

Rollinsford Grade School
BUILDING SUMMARY SHEETS
Narrative Overview of 2010-2011 Building Budget

Staffing

Recommend that all current positions be maintained. Using this year's enrollment we expect our enrollment to be between 185 and 200. Ideally the smaller number will be in primary classes.

Enrollment History:

Month/Year	Enrollment	#Classrooms	Avr. Class Size Grades 1-6
10/09	167(+23K)=190	9(+1K)	19
10/08	171(+27K)=198	9(+1K)	19.8
10/07	168(+25K)=193	9(+1K)	18.6
10/06	171(+25K)=196	9(+1K)	19
10/05	164 (+35K)=199	9(+1K)	18.2
10/04	170 (+25K)=195	9 (+1K)	18.8
10/03	184 (+25K)=209	9 (+1K)	20.4
10/02	186 (+24k)=210	9 (+1K)	20.6

Rollinsford Grade School

2009-2010	2010- 2011
Current Enrollment as of 10/6/08	Projected Enrollment

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Possible Class Configuration

9 teachers

1	19	=	19
1/2	5/12	=	17
2	19	=	19
3	20	=	20
3/4	3/16	=	19
3/4	4/16	=	20
5/6	9/9	=	18
5/6	9/9	=	18
5/6	9/10	=	<u>19</u>
			169

Staffing Considerations/Requests

Staffing I recommend that, at the minimum, all current positions be maintained. With consideration given to my priorities for 2010-2011 which are as follows:

Speech & Language Pathologist (has not been applied to current budget) For the last several years, servicing the number of identified students coupled w/ the amount of time needed for our speech path to observe, test, and report results has resulted in few to no periods for planning and preparation. The current demand is not showing signs of subsiding. Therefore, I recommend increasing our speech path's contract by ½ day or .10 FTE.

Guidance Counselor (has not been applied to current budget) The guidance counselor provides a high degree of support for some of our most involved students. In order to extend that support and success for our children, I recommend that her contract be increased by ½ day or .10 FTE.

<u>Substitutes</u>	<u>Actuals</u>
(04-05 \$ 9,620)	(18,906)
(05-06 \$10,750)	(22,955)
(06-07 \$15,000)	(13,367)
(07-08 \$18,000)	(22,893)
(08-09 \$15,000)	(26,127)
(09-10 \$18,500)	
(10-11 \$22,000)	

Service Contracts:

<u>Equipment Maintenance Agreement</u>	<u>Actuals</u>
<u>10-1100-431-10</u>	
(02-03 \$2,301)	(5,481)
(03-04 \$4,701)	(6,242)
(04-05 \$4,701)	(6,906)
(05-06 \$5,892)	(14,671)
(06-07 \$7,700)	(1,457)
(07-08 \$7,000)	(9,946)
(08-09 \$2,748)	(1,912)
(09-10 \$3,300)	
(10-11 \$3,300)	

Request that the current leased machines (3 photo copiers) continue to be maintained at their current level. Based on the sporadic fluctuations in this

account it is difficult to determine the true cost. However, based on the past three years the current request should be in line with historic costs.

Equipment Repairs

10-1100-432-01

	<u>Actuals</u>
(04-05 \$3,305)	(3,520)
(05-06 \$3,645)	(2,616)
(06-07 \$3,645)	(3,645)
(07-08 \$5,865)	(5,853)
(08-09 \$6,375)	(6,445)
(09-10 \$6,960)	
(10-11 \$9,615)	

Network Repairs	\$ 8,265.
Audiometer Calibration	\$ 150.
Spare Promethean Bulb	\$ 500
Misc. Repairs	<u>\$ 700.</u>
	\$ 9,615

B. Equipment Repairs include:

- 1) Computer Network Repair \$8,265. (8.7 hrs each month x \$95/hr)
- 2) Audiometer calibrating at \$150.
- 3) If the bulb is to go in the Promethean Board we need a replacement.
- 4) An increasing number of machines such as the digital camera, overhead projection machine, overhead projectors, tape recorders, TV's and VCR's in the building. \$700 for misc. repairs.

