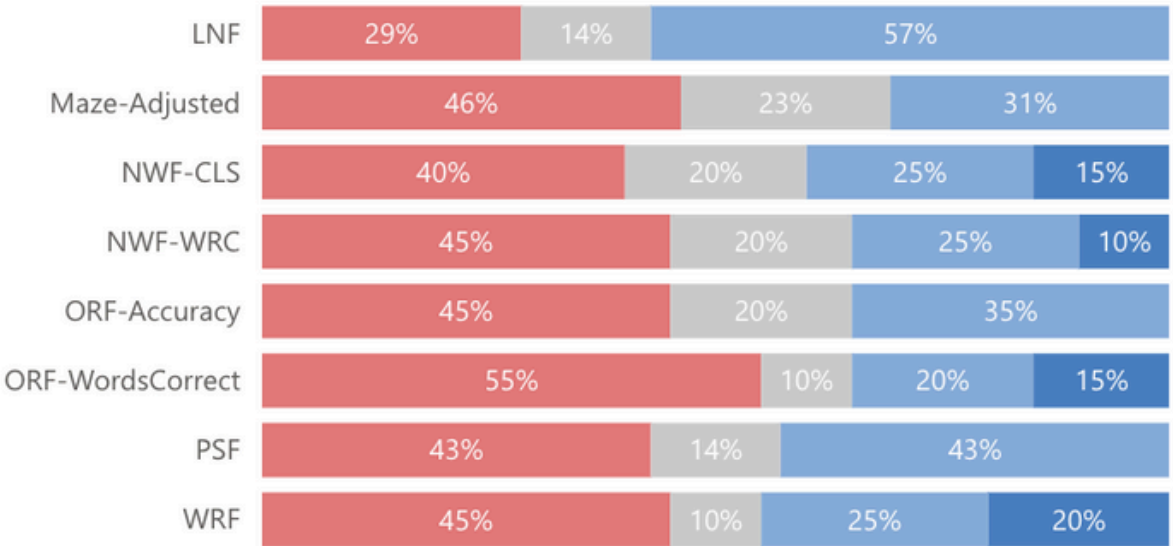
Benchmark by Grade

24-25 Spring



Benchmark by Domain

24-25 Spring



Student Detail

( 2024-2025 )

Period	Fall		Spring		Winter	
SASID	Score	Pctl	Score	Pctl	Score	Pctl
1007461440						
Composite	312	21	447	43	383	46
LNF	13	11	63	51	60	62
NWF-CLS	17	29	54	38	48	54
NWF-WRC	1	37	12	29	6	29
ORF-Accuracy	0	0	80	25	57	38
ORF-Errors	9		12		9	
ORF-WordsCor...	0	0	48	46	12	42
PSF	32	62	30	15	45	63
WRF	3	22	33	55	15	41
1008699232						
Composite	326	49	512	98	428	83
Maze-Adjusted	2	43	12	59	10	57
Maze-Correct	4		17		13	
Maze-Incorrect	4		11		7	
NWF-CLS	58	69	197	98	142	95
NWF-WRC	11	49	59	98	30	78
ORF-Accuracy	82	36	99	44	94	35
ORF-Errors	9		2		6	
ORF-WordsCor...	41	47	138	79	102	69
WRF	18	41	90	97	55	78
1015941543						
Composite	313	31	438	41	369	28



DIBELS ANALYZER  
HILL VIEW MONTESSORI CHARTER

STUDENT(S)

All

DOMAIN

All

TESTING GR.

All

ETHNICITY

All

ML STATUS

All

LOW INCOME

All

COURSE

All

HOMEROOM

Walnut

RESET FILTERS

DIBELS Overview: 24-25 Spring

19

# of Students Tested

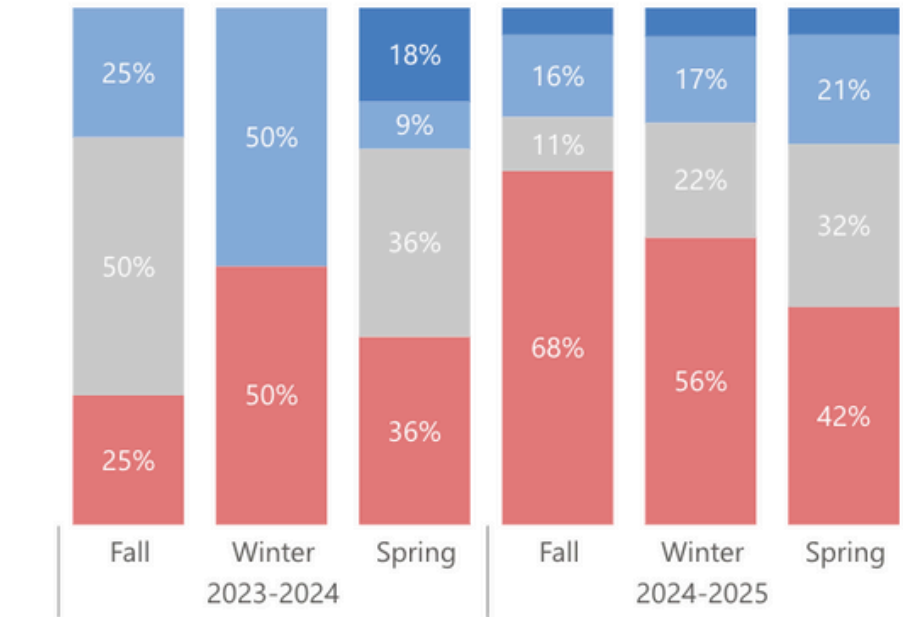
26.3%

% Students Core/Core^

Avg Composite Score by Period



Benchmark by Period



School Year:

