



Colchester

VERMONT

What do you want to do today?



95th COLCHESTER ANNUAL REPORT

JULY 1, 2015-JUNE 30, 2016

2017 ANNUAL TOWN & SCHOOL MEETINGS | MONDAY, MARCH 6, 7:00 PM | COLCHESTER HIGH SCHOOL AUDITORIUM | VOTE TUESDAY, MARCH 7, 7AM-7PM | ALL VOTE AT HIGH SCHOOL GYM | EARLY/ ABSENTEE VOTING BEGINS BY FEBRUARY 15



Dick and Nancy Pecor

The 95th Colchester Annual Report is dedicated to Dick and Nancy Pecor. Now retired, both were employed by the Town of Colchester: Dick in IT and Telecommunications at the Town Offices and Colchester School District; Nancy in the Parks and Recreation Department, then as an Assistant Town Clerk. They have been tireless volunteers at Colchester Schools, on various Town boards and committees, at LCATV, and in their church. Dick and Nancy continue as volunteers all around the Town of Colchester.

Dick has been a member of the Colchester School Board, coached soccer and Little League, and was a weekly volunteer for the Union Memorial School reading program; he is a Recreation Advisory Board member, a member of the Colchester Community Development Corporation, a Triathlon volunteer, and is the Chair of the Lake Champlain Access TV Board.

Nancy and Dick were instrumental in founding the Triathlon 32 years ago and have volunteered at the annual event ever since. Nancy has also volunteered for many other Parks and Recreation events --the 4th of July Fun Run, the "Get Your Rear in Gear" 5K race, and the annual Colchester cancer fund raiser, "Pink out the Park." Additionally, she has served as a volunteer election official.

The Town deeply appreciates Nancy and Dick's many years of continual dedicated community service.

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Part A

Town of Colchester & Colchester School District

Annual Meetings

Warnings | Minutes | Audit Information

Lake Champlain Sunset



Catherine Chamberlain

WARNING
ANNUAL TOWN MEETING
Monday, March 6, 2017, 7:00 PM
VOTE BY AUSTRALIAN BALLOT
Tuesday, March 7, 2017, 7:00 AM – 7:00 PM
COLCHESTER, VERMONT

The legal voters of the Town of Colchester, Vermont are notified and warned to meet at the Colchester High School Auditorium, Laker Lane, in said Town on Monday, March 6, 2017, at 7:00 PM to act on the following articles not involving voting by Australian ballot (Articles 1-5):

Article 1

To choose a moderator, if elected moderator is not present.

Article 2

To act on reports of the Town Officers.

Article 3

To set compensation, if any, to be paid to the Selectboard.

Article 4

To transact any other business proper to come before said meeting.

Article 5

To adjourn said meeting and to reconvene at the Colchester High School, Laker Lane, in said Town on Tuesday, March 7, 2017, for voters in District 9-1 and District 9-2 to vote for Town Officers and to transact any other business involving voting by Australian Ballot with voting to begin at 7:00 a.m. and to close at 7:00 p.m. (Early voting information below.)

Article 6

"Shall the voters of the Town of Colchester approve total general fund expenditures of twelve million, four hundred fifty-two thousand, three hundred twenty-five dollars (\$12,452,325), of which ten million, two hundred twenty-one thousand, eight hundred seventy dollars (\$10,221,870) shall be raised by taxes and two million, two hundred thirty-four thousand, four hundred fifty-five dollars (\$2,234,455) by non tax revenues for the Fiscal Year July 1, 2017 through June 30, 2018?"

Article 7: Proposed Town Charter Amendment re: Subchapter 2. Officers

"Shall the voters vote to amend Section 202 to eliminate the elected office of grand juror?"

The complete text of the proposed amendment is available for review on the Town website, in each voting booth, on file for public inspection in the Town Clerk's Office, 781 Blakely Road, and available to the public upon request.

Article 8: Proposed Town Charter Amendment re: Subchapter 2. Officers

"Shall the voters vote to amend Section 207 to add the requirement of the Selectboard to publish all policy adoptions on the Town's website for ease of access by the public?"

The complete text of the proposed amendment is available for review on the Town website, in each voting booth, on file for public inspection in the Town Clerk's Office, 781 Blakely Road, and available to the public upon request.

Article 9: Proposed Town Charter Amendment re: Subchapter 3. Town Meetings

"Shall the voters vote to amend Section 304 to change the threshold from 2 to 4 percent for emergency appropriations following an opportunity for public comment on the matter and to amend Section 607 to change the 2 percent to 4 percent to agree with Section 304; and remove redundant language that states articles requesting appropriations shall be voted by Australian ballot?"

The complete text of the proposed amendment is available for review on the Town website, in each voting booth, on file for public inspection in the Town Clerk's Office, 781 Blakely Road, and available to the public upon request.

Article 10: Proposed Town Charter Amendments re: Subchapter 4. Town Manager

"Shall the voters vote to amend Section 401 to add the statutory reference for appointment of Town Manager; amend Section 404 to add language that the Town Manager *shall* keep the Selectboard informed.... ***Including, but not limited to, regarding the enforcement of Town ordinances,*** and amend Section 406 to add the language that the Town Manager shall be removed by a majority of the ***entire*** Selectboard so voting ***upon a finding of cause for removal?***"

The complete text of the proposed amendment is available for review on the Town website, in each voting booth, on file for public inspection in the Town Clerk's Office, 781 Blakely Road, and available to the public upon request.

Article 11: Proposed Town Charter Amendment re: Subchapter 6. Budget

"Shall the voters vote to amend Section 602 to add clarification language to the preparation and submission of the budget; amend Section 603 to add clarification language to the Town meeting and budget process; and amend Section 606 to add clarification language to the Departmental budget?"

The complete text of the proposed amendment is available for review on the Town website, in each voting booth, on file for public inspection in the Town Clerk's Office, 781 Blakely Road, and available to the public upon request.

Article 12: Proposed Town Charter amendment re: Subchapter 6. Budget

"Shall the voters vote to add Section 608 Capital budgeting for voter-approved funding, to require multi-year capital budgets funded through voter-approved multi-year capital plans, voter-approved agreements, voter-approved debt, or impact fees to follow the provisions of state statutes?"

The complete text of the proposed amendment is available for review on the Town website, in each voting booth, on file for public inspection in the Town Clerk's Office, 781 Blakely Road, and available to the public upon request.

Article 13: Proposed Town Charter Amendment re: Subchapter 9. Miscellaneous Provision to be re-named "Ethical Conduct and Conflict of Interest".

"Shall the voters vote to amend Section 901 Ethical conduct to add clarification language; and add Section 902 Conflict of Interest Policy to require the publication of the policy on the Town's website and the adoption and periodic review of the policy and process?"

The complete text of the proposed amendment is available for review on the Town website, in each voting booth, on file for public inspection in the Town Clerk's Office, 781 Blakely Road, and available to the public upon request.

Article 14: Proposed Town Charter Amendment re: Subchapter 10. Amendment of Charter

"Shall the voters vote to amend Section 1001 Amendment of Charter to require a review of the charter every 5 years?"

The complete text of the proposed amendment is available for review on the Town website, in each voting booth, on file for public inspection in the Town Clerk's Office, 781 Blakely Road, and available to the public upon request.

Early/Absentee Voting: You may vote at the Town Offices during office hours (7:30 AM to 4:30 PM) until the close of business on March 6th (eve of Election Day). You may request a ballot be mailed to you (allow time for postal transit) or an authorized person may apply for an absentee ballot on your behalf. Requests can be made by phone (802-264-5520); at the Town Clerk's office; or through the Vermont's Voter Registration system at "My Voter Page" at <https://mvp.sec.state.vt.us/>

Completed ballots should be mailed to: Colchester Town Clerk, P.O. Box 55, Colchester, VT 05446, or taken to the Town Clerk's office. If you choose to mail your completed ballot, **be sure you allow time for postal transit-the clerks are not responsible for delayed or misdirected mail.** Ballots must be returned to the Town Clerk's office by 4:30 PM on Monday, March 6, 2017. On Election Day absentee ballots must be returned to the polling place at the high school.

DATED AT COLCHESTER, VERMONT, THIS 24TH DAY OF JANUARY, 2017.

COLCHESTER SELECTBOARD



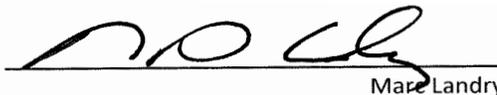
Nadine Scibek, Chair



Herbert Downing, Vice Chair



Tom Mulcahy, Clerk



Marc Landry

Jeffrey D. Bartley



Karen Richard, Town Clerk

**SCHOOL BOARD
WARNING
2017 ANNUAL SCHOOL DISTRICT MEETING
COLCHESTER, VERMONT**

The legal voters of the Town of Colchester, Vermont are notified and warned to meet at the Colchester High School Auditorium, Laker Lane, in said Town on Monday, March 6, 2017, at 7:00 p.m. to act on the following articles not involving voting by Australian ballot (Articles 15-20).

Absentee ballots may be requested until 4:00 p.m. on Monday, March 6, 2017, by calling the Town Clerk's Office at (802) 264-5520.

ARTICLE 15

To choose a moderator, if elected moderator is not present.

ARTICLE 16

To act upon the reports of the School District Officers.

ARTICLE 17

To set compensation, if any, to be paid to the School Board Directors.

ARTICLE 18

To determine whether the District will vote to authorize the School Directors to borrow money for current and necessary expenses by issuance of notes not in excess of anticipated revenue for this school year.

ARTICLE 19

To transact any other business proper to come before said meeting.

ARTICLE 20

To adjourn said School District meeting and to reconvene at the Colchester High School, Laker Lane, in said Town on Tuesday, March 7, 2017, for voters in District 9-1 and 9-2 to vote for School Directors and to transact any other business involving voting by Australian Ballot with voting to begin at 7:00 a.m. and to close at 7:00 p.m.

ARTICLE 21

Shall the voters of the school district approve the school board to expend \$39,133,767, which is the amount the school board has determined to be necessary for the ensuing fiscal year? It is estimated that the proposed budget, if approved, will result in education spending of \$14,091.75 per

equalized pupil. This projected spending per equalized pupil is 5.97% higher than spending for the current year.

DATED AT COLCHESTER THIS 17th DAY OF JANUARY 2017.

SCHOOL DIRECTORS

s/ Michael Rogers
 s/ [Signature]
 s/ [Signature]
 s/ [Signature]
 s/ _____

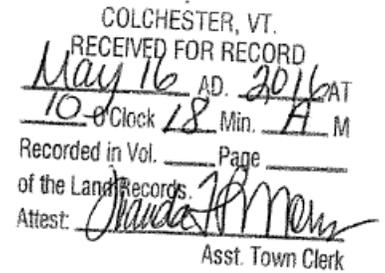
Received for record and recorded at Colchester, January 20, 2017 at 11:04 a.m. /p.m.

Attest: Kevin Richard, Town Clerk and Treasurer



**TOWN OF COLCHESTER
ANNUAL SCHOOL MEETING MINUTES**

COLCHESTER HIGH SCHOOL AUDITORIUM
February 29, 2016



Moderator Jerry Flanagan reconvened the meeting at 6:33 p.m. The Pledge of Allegiance was recited.

In attendance were Larry Waters, Superintendent; George Trieb, Business /Operations Manager; Carrie Lutz, Director of Special Education; Gwen Carmolli, Director of Curriculum; Amy Minor, Colchester High School Principal; Julie Benay, Malletts Bay School Principal; Chris Antonicci, Union Memorial School Principal; Carolyn Millham, Porters Point School Principal. School Board members in attendance were Mike Rogers, Chair; Curt Taylor; Lindsey Cox; and Craig Kieny.

ARTICLE 1

To choose a moderator, if elected moderator is not present.

Elected moderator, Jerry Flanagan, was present. No action was required.

ARTICLE 2

To act upon the reports of the School District Officers.

MOTION was made by Dirk Reith and SECONDED by Roger Burand to adopt Article 2. There was no discussion.

VOTING: The Ayes carried the Motion. Article 2 was passed.

ARTICLE 3

To set compensation, if any, to be paid to the School Board Directors.

MOTION was made by Dick Pecor and SECONDED by Henry Kopek to set compensation for the School Board members at \$1,300 each. There was no discussion.

VOTING: The Ayes carried the Motion. Article 12 was passed.

ARTICLE 4

To determine whether the District will vote to authorize the School Directors to borrow money for current and necessary expenses by issuance of notes not in excess of anticipated revenue for this school year.

MOTION was made by Dirk Reith and SECONDED by Henry Kopek to adopt Article 4 as read. There was no discussion.

VOTING: The Ayes carried the Motion. Article 13 was passed.

ARTICLE 5

To transact any other business proper to come before said meeting.

Larry Waters began the review of the School Budget with an explanation of Act 46, relating to education funding, spending and governance. It was designed to promote equity in education across the state, maximize efficiencies, promote transparency and contain costs. The Act was amended for FY 2017 and repealed for FY 2018. Colchester's per pupil spending was low compared to the rest of the state and was exempt from Act 46.

FY 16 cost per student spending is \$13,535 per year. Much of the increase proposed in this year's budget was due to salary, compensation and increased insurance costs. Class sizes and student-teacher ratios were discussed.

Act 166, Universal Pre-Kindergarten is now mandatory for districts to offer but optional for parents to enroll their children. Parents also have the option to send their children to a private daycare with a Pre-K program. Whether private or public, there is a tax credit of \$3,000 for enrollment to their providers. The Pre-K program provides Colchester School District with \$500,000 in revenue, which includes State funding. There are 63 children in the Pre-K program at Malletts Bay School, with a 15-17:1 student-teacher ratio. 160 children attend private Pre-K programs.

A resident asked if parents received the tax credit if they did not enroll their children in Pre-K. The answer was no, they do not.

The FY 2017 budget increased by 4.10% but the education funds needed increased by 3.60% over FY 2016. The primary drivers were increases in compensation and benefits, which are mandated by union contracts. There has been a reduction of the amount of Federal funding, also. There were shortfalls in the area of special education. There is a plan to reduce the number of support staff para-educators and to hire more Special Education teachers to co-teach with class room teachers.

Julie Smith explained the difference between para-educators and Special Education teachers.

Q: Janice Scaralate commented that she is a teacher in another school district and they use the co-teaching model and she supports the idea

There was also a shortfall in athletic funding.

Q: Bob Patti asked how retirement was funded.

A: The school does not pay teachers' retirement, but funds support staff at a percentage of their salaries. The State controls teacher pensions.

Q: A resident asked about one-on-one para-educators.

A: Paras providing 1:1 support will not be eliminated.

Q: Tim Stetson asked how many paras were being eliminated.

A: There are still 100 para-educators left.

Q: Bill Miller asked how many students are in Special Education.

A: 13% of total enrollment or 350 students. 22% of the school budget goes to Special Education.

George Trieb discussed revenue. He then spoke about the \$800,000 surplus that is factored into the budget for FY 2017; \$730,000 was left from building the new Science Lab and the rest was savings from not filling some open positions and some one-time revenue that came in. The surplus can't be held back for future funding.

Q: Cheryl Hart asked why the surplus can't be held back.

A: It is not allowable by school law.

Q: Tom Pendergrast asked about the history of budget surpluses.

A: They vary greatly. They have ranged from as little as \$17,000 to \$50,000 last year, to \$800,000 this year.

Q: Bob Patti asked if not being able to save back surpluses simply encourages spending.

A: Not necessarily in Colchester but other schools may have so little revenue that they have expenses for every surplus dollar.