Copier Lease/Purchase

10-1100-442-01

	<u>Actuals</u>
(04-05 \$ 7,992)	(7,326)
(05-06 \$ 7,992)	(5,962)
(06-07 \$ 7,992)	(10,344)
(07-08 \$ 9,100)	(12,380)
(08-09 \$ 13,446)	(12,339)
(09-10 \$ 13,488)	
(10-11 \$13,488)	

Teaching Supplies

1-1100-610-01

	<u>Actuals</u>
(04-05 \$17,371)	(17,392)
(05-06 \$17,110)	(16,458)
(06-07 \$17,252)	(16,994)
(07-08 \$17,252)	(15,585)

(08-09 \$17,652) (21,228)
 (09-10 \$12,402)
 (10-11 \$12,402)

Recommend \$100 for each classroom teacher in order for them to purchase class materials such as manipulatives, bulletin board aids, maps, charts, teaching support materials, etc. \$6,500 is needed to purchase all general school supplies such as glue, paper, paste, tape, staples, journals, notebooks, file cards, etc. \$599 is needed for PE supplies which includes: soccer balls, mouth guards, scrimmage vests, softballs, whistles, floor tape, and net pegs. \$200 for PE awards which include presidential and national physical fitness awards and emblems \$750 has been included to purchase art supplies such as assorted paper, oil pastels, specialized pens and glue. The computer supplies request has been raised to \$2,200 to purchase toner, ink, cartridges, paper, etc. \$75 per teacher for the specific purchase of trade books in order to continue to build classroom trade book libraries. Our music teacher has asked for teaching supply money in the amount of \$400 to purchase copyrighted musical compositions for the band and chorus.

This total reflects a drastic reduction in our supply line. Teachers have created supply lists for their classrooms and continue to ask for parent support for large projects. Some classroom projects have been eliminated due to a lack of classroom materials.

Teaching Supplies

\$100 for each regular teacher x 10	\$1,000.
School Supplies(paper, glue, construction paper, etc)	\$6,500.
PE Supplies	\$ 599.
PE Awards & Field Day Ribbons, patches, track & field awards	\$ 200.
Art Supplies	\$ 750.
Computer Supplies	\$2,200.
Trade Books	\$ 750
Science "Hands On" replacements	\$ 1.
Math Manipulatives	\$ 1
Misc New Students	\$ 1.
Musical compositions, posters and supplies	\$ 400.
Total	\$12,402

Print Media

10-1100-641-01

	<u>Actuals</u>
(02-03 \$5,435)	(5,477)
(03-04 \$5,435)	(5,245)
(04-05 \$5,435)	(3,806)
(05-06 \$5,435)	(4,072)
(06-07 \$5,435)	(5,495)
(07-08 \$5,435)	(5,166)
(08-09 \$5,935)	(5,827)
(09-10 \$5,359)	
(10-11 \$15,359)	

As we investigate our reading instruction and curriculum we have identified an immediate need to update the resources and teaching materials we have. We have identified gaps in our reading curriculum and have identified programs to ensure a well balanced literacy curriculum. We wish to purchase a core program for two classrooms and continue to purchase other programs to update our reading curriculum and instruction.

Software

10-1100-650-01

	<u>Actuals</u>
(02-03 \$ 500)	(500)
(03-04 \$ 500)	(500)
(04-05 \$ 500)	(0)
(05-06 \$ 815)	(180)
(06-07 \$ 1,800)	(1,800)
(07-08 \$ 14,190)	(11,878)
(08-09 \$ 1,800)	(2,074)
(09-10 \$1)	
(10-11 \$835)	

Our Kaspersky Antivirus software needs to be renewed. In the past a three year subscription had been purchased. I am asking for a one year renewal. Our Barracuda web filter subscription needs to be renewed. We had been on a three year subscription that has now run out. It is either \$450 a year or \$1,056 for another three year subscription.

Computer Hardware

10-1100-734-01

10-1100-734-02

	<u>Actuals</u>
(03-04 \$ 3,250)	(3,023)
(04-05 \$ 3,250)	(7,208)
(05-06 \$ 4,850)	(2,298)
(06-07 \$ 5,335)	(5,310)
(07-08 \$ 7,379)	(7,039)
(08-09 \$ 1)	(22,312)
(09-10 \$ 1)	
(10-11 \$ 1)	

Furniture

1-1100-737-01

	<u>Actuals</u>
(03-04 \$1,000)	(1,003)
(04-05 \$1,200)	(1,036)
(05-06 \$1,225)	(1,240)
(06-07 \$1,225)	(1,227)
(07-08 \$1,225)	(52)
(08-09 \$1)	(0)
(09-10 \$1)	
(10-11 \$1)	