Current Year

Select Period:

Fall

Winter

Spring

Intensive Support

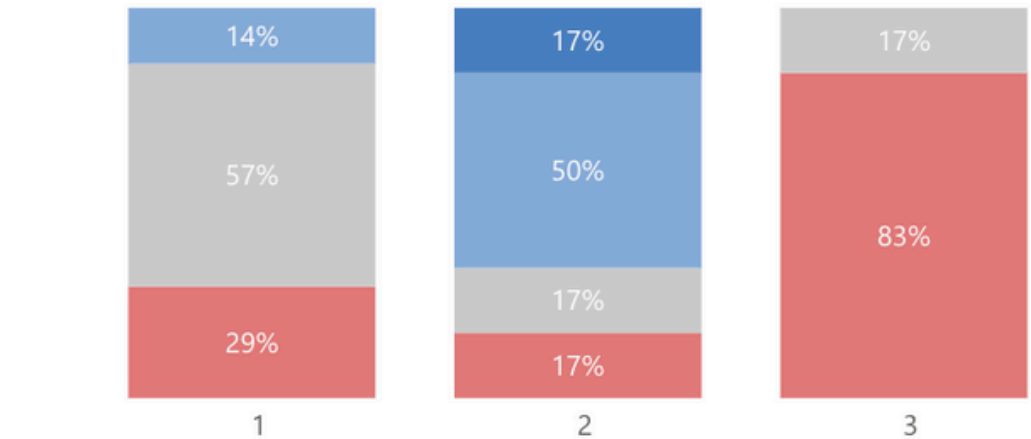
Strategic Support

Core Support

Core^ Support

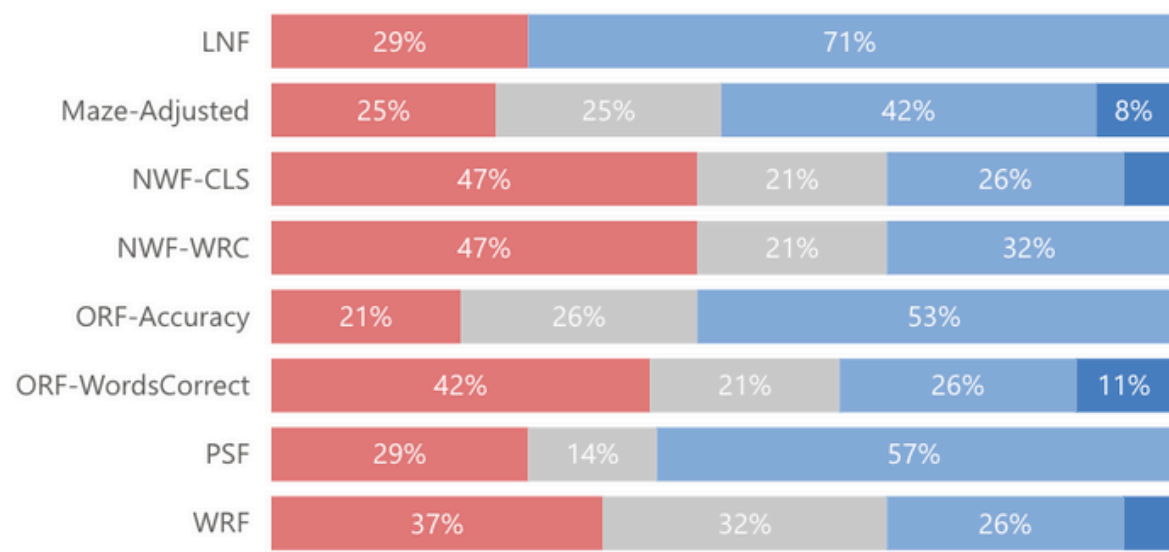
Benchmark by Grade

24-25 Spring



Benchmark by Domain

24-25 Spring



Student Detail

( 2024-2025 )

Period	Fall		Spring		Winter	
SASID	Score	Pctl	Score	Pctl	Score	Pctl
1003241744						
Composite	306	24	416	23	365	25
Maze-Adjusted	7	42	13	38	8	35
Maze-Correct	7		15		10	
Maze-Incorrect	1		4		4	
NWF-CLS	31	14	49	15	47	18
NWF-WRC	8	19	15	19	11	15
ORF-Accuracy	92	34	98	24	98	42
ORF-Errors	5		2		2	
ORF-WordsCor...	54	33	109	39	81	32
WRF	33	40	48	43	50	56
1003561446						
Composite	300	16	415	24	374	36
Maze-Adjusted	0	0	12	59	9	50
Maze-Correct	0		12		9	
Maze-Incorrect	0		1		1	
NWF-CLS	35	36	55	29	61	51
NWF-WRC	7	32	15	27	11	28
ORF-Accuracy	0	0	91	19	90	28
ORF-Errors	12		6		6	
ORF-WordsCor...	0	0	60	24	52	32
WRF	8	27	28	33	30	45
1006460447						

# Coversheet

## Interim Executive Director Report

<b>Section:</b>	II. Updates
<b>Item:</b>	F. Interim Executive Director Report
<b>Purpose:</b>	FYI
<b>Submitted by:</b>	
<b>Related Material:</b>	June 2025 Board Report.pdf





**June 2025**

**Interim Executive Director Board Report**

2024-25 school year wrapped up successfully on June 18, 2025.