Q: Kristy Brown asked if the Special Education positions that were not filled are still open.

A: The need for hires is flexible and turnover means they are hiring all the time.

Q: Curt Taylor asked about State funding for Special Education.

A: The State reimburses districts directly for most expenditures at approximately 50-60% per dollar. Districts that send students to Colchester are required to pay 100%. Students who live in other towns and attend Colchester schools are reimbursed at 100%.

Larry Waters recapped the budget. And noted that health insurance had risen 8%.

Q: Joey Purvis asked about levels of insurance plans for teachers.

A: The teacher's insurance does not use the level model, but it would be considered a "Cadillac" or Platinum plan, and that is for teachers State-wide.

Q: Bob Patti asked if insurance was put out to bid.

A: Yes, but not every year. The teachers' contracts stipulate they get BlueCross/Blue Shield.

Q: Bob Pendergrast asked what the district contribution was to teacher insurance.

A: The district pays 80%.

Q: Bob Patti asked what was included in the budget calculation for per student cost?

A: All expenditures are totaled, revenue is subtracted and the remainder is divided by the number of equalized pupils.

Q: A resident asked about projections for student enrollment.

A: Enrollment has leveled off.

Q: Maria Hopstedt asked how Colchester compares to other towns for number of students receiving free and reduced lunch.

A: About 30% of Colchester students are eligible. Burlington and Winooski have a higher percentage.

A discussion of proposed Theater renovations ensued. Over the last 20 years, the only renovations have been to reupholster the seats and to purchase a new sound board. A renovated space would create revenue from rentals by the community. Right now lighting and sound is being outsourced to local companies. If Article 8 does not pass the surplus from the Science Lab must be used to pay down the bond principle. It is a low interest bond and would decrease the tax rate by only one cent for only two years. Waiting to renovate would mean taking out another bond or borrowing to cover the cost.

Q: Tom Pendergrast asked why the theater? Why not another project?

A: Re-roofing, new cafeteria equipment and the theater were the proposed project. It was decided the theater would be the best use of the funds.

Q: Tom Pendergrast said he wanted a multiple choice vote.

A: The response was that this was not practical.

Q: A resident asked how much of the bond principle had been paid.

A: None.

Q: Bob Magoon commented that the stage lights are "ready to blow" and the audience lights are not dimmable.

Q: Dirk Reith asked the age of the theater and if there were safety concerns about the old equipment.

A: The theater was built in the 1970s and some of the fixtures were purchased from a company that had gone out of business in the late 1960s. The fixtures are so old they can't be repaired any more. There are definitely safety concerns.

There was a discussion of revenue from rental of the theater to various community organizations.

Q: Tim Stetson noted that he had worked backstage and the lighting is inadequate and renovation is necessary.

Q: Kevin Marchand asked what the school paid for the Science Lab bond.

A: It was \$3,500 and the school paid for it. The total amount of the bond was \$5,000,000.

Q: Wendy Simperts asked about the condition of the seating in the theater.

A: The seats are 40 years old and are beginning to rust.

Q: Bob Magoon thanked the school for the work they did creating the budget.

Q: Dirk Reith said he supports the renovation of the theater.

Renovation would include lights, sound system, new curtains, updating the acoustic, new paint, carpet, and A/C. It was noted that theater renovations have been on the district's to-do list for 10 years.

Q: Bob Magoon asked why the air exchange in the theater had not been turned on for the Town Meeting.

A: It failed a few years ago.

Curt Taylor reminded the audience that after the voters approve the use of the surplus, the final decisions on any renovations costing greater than \$15,000 would be subject to the School Board's approval.

There was no further discussion.

ARTICLE 6

To adjourn said School District meeting and to reconvene at the Colchester High School, Laker Lane, in said Town on Tuesday, March 1, 2016, for voters in District 9-1 and 9-2 to vote for Town Officers and to transact any other business involving voting by Australian ballot with voting to begin at 7:00 a.m. and to close at 7:00 p.m.

Motion was made by Dirk Reith and SECONDED by Dick Pecor to adopt Article 6 as read.

VOTING: The Ayes carried the Motion. Article 6 was passed.

Moderator Flanagan adjourned the meeting at 8:09 p.m.

ARTICLE 7

Shall the voters of the school district approve the school board to expend \$37,914,750, which is the amount the school board has determined to be necessary for the ensuing fiscal year? It is estimated that the proposed budget, if approved, will result in education spending of \$13,297.47 per equalized pupil. This projected spending per equalized pupil is 1.75% lower than spending for the current year.

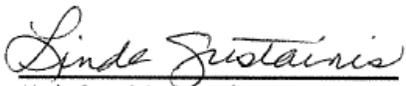
ARTICLE 8

Shall the remaining balance of the bonds authorized for the completed science project in an amount not to exceed \$730,000 be allocated for the purpose of renovating the school theater?

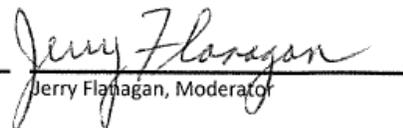
If in favor of the bond issue, make a cross (x) in this square.

If opposed to the bond issue, make a cross (x) in this square.

Respectfully Submitted,


Linda Gustainis, Recording Secretary

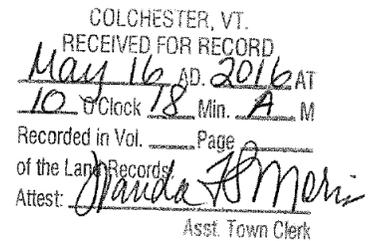

Karen Richard, Town Clerk


Jerry Flanagan, Moderator



TOWN OF COLCHESTER
ANNUAL TOWN MEETING MINUTES

COLCHESTER HIGH SCHOOL AUDITORIUM
February 29, 2016



Moderator Jerry Flanagan called the meeting to order at 8:16 p.m.

In attendance were Selectboard members Nadine Scibek, Chair; Tom Mulcahy; and Jeffrey Bartley. Absent were Marc Landry and Herbert Downing. Town staff in attendance included Dawn Francis, Town Manager; Aaron Frank, Assistant Town Manager and Chief Financial Officer; Amy Akerlind, Rescue Chief; Chief Jennifer Morrison, Colchester Police Department; Glen Cuttitta, Director of Parks and Recreation; Sarah Hadd, Director of Planning and Zoning; Karen Purinton, Planning Coordinator; Bryan Osborne, Director of Public Works; Karen Richard, Town Clerk; Kelly Tomaseski, Director of Burnham Memorial Library; Robert Vickery, Assessor; Kathy Walker-O'Reilly, Director of Economic Development; Linda Gustainis, Management Coordinator/Recording Secretary.

Selectboard Chair, Nadine Scibek presented a plaque to Bob Campbell to commemorate 44 years of dedication and service to the Town of Colchester.

Article 9

To choose a moderator, if elected moderator is not present.

The elected moderator, Jerry Flanagan was present. No action was required.

Article 10

To act on reports of the Town Officers.

MOTION was made by Inge Schaefer and SECONDED by Mike Whalen to accept the reports of the Town Officers. There was no discussion.

The MOTION carried unanimously. Article 10 was passed.

Article 11

To set compensation, if any, to be paid to the Selectboard.

MOTION was made by Greg Gillard and SECONDED by Cheryl Hart to set the compensation for the Selectboard members at \$1,300 each. There was no discussion.

The MOTION carried unanimously. Article 3 was passed.

Article 12

To transact any other business proper to come before said meeting.

Nadine Scibek introduced Tom Mulcahy and Jeffrey Bartley, Selectboard members, and the Town Department Heads in attendance. She then reviewed highlights of the past year:

- Passage of the Local Option Tax.

The first check from the State had been received for the quarter from October to December 2015, in the amount of approximately \$286,000.

- A Charter change allowing the Town to take over the management of the town cemeteries and the formation of the Cemetery Advisory Committee
- A Charter change that allowed the earlier start of the Town Meeting
- A clean audit for FY 2014-15

- Bridge reconstruction; renovations to Burnham Library; Meeting House repairs had been accomplished
- The Local Emergency Operating Procedures had been updated
- Colchester Police Department updated their policies
- Town records have been digitized and are now available online

Dawn H. Francis, Town Manager began the presentation on the FY 2017 Town Budget and Capital Plans to be voted upon. She noted challenges included increased demands for services and the State offloading costs onto Towns. Federal health care laws had forced reduced hours for Parks and Recreation summer employees. Obtaining grants has helped with costs, as well as cost sharing with other towns. There is a 1.2% increase to maintain the same level of services. Another 1.2% increase would be used to hire another police dispatcher with the costs shared by Milton, provide more resources to our emergency services including the fire departments and to pay for State mandated stormwater fees and services.

Aaron Frank continued the budget presentation, noting that 45% of the Town budget goes to public safety. He then discussed the Transportation and the Parks Capital Plans that have been reauthorized by votes multiple times, and introduced the proposed Public Safety Capital Plan.

Q: Kristy Brown asked about the proposal that Tech Rescue seek financial support from other towns for rescue assistance.

A: It was noted that Tech Rescue services are essential given the 27 miles of shoreline in Colchester. Some revenues are received by the State and other communities and Tech Rescue operates as a mutual aid model which means Colchester also benefits from emergency services provided by other communities.

Other new business:

Q: Kevin Marchand asked if Homestead Tax information would be available online.

A: Tax bills are not online as there is confidential information included in them. SPAN numbers are available online and other tax information can be obtained through the Clerk's Office.

Q: Janice Scaralate suggested that Capital Plans be placed in the Town Report.

A: The Capital Plans are available on the Town's website and are very lengthy documents which don't lend themselves to a concise summary in the Town Report.

Q: Sam Gamberg commented that street sweeping was wasteful.

A: Due to our proximity to the lake it is mandated that streets be swept to help water quality.

Q: John Hines stated that he is consistently impressed by the quality of services by the Town and that the Town's employees are respectful of taxpayers and their ability to pay. He thanked the Town employees.

Q: Kristy Brown requested information about the impact of increased crime and how it is being managed.

A: Chief Morrison said there is an opioid addiction crisis resulting in a 24% increase in arrests and 30% more crimes. It is a complex situation with unmet needs for social services and increased impacts on community services as well as property crimes.

Q: Bill Schmidt asked about crimes committed by residents vs. non-residents.

A: That statistic is not available.

There were no further questions or comments.

Tom Mulcahy presented a Resolution of Appreciation to Jerry Flanagan, who is stepping down as Town Moderator.

Article 13

To adjourn said meeting and to reconvene at the Colchester High School, Laker Lane, in said Town on Tuesday, March 1, 2016, for voters in District 9-1 and District 9-2 to vote for Town Officers and to transact any other business involving voting by Australian Ballot with voting to begin at 7:00 a.m. and to close at 7:00 p.m.

MOTION was made by Henry Kopeck and SECONDED by Tom Pendergrast to adjourn the meeting. The MOTION carried unanimously. Article 13 was passed.

Moderator Flanagan adjourned the meeting at 9:01 p.m.

ARTICLE 14

"Shall the voters of the Town of Colchester approve total general fund expenditures of Twelve Million, One Hundred Fifty-Five Thousand, Two Hundred Fifty-Nine Dollars (\$12,155,259), of which Ten Million, Thirty-Five Thousand, Eight Hundred Thirty-Four dollars (\$10,035,834) shall be raised by taxes and Two Million, One Hundred Nineteen Thousand, Four Hundred Twenty-Five dollars (\$2,119,425) by non-tax revenues for the Fiscal Year July 1, 2016 through June 30, 2017?"

ARTICLE 15

"Shall the Town of Colchester authorize the Selectboard to continue to maintain a reserve fund accumulating annually through the continuation of the existing tax rate in the amount of \$0.0325 (three and one quarter cents) per one hundred dollars of assessed property value, for a period of six years, for the purpose of financing the Capital Transportation Program?"

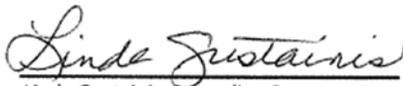
ARTICLE 16

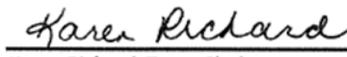
"Shall the Town of Colchester authorize the Selectboard to continue to maintain a reserve fund accumulating annually through the continuation of the existing tax rate in the amount of \$0.005 (one-half cent) per one hundred dollars of assessed property value, for a period of six years, for the purpose of financing the Park Capital Plan?"

ARTICLE 17

"Shall the Town of Colchester authorize the Selectboard to create and maintain a reserve fund accumulating annually in the amount of Eighteen Thousand, Seven Hundred Fifty Dollars (\$18,750) for a period of five years for the purpose of financing the Public Safety Capital Plan?"

Respectfully Submitted,


Linda Gustainis, Recording Secretary


Karen Richard, Town Clerk


Jerry Flanagan, Moderator

Sullivan, Powers & Co., P.C.
CERTIFIED PUBLIC ACCOUNTANTS

77 Barre Street
P.O. Box 947
Montpelier, VT 05601
802/223-2352
www.sullivanpowers.com

Fred Duplessis, CPA
Richard J. Brigham, CPA
Chad A. Hewitt, CPA
Wendy C. Gilwee, CPA
[VT Lic. #92-000180](#)

Selectboard
School Board
Town of Colchester
Colchester, Vermont 05446

We have audited the financial statements of the Town of Colchester, Vermont and the Colchester School District as of and for the year ended June 30, 2016.

The financial statements, our reports, and the management discussion and analysis are available for public inspection at the Town and School District offices and web sites.