Other Equipment**10-1100-739-01**

	<u>Actuals</u>
(03-04 \$ 2,290)	(2,293)
(04-05 \$ 2,290)	(1,573)
(05-06 \$ 2,330)	(2,162)
(06-07 \$ 2,853)	(2,801)
(07-08 \$ 2,586)	(2,587)
(08-09 \$ 2,800)	(2,713)
(09-10 \$ 240)	
(10-11 \$ 240)	

AED Pads**Special Needs General Supplies****1-1210-610-01**

	<u>Actuals</u>
(03-04 \$ 1,115)	(1,108)
(04-05 \$ 1,150)	(1,115)
(05-06 \$ 1,150)	(1,138)
(06-07 \$ 1,555)	(1,541)
(07-08 \$ 2,920)	(1,925)
(08-09 \$ 1,920)	(1,997)
(09-10 \$ 1,920)	
(10-11 \$ 1,920)	

Special Needs Equipment**1-1210-731-01**

(07-08 \$ 2,600)	(4,559)
(08-09 \$ 1,300)	(831)
(09-10 \$ 1,350)	
(10-11 \$13,430)	

Athletics Salaries**1-1420-110-01-13**

	<u>Actuals</u>
(05-06 \$1,350)	(1,200)
(06-07 \$1,755)	(1,980)
(07-08 \$2,160)	(2,160)
(08-09 \$2,160)	
(09-10 \$2,160)	

Thirteen and one half (13 1/2) Intramural units are requested again this year. This does not reflect planning time, award preparation time, scheduling time or extended playtime. Softball often runs over as well. Student participation is high as is parent response in

terms of attendance. More than half of the school participates in soccer, basketball and softball.

	Intramural Description	# Units
<u>SOCCER</u>	Grades 3-6 (all activities are boys and girls) September - October. About 70 kids.	2 1/2
<u>FLOOR HOCKEY</u>	Grades 4-6. November & December About 55 kids.	3
<u>BASKETBALL</u>	Grades 3-4 (one league); grades 5-6 (a second league). January & February. About 85 kids total.	2 1/2
<u>VOLLEYBALL</u>	(Tentative) Grades 5-6 and teachers. March About 30-35 kids.	1 1/2
<u>SOFTBALL</u>	Grades 3-6 (Parents and teachers help with coaching) Last week in April, May & June. About 85-90 kids.	4
	Miss deMoya appoints the captains sixth graders first.	<hr/> 13 1/2

One unit = 8 hours

1999-2006 \$100/per unit
 2006-2007 \$130/per unit
 2007-2008 \$160/per unit
 2008-2009 \$ 160 /per unit
 2009-2010 \$ 160/per unit
 2010-2011 \$

Guidance-General Supplies**10-2120-610-01-11**

	<u>Actuals</u>
(03-04 \$272)	(272)
(04-05 \$272)	(275)
(05-06 \$340)	(244)
(06-07 \$339)	(337)
(07-08 \$385)	(385)
(08-09 \$410)	(387)
(09-10 \$100)	
(10-11 \$100)	

Health Supplies**10-2130-610-01**

	<u>Actuals</u>
(03-04 \$435)	(371)
(04-05 \$435)	(381)
(05-06 \$435)	(331)
(06-07 \$435)	(415)
(07-08 \$435)	(362)
(08-09 \$435)	(395)
(09-10 \$435)	
(10-11 \$435)	

Miscellaneous bandages, ointments, etc.

Health-Software**10-2130-750-01**

	<u>Actuals</u>
(03-04 \$350)	(370)
(04-05 \$370)	(374)
(05-06 \$374)	(400)
(06-07 \$400)	(415)
(07-08 \$400)	(250)
(08-09 \$425)	(265)
(09-10 \$425)	
(10-11 \$425)	

\$425 is needed for the annual update and support for the school nursing computer program. SNAP

Speech & Audiology General Supplies**10-2150-610-01**

	<u>Actuals</u>
(03-04 \$215)	(208)
(04-05 \$255)	(257)
(05-06 \$295)	(281)
(06-07 \$310)	(287)
(07-08 \$327)	(323)
(08-09 \$325)	(185)
(09-10 \$250)	
(10-11 \$250)	

Requests for this line include tests for measuring receptive language-part of a standard language evaluation and also resources for working with autistic students and also materials to help reinforce concepts taught in the curriculum.