**NEW PROGRAMMING THIS MONTH**

New Summer Reading Program instituted for students (Credit to our Reading Specialists Nancy McGuire & Kate Conlon and Hannah Herklotz)

Kindergarten Screening & Orientation formalized (Credit to K teachers, K staff, Hannah & Niamh)

- Held on May 27-29
- 29 families attended

Field Day:

- Held an in-house Field Day, planned by staff in under 2 weeks
- Feedback was outstanding
- We were able to hold the event at no cost to students/families and only minimal costs to the school. Every item we used was already owned by the school or was donated by parents.

Haverhill Pride parade:

- 25 HVM faculty and family members attended
- Partnered with Wisteria Montessori school

**FACULTY & STAFFING UPDATES**

11 Faculty & Staff members not returning to HVM this Fall

- Change provides an opportunity to bring in highly qualified new staff members
- The largest turnover is from our Building Substitutes. To improve the long-term financial health of the school, we needed to re-structure our Substitute Teacher

June 2025



compensation program in a way that more closely mirrors how Subs are paid in other school districts.

- 2 employees told us that they were pursuing jobs that offered better hours and better pay. We acknowledge that we are a small school with a tight budget and a big heart. We generally can't compete with local district schools when it comes to what we can afford to pay. On the other hand, the staff who are financially able to remain at Hill View stay because we are mission-driven and committed to bringing high-quality educational programming to students in a caring environment.
- Click [here](#) to read compilation of farewell emails from departing staff members

#### Interviewing & Hiring new Employees

- We have hired 2 new Building Substitute teachers who will both work 40 hrs/week as non-exempt employees. This is not a benefitted position. Both teachers come to HVM with classroom experience.
- We have hired a Physical Education teacher to replace Coach Drew. (Coach is leaving HVM to pursue his Master's degree in a school closer to home that has a licensed P.E. teachers on staff who can mentor him toward licensure.)
- We have hired a Front Desk person
- We are actively interviewing candidates for a LE Lead Teacher and a School Nurse
- Pending final assessment of student needs, we will also likely bring in 2 paraprofessionals to provide 1:1 support services for students, as required by IEP's

#### Re-structuring of positions & re-allocating of resources

- Kim D'Alleva's responsibilities will be assumed mostly by Tai Polanco (School Operations & Spanish Translator) who sought out the additional responsibilities. Kim's other responsibilities can be assumed by Ginger, Dennis and the new Director of Finance & Administration
  - This represents a significant cost savings for the school
- Lena Cox will move from LE to K
- Zoe Weymouth will move from K to LE
- Becca Paul will move from LE to UE



- Corinthia Steele will pilot a Spanish Special to MS students next year, while remaining as an UE Assistant
- Jackson Green (new 15 hr/week hire) will pilot a Digital Literacy Special for LE and UE students
- Krissany Vargas was hired as a para to provide additional (hourly) bilingual support person in K (Krissany Vargas)
- Restructuring math in UE to bring 6th grade instruction back to the UE classrooms teachers.
  - Stephanie Caron & Jaileen Baptista will work together to bring Math instruction to MS students and Math intervention to 4-6th graders.
  - Shannan Welsh will continue to provide math intervention to the lower grades
- Adding in-house mental health therapy services through Northeast Behavioral Health Services
- Adding Nathan Marks as our School Social Worker for UE.
  - Bridget Sears will continue to work with K-3.
  - Carla Vaughan will remain our MS Social Worker and, in addition, will offer additional crisis intervention support and calm spaces for students who need to be out of their classrooms for extended time.
  - In addition, Carla will also be working on creating more community connections for students and families—bringing in NEBH is a great example of the work she'll be pursuing, along with helping resurrect Parent Education programs and more!

## **2024-25 HIGHLIGHTS & ACCOMPLISHMENTS**

1. Educated, elevated, embraced, encouraged, included, accepted, celebrated, and unconditionally loved 306 students.
2. 180 days of arrivals, 180 days of dismissals, 180 breakfasts distributed, 180 lunches served
3. Organized & led 33 Field Trips

June 2025



4. Planned and facilitated a 4-day, 3-night overnight 7th grade trip to VT (Fall 2024)
5. Planned and facilitated a 4-day, 3-night overnight 8th grade trip to CT (Spring 2025)
6. Mourned the loss of a beloved 6th grade student, Logan Miller.
7. Raised \$12,000 for the Jimmy Fund to honor Logan and his family.
8. Helped a Middle School student mourn the sudden loss of her father
9. Made history walking in Haverhill's first ever Pride parade
10. Were awarded a \$150,000 grant which will help support Special Education over the next 3 years
11. Participated in our first ever MLK Jr Day of Service, including an incredibly successful food drive and volunteer opportunity at Emmaus Shelter
12. Volunteered at Somebody Cares New England Food Pantry with MS students 3 times
13. Met our goal for the American Heart Association's Kids Heart Challenge!
14. Created & implemented HVM's first ever pay scale to bring greater equity, fairness and transparency to employee compensation
15. Conducted 792 Star Assessments throughout LE and UE!
16. Conducted 676 DIBELS assessments throughout L and LE!
17. Administered all MCAS state testing
18. To build community and connection between all school levels (K, LE, UE and MS), we celebrated schoolwide events such as:

June 2025



- International Day of Peace
- Hispanic Heritage Month
- Mystery History
- Kindness Week
- Festival of Lights
- MLK Day of Service
- Black History Month
- Women's History Month
- Chinese New Year
- Music in Our Schools month

19. Raised over \$1000 at our space-themed Art Show—a record-breaker!

20. Celebrated Author Day, Continents Day, Harry Potter Day, birthdays

21. Offered afterschool programs such as Intramurals, track & field, cross country, Art Club, Hill View Harmony, Model UN and Geography Club

22. Continued to grow our MS Student Council, including Officer elections and five committees

23. Graduated 32 middle school students

24. Hosted a fun 6th grade celebration for 33 6th graders

25. Crossed 38 Kindergarten students over to Lower Elementary

## **LOOKING FORWARD**

The 2024-25 school year was wonderful and challenging, filled with both celebration and mourning. Our team is excited to use change as an opportunity for elevating the learning experience of students, elevating the professional environment for staff, and helping HVM reach its tremendous potential.

June 2025

# Coversheet

## Finance

<b>Section:</b>	II. Updates
<b>Item:</b>	I. Finance
<b>Purpose:</b>	FYI
<b>Submitted by:</b>	
<b>Related Material:</b>	Hill View_May 2025_Financial Statements (1).pdf