Sullivan, Powers & Company

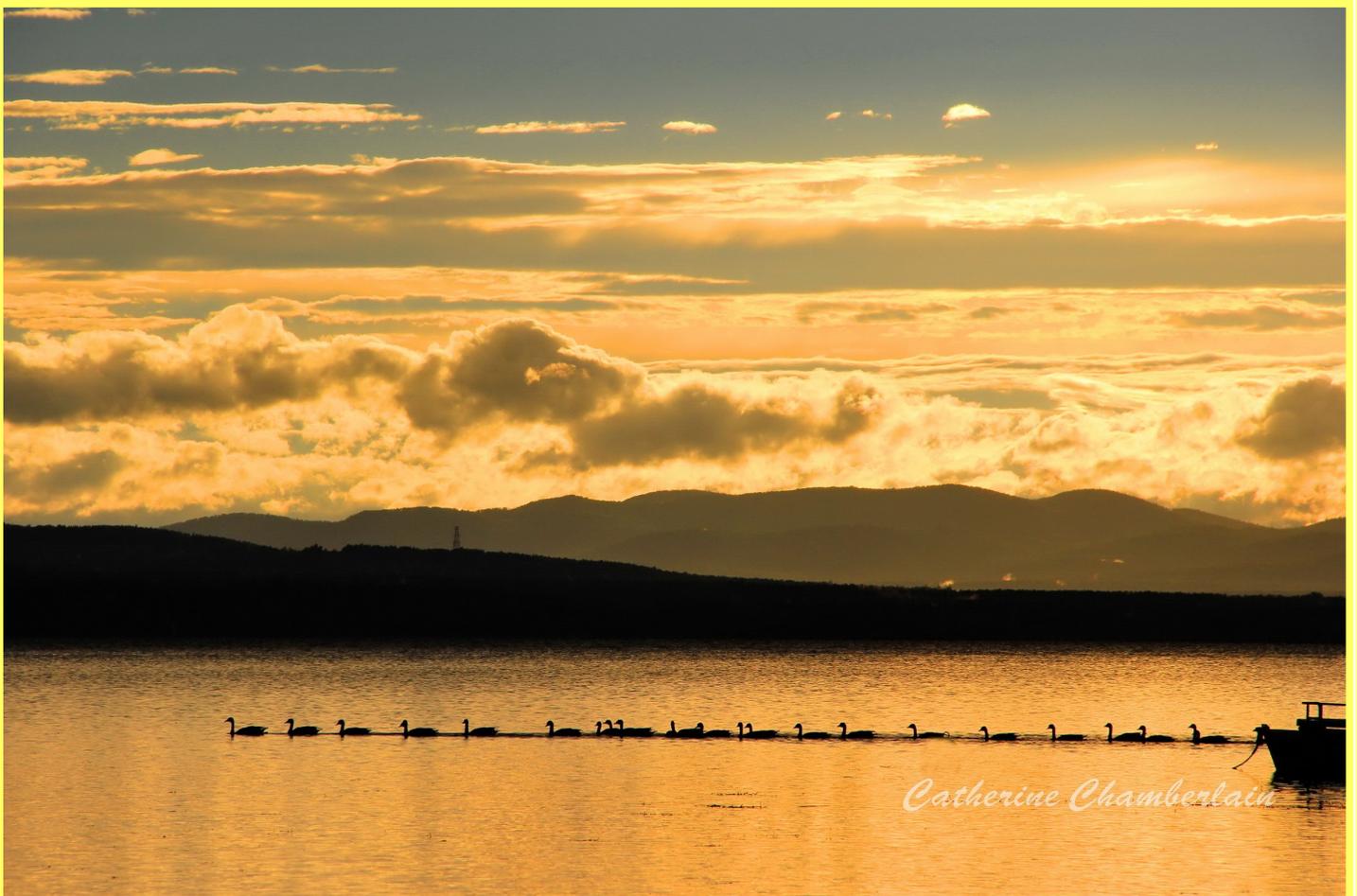


Colchester
VERMONT

Part B

Town of Colchester

Flotilla



Catherine Chamberlain

DIRECTORY

Departments | Department Heads

Municipal Offices

Dawn H. Francis
Town Manager. 264.5509

Bob Vickery
Assessor. 264.5671

Aaron Frank, Deputy Town Manager
and Chief Financial Office 264.5509

Kathi Walker O'Reilly
Economic Development 264.5508

Sherry LaBarge
Human Resources 264.5509

Glen Cuttitta
Parks and Recreation 264.5640

Sarah Hadd
Planning and Zoning 264.5606

Bryan Osborne
Public Works 264.5620

Karen Richard
Town Clerk 264.5525

Kelly Tomaseski
Burnham Memorial Library 264.5662

Town Office Fax 264-5503

Police | Fire | Rescue Emergency. 911

Non-Emergency 264.5556

Jennifer Morrison, Chief of Police 264.5555

Amy Akerlind, Rescue Chief 264-5590

Michael Cannon, Tech. Rescue Chief. 264-5590

Michael Akerlind, Harbor Master. 264.3171

Stephanie Gingras, Animal Control 264.5556

Fire Departments

Colchester Center Volunteer Fire Co.
Mike Chmielewski, Chief 878.8961

Malletts Bay Fire Department
Stephen Bourgeois, Chief. 862.4415

Erik Haversang, St. Michael Fire Chief 654.2328

Leslie Lindquist, Rescue Chief 654.2327

Fire Warden, Mike Chmielewski 878.8436

Fire Warden, Stephen Bourgeois 862.4415



Water Districts

Fire District #1
(Southeast Colchester) 654.2872

Fire District #2
(Southwest Colchester) 862.4621

Fire District #3
(Colchester Village) 878.4337

Champlain Water District 864.7454

Town of Essex (Fort Ethan Allen) 878.1344

Colchester Schools

Colchester School District 264.5983

Colchester High School 264.5700

Colchester Middle School 264.5800

Malletts Bay School 264.5900

Porters Point School 264.5920

Union Memorial School 264.5959

Amy Minor, Superintendent. 264.5999

OTHER HELPFUL NUMBERS

Dig Safe VT 811

CCTA Chittenden County Transportation Authority 864.0211

SSTA -Special Services Transportation Agency 878.1527

Colchester Post Office

218 Malletts Bay Ave 655.1376

Cemetery Plots, Wanda Morin 264.5520

All Around the Town

Hours of Business

Town Offices

Monday - Friday 7:30 AM - 4:30 PM

Police 24 hours

Rescue | Technical Rescue 24 hours

Library

Monday | Wednesday 10:00 AM - 8:00 PM

Tuesday | Thursday | Friday 10:00 AM - 6:00 PM

Saturday 9:00 AM - 3:00 PM

Closed Sunday

Town Clerk Fees

Amusement License (full year) \$100.00

Catering Permit No Fee

Certified Copy of Vital Record \$10.00

Document Recording (per page) \$10.00

Dog Licenses - Rabies certificate required

By April 1st, Spayed | Neutered \$15.00

Not Spayed | Neutered \$20.00

After April 1st, Spayed | Neutered \$20.00

After April 1st, Not Spayed | Not Neutered \$25.00

Green Mountain Senior Passport \$2.00

Liquor License 1st class \$115.00

Liquor License 2nd class \$70.00

Marriage License (incl. certified copy) \$70.00

Motor Vehicle Registration Renewal \$3.00

Mylar Recording \$15.00

Notary Public Services No Fee

Passport Photo \$10.00

Passport Processing \$25.00

Peddler License \$80.00

Town Offices Closed | Observed Holidays

New Year's Day

Martin Luther King Jr. Day

Presidents' Day

Memorial Day

Independence Day

Labor Day

Veterans Day

Thanksgiving

Day after Thanksgiving

Christmas Eve (1/2 day)

Christmas Day

New Year's Eve (1/2 day)

Meeting Schedules

Colchester School Board

Colchester High School Library

1st & 3rd Tuesdays of the month at 7:00 PM

Colchester Selectboard

Town Offices, Outer Bay Conference Room, 3rd floor

2nd & 4th Tuesdays of the month at 6:30 PM

Cemetery Advisory Committee

Town Offices, Champlain Room, 2nd floor

4th Wednesday of the month at 8:00 AM

Conservation Commission

Bayside Activity Center or locations per agenda

3rd Monday at 7:00 PM

Development Review Board

Town Offices, Outer Bay Conference Room, 3rd floor

4th Wednesday of month (& 2nd as needed) 7:00 PM

Governance Committee

Town Offices, Abenaki Room, 2nd floor

As necessary

Library Board of Trustees

Burnham Library

3rd Thursday of the month at 4:00 PM

Planning Commission

Town Offices, Outer Bay Conference Room, 3rd floor

1st & 3rd Tuesdays of the month at 7:00 PM

Recreation Advisory Board

Town Offices, Champlain Room, 2nd floor

2nd Wednesday of the month at 7:00 AM

Visit our website: www.colchestervt.gov

For school information visit the new Colchester

School District website: www.csdvt.org

Elected Town Officers And Term Expirations

Justices of the Peace

Kathryn Anger	Carolyne Barnes	Expire January 31, 2017
Todd Bergeron	Bob Bouchard	
Patrick Brennan	Maureen Dakin	
Charlotte Gardner	Pam Loranger	
Marie-Reine Pepin	Joey Purvis	
Wendy Simperts	Jeff Spengler	
Kristy Kurt Spengler	Curt Taylor	
Gary Zeno		

Library Trustees

Bob Henneberger, Chair	March 31, 2019
Leora Black	March 31, 2018
Marcia Devino	March 31, 2020
Betsy Ferry	March 31, 2017
Toni Josey	March 31, 2021

Listers

Gerri Barrows	March 31, 2018	(3 year term)
Hugh Bemis	March 31, 2017	
Doug Mulac	March 31, 2019	

Moderator

Scott Barrett	March 31, 2017
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School Board

Mike Rogers, Chair	March 31, 2018
Lincoln White, Vice Chair	March 31, 2017
Craig Kieny, Clerk	March 31, 2019
Lindsey Cox	March 31, 2018
Curt Taylor	March 31, 2017

Winooski Valley Park District Representative

Susan Gilfillan	September 30, 2017
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Selectboard

Nadine Scibek, Chair	March 31, 2018
Herbert Downing, Vice Chair	March 31, 2017
Tom Mulcahy, Clerk	March 31, 2019
Marc Landry	March 31, 2017
Jeffrey Bartley	March 31, 2018

State Legislators

Senator Richard Mazza	sgtatarms@leg.state.vt.us
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District 9-1

Joey Purvis	jpurvis@leg.state.vt.us
Jim Condon	jcondon@leg.state.vt.us

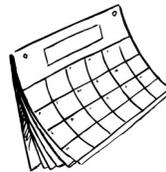
District 9-2

Patrick Brennan	pbrennan@leg.state.vt.us
Maureen Dakin	mdakin@leg.state.vt.us

Town Clerk | Treasurer

Karen Richard

Expires March 31, 2017



Dates to Remember

If tax day falls on a weekend, they are due the following Monday

Last Monday in January	Election Petitions due
1st Monday in March	Town Meeting
1st Tuesday in March	Election Day
March 15	Taxes due
April 1	Dog Licenses due
August 15	Taxes due
1st Tuesday in November	Election Day
November 15	Taxes due

Appointed Town Officers Boards & Commissions and Expiration of Terms

Board of Ethics

Maurice Diette, Chair	September 30, 2017
Keith Oldinski	September 30, 2019
Inge Schaefer	September 30, 2017

Champlain Water District Representatives

Karen Richard	March 31, 2018
Dawn H. Francis (Alternate)	March 31, 2018

Chittenden County Regional Planning

Commission Representatives

Marc Landry	June 30, 2017
Tom Mulcahy (Alternate)	June 30, 2017

Chittenden Solid Waste District Representatives

Dirk Reith	May 31, 2018
Jeffrey Bartley (Alternate)	May 31, 2018

Cemetery Advisory Committee

Pam Loranger, Chair	February 28, 2017
Coralie Magoon, Clerk	February 28, 2017
Wanda Morin	February 28, 2018
Theresa Carroll	February 28, 2018
Doug McSweeney	February 28, 2017

Conservation Commission

Theresa Carroll, Chair	September 30, 2020
Patrick Volz, Vice Chair	September 30, 2020
Lisa Halvorsen, Secretary	September 30, 2019
Lisa Liotta	September 30, 2018
Pam Loranger	September 30, 2017
Timothy Moran	September 30, 2018
Robin Orr (resigned)	September 30, 2019

Development Review Board

Matthew Gamage, Chair	September 30, 2019
Zafir Bludevich	September 30, 2018
Ed Richard	September 30, 2018
Angela MacDonald	September 30, 2020
Keith Oldinski	September 30, 2017
Mickey Palmer	September 30, 2017
John Swenor	September 30, 2018
Bert Severin	September 30, 2017

Emergency Management Coordinator

Sgt. Jeffrey Bean
Seth Lasker, Co-coordinator

Fire Warden

Mike Chmielewski	June 30, 2021
Stephen Bourgeois	June 30, 2021

Governance Committee

David Usher, Chair
Curt Taylor

(No Terms)

Mickey Palmer
Bud Meyers

Health Officer | Deputy Health Officer

Denise Johnson Terk	March 31, 2019
Derek Shepardson	March 31, 2019

Planning Commission

Pam Loranger, Chair	September 30, 2017
Nicholas Longo	September 30, 2018
Robert Scheck	September 30, 2018
Taylor Craven	September 30, 2017
Rich Paquette	September 30, 2017
Rebecca Arnold	September 30, 2018

Appointed Town Boards and Commissions, Cont'd

Recreation Advisory Board

Owen Banks	September 30, 2017
Suzanne Kelley	September 30, 2017
Adriane Schubert	September 30, 2017
Ruth Blauwikel	September 30, 2017
Joan Chace	June 30, 2018
Richard Pecor	June 30, 2018

Stormwater Advisory Committee (No Terms)

Bryan Osborne	Kathi Walker O'Reilly
Jeffrey Bartley	Karen Bates
Tom Berry	Theresa Carroll
Lee Cordner	James Ehlers
James Farrington	Brian Fitzgerald
Sarah Hadd	Karen Purinton
Stephen Roy	Mark Saba
Tom Yasewicz	

Tree Warden

Bryan Osborne	March 31, 2017
---------------	----------------

Civic Organizations

Age Well (formerly Champlain Valley Agency on Aging) & Meals on Wheels 865.0360

Boy Scouts Troop 624 . . (Scoutmaster John Coolidge)
www.scoutingvermont.org/Troop624EssexJunctionVT/Leadership

Boy Scout Troop 658 (Scoutmaster Ken Bell)
www.winooski658.mytroop.us

Colchester Artist Gallery (Fran Allyn) 862.1595
 Colchester Meeting House

Colchester Community Chorus 878.0014
 (Carol Reichard) inchr65@comcast.net

Colchester Community Food Shelf 879.2444
info@colchesterfoodshelf.org

Colchester Historical Society 878.0014
www.colchestervt.gov/historical

Colchester Lion's Club (Heather Hinman). . . 881.8919
heather0905@comcast.net

Colchester-Milton Rotary Club . . . www.cmrotary.org

Colchester Quilter's Club (Fran Allyn) 862.1595

Cub Scouts Pack 655 pack655vt@yahoo.com

Fellowship of the Wheel Mountain Biking Club
www.fotwheel.org

Flying Hooves 4-H Club (Rose Garritano) . . . 656.5433
rosemarie.garritano@uvm.edu

Girl Scouts www.girlscoutsgwm.org

Lake Champlain International, Inc. 879.3466
www.mychamplain.net

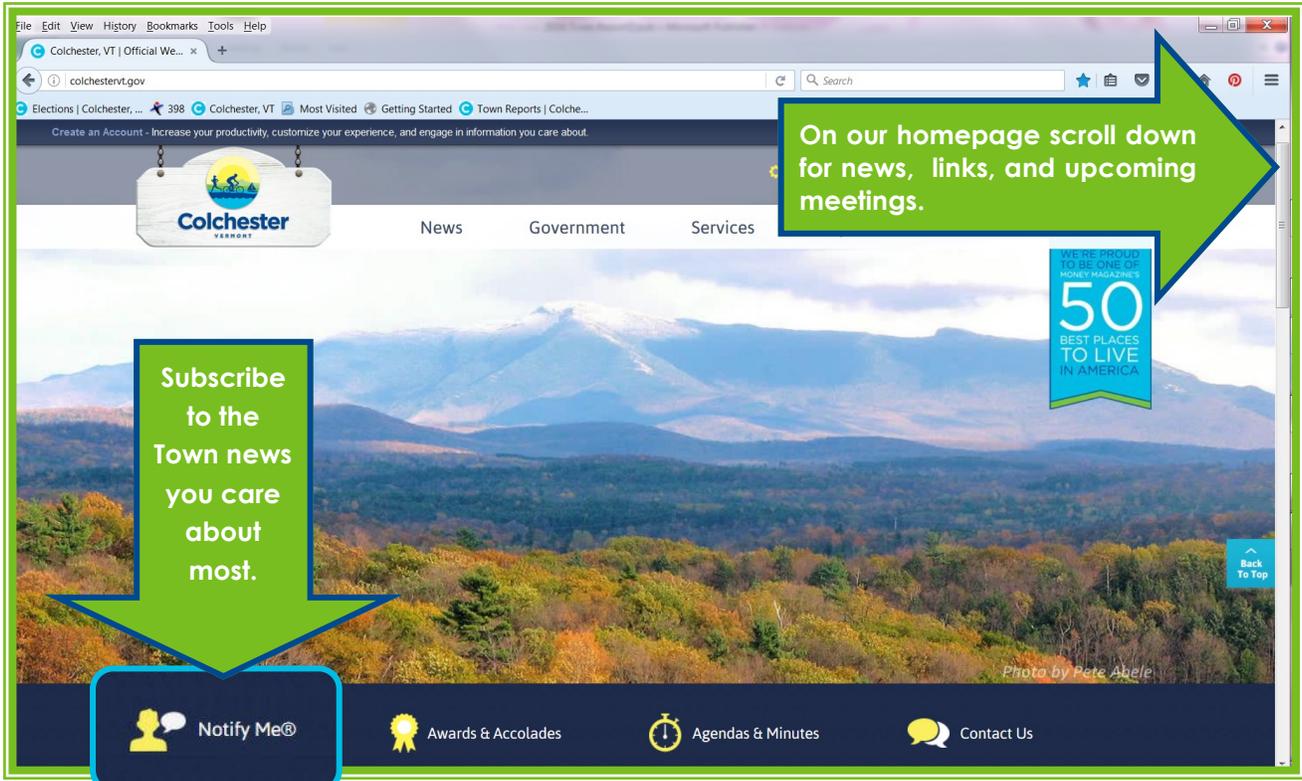
Local Motion 861.2700
info@localmotion.org