Testing Services**10-2210-320-01**

	<u>Actuals</u>
(02-03 \$1,376)	(3,397)
(03-04 \$1,270)	(399)
(04-05 \$2,209)	(2,468)
(05-06 \$2,670)	(1,845)
(06-07 \$3,150)	(1,250)
(07-08 \$3,150)	(?)
(08-09 \$3,150)	(1,823)
(09-10 \$2,700)	
(10-11 \$5,400)	

As we develop our RtI model new assessments are needed. These assessments include general screening, diagnostic, and progress monitoring. Assessment needs are such that we must continually pre + post test in the areas of language arts, reading and math to determine effectiveness of present programming and instruction. Using the standardized MAP reading and math assessments we are able to better evaluate our current effectiveness as we determine how our students are achieving in relation to other students of their age and grade throughout the country.

DIBELS	\$400
GATES	\$700
MAPS	\$1,600
Children's Progress Testing costs K-3	<u>\$2,700</u>
	\$5,400

Association Dues**10-2210-811-01****(03-04 \$ 725)****Actuals****(728)****(04-05 \$ 725)****(762)****(05-06 \$ 730)****(733)****(06-07 \$ 755)****(768)****(07-08 \$ 755)****(643)****(08-09 \$ 775)****(679)****(09-10 \$ 775)****(10-11 \$ 775)**

This figure would also include a school membership in the Assoc. of Supervision and Curriculum Development so that current research and articles effecting education in America is immediately available to the staff. Other dues include principal's membership in the NAESP, NHASP and ASCD.

Professional & Institutional ASCD \$150.

National & NH Assoc. of

Elem. School Principals

\$625.

\$775.

Subscriptions & Books**10-2211-644-01****(03-04 \$ 150)****Actuals****(150)****(04-05 \$ 150)****(100)****(05-06 \$ 150)****(0)****(06-07 \$ 150)****(0)****(07-08 \$ 150)****(150)****(08-09 \$ 150)****(0)****(09-10 \$ 150)****(10-11 \$ 150)****Library-General Supplies****10-2222-610-01****(03-04 \$450)****Actuals****(366)****(04-05 \$475)****(373)****(05-06 \$475)****(401)****(06-07 \$475)****(222)****(07-08 \$522)****(234)****(08-09 \$550)****(408)****(09-10 \$400)****(10-11 \$400)**

The same items would be purchased. They include: book tape, display racks, borders, headphones, bookends and blank adhesive sheets to print bar codes on. This will enable us to maintain our own in-house processing which is a cheaper alternative to the \$1.09 per book that the book jobbers charge. Last year we processed approximately 400 books.

<u>Library/Print Media</u>		<u>Actuals</u>
<u>10-2222-641-01</u>	(03-04 \$5,700)	(5,682)
	(04-05 \$5,825)	(5,768)
	(05-06 \$6,000)	(6,266)
	(06-07 \$6,000)	(6,113)
	(07-08 \$6,600)	
	(08-09 \$6,700)	(6,723)
	(09-10 \$3,000)	
	(10-11 \$3,000)	

The price of children's literature, periodicals, software and videos continues to increase. For example, the School Library Journal in 2008 reported increases in juvenile hard cover books with an average cost of \$21.10/book.

Books (49%)	\$1,470.
Audio Visual (38%)	\$1,140.
Periodicals (9%)	\$ 270.
Professional (4%)	<u>\$ 120.</u>
	\$3,000.

<u>Library/Software Support</u>		<u>Actuals</u>
<u>10-2222-750</u>	(06-07 \$ 0)	(0)
	(07-08 \$ 600)	(495)
	(08-09 \$ 600)	(495)
	(09-10 \$ 600)	
	(10-11 \$ 600)	

Annual Cost to receive upgrades and support for our library card and catalogue program.