Hill View Montessori  
FY2025 Budget to Actual  
May-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			16,553			updated as of 3/25/25
<b>REVENUE</b>									
Tuition	4,972,160	4,557,814	4,649,114	91,300	2%	5,071,644	99,484		
Federal Funds				-					
Grants	168,922	150,153	160,070	9,918	6%	168,922	-		FC253 Teacher Diversification not awarded FY24-25
ERATE	13,560	12,430	7,589	(4,841)	-36%	13,560	-		
Private Grants (Foundation)	10,000	-		-	0%	10,000	-		
Nutrition	125,000	113,636	148,651	35,015	28%	160,015	35,015		
Fundraiser Income	10,000	9,091	9,896	805	8%	12,000	2,000		
Interest Income	15,000	13,750	49,160	35,410	236%	65,000	50,000		
Miscellaneous Income			10						
<b>Total Revenue</b>	<b>5,314,642</b>	<b>4,856,874</b>	<b>5,024,490</b>	<b>167,616</b>	<b>3%</b>	<b>5,501,141</b>	<b>186,499</b>	<b>3%</b>	
<b>EXPENSES</b>									
Employee Benefits	316,592	290,209	289,363	(846)	0%	325,000	8,408		FSA reimbursement
Workers Comp. Insurance	35,155	32,225	17,737	(14,489)	-41%	20,666	(14,489)		overbudgeted - moved to a pay by pay model w/ ADP
Salaries & Wages	3,515,504	3,222,545	3,375,402	152,856	4%	3,686,375	170,871		4 additional positions, changes to attrition assumptions, some PT/summer contracts
Payroll Tax	175,775	161,127	158,125	(3,002)	-2%	172,693	(3,082)		
<b>Total Personnel</b>	<b>4,043,026</b>	<b>3,706,107</b>	<b>3,840,627</b>	<b>134,520</b>	<b>3%</b>	<b>4,204,734</b>	<b>161,708</b>	<b>4%</b>	
Contracted Services Technology	40,000	36,667	50,461	13,794	34%	52,000	12,000		\$10K Board on Track
Supplies & Materials Adm	17,000	15,583	10,228	(5,355)	-32%	13,000	(4,000)		
Supplies & Materials IT	2,500	2,292	7,427	5,135	205%	7,700	5,200		Non-recurring license and access point upgrades
Dues, Subscriptions & Other Exp -Admin	46,551	42,671	46,640	3,969	9%	47,500	949		
Contracted Services Audit	21,000	23,000	23,000	-	0%	23,000	2,000		Additional costs for ERTC matters
Contr Serv - Legal	500	500	1,798	1,298	260%	2,000	1,500		SPED team legal expenses
Contracted Services Human Resource:	44,720	40,993	37,895	(3,099)	-7%	45,000	280		Timing of summer projects
Contr Serv - Business & Finance	60,000	55,000	63,160	8,160	14%	70,000	10,000		Additional effort related to roof project and PA departure
<b>Total Admin</b>	<b>232,271</b>	<b>216,706</b>	<b>240,608</b>	<b>23,902</b>	<b>10%</b>	<b>260,200</b>	<b>27,929</b>	<b>11%</b>	
Contr Serv - Other Teaching	146,000	133,833	128,959	(4,875)	-3%	142,000	(4,000)		Northeast Rehab - lower billing in Jul-Aug
Furniture & Equipment	2,500	2,500	5,291	2,791	112%	5,350	2,850		Timing of ordering supplies for school year
Instructional Copier Lease	9,240	8,470	9,944	1,474	16%	9,944	704		Installation fees
Supplies (General, Montessori, SPED)	65,000	59,583	37,099	(22,485)	-35%	40,471	(24,529)		
Contr Serv - Prof. Development	131,670	120,698	118,626	(2,072)	-2%	136,226	4,556		SEI Training; Wilson Language Training;
Contr Serv - Montessori Teacher Training	30,000	27,500	33,860	6,360	21%	37,140	7,140		
PD Travel & Other Exp.	15,000	13,750	8,409	(5,341)	-36%	9,000	(6,000)		
Instructional Software Expense	13,687	12,546	5,571	(6,975)	-51%	10,950	(2,737)		
Instructional Hardware	500	458	-	(458)	-92%	-	(500)		
<b>Total Instructional</b>	<b>413,597</b>	<b>379,339</b>	<b>347,758</b>	<b>(31,581)</b>	<b>-8%</b>	<b>391,080</b>	<b>(22,517)</b>	<b>-6%</b>	
Field Trips/Student Activities - (net)	20,000	18,000	(2,881)	(20,881)	-104%	20,000	-		Includes transport
Nurse/Athletic/Food/Other Activities	10,000	9,000	5,841	(3,159)	-32%	10,000	-		
Nutrition Program	132,600	120,545	155,563	35,018	26%	167,618	35,018		offsetting revenue variance
Fundraising	2,000	-	-	-	0%	-	(2,000)		
<b>Total Student Services</b>	<b>164,600</b>	<b>147,545</b>	<b>158,524</b>	<b>10,978</b>	<b>7%</b>	<b>197,618</b>	<b>33,018</b>	<b>17%</b>	
Maint. of Buildings & Permits	33,495	30,704	57,224	26,520	79%	59,895	26,400		Timing of projects; snow removal, Cleaning Company to offset
Utilities	82,000	75,167	89,655	14,488	18%	96,488	14,488		Custodial vacancy savings
Maintenance supplies	20,000	18,333	9,406	(8,927)	-45%	10,906	(9,094)		
Capital Lease-Bld Rent Interest	48,197	44,181	65,052	20,872	43%	106,224	58,027		re-finance
Insurance ( Non-Employee )	46,467	42,595	55,960	13,365	29%	58,130	11,663		Underbudgeted
Networking & Communications	18,000	16,500	13,597	(2,903)	-16%	15,500	(2,500)		
<b>Total Facility &amp; Other Fixed Costs</b>	<b>248,159</b>	<b>227,479</b>	<b>290,893</b>	<b>63,414</b>	<b>26%</b>	<b>347,143</b>	<b>98,984</b>	<b>29%</b>	
<b>Total Expenses</b>	<b>5,101,653</b>	<b>4,677,177</b>	<b>4,878,410</b>	<b>201,233</b>	<b>4%</b>	<b>5,400,775</b>	<b>299,122</b>	<b>6%</b>	
Net Operating Income	212,990	179,697	146,081	(33,616)	-16%	100,366	(112,624)		
	-	-							
ERTC Funds	-	-				825,000	825,000		
<b>Total Other Income</b>	<b>-</b>	<b>-</b>	<b>-</b>			<b>825,000</b>	<b>825,000</b>		
Roof Project	-	-	242,685	242,685	0%	242,685	242,685		does not yet include \$4500 in allocated finance consulting expense
Depreciation	204,000	187,000	72,830	(114,170)	-56%	79,450	(124,550)		
<b>Total Other Expenses</b>	<b>204,000</b>	<b>187,000</b>	<b>315,515</b>	<b>128,515</b>	<b>63%</b>	<b>322,135</b>	<b>118,135</b>		
<b>Net Income</b>	<b>8,990</b>	<b>(7,303)</b>	<b>(169,434)</b>	<b>(162,131)</b>		<b>603,231</b>	<b>594,241</b>		