Malletts Bay Lakers Snowmobile Club
www.malletsbaylakers.club.vtvast.org

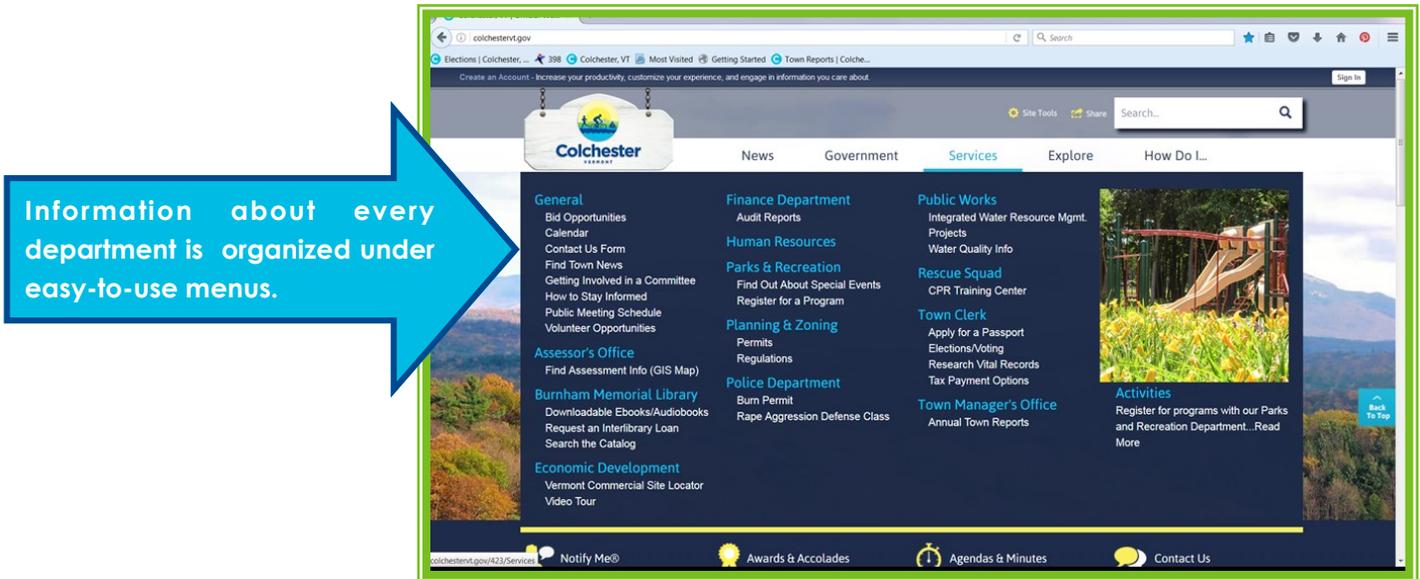


The Colchester Selectboard: Left to Right: Marc Landry; Herbert Downing, Vice Chair; Nadine Scibek, Chair; Jeffrey Bartley; Tom Mulcahy, Clerk

Stay Informed



Visit Our Website at www.colchestervt.gov



Also follow us on:



Facebook Twitter and Instagram!



Selectboard Annual Report

Nadine Scibek, Chair

The Town had another exceptional year of holding the line on spending while accomplishing some significant projects that benefit our residents and taxpayers. The following are some highlights of what has happened over the last fiscal year:

- The local option tax was passed by the voters in March of 2015 and is on target in terms of revenue projections. These monies are being used to reduce our debt and lower Town tax rates.
- Major repairs and improvements were made to the Town Meeting House and Historical Society, a new Airport Park Maintenance Facility was constructed and a third floor public meeting space was added to the Town offices on Blakely Road. The latter allows the Burnham Library to use the Town Meeting House for additional programming and reduces the operational inefficiency of repeated set-up and tear-down of the space for meetings of Town boards and commissions.
- In response to our residents' request for a better future vision for Malletts Bay, Bayside Park, and the Hazelett property, a consulting team assisted us to complete a community-wide survey, recreation needs assessment, and master plans for Bayside Park and the Bayside Hazelett property.
- All records and files for the Planning and Zoning Department were scanned and digitized and are now available to the public online.
- The Governance Committee completed a second review of the Town Charter and their recommended changes will be put before the voters for consideration at the 2017 Town Meeting.
- We overhauled our Parks and Traffic Ordinances. Vendors are now allowed in our parks. The new user fees and reclaimed fines for traffic violations will expand our revenue base.
- As a first phase to encourage boating visitors to come ashore and support Colchester businesses, a "transient" boat dock and tourist information kiosks were installed at Bayside Park.
- A strategic plan was completed for the Burnham Library and significant outreach efforts to take the library to the community were undertaken.
- The Morehouse Brook Culvert on Malletts Bay Avenue (a 150' long, 6' diameter culvert lying 20' deep and requiring the diversion of a stream and utility line relocations) was designed, permitted and construction begun in this fiscal year. Sidewalks were installed on River Road and the East

Road Culvert was upgraded.

- Improvements to the Malletts Bay Cemetery were completed and plans made to improve and expand the Fort Ethan Allen and Munson cemeteries. Records are being transferred from paper to online.
- The Planning Commission completed an extensive process to acquire the public's input on the West Lakeshore Drive rezoning.
- A Vermont Community Development Program Grant was awarded to the Town; it leverages over \$15 million in improvements to our largest affordable housing development. The Town will act as grant administrator for rehabilitation of Winchester Place Apartments completed by Champlain Housing Trust.

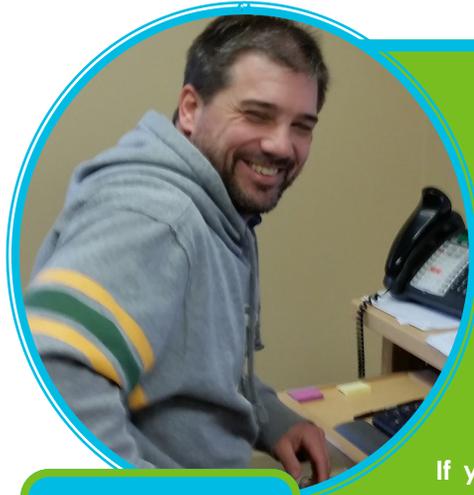
All of these projects would not have occurred without the hard work and dedication of our staff and the members of our volunteer boards and commissions. The Selectboard thanks each of you for your service to our Town.



Nadine Scibek, Selectboard Chair, cuts the ribbon at the opening of the 3rd floor Outer Bay Conference Room.

Assessor's Office Robert Vickery, Assessor

"Ensuring no property owners pay more than their fair share."



Our assessor, just
in from property
inspection.

What influences your property value?

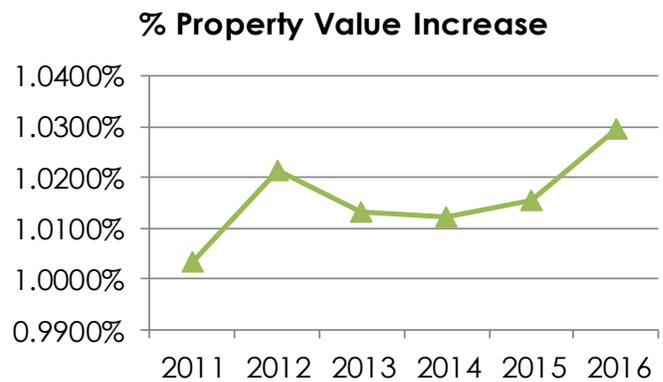
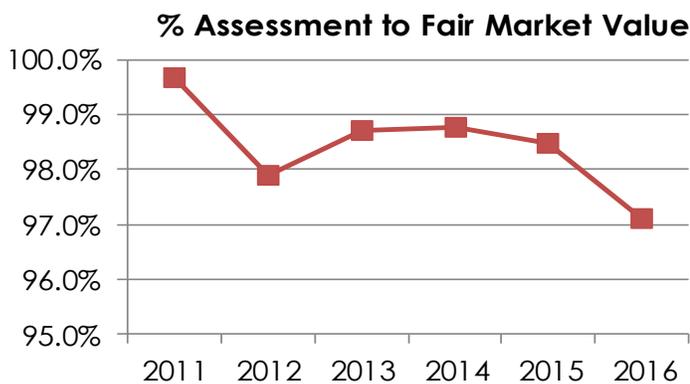
- A. Location
- B. Size
- C. Quality
- D. All of the above

Answer: D. All of the Above - and many other considerations, as well.

If you have any questions about your assessment visit the updated Town's GIS Map | Assessment Data Web Site: <http://www.axisgis.com/ColchesterVT/> or call at (802)264-5671.



Common Level of Assessment (CLA) Since 2011



2016 Year in Review

In 2015-16 the Assessor's Office:

- Inspected 712 properties
- Made 426 changes of assessments
- More than 40 properties were enrolled & reviewed in the Vermont Current Use Program
- Recorded Grand List growth of \$37,917,400 as reported on the Tax Warrant
- Petitioned the Vermont Department of Taxes to adjust the CLA that saved taxpayers approx. \$620K in 2015 and \$200K in 2016.



Burnham Memorial Library Kelly L. McCagg, Director

The Burnham Memorial Library is an integral part of Colchester that provides a trusted, essential public service; bringing together people of all ages to connect them to information, learning, and life-long enrichment. The goal of all library programs and services is the building and strengthening of community.



2016 Year in Review

- 84,520 items circulated (books, movies, music, magazines, passes)
- 58,075 visits (average 117 per week)
- 2,768 E-books were downloaded (18% increase) and 2,588 audiobooks were downloaded (32% increase)
- 799 programs were provided with attendance of 8,639
- 197 outreach sessions were provided with 4,029 people served
- 3 Little Free Libraries were installed
- Regular partners include the VNA, Niquette Bay State Park, Intervale Food Hub, AARP, and the Colchester Food Shelf



Economic Development

Kathi Walker O'Reilly, Director

"Managed growth and development in balance with our natural assets and quality of life."

2016 Year in Review:

- >4,000 Colchester tourism brochures distributed
- French language promo video for Canadian market exposure
- Ad distribution > 150K in:
 - ⇒ Vermont Business and Experience Burlington Magazines
 - ⇒ "VT Book of Lists"
- Hosted Familiarization (Fam) Tours for local hotels' staff to highlight tourist attractions and Town amenities
- Banner signs displayed at Colchester and Essex hotel lobbies
- New dinghy dock with welcome signage (with Parks & Recreation)
- New partnership with Vermont Department of Tourism; promotions in Philadelphia, Ottawa, and Montreal



**"Fam" Tour
Cruise to Causeway**



**2016
Grand
Opening of
Dinghy
Dock**

Did You Know?

The Economic Development Department:

- Helps new businesses establish a firm footing
- Facilitates business expansions and relocations
- Acts as a Town-business liaison
- Collaborates with other departments when projects impact the business community
- Advocates for Colchester business community

Economic Development Business Is Growing in Colchester!



2016 Business Activity in Colchester

- Petit Brook Veterinary opened a new 6,000 sq. ft. facility
- Inspire PT and McFadden Irish Dance relocated to Colchester
- Vermont Public Radio continues \$8 million expansion in Fort Ethan Allen
- Joann's Uniforms relocated to a larger facility on Heineberg Drive

NOW OPEN!

- Malletts Bay Bicycle & Ski
- SPECTAC Tactical and Personal Training

Things people
don't say in
Colchester.

Can we go
home now?

Things people don't
say in Colchester.



There's nothing
to do here.

Things people don't
say in Colchester.



Wow, that's a
short bikepath.

Things people don't
say in Colchester.



That sunset
was pretty lame.

Things people don't
say in Colchester.



VT State Health Lab
September 2015

\$35 million invested
50 Employees

Colchester Businesses by the Numbers

- Number of businesses in Colchester - 654
- Number employed: 9,628
- Percentage of privately owned businesses: 96%
- Invested in new commercial construction: \$11,517,300
- Total wages paid per year: \$470,115,786

**Parks and Recreation Department
Glen Cuffitta, Director**

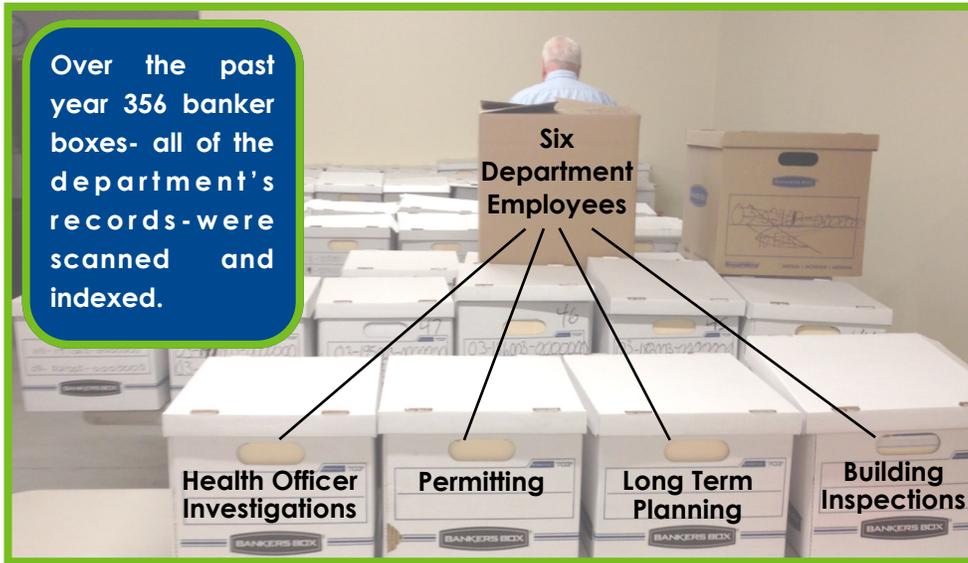
“Optimizing the experience of living!”