<u>School Improvement-Strategic Planning</u>		<u>Actuals</u>
<u>10-2311-320-01</u>	(03-04 \$ 500)	(500)
	(04-05 \$ 500)	(500)
	(05-06 \$ 500)	(0)
	(06-07 \$ 500)	(500)
	(07-08 \$3,000)	(2,817)

(08-09 \$500)	(203)
(09-10 \$1)	
(10-11 \$1)	

Postage**10-2400-534-01**

	<u>Actuals</u>
(03-04 \$320)	(322)
(04-05 \$320)	(248)
(05-06 \$320)	(55)
(06-07 \$320)	(96)
(07-08 \$320)	(319)
(08-09 \$320)	(320)
(09-10 \$400)	
(10-11 \$400)	

As we continue to send more test results home it is becoming increasingly expensive, also as postage rates continue to go up we need to increase this line.

Printing**10-2400-550-01**

	<u>Actuals</u>
(03-04 \$275)	(0)
(04-05 \$275)	(\$ 233)
(05-06 \$275)	(63)
(06-07 \$275)	(246)
(07-08 \$275)	(0)
(08-09 \$275)	(79)
(09-10 \$275)	
(10-11 \$275)	

Travel**10-2400-580-01**

	<u>Actuals</u>
(03-04 \$375)	(363)
(04-05 \$375)	(389)
(05-06 \$375)	(405)
(06-07 \$425)	(618)
(07-08 \$475)	(499)
(08-09 \$650)	(581)
(09-10 \$1)	
(10-11 \$1)	

General Supplies**10-2400-610-01**

	<u>Actuals</u>
(03-04 \$1,100)	(1,105)
(04-05 \$1,100)	(1,108)
(05-06 \$1,100)	(951)

(06-07 \$1,100)	(1,383)
(07-08 \$1,100)	(990)
(08-09 \$ 1,100)	(1,165)
(09-10 \$ 1,000)	
(10-11 \$ 1,000)	

Administrative Equipment**10-2400-731-01****Replacement of Phones for system**

(03-04 \$ 250)	(328)
(04-05 \$ 250)	(0)
(05-06 \$ 300)	(210)
(06-07 \$ 300)	(234)
(07-08 \$ 300)	(300)
(08-09 \$ 300)	(259)
(09-10 \$1)	
(10-11 \$1)	

Actuals**Software****10-2400-750-01**

(03-04 \$ 550)	(580)
(04-05 \$ 580)	(600)
(05-06 \$ 580)	(650)
(06-07 \$ 775)*	(700)
(07-08 \$1,000)	(30)
(08-09 \$1,000)	(25)
(09-10 \$1)	
(10-11 \$1)	

Actuals**Custodial Supplies****1-2621-610-1**

(03-04 \$5,700)	(5,914)
(04-05 \$5,700)	(5,928)
(05-06 \$5,950)	(5,516)
(06-07 \$6,150)	(5,914)
(07-08 \$6,350)	(5,346)
(08-09 \$7,350)	(12,563)
(09-10 \$6,500)	
(10-11 \$6,500)	

Actuals

Routine custodial supplies needed include: Cleaner, disinfectant, paint, mops, trash bags, etc. As the school continues to purchase more environmentally friendly cleaners the cost of the supplies increases slightly.

Custodial New Equipment

<u>1-2621-731-1</u>		<u>Actuals</u>
	(03-04 \$ 0)	(0)
	(04-05 \$ 0)	(0)
	(05-06 \$3,600)	(3,450)
	(06-07 \$ 500)	(0)
	(07-08 \$ 0)	(0)
	(08-09 \$ 1)	(0)
	(09-10 \$ 1)	
	(10-11 \$ 1)	

Upkeep of Grounds**Trash Removal**

<u>10-2630-421-01</u>		<u>Actuals</u>
	(03-04 \$2,220)	(2,310)
	(04-05 \$2,304)	(2,468)
	(05-06 \$2,355)	(2,530)
	(06-07 \$2,500)	(3,616)
	(07-08 \$3,009)	(0)
	(08-09 \$3,750)	(2,085)
	(09-10 \$3,750)	
	(10-11 \$3,750)	

Lawn Care

<u>10-2630-424-01</u>		<u>Actuals</u>
	(03-04) \$2,500)	(2,746)
	(04-05 \$3,000)	(3,000)
	(05-06 \$3,000)	(3,970)
	(06-07 \$3,300)	(1,460)
	(07-08 \$4,000)	(2,880)
	(08-09 \$4,000)	(3,025)
	(09-10 \$3000)	
	(10-11 \$3000)	

Equipment Repairs

<u>10-2630-432-01</u>		<u>Actuals</u>
	(03-04 \$3,565)	(7,296)
	(04-05 \$4,419)	(5,568)
	(05-06 \$4,669)	(24,870)
	(06-07 \$5,294)	(6,680)
	(07-08 \$5,744)	(6,608)
	(08-09 \$6,700)	(5,231)
	(09-10 \$10,003)	
	(10-11 \$7,628)	

Parking Lot striping	\$ 450.
Cathodic Testing	\$ 300.