## View Montessori

## Statement of Financial Position

	May-25
<b>ASSETS</b>	
<b>Current Assets</b>	
1072 Bill.com Money Out Clearing	6,744
1010 Pentucket Checking 3361	579,743
1031 Playground Reserve Fund 9259	96
1040 Petty Cash	620
1045 Pentucket Money Market 9346	255,972
<b>Total Bank Accounts</b>	<b>843,174</b>
TreasuryDirect	1,028,494
<b>Total Investments</b>	<b>1,028,494</b>
<b>Total Accounts Receivable</b>	<b>28,931</b>
1352 Prepaid Rent	14,914
1353 Prepaid Expense	30,810
<b>Total Prepaid Expenses</b>	<b>45,724</b>
<b>Total Other Current Assets</b>	<b>45,724</b>
<b>Total Current Assets</b>	<b>1,946,322</b>
<b>Fixed Assets</b>	
1611 Leasehold Improvements-Cost	727,285
1615 Accum. Depr.-Leasehold Improve	(263,860)
<b>Total Leasehold Improvements-Net</b>	<b>463,425</b>
1621 Furniture & Equipment-Cost	313,920
1625 Accum. Depr.-Furniture & Equipment	(298,989)
<b>Total Furniture &amp; Equipment - Net</b>	<b>14,931</b>
1671 Capital Lease-Building	
1673 Accum Depr-Cap Lease Building	-
<b>Total CapLease Building&amp;Improvements</b>	<b>-</b>
1681 Playground - Cost	144,861
1682 Accum.Depr.- Playground	(142,186)
<b>Total Playground-Net</b>	<b>2,675</b>
<b>Total Fixed Assets</b>	<b>481,030</b>
1900 Security Deposits	-
<b>Total Other Assets</b>	<b>-</b>
<b>TOTAL ASSETS</b>	<b>2,427,352</b>
<b>LIABILITIES AND EQUITY</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
2000 Accounts Payable	14,258
<b>Total Accounts Payable</b>	<b>14,258</b>
1055 Visa Chase Credit Card - 7068	-
<b>Total Credit Cards</b>	<b>-</b>
<b>Other Current Liabilities</b>	
2019 Current Lease Liability	(86,805)
2101 W/H EE Fed/State taxes	309
2106 403 (b) payable	2,840
2107 Mass Teachers Retirement Fund	25,980
2110 Pledges w/h	-
2115 P/R Clearing	-
<b>Total Payroll Liabilities</b>	<b>29,129</b>
2301 Accrued Salaries and Wages	11,362
2305 Accrued expense	16,540
<b>Total Accrued Expenses</b>	<b>27,902</b>
2400 Deferred Revenue	1,229,104
2700 PTO pass through	13,170
2701 Due to Foundation	-
Other Current Liabilities	4,941
<b>Total Other Current Liabilities</b>	<b>1,217,441</b>
<b>Total Current Liabilities</b>	<b>1,231,699</b>
<b>Long-Term Liabilities</b>	
2021 Capital Lease Payable-Principal	236,284
<b>Total Long-Term Liabilities</b>	<b>236,284</b>
<b>Total Liabilities</b>	<b>1,467,983</b>
<b>Equity</b>	
3300 Retained Earnings	1,128,875
<b>Net Income</b>	<b>(169,434)</b>
<b>Total Equity</b>	<b>959,441</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>2,427,424</b>



Financial Dashboard						
Based on FY2025 Financials and Projections						
Financial Metric	FY25	FY24	FY23	FY22	FY21	FY20
<b>1. Current Ratio (based on current actuals)</b>	1.6	1.6	1.5	8.5	6.4	4.3
measures operational efficiency and short-term financial health						
CR is calculated as current assets divided by current liabilities						
*26.8 w/o ERC deferred revenue						
<b>2. Unrestricted Days Cash (based on current cash/forecasted YE expenses)</b>	62	64	69	81	77	109
indicates how many days a school can pay its expenses without another inflow of cash						
Calculated as Cash and Cash Equivalents divided by ((Total Expenses-Depreciation)/365)						
<b>3. Percentage of Program Paid by Tuition</b>	95%	90%	92%	90%	88%	95%
measures the percentage of the school's total expenses that are funded entirely by tuition						
Calculated as (Tuition + In Kind Contributions) divided by Total Expenses						
<b>4. Percentage of Profram Paid by Tution and Federal Grants</b>	97%	90%	99%	98%	98%	98%
measures the percentage of the school's total expenses that are funded by tuition and Federal Grants						
Calculated as (Tuition + In Kind Contributions + Federal Grants ) divided by Total Expenses						
<b>5. Percentage of Total Revenue Expended on Facilities</b>	6%	4%	9%	9%	10%	12%
measures the percentage of Total Revenue spent on operations & maintenance and Non-Operating Financing expenses of Plant						
calculated as Operation & Maintenance plus Non-Operating Financing Expenses of Plant divided by Total Revenues						
<b>6. Debt to Asset Ratio</b>	0.60	0.77	0.78	0.7	0.71	0.76
measures the extent to which the school relies on borrowed funds to finance its operations						
calcuato as Total Liabilities divided by Total Assets						
Change in Net Assets	603,231	2,459	9,856	3851		
Add: Depreciation	163,601	204,254	187,007	171737		
Add: Interest	105,495	80,678	83,644	87061		
<b>Adjusted Change in NA</b>	872,327	287,391	280,507	262,649		
<b>Cash Available for Debt Service</b>	872,327	287,391	280,507	262,649		
<b>Debt Service for Period</b>	199,721	181,735	181,979	181,979		
<b>7. Debt Covenant Ratio (1.2 required)</b>	4.37	1.39	1.54	1.44	1.52	
<b>Enrollment</b>	306	306	306	304	306	306
Total Revenues	5,024,490	5,541,809	5,274,110	4,758,272	4,166,366	3,816,239
Total Expenditures	4,951,240	5,539,350	5,267,687	4,691,192	4,008,540	3,846,566
<b>Total Net Position</b>	73,251	2,459	6,422	67,080	157,826	(30,327)
<b>Net Position Percentage</b>	1.48%	0.04%	0.1%	1.4%	3.9%	-0.8%
measures a school's cash management efficiency						
. Calculated as Total Net Assets Divided by Total Expenditures						

## DESE Risk Benchmarks

Low	Medium
>=1.6	1.0 to 1.6
>= 60 days	30-60 days
>=90%	75% to 90%
>= 90%	75% to 90%
<= 16%	16% to 30%
<= 0.9	0.9 to 1.0
Positive%	