2016 Year in Review

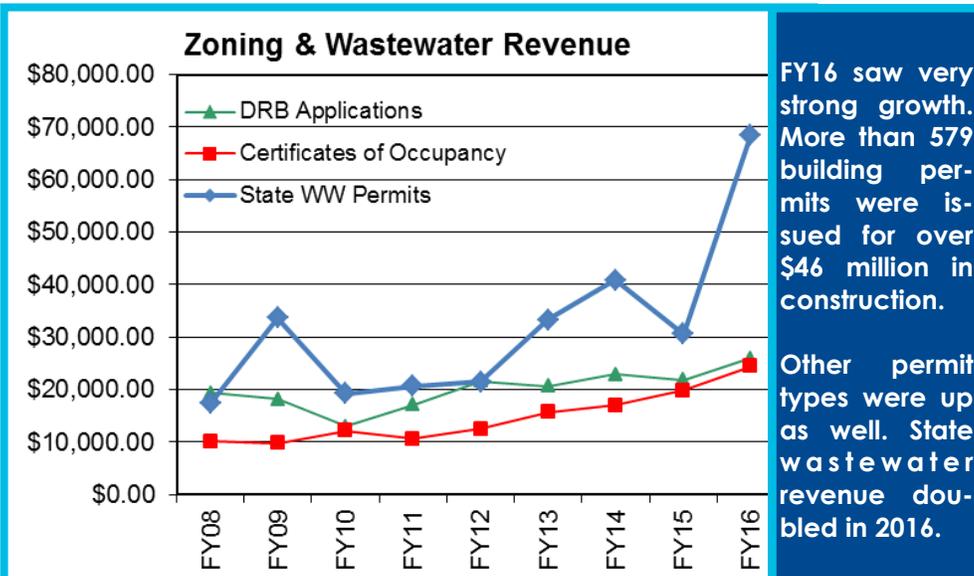
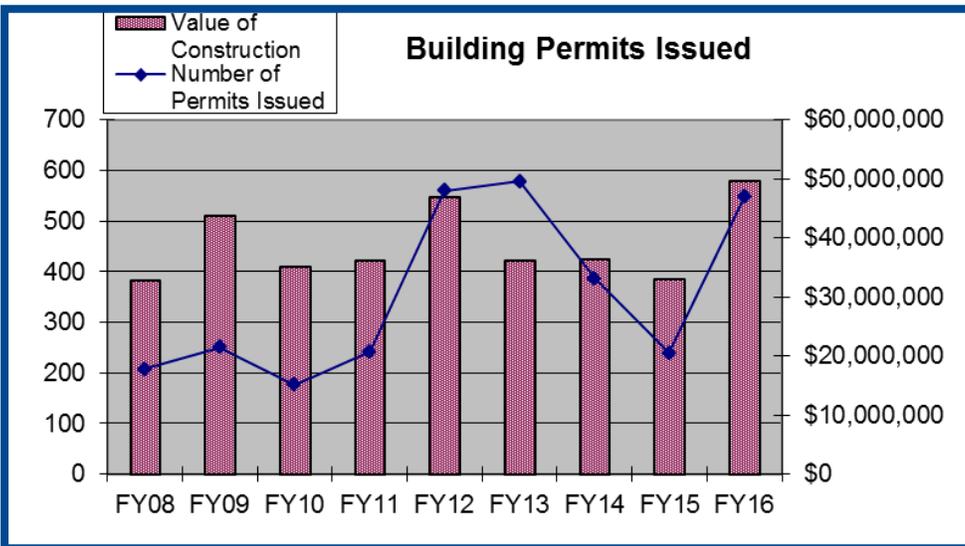
- Installed a Dinghy Dock at Bayside Park
- Replaced the Park Maintenance Building at Airport Park
- Replaced Roof of Lower Bayside Bath House
- Secured ACT 250 Permit to Construct Trail at Village Park
- Started Master Plan & Needs Assessment for Community Center plus Master Plan for Bayside Park
- Maintained 13 parks/natural areas (over 400 acres), 11 miles of bike/pedestrian paths, 2 beaches, 5 bike/pedestrian paths, 4 pump stations, 1 seasonal ice rink, Nordic trails, and the grounds of all municipal buildings (Library, Rescue, Police and Town Hall)
- 474 programs with 5,892 participants

Planning and Zoning Department Sarah Hadd, Director



2016 Year in Review

- All records are now online with full permitting services anticipated in 2017.
- Clean Water Initiative for Malletts Bay with revised zoning regulations and green design standards to minimize stormwater flows into the bay.
- Accepted by the Community Rating System program administered by FEMA. With the highest rating in Vermont our property owners qualify for reduced flood insurance premiums and highest disaster reimbursement for the Town.
- Obtained Building Code Effectiveness Grading Schedule 5 ★ rating for 1 & 2 family residential properties and 4 ★ rating for commercial and industrial properties
- Supported and administered Growth Center and New Town Center designations
- Innovative Manufacturing Uses for Zoning Regulation Amendments (breweries, small scale manufacturing, specialty food production).

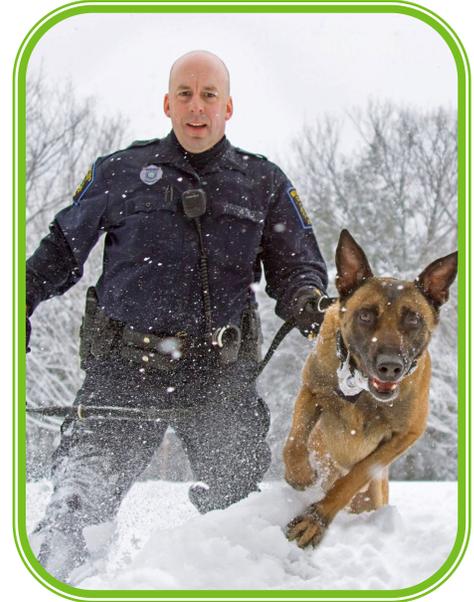


Colchester Police Department Jennifer Morrison, Police Chief

2016 Year in Review

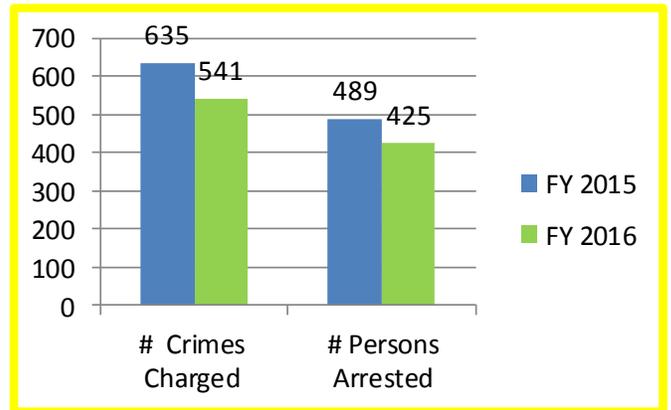
Did you know?

- Colchester Police Department has 38 employees
- We provide 24/7 police service for over 38 sq. miles
- Our communications center dispatches for 8 public safety organizations
- CPD responds to over 200 domestic disturbances a year
- A mild winter helped bring down the total number of crashes in FY16 by over 15%
- CPD's 28 sworn officers represent 654 years of combined law enforcement experience: an average of 23.4 years of service.
- Experience matters! Five of our officers have worked in five different decades
- CPD responds to >13,000 calls for help every year
- The busiest day of the week is Friday
- The busiest months are May and July



Cpl Dewey & K9 Tazor are one of the most active teams in VT!

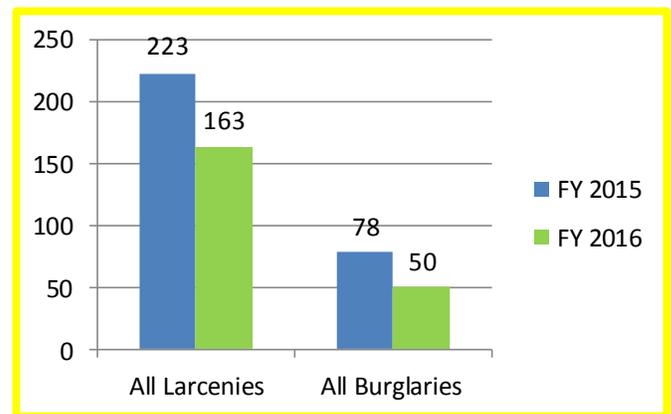
Crime is down in 2016!



Cpl Jeffrey Fontaine and Sgt. Jeffrey Bean have both served our community for over 35 years.



Sgt. Jeff Bean



Since FY13 suicide attempts have gone up over 30% and overdoses have doubled. The average number of suicide attempts and overdoses has remained steady over the past two years.

Department of Public Works Bryan Osborne, Director

“Planning, design, construction, operation, and maintenance of public infrastructure”



East Road Culvert



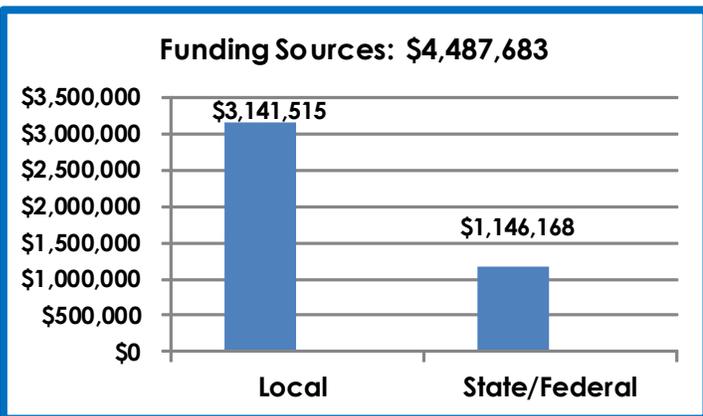
Mill Pond Road Bridge



Burnham Library

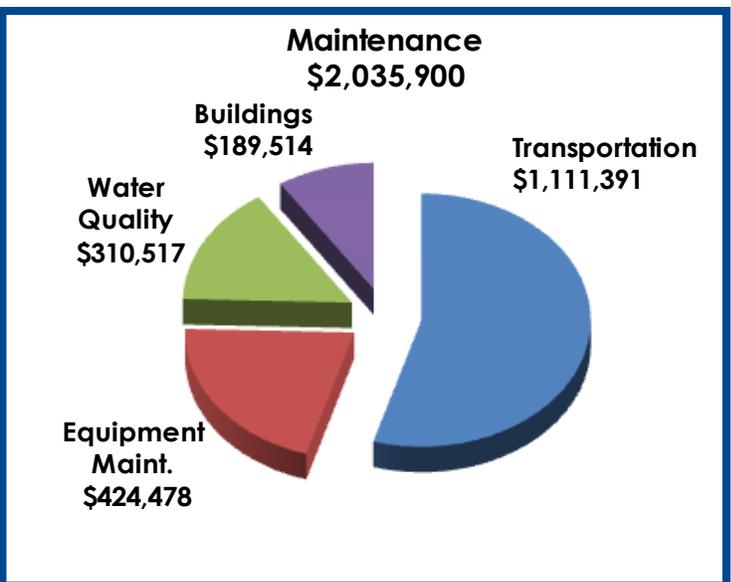
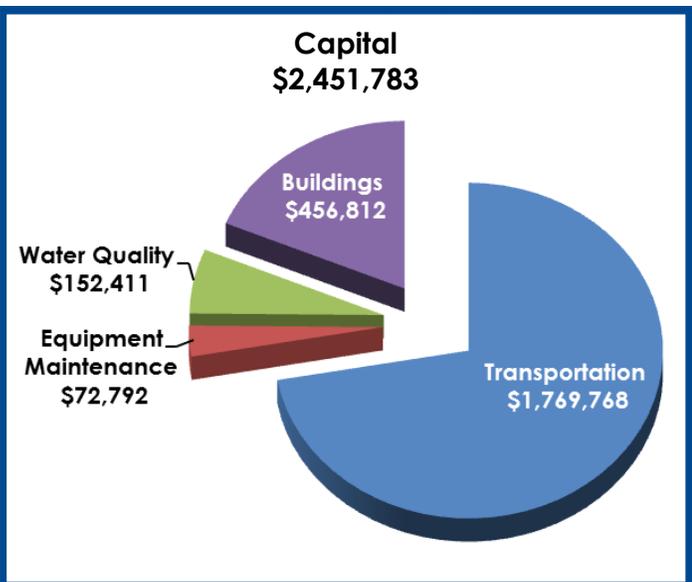
Did you know?
Public Works maintains: 110 miles of roadways | 37 miles of sidewalks/bike paths | 6 bridges | 117 pieces of equipment | 2,500 stormwater structures | 15 buildings

Where does department revenue come from?



- 2016 Year In Review**
- Mill Pond Road: road & bridge reconstruction
 - River Road sidewalks
 - Paving: Depot Rd., Wheatley Ct. & Colonial Dr.
 - Painted: Rescue, Meeting House, and Historical Society
 - Carpeted: Rescue and Library
 - Town Office 3rd floor meeting space expansion
 - East Road culvert repair

Where does Department of Public Works money go?



Colchester Rescue | Colchester Tech Rescue Chief Amy Akerlind | Chief Michael Cannon

2016 in Review

Some of Rescue's standby and outreach events include:

- Annual Open House
- CPR/ AED Courses
- The Big Chill
- July 4th Parade and Fireworks
- Triathlon
- Touch-A-Truck
- Football Games

Many of our volunteer members average 60 hours of service per month!

Call volume was down a bit in 2016, probably due to fewer motor vehicle crashes over an unusually mild winter.

Tech Rescue Calls by Town 2015-16

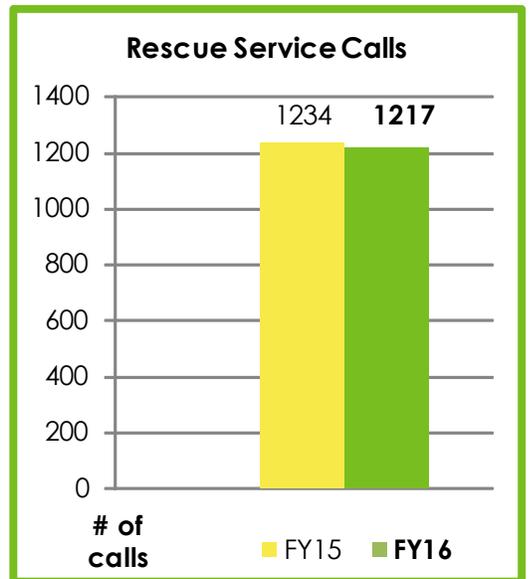
Colchester	9
Bolton	2
Underhill	2
Huntington	2
Milton	1
Williston	1
Calais*	1
BTV Airport **	2

* State Response for Drowning Recovery, Reimbursed

** Disaster Response Plan County Wide Response

Did you know?

- Colchester Rescue has 5 full time staff, approximately 40 volunteer and per Diem EMTs /Advanced EMTs, plus 2 volunteer and 3 full time paramedics
- All Rescue members spend their shifts at the station and respond as a crew, ensuring a quick response
- Colchester Tech Rescue (CTR) has 26 specially trained volunteer team members who complete a minimum of 24 in-house trainings per year
- Vermont emergency responders were honored at the state capitol on May 17, 2016.



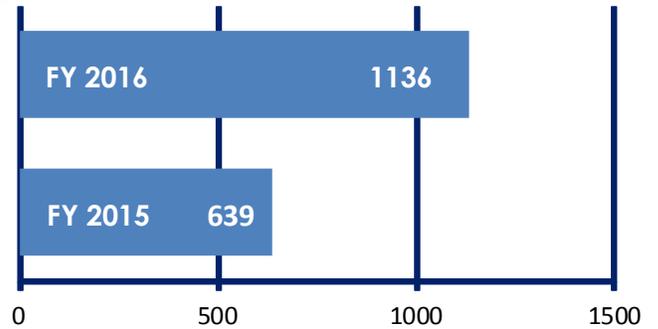
Colchester Rescue is behind the scenes, ready to serve, every July 4th.