Gym Floor Coating	\$ 900.
State Inspection Handicapped Lifts	\$825.
Inspection Fee Boilers	\$ 50.
Fire Alarm Maint Agreement	\$1,008.
Fire Extinguisher Charging & Inspection	\$ 875.
Pest Control Services	\$ 264.
Misc Plumbing & Electrical	<u>\$2,956.</u>
	\$7.628

Special Projects**10-2630-439-01**

	<u>Actuals</u>
(01-02 \$59,230)	(59,230)
(02-03 \$ 9,400)	(10,344)
(03-04 \$ 2,562)*	(18,830)
(04-05 \$ 0)	(1,017)
(05-06 \$95,000)	(81,198)
(06-07 \$62,700)	(70,552)
(07-08 \$19,883)	(8,321)
(08-09 \$ 850)	(10,379)
(09-10 \$ 1)	
(10-11 \$ 1)	

Projects for the Board to seriously consider are as follows:

At this time I am not proposing any special projects for next year. However, I do wish to remind the Board that the cupola is still in need of repair. It has been several years since the last inspection and at that time it was in need of repair. The annex roof is over 20 years old and we have a couple of leaks. This roof will also need to be repaired in the near future. Lastly the storage shed is structurally safe, however it too will need attention in the near future.

Upkeep of Equipment**10-2640-431-01**

	<u>Actuals</u>
(03-04 \$ 250)	(235)
(04-05 \$ 250)	(390)
(05-06 \$ 250)	(486)
(06-07 \$ 400)	(421)
(07-08 \$ 900)	(900)
(08-09 \$ 900)	(707)
(09-10 \$ 900)	
(10-11 \$ 900)	

Equipment Maint. Agreements \$250., Sprinkler Inspection & Maintenance \$500.
(Burns Annual Fee to Dover P.D.-- Kitchen Hood)

Upkeep of Machinery**10-2640-731-01****Actuals**

(03-04 \$1,940)	(1,467)
(04-05 \$2,940)	(2,363)
(05-06 \$2,940)	(454)
(06-07 \$3,200)	(2,919)
(07-08 \$3,200)	(10,533)
(08-09 \$3,200)	(2,872)
(09-10 \$3,200)	
(10-11 \$3,200)	

Handicapped Lift Repairs	\$ 1,500
Bell System Service	\$ 200
Boilers Service	\$ 1,500

Handicapped lifts are 18 years old and require more service and maintenance. Repair costs are expensive.

Field Trips Fees**10-2725-519-01****Actuals**

(03-04 \$1,650)	(1,180)
(04-05 \$1,650)	(1,062)
(05-06 \$1,650)	(1,327)
(06-07 \$2,350)	(2,350)
(07-08 \$2,350)	(1,654)
(08-09 \$1)	(0)
(09-10 \$1)	
(10-11 \$1)	

Tuition Reimbursement**10-2900-240-01****Actuals**

(03-04 \$ 8,462)	(8,447)
(04-05 \$ 8,962)	(9,350)
(05-06 \$ 9,462)	(6,918)
(06-07 \$ 9,962)	(9,422)
(07-08 \$10,962)	(17,705)
(08-09 \$15,962)	(15,555)
(09-10 \$15,000)	
(10-11 \$15,000)	

UNH in-State rates increase each year (per four-credit graduate course). This also does not include conferences or workshops that certified and non-certified staff members may wish to attend. As our school goes through many changes it is necessary to continue to offer professional development and support for our staff members.

UNH Rates per 4 Credit Graduate Course for 09-10
2007-2008 (\$2,024), 2008-2009 (\$2160), 2009-2010 (\$2,308)
\$577 per credit.

A large portion of our professional development budget continues to be used for courses taken through the UNH Grad School. We need to continual fund professional development opportunities for our staff and model our commitment to life-long learning.