Hill View Montessori Foundation  
Statement of Activities

	<u>May 2025 YTD</u>	<u>May 2024 YTD</u>	<u>Variance</u>
<b>Income</b>			
<b>4100 Fundraising Revenues</b>			
<b>4160 Events</b>		16,300	
<b>4165 Events Expense</b>	(14,262)	(9,821)	(4,441)
<b>Total 4160 Events</b>	(14,262)	6,479	(20,741)
<b>4170 Donations</b>	22,009	2,102	19,907
<b>Total 4100 Fundraising Revenues</b>	7,747	8,581	(834)
<b>4500 Rental Income</b>	33,000	29,700	3,300
<b>4520 Rental Income - Gym</b>	-	1,400	(1,400)
<b>4550 Interest Income- HVMS Cap Lease</b>	95,202	74,435	20,767
<b>Total Income</b>	<b>135,950</b>	<b>114,116</b>	<b>21,834</b>
<b>Gross Profit</b>	135,950	114,116	21,834
<b>Expenses</b>			-
<b>5201 School Support</b>	180	-	180
<b>5351 Interest Expense on Loan</b>	94,699	74,015	20,684
<b>5703 Legal Expenses</b>	750		
<b>5402 Filing Fees -990</b>	19		19
<b>5601 Supplies</b>	300	82	218
<b>5605 Bank/PayPal Fees</b>	85	45	40
<b>8500 Misc expenses</b>	2,750	-	2,750
<b>Total Expenses</b>	<b>98,783</b>	<b>74,142</b>	<b>24,641</b>
<b>Net Operating Income</b>	37,167	39,974	(2,807)
<b>Other Income</b>			-
<b>7010 Interest on savings acct.</b>	728	618	110
<b>7012 Other Income</b>	-	60	(60)
<b>Total Other Income</b>	728	678	50
<b>8001 Depreciation-Building</b>	115,707		115,707
<b>9990 School Credit Offset-Rental Inc</b>	30,200	31,100	(900)
<b>Total Other Expenses</b>	145,907		145,907
<b>Net Other Income</b>	(145,179)	(30,422)	(114,757)
<b>Net Income</b>	<b>(108,012)</b>	<b>9,552</b>	<b>(117,564)</b>

Correction of FY23 accounting error

Hill View Montessori Foundation  
Statement of Financial Position

	May-25	Jun-24	Variance
<b>ASSETS</b>			
Current Assets			
Bank Accounts			
1010 Checking Main Account 8071	46,514	34,286	12,229
1020 Money Market 7059	54,854	54,129	725
Total Bank Accounts	101,368	88,415	12,954
Accounts Receivable			-
1200 Accounts Receivable	-	2,700	(2,700)
1210 AR-HVM	-	-	-
1220 Principal Note Inc-HVMSCapLease	149,479	2,234,796	(2,085,316)
Total 1200 Accounts Receivable	149,479	2,237,496	(2,088,016)
Total Accounts Receivable	149,479	2,237,496	(2,088,016)
Total Other Current Assets	-	-	-
Total Current Assets	250,847	2,325,910	(2,075,063)
Fixed Assets			-
1500 Building & Renovations			-
1501 Building	3,786,775	-	3,786,775
1601A/D - Building	(1,929,514)	-	1,929,514
Total 1500 Building & Renovations	1,857,261	-	1,857,261
Total Fixed Assets	1,857,261	-	1,857,261
Total Other Assets	-	-	-
<b>TOTAL ASSETS</b>	<b>2,108,109</b>	<b>2,325,910</b>	<b>(217,802)</b>
<b>LIABILITIES AND EQUITY</b>			
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	14,964	2,750	12,214
Total Other Current Liabilities	17,697	14,634	3,063
Total Current Liabilities	17,697	14,634	3,063
Long-Term Liabilities			-
2710 Building Bonds - Loan Principal	2,121,908	2,209,216	(87,308)
Total Long-Term Liabilities	2,121,908	2,209,216	(87,308)
<b>Total Liabilities</b>	<b>2,139,605</b>	<b>2,223,850</b>	<b>(84,245)</b>
Equity			-
3400 Unrestrict (retained earnings)	76,517	102,060	(25,543)

# Coversheet

## FY26 Budget

<b>Section:</b>	II. Updates
<b>Item:</b>	J. FY26 Budget
<b>Purpose:</b>	Vote
<b>Submitted by:</b>	
<b>Related Material:</b>	HVM FY26 Budget Updated 6.24.25.pdf