Clerk's Office Karen Richard, Town Clerk

Early voting was brisk and polls were busy in 2016.



Passports Processed



Town Statistics

Births	175
Deaths	169
Marriages	107
Population 2016	17,384

2016 Year in Review

- 4,826 votes were cast in the March 2016 Presidential Primary and Annual Town Meeting
- We added over 500 new registered voters, for a total of 11,900
- During FY16 we incorporated new statewide election software - now you can register and request absentee ballots on the website
- 990 Dogs were registered
- We added 20 more books and 31 maps to our vault
- Land records and surveys are available online at USLandRecords.com
- \$41,387,972 in taxes were billed, with \$41,249,509 collected

Town Manager's Report

Dawn H. Francis, Town Manager

Fiscal year 2015-16 was a very productive one. We delivered the services our taxpayers expect at a reasonable cost. Since 2000 Colchester has grown by 1,279 residential units (18%) to a total of about 7,420 units. This growth increases demands on our highway department, fire services, community policing, and transportation services for seniors and persons with disabilities. The proposed FY 18 budget maintains our current level of service but recognizes that increased demands on services and operational costs result in the need to minimally increase some resources to meet the community's needs.

Our Selectboard's and staff's focus on cost containment and more efficient delivery of services allows us to propose a tax rate that is **lower** than six years ago (FY 2012 rate was \$0.553). We do this by:

- Reevaluating the why and how of what we do
- Restructuring / reorganizing departments; breaking down silos to address evolving needs
- Reviewing vacant positions for relevancy or reassignment due to changes in work and technology
- Encouraging and celebrating cost containment efforts and innovative ideas
- Reserving the proceeds from the voter approved local option tax to reduce our debt costs, which we in turn pass on to taxpayers in lower tax rate increases.

The Selectboard's report outlines a number of accomplishments over the past year. We have a very ambitious agenda with constrained resources, but our entrepreneurial staff finds creative ways to carry out these initiatives. Our priorities include:

- **Clean Water Initiative** – to ensure clean water and address inadequate infrastructure by exploring the funding and feasibility of storm water/drainage improvements as well as sewers extending from Burlington's North Treatment plant along Heineberg Drive to Goodsell Point
- **Malletts Bay Initiative** – to enhance and respect the character of the area; to provide community access to the Bay; improve water quality and cultivate economic and recreational opportunities
- **Capital and Facilities' Needs** – to maintain buildings and equipment
- **Emergency Services** – to anticipate adequate response and to work collaboratively and efficiently with our community and regional responders
- **Communications** – to engage with our residents effectively and transparently
- **Economic Development** – to manage growth and development balanced with the preservation of our natural assets and quality of life

Municipal government is a service business requiring a talented and dedicated staff. We made some transitions this year with the retirements of a number of experienced people:

Suzanne Murray, Finance Clerk (23 years)
Ted Ryan, Parks Supervisor (24 years)

Alice Greig, Technology (16 years)
Bob Curtiss, Garage Foreman (37 years!)

In addition we celebrated milestone years of service:

Floyd Sheesley, Public Works (10 years)

Cpl. Don Demar, CUSI (25 years)

Sherry LaBarge, Human Resources (25 years)

Pat Spacapan, Communications PD (30 years)

Cpl. Jeff Fontaine, Police Department (35 years)

Jeff Smail, Public Works (35 years)

Wanda Morin, Assistant Town Clerk, (20 years)

Sgt. Peter Hull, Police Department (25 years)

Ken Nichols, Mechanic (30 years)

Lt. Jeff Barton, Police Department (30 years)

Sgt. Jeff Bean, Police Department (35 years)

We welcomed the following new employees to the Town, most of whom replaced vacant positions:

- Amy Baker, Finance
- Nicholas Campagna - Maintenance 1
- Pete Cote, Parks Working Foreman
- Sean Fitzgerald, Communications Specialist
- Katerina Ioannou, Rescue Paramedic
- Cory Pecor, Communications Specialist
- Isaac Spivey, Parks and Recreation Program Coordinator
- Michael Willette, Mechanic 1

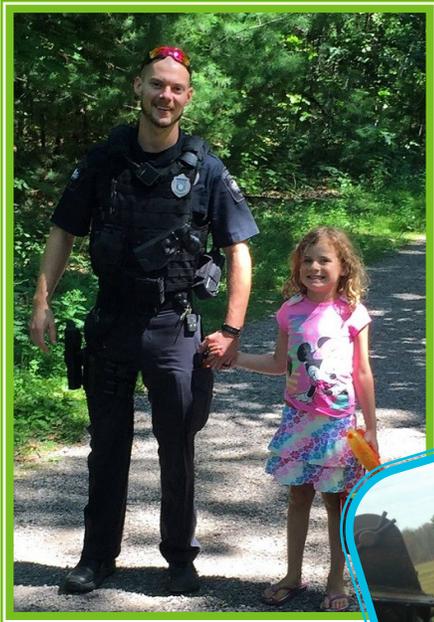
Colchester is blessed with forward thinking Selectboard members and hard-working staff. You may rest assured that they have your best interests in mind with every dollar spent and action taken. Thank you for your support.

Windsurfing on Lake Champlain



Catherine Chamberlain

Your Tax Dollars and Town at Work



Before and After: Burnham Library Renovations.



We ♥ Our Volunteers!

The Town depends on the dedication of our volunteers. Whether library volunteers, members of boards and commissions, or Parks and Recreation event volunteers, these wonderful people give their time to make Colchester an even better place to live, work, and play.

Pam Loranger devotes many hours to Town boards and commissions, elections, and other Town activities.



Cathy Chamberlain's stunning photographs grace our Town Reports.



Volunteers are vital to the success of Parks and Recreation events.

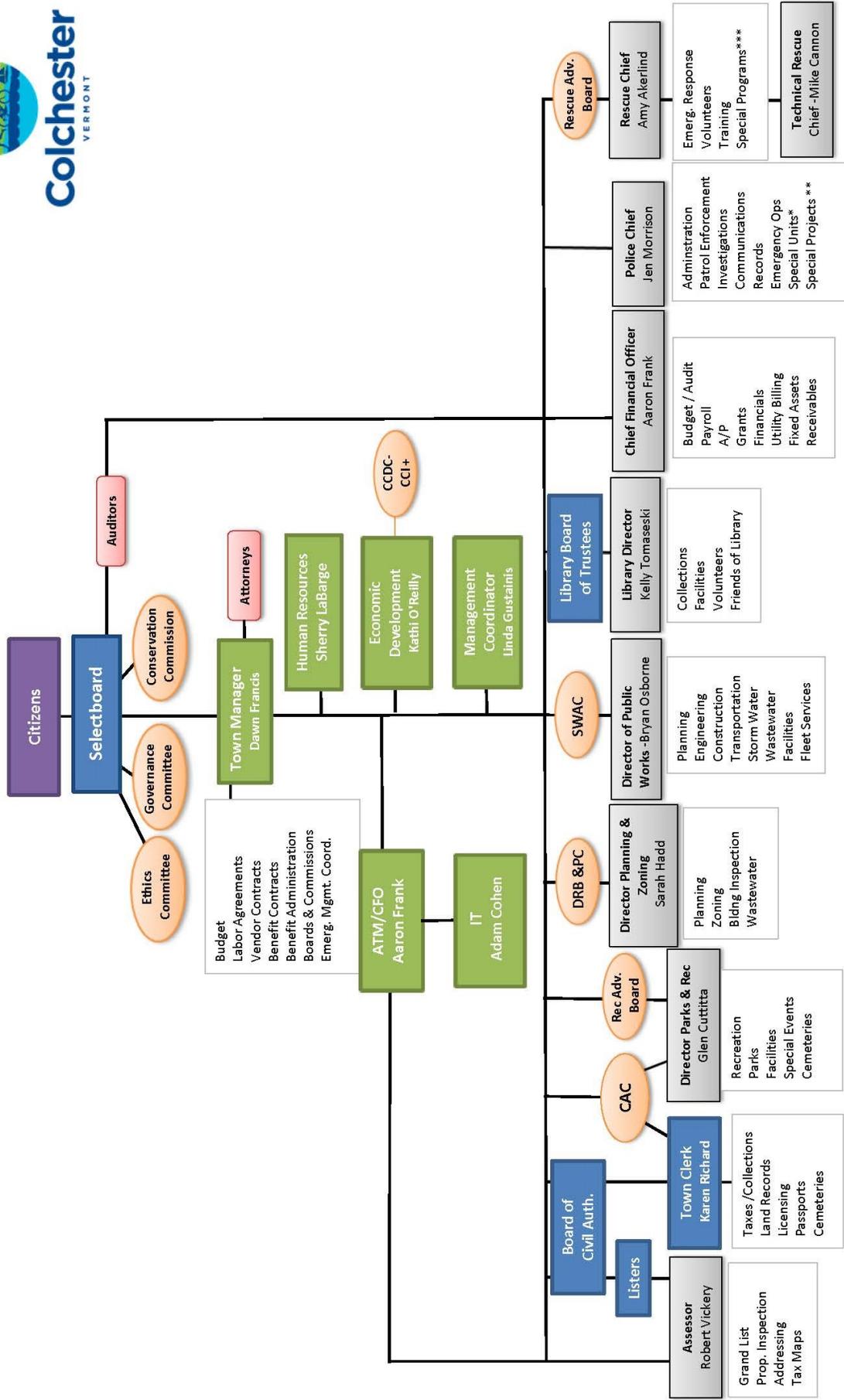


Race volunteers also make enthusiastic cheerleaders!

When you see an American flag flying at a Colchester Town building it was likely donated by flag etiquette expert John Quinn.



2016 Town Organizational Chart



* Youth Services, K9, Marine, Bikes, Motor, Service Officers
 ** RAD, Child Passenger Safety, Crime Prevention, etc.
 ***Child Passenger Safety, CPR & First Aid
 † Not funded by the Town; advisory only.

FY 2016 TOWN SALARIES
July 1, 2015 - June 30, 2016

AKERLIND	SYLVIA	69,026.97	** RESCUE CHIEF	LEHNEMAN	JACK	53,144.48	PATROL OFFICER
AKERLIND	MICHAEL	61,609.67	** POLICE CORPORAL	MANNING	THOMAS	43,363.70	DPW HIGHWAY
ALEMV	LARA	60,345.74	FINANCE OFFICER	* MASON	RANDALL	18,205.63	** RECREATION MARKETING SPECIALIST
ALEMV	REBECCA	43,124.43	** PARAMEDIC	MCALEER	KEVIN	63,164.63	** DPW CAPITAL PROJECTS MANAGER
ALLEN	DOUGLAS	88,738.49	LIEUTENANT	MCCAGG	KELLY	67,903.70	LIBRARY DIRECTOR
BAKER	AMY	27,451.48	FINANCE CLERK	* MCGINLEY	KELLY	7,650.51	** RECR PROGRAMS COORDINATOR
BARTON	JEFFREY	87,859.94	LIEUTENANT	MCGRATH	DANE	40,687.75	DPW HIGHWAY
BEAN	JEFFREY	84,144.70	POLICE SERGEANT	MELLEN	CHRISTIAN	49,097.60	PATROL OFFICER
BENWAY	EARL	45,572.38	** PUBLIC SAFETY DISPATCHER	MITCHELL	DEREK	66,449.82	** ASSISTANT RECREATION DIRECTOR
BITCA	VICTOR	44,468.89	PATROL OFFICER	MOFFATT	MICHAEL	69,984.16	FINANCE OFFICER
BRESSLER	JAIME	58,056.31	POLICE CORPORAL	MORIN	WANDA	38,976.67	** ASSISTANT TOWN CLERK
BURDICK	JAMIE	3,274.94	** PARAMEDIC	MORRISON	JENNIFER	94,589.48	CHIEF OF POLICE
CAMPAGNA	NICHOLAS	35,014.72	MAINTENANCE I	* MURRAY	SUZANNE	1,735.14	FINANCE CLERK
COHEN	ADAM	66,990.68	TECHNOLOGY SYSTEMS ENGINEER	MUSE	JOSHUA	54,229.09	LIBRARY TECHNOLOGY
COOTWARE	MICHAEL	46,991.42	BUILDINGS MAINTENANCE	NICHOLS	KENNETH	61,372.70	DPW MECHANIC
CORYER	GARY	27,846.87	TECHNOLOGY ASSISTANT	O'REILLY	KATHLEEN	65,910.80	DIRECTOR OF ECONOMIC DEVELOPMENT
COTE	PETER	35,638.58	PARKS FOREMAN	OSBORNE	BRYAN	94,454.79	PUBLIC WORKS DIRECTOR
CUNNINGHAM	PENELOPE	28,778.62	LIBRARY ASSISTANT/CIRCULATION	PAQUETTE	TRACI	37,782.07	** PROPERTY TAX SPECIALIST
CURTISS	ROBERT	75,917.75	DPW MECHANIC-WORKING FOREMAN	PARISH	GAIL	27,555.94	STAFF ASSISTANT-POLICE
CUTTITTA	GLEN	79,566.79	RECREATION DIRECTOR	PARRY	ROBIN	47,192.99	DPW FACILITIES MANAGER
DEMAR	DONALD	71,126.86	POLICE CORPORAL	PEACOCK	ELIZABETH	38,789.90	** ASSISTANT TOWN CLERK
DEWEY	DAVID	59,217.39	POLICE CORPORAL	PEACOCK	HANNAH	59,419.37	ASST LIBR DIR/YOUTH SVC LIBRIA
DION	MARY JANE	47,888.27	** ASSISTANT ZONING ADMINISTRATOR	PLANT	MOIRA	36,419.13	** AFTER SCHOOL SITE DIRECTOR
DOUBLEDAY	ANN	29,705.51	LIBRARY ASST-TECHNICAL SVCS	* PROVOST	ROBERT	1,638.77	DPW HIGHWAY
FISH	MICHAEL	76,968.08	POLICE SERGEANT	PSAUTE	KELSEY	37,133.90	LIBRARY ASST/YOUTH SERVICES
FISHER	ROGER	68,023.38	POLICE CORPORAL	PURINTON	KAREN	45,150.03	** PLANNER
FITZGERALD	SEAN	7,146.72	** PUBLIC SAFETY DISPATCHER	RACKLEY	WARNER	81,561.13	ASSISTANT PUBLIC WORKS DIRECTR
FONTAINE	LOIS	49,693.39	** PUBLIC SAFETY DISPATCHER	RICHARD	KAREN	75,685.44	** TOWN CLERK/TREASURER
FONTAINE	JEFFREY	69,782.44	POLICE CORPORAL	RICHTER	KYE	51,081.04	PATROL OFFICER
FOURNIER	EDWARD	65,380.18	POLICE CORPORAL	RIDDLE	LISA	56,829.60	** ZONING ADMINISTRATOR
FRANCIS	DAWN	104,875.94	TOWN MANAGER	ROY	JAMES	84,087.24	POLICE SERGEANT
FRANK	AARON	99,597.29	DEPUTY TOWN MGR/CFO	ROY	KRISTIN	35,886.34	** AFTER SCHOOL SITE DIRECTOR
GAMBERG	SUSAN	41,627.17	LIBRARY ASSISTANT	* RYAN	EDWARD	48,078.48	PARKS SUPERVISOR
GONYAW	FRANCIS	72,526.90	POLICE SERGEANT	* SAWYER	JESSE	23,549.20	PATROL OFFICER
GRAETER	JULIE	54,229.41	** ASSISTANT CLERK/TREASURER	SCHAFFER	KEITH	54,207.37	PATROL OFFICER
GREIG	ALICE	1,301.48	TECHNOLOGY ASSISTANT	SCHMOLL	MICHAEL	44,890.64	** PUBLIC SAFETY DISPATCHER
GUSTAINIS	LINDA	43,855.10	MANAGEMENT COORDINATOR	SHEESLEY	FLOYD	74,751.12	DPW OPERATIONS MANAGER
GUTIERREZ	STEPHEN	53,921.83	POLICE CORPORAL	SHEPARDSON	DEREK	54,229.48	** BUILDING INSPECTOR
HADD	SARAH	77,602.87	** DIRECTOR OF PLANNING & ZONING	SIPLE	MARVIN	61,263.25	DPW HIGHWAY
HAYES	COLE	41,261.16	** PUBLIC SAFETY DISPATCHER	SMAIL	JEFFREY	46,850.95	DPW HIGHWAY
HOAGUE	MAUREEN	8,520.72	PARAMEDIC	SMITH	SCOTT	54,550.75	DPW HIGHWAY
HULL	PETER	72,526.90	POLICE SERGEANT	* SMITH	ZACHARY	24,744.30	** PUBLIC SAFETY DISPATCHER
IOANNOU	KATERINA	4,134.00	** PARAMEDIC	SPACAPAN	PATRICIA	53,828.44	POLICE RECORDS SUPERVISOR
JACKSON	LUKE	28,417.07	** PARAMEDIC	SPIVEY	ISAAC	31,149.99	** RECR PROGRAMS COORDINATOR
JACOBS	MARK	68,023.38	POLICE CORPORAL	ST PETER	LARRY	40,717.85	DPW HIGHWAY
JOHNSON	CANDACE	41,261.16	** PUBLIC SAFETY DISPATCHER	* STEVENS	EMMA	4,112.88	** AFTER SCHOOL SITE DIRECTOR
JOHNSON-TERK	DENISE	54,229.37	** WASTEWATER OFFCL & HEALTH OFCR	TALLMADGE	PAMELA	30,756.85	LIBRARY ASST/YOUTH SERVICES
JONES	CHRISTOPHER	55,291.56	PATROL OFFICER	TALLMAN	LUKE	25,691.79	** PARAMEDIC
JULIEN	ARTHUR	39,948.23	DPW HIGHWAY	TREIER	JESSE	48,134.97	PATROL OFFICER
KENDREW	DERRICK	54,207.37	PATROL OFFICER	TURMEL	JENNIFER	52,876.40	** RECR PROGRAM DIRECTOR
LABARGE	SHERRY	68,997.09	HUMAN RESOURCES MANAGER	VANAT	DAVID	42,625.61	DPW HIGHWAY
LAMPHERE	LARRY	27,780.52	DPW HIGHWAY	VICKERY	ROBERT	66,990.61	ASSESSOR
LANDRY	JOSEPH	37,782.07	** FINANCE ASSISTANT	WEST	MICHAEL	43,597.17	PATROL OFFICER
LANDRY	DOUGLAS	47,050.30	** DPW MAINTENANCE	WHEELER	JONATHAN	42,761.79	** PUBLIC SAFETY DISPATCHER
LAPAN	MICHAEL	37,132.69	** RECREATION MARKETING SPECIALIST	WYSKIEL	JEREMY	51,081.04	PATROL OFFICER
LASKER	SETH	33,005.74	** RESCUE ASSISTANT CHIEF				

* Retired or left employment ** Fully or partially funded by other than property taxes

Listing includes regular and part time employees. Seasonal employees of Parks Maintenance, Recreation, and Rescue Per-diem are not included.

Deputy Town Manager / Chief Financial Officer Aaron Frank

Town Budget Overview

The proposed FY 18 budget maintains our current level of service while recognizing we have had an increase in service demands and operational costs caused by slow, steady growth over the past decade.

The Combined Operating and Capital Budget is \$11,486,876, net of non-property tax revenues. This is an increase of 1.77% (\$199,423.37) over the FY 2017 Combined Budget.

With an estimated 1.14% growth in the Grand List the estimated municipal tax rate for 2017-2018 is \$0.5473. This is an increase of 1/3 of one cent or a 0.62% increase over the prior year.

We have eliminated one and reduced seven areas of the twenty-six categories of our operating budget. Before factoring in non-tax revenues, the operating budget increase is 2.4% and comprised of:

- 1.4% (\$174,499) to maintain current services
- 1% (\$122,566) for additional services including:
 - ⇒ \$39,800 for the volunteer fire departments
 - ⇒ \$50,000 for Public Works to maintain public highways and sidewalks; these have expanded by 10% in the last 5 years, now a combined total of 147 miles
 - ⇒ \$4,500 for 4 more hours a week of Library adult programming
 - ⇒ \$3,400 to the Police Department for an additional seasonal, part-time Community Service Officer and \$16,000 for special programs and technology
 - ⇒ \$4,000 to Special Services Transportation Agency (SSTA) rides for seniors and persons with disabilities.

Did You Know?

- Projected tax rate is lower than 6 years ago
- Eliminated 1 and reduced 7 of 26 cost areas
- 1.4% increase to maintain current services
- 1% increase for needs stemming from increased growth

The Selectboard, Management, and employees reduce taxes by:

- **Cutting Costs:**
 - ⇒ Reducing expenditures through staff restructuring, vehicle changes and energy efficiency. For example, a change in the police fleet will reduce capital costs by \$150,000 over ten years; reduce labor costs by \$2,200 annually; and cut fuel costs by \$5,300 annually.
 - ⇒ Aggressively pursuing grants. Last year one-third of the Town's capital improvements were covered by \$900,000+ from grants.
 - ⇒ Sharing equipment and resources. Colchester shares a street sweeper with Milton; Milton shares culvert thawing equipment with Colchester. We also share our Dispatch Center with Milton and they pay 40% of our dispatch costs.
- **Maximizing Non-tax Revenues**
 - ⇒ 18% of our general operating budget comes from non-tax revenues.
 - ⇒ Fees for services and non-tax revenues are up by 5.2% (\$110,030) for a total of \$2,230,455 including Rescue revenues, Planning and Zoning fees, wastewater operation services fees, and about sixty other areas of non-tax revenue.
 - ⇒ Using prior year's surpluses to fund future services. The FY 18 budget includes \$210,661 in surplus from FY 16 which reduces FY 18 taxes.

Local Option Tax: As of September 30, 2016 the Town has had the local option tax in place for a full year. The first year's receipts totaled \$1,350,487. The local option tax is used to pay voter approved debt and it served to reduce our tax rate by 5%.

Additional budget information is available at: <http://colchestervt.gov/367/Proposed-Budget>

**Town of Colchester Proposed
FY 18 General Fund Budget**

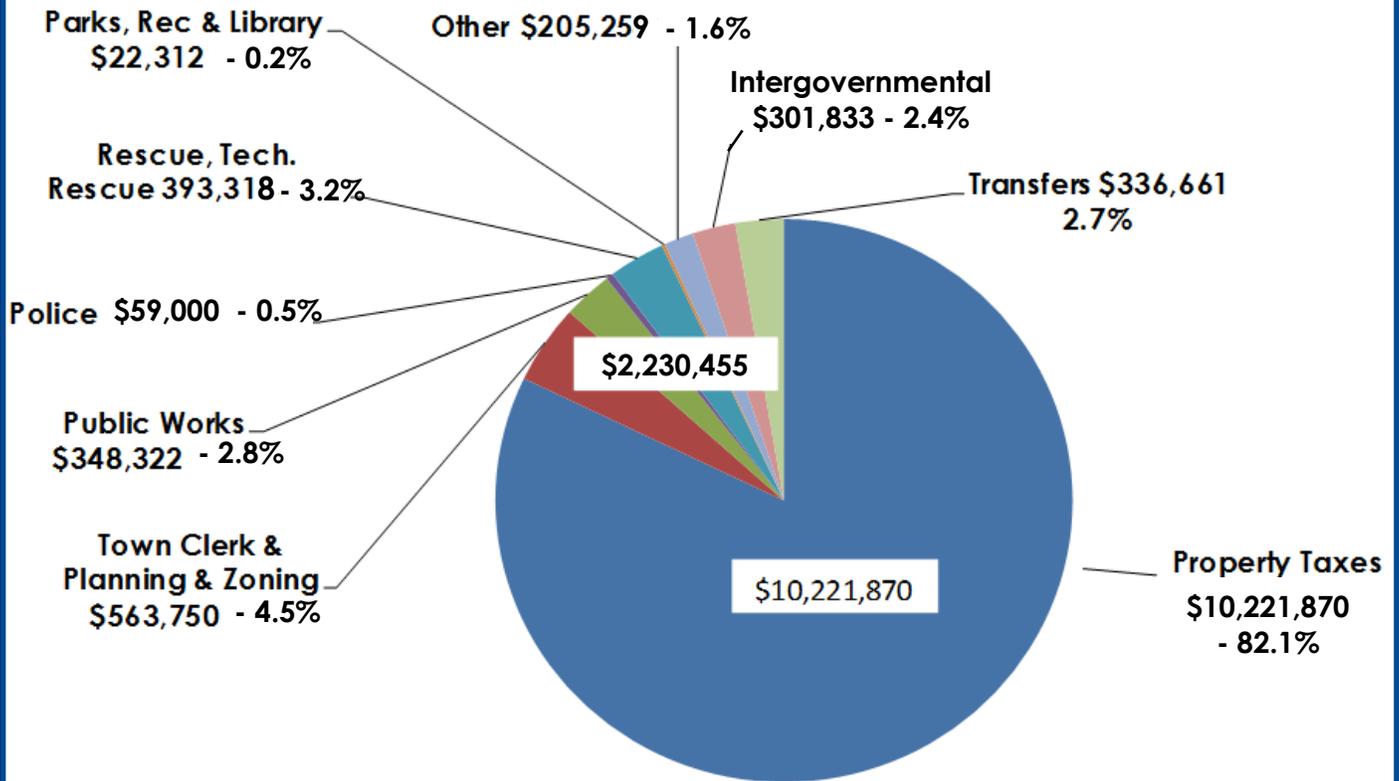
Revenues

Revenue Type	Proposed FY 18	FY 17	% Change From FY 17	\$ Change From FY 17
Property Taxes	\$ 10,221,870	\$ 10,035,834	1.9%	\$ 186,036
Other Revenues	\$ 2,230,455	\$ 2,119,425	5.2%	\$ 111,030
Total Revenues	\$ 12,452,325	\$ 12,155,259	2.4%	\$ 297,066

Expenses

Department	Proposed FY 18	FY 17	% Change From FY 17	\$ change from FY 17
Selectboard	\$ 76,928	\$ 77,828	-1.2%	\$ (900)
Transfers	\$ 126,000	\$ 182,742	-31.1%	\$ (56,742)
Civil Board	\$ 40,706	\$ 45,228	-10.0%	\$ (4,522)
Manager	\$ 643,161	\$ 548,397	17.3%	\$ 94,764
Economic Development	\$ 124,707	\$ 126,789	-1.6%	\$ (2,082)
Finance	\$ 389,651	\$ 376,416	3.5%	\$ 13,235
Assessor	\$ 204,932	\$ 193,720	5.8%	\$ 11,212
Town Clerk	\$ 375,773	\$ 363,863	3.3%	\$ 11,910
Planning & Zoning; DRB	\$ 619,130	\$ 611,233	1.3%	\$ 7,897
Information Tech	\$ 160,713	\$ 158,957	1.1%	\$ 1,756
Police	\$ 3,641,745	\$ 3,537,453	2.9%	\$ 104,292
Dispatch	\$ 422,532	\$ 396,800	6.5%	\$ 25,732
Fire Departments	\$ 918,400	\$ 878,600	4.5%	\$ 39,800
Rescue	\$ 555,366	\$ 567,019	-2.1%	\$ (11,653)
Tech Rescue	\$ 36,080	\$ 34,140	5.7%	\$ 1,940
Public Works-Admin	\$ 610,674	\$ 594,536	2.7%	\$ 16,138
Highway	\$ 1,159,977	\$ 1,105,671	4.9%	\$ 54,306
Maintenance Facility	\$ 314,238	\$ 346,034	-9.2%	\$ (31,796)
Stormwater	\$ 210,123	\$ 206,028	2.0%	\$ 4,095
Buildings	\$ 172,056	\$ 161,479	6.6%	\$ 10,577
Health Services	\$ 58,794	\$ 57,850	1.6%	\$ 944
Parks	\$ 365,618	\$ 387,891	-5.7%	\$ (22,273)
Recreation	\$ 232,361	\$ 224,440	3.5%	\$ 7,921
Library	\$ 697,026	\$ 674,571	3.3%	\$ 22,455
Cemetery	\$ -	\$ 20,558	-100.0%	\$ (20,558)
Intergovernmental	\$ 295,632	\$ 277,016	6.7%	\$ 18,616
Total Expenses	\$ 12,452,325	\$ 12,155,259	2.4%	\$ 297,065

FY 18 General Fund Revenues



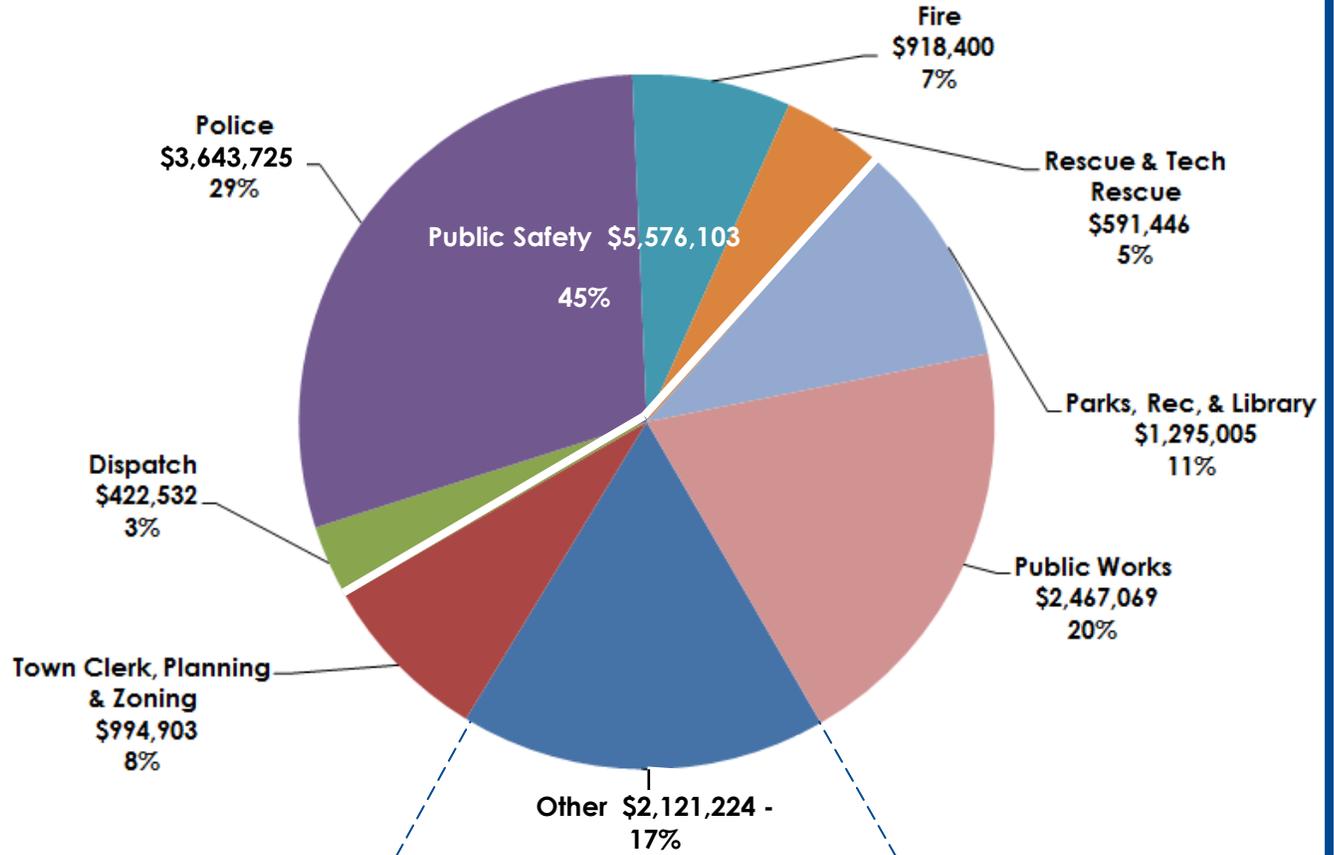
Comparison – Inner Chittenden County Town Tax Rates

Williston	.265
So. Burlington	.4731
Essex Town	.5001
Colchester	.5440
Essex Jct.	.7964
Burlington	.7826
Winooski	1.0325
Average	.6277

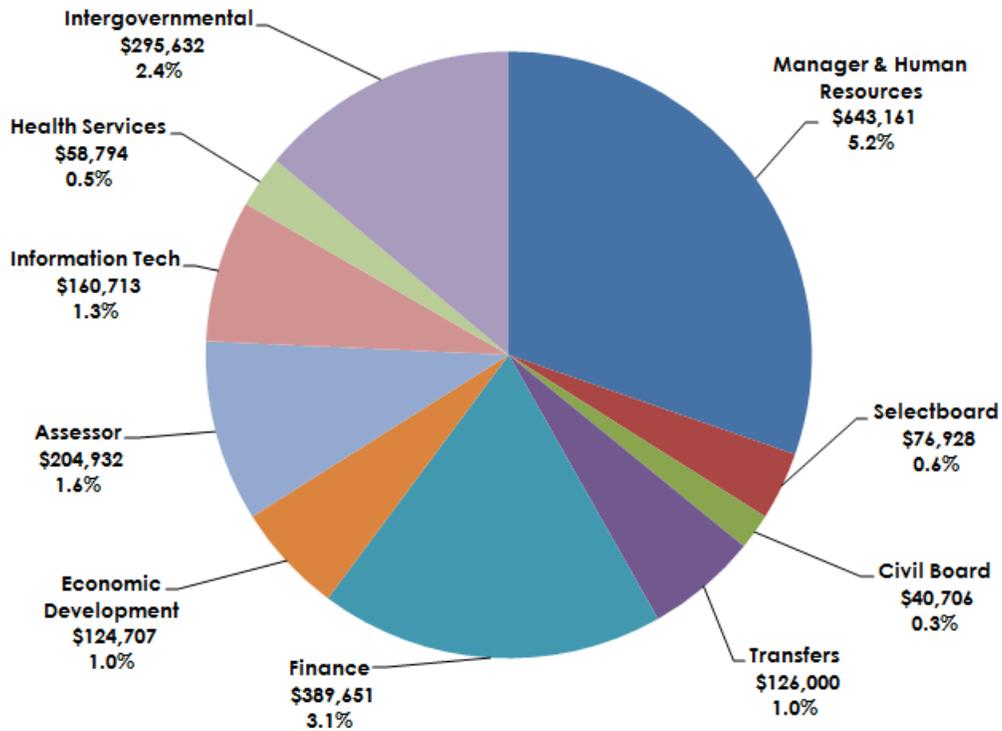


2016-17 MUNICIPAL TAX RATES FROM TOWN LISTER/ASSESSOR'S DATA
 Colchester is **13% below average** for inner Chittenden County.

FY18 Budget for Your Town Services



FY 18 Budget for Your Town Services



Colchester Proposed FY 2018 Budget

Account	FY 13 Actual	FY 14 Actual	FY 15 Actual	FY 16 Actual	FY 17 Budget	FY 18 Budget
REVENUES						
PROPERTY TAXES	9,095,723	9,272,577	9,552,676	9,933,658	10,035,834	10,221,870
VETERAN EXEMPTION	0	0	0	0	(21,000)	(31,000)
INTEREST DELINQ TAXES	51,221	49,125	52,392	67,793	50,000	60,000
PENALTIES DELINQ TAXES	85,728	81,574	75,412	77,396	63,000	68,000
RECORDING FEES	174,436	118,265	118,579	124,189	120,000	122,000
CLERK FEES	68,754	64,495	71,336	85,755	70,350	80,900
STATE AID TO HIGHWAYS	189,616	189,745	196,344	196,369	196,369	196,337
MISC PUBLIC WORKS REVENUE	31,804	124,010	105,759	37,540	33,640	30,796
BUILDING/ZONING PERMITS	201,565	200,463	197,242	280,362	235,218	250,000
PLANNING & ZONING FEES	74,714	113,007	98,093	126,886	76,990	101,850
MISC POLICE REVENUE	121,889	76,577	58,198	94,990	56,000	59,000
MISC RECREATION REVENUE	11,710	16,026	21,586	17,508	22,150	22,312
AMBULANCE	328,384	292,518	352,697	382,157	376,649	393,318
TRANSFER FROM SEWER FUND	104,021	96,540	98,146	98,895	102,606	130,189
GENERAL REVENUE	156,252	254,477	237,516	175,920	180,583	169,031
TECH RESCUE REIMBURSEMENT	9,140	6,887	0	0	0	0
833 BLAKELY LEASE REVENUE	0	0	0	0	26,337	27,061
PILOT & CURRENT USE	193,747	207,509	210,378	215,558	194,000	214,000
REDUCTION IN FUND BALANCE	0	0	0	0	66,000	66,000
TRANSFER FROM RESERVE FUND	0	0	0	0	82,742	0
REDUCTION IN ASSIGNED FUND BALANCE	0	0	0	0	187,791	270,661
MILTON DISPATCH	160,341	167,049	163,207	0	0	0
TRANSFERS FROM OTHER FUNDS	0	8,166	38,915	20,659	0	0
Total Revenue	11,059,045	11,339,010	11,648,476	11,935,635	12,155,259	12,452,325

SELECTBOARD						
SALARIES & WAGES	5,500	5,500	6,500	6,500	6,500	6,500
EMPLOYER TAXES & BENEFITS	421	421	497	497	497	497
SERVICES & UTILITIES	3,755	1,961	4,459	684	70,331	69,431
EQUIPMENT	0	0	0	0	0	0
SUPPLIES & PARTS	0	0	0	0	0	0
MISCELLANEOUS	45	459	0	0	500	500
Total Selectboard	9,721	8,341	11,456	7,681	77,828	76,928

TRANSFERS						
TRANSFER TO WELLNESS FUND	0	65,176	0	0	0	0
TRANSFER TO LEAVE TIME FUND FOR EXPENSES EXCEEDING BUDGET	0	153,814	100,000	100,000	0	0
TRANSFER TO LEAVE TIME FUND DISPATCH	0	0	0	26,000	182,742	126,000
TRANSFER TO PARK CAP PLAN	0	0	82,742	0	0	0
Total Transfers	0	218,990	182,742	126,000	182,742	126,000

CIVIL BOARD						
SALARIES & WAGES	20,008	16,260	16,096	14,544	23,200	23,563
EMPLOYER TAXES & BENEFITS	9,117	10,087	10,199	10,091	11,428	11,543
SERVICES & UTILITIES	1,066	428	693	447	2,500	1,000
EQUIPMENT	0	0	0	0	600	600
SUPPLIES & PARTS	0	0	0	0	0	0
MISCELLANEOUS	4,440	2,622	8,127	2,121	7,500	4,000
Total Civil Board	34,631	29,397	35,115	27,203	45,228	40,706

MANAGER						
SALARIES & WAGES	313,946	315,923	313,630	322,373	333,720	399,546
EMPLOYER TAXES & BENEFITS	115,233	97,543	82,561	99,666	119,108	126,663
SERVICES & UTILITIES	54,209	44,365	61,317	93,896	64,569	84,252
EQUIPMENT	0	0	0	0	0	0
SUPPLIES & PARTS	9,367	7,128	11,107	10,841	9,000	10,700
MISCELLANEOUS	20,029	31,472	21,394	23,278	22,000	22,000
Total Manager	512,784	496,431	490,010	550,054	548,397	643,161

ECONOMIC DEVELOPMENT						
SALARIES & WAGES	0	48,889	61,771	66,538	67,701	69,563
EMPLOYER TAXES & BENEFITS	960	23,827	34,169	31,331	34,888	30,034
SERVICES & UTILITIES	100,408	6,830	27,613	22,731	23,740	24,650
EQUIPMENT	0	0	0	0	0	0
SUPPLIES & PARTS	0	1,071	318	293	300	300
MISCELLANEOUS	0	211	0	0	160	160
Total Economic Development	101,367	80,828	123,870	120,893	126,789	124,707

FINANCE						
SALARIES & WAGES	188,272	201,950	188,640	211,960	209,257	218,152
EMPLOYER TAXES & BENEFITS	78,145	88,181	90,026	78,379	95,334	102,799
SERVICES & UTILITIES	57,981	58,819	61,599	51,694	69,025	65,800
EQUIPMENT	0	0	0	0	0	0
SUPPLIES & PARTS	2,246	1,925	2,733	3,157	2,800	2,900
MISCELLANEOUS	353	171	40	544	0	0
Total Finance	326,996	351,046	343,038	345,734	376,416	389,651

ASSESSOR						
SALARIES & WAGES	99,119	141,818	81,339	86,954	88,605	91,028
EMPLOYER TAXES & BENEFITS	50,224	57,155	45,379	46,435	47,148	48,937
SERVICES & UTILITIES	52,836	20,029	27,666	42,506	56,667	64,467
EQUIPMENT	0	0	0	0	0	0
SUPPLIES & PARTS	661	2,797	498	318	1,300	500
MISCELLANEOUS	28	0	0	0	0	0
Total Assessor	202,868	221,799	154,881	176,213	193,720	204,932

TOWN CLERK/TREASURER						
SALARIES & WAGES	206,423	217,795	231,323	218,821	222,887	231,865
EMPLOYER TAXES & BENEFITS	100,230	104,854	103,762	100,587	109,376	110,309
SERVICES & UTILITIES	8,990	12,001	17,896	16,658	17,600	19,600
EQUIPMENT	0	0	0	0	0	0
SUPPLIES & PARTS	7,979	8,821	11,772	10,470	13,500	13,500
MISCELLANEOUS	0	0	0	163	500	500
Total Town Clerk/Treasurer	323,622	343,471	364,754	346,699	363,863	375,773

PLANNING/ZONING

SALARIES & WAGES	292,800	319,517	310,420	351,331	357,526	365,439
EMPLOYER TAXES & BENEFITS	131,860	137,667	139,153	147,934	159,454	157,916
SERVICES & UTILITIES	89,791	92,796	72,373	82,031	90,253	91,775
EQUIPMENT	0	0	0	0	0	0
SUPPLIES & PARTS	4,722	2,375	5,098	3,420	4,000	4,000
MISCELLANEOUS	0	0	0	225	0	0
Total Planning/Zoning	519,173	552,355	527,044	584,941	611,233	619,130

INFORMATION TECHNOLOGY

SALARIES & WAGES	69,845	109,063	122,656	109,626	103,781	106,635
EMPLOYER TAXES & BENEFITS	28,797	36,776	44,658	28,734	28,826	27,751
SERVICES & UTILITIES	17,566	12,483	24,096	24,014	17,250	21,227
EQUIPMENT	18,236	5,357	8,156	6,533	5,000	5,000
SUPPLIES & PARTS	495	221	63	204	100	100
MISCELLANEOUS	70	70	0	0	4,000	0
Total Information Technology	135,008	163,970	199,629	169,111	158,957	160,713

POLICE ENFORCEMENT

SALARIES & WAGES	1,932,753	2,006,092	2,083,568	2,088,419	2,165,256	2,229,619
EMPLOYER TAXES & BENEFITS	835,120	873,378	954,462	968,297	1,030,647	1,049,076
SERVICES & UTILITIES	316,961	306,164	284,871	259,601	277,050	292,050
EQUIPMENT	29,941	43,376	40,140	123,634	40,000	45,000
SUPPLIES & PARTS	8,599	8,094	11,642	9,753	8,500	10,000
MISCELLANEOUS	7,104	11,549	12,719	20,945	16,000	16,000
Total Police	3,130,477	3,248,653	3,387,402	3,470,648	3,537,453	3,641,745

PUBLIC SAFETY DISPATCH

TRANS TO DISPATCH FUND	487,594	484,752	484,460	327,504	396,800	422,532
Total Public Safety Dispatch	487,594	484,752	484,460	327,504	396,800	422,532

FIRE DEPARTMENTS

FIRE RADIO TOWER LEASE	0	0	0	0	0	6,200
COLCHESTER CENTER FIRE CO	447,122	447,262	460,300	464,900	489,200	513,500
MALLETTS BAY FIRE DEPT	345,909	355,107	355,052	368,052	389,400	398,700
Total Fire Dept/Civil Defense	793,031	802,369	815,352	832,952	878,600	918,400

RESCUE

SALARIES & WAGES	266,231	308,366	328,936	334,360	334,564	340,608
EMPLOYER TAXES & BENEFITS	101,000	111,852	119,943	138,655	155,530	136,133
SERVICES & UTILITIES	72,865	58,319	61,203	63,249	53,525	54,975
EQUIPMENT	3,156	154	878	3,462	0	0
SUPPLIES & PARTS	16,559	16,733	17,710	18,112	18,400	18,650
MISCELLANEOUS	9,543	4,653	4,567	7,106	5,000	5,000
Total Rescue	469,354	500,077	533,236	564,944	567,019	555,366

TECHNICAL RESCUE

SALARIES & WAGES	11,929	9,290	10,955	9,908	9,000	9,000
EMPLOYER TAXES & BENEFITS	2,738	2,996	3,394	3,520	2,475	2,180
SERVICES & UTILITIES	24,135	25,188	23,836	23,848	18,365	20,600
EQUIPMENT	2,777	2,819	3,381	2,807	4,000	4,000
SUPPLIES & PARTS	38	214	0	171	300	300
MISCELLANEOUS	0	0	0	0	0	0
Total Technical Rescue	41,617	40,507	41,567	40,253	34,140	36,080

PUBLIC WORKS - ADMIN						
SALARIES & WAGES	322,453	348,927	353,544	366,980	370,444	388,160
EMPLOYER TAXES & BENEFITS	136,535	152,310	157,588	160,187	171,895	169,421
SERVICES & UTILITIES	86,043	34,698	56,139	56,564	50,847	51,692
EQUIPMENT	0	0	0	0	0	0
SUPPLIES & PARTS	1,604	2,399	1,292	1,334	1,350	1,400
MISCELLANEOUS	0	0	0	0	0	0
Total Public Works-Admin	546,634	538,334	568,563	585,066	594,536	610,674

HIGHWAY DEPT						
SALARIES & WAGES	426,292	430,456	436,232	406,690	454,726	505,092
EMPLOYER TAXES & BENEFITS	191,014	196,808	203,377	216,019	237,472	238,862
SERVICES