**Hill View Montessori Public Charter School**  
**FY26 Budget**  
6/23/2025

		Approved							
		FY25 Budget	FY25 EOY Forecast	FY26 Budget	FY25 Budget vs FY26 Budget	% Change	FY25 EOY Forecast vs FY26 Budget	% Change	
Enrollment Haverill PPT		306	306	306					
		16,249	16,574	17,434					
<b>A Revenues</b>									
	Tuition	4,972,160	5,071,644	5,334,804	362,644	7.29%	263,160	5.19%	
	Grants	168,922	168,922	229,509	60,587	35.87%	60,587	35.87%	
	Nutrition Program	125,000	160,015	155,000	30,000	24.00%	(5,015)	-3.13%	
	Fundraising	10,000	12,000	10,000	-	0.00%	(2,000)	-16.67%	
	Foundation Contribution	10,000	10,000	10,000	-	0.00%	-	0.00%	
	Misc. Income	-	-	-	-	-	-	-	
	Interest Income	15,000	65,000	2,500	(12,500)	-83.33%	(62,500)	-96.15%	
	E-Rate Funding	13,560	13,560	13,560	-	0.00%	-	0.00%	
<b>Total Revenues</b>		<b>5,314,642</b>	<b>5,501,141</b>	<b>5,755,373</b>	440,731	8.29%	254,232	4.62%	
<b>Expenses</b>									
1	<b>Personnel Salaries</b>	3,515,504	3,686,375	3,780,682	265,178	7.54%	94,307	2.56%	
	Fringe Benefits	298,592	325,000	378,068	79,476	26.62%	53,068	16.33%	
	Work Comp	35,155	20,666	32,000	(3,155)	-8.97%	11,334	54.84%	
	Payroll Taxes	175,775	172,693	130,262	(45,513)	-25.89%	(42,431)	-24.57%	
<b>Total 5000 · Personnel Costs</b>		<b>4,025,026</b>	<b>4,204,734</b>	<b>4,321,012</b>	295,986	7.35%	116,278	2.77%	
<b>2 Administrative Costs</b>									
	Recruitment and Advertising	-	-	5,000	5,000		5,000		
	Contr Serv - Technology	40,000	52,000	55,000	15,000	37.50%	3,000	5.77%	
	Supplies & Materials - Admin	17,000	13,000	12,500	(4,500)	-26.47%	(500)	-3.85%	
	Supplies & Materials - IT	2,500	7,700	12,000	9,500	380.00%	4,300	55.84%	
	Dues, Subscriptions & Other Exp -Admin	46,551	47,500	61,994	15,443	33.17%	14,494	30.51%	
	Contr Serv - Audit	21,000	23,000	21,825	825	3.93%	(1,175)	-5.11%	
	Contr Serv - Legal	500	2,000	500	-	0.00%	(1,500)	-75.00%	
	Contr Serv - Human Resources	44,720	45,000	50,980	6,260	14.00%	5,980	13.29%	
	Contr Serv - Business & Finance	60,000	70,000	65,000	5,000	8.33%	(5,000)	-7.14%	
<b>Total 5100 · Administrative Costs</b>		<b>232,271</b>	<b>260,200</b>	<b>284,799</b>	2%	52,528	22.61%	24,599	9.45%
<b>3 Instructional Services</b>									
	Contr Serv - Other Teaching	146,000	142,000	147,863	1,863	1.28%	5,863	4.13%	
	Instructional Copier	9,240	9,944	9,240	-	0.00%	(704)	-7.08%	
	Instructional Furniture & Equip.	2,500	5,350	12,000	9,500	380.00%	6,650	124.30%	
	Instructional Supplies	65,000	40,471	60,000	(5,000)	-7.69%	19,529	48.25%	
	Contr Serv - Prof Development	149,670	136,226	77,243	(72,427)	-48.39%	(58,983)	-43.30%	
	Contr Serv - Montessori Training	30,000	37,140	22,000	(8,000)	-26.67%	(15,140)	-40.76%	
	Travel & Other Exp -Prof Develop	15,000	9,000	2,500	(12,500)	-83.33%	(6,500)	-72.22%	
	Instructional Software	13,687	10,950	14,316	629	4.59%	3,366	30.74%	
	Instructional Hardware	500	-	-	(500)	-100.00%	-	#DIV/0!	
<b>Total 5200 · Instructional Services</b>		<b>431,597</b>	<b>391,081</b>	<b>345,162</b>	2%	(86,435)	-20.03%	(45,919)	-11.74%
<b>4 Other Student Services</b>									
	Field trips/Student clubs	20,000	20,000	20,000	-	0.00%	-	0.00%	
	Nurse/Athletics/Food/Other activities	10,000	10,000	10,000	-	0.00%	-	0.00%	
	Fundraising	2,000	-	2,000	-	0.00%	2,000		
	Nutrition Program	132,600	167,618	165,000	32,400	24.43%	(2,618)	-1.56%	
<b>Total 5300 · Other Student Services</b>		<b>164,600</b>	<b>197,618</b>	<b>197,000</b>	2%	32,400	19.68%	(618)	-0.31%
<b>5 Facility &amp; Other Fixed Costs</b>									
	Maint of Buildings &Permits	33,495	59,895	83,700	50,205	149.89%	23,805	39.74%	
	Utilities	82,000	96,488	115,000	33,000	40.24%	18,512	19.19%	
	Maintenance Supplies	20,000	10,906	25,000	5,000	25.00%	14,094	129.23%	
	Capital Lease Interest & Rent	48,197	106,224	126,000	77,803	161.43%	19,776	18.62%	
	Insurance (non-employee)	46,467	58,130	61,037	14,570	31.35%	2,907	5.00%	
	Networking & Communications	18,000	15,500	19,347	1,347	7.48%	3,847	24.82%	
	Depreciation	204,000	79,450	83,542	(120,458)	-59.05%	4,092	5.15%	
<b>Total 5400 · Facility &amp; Other Fixed Costs</b>		<b>452,159</b>	<b>426,593</b>	<b>513,625</b>	2%	61,466	13.59%	87,032	20.40%
<b>Total Expenses</b>		<b>5,305,653</b>	<b>5,480,226</b>	<b>5,661,598</b>	355,945	6.71%	181,372	3.31%	
<b>Change in Net Position</b>		<b>8,989</b>	<b>20,915</b>	<b>93,775</b>	<b>84,786</b>	943.22%	<b>72,860</b>	348.36%	
<b>Capital Expense Budget</b>				<b>82,500</b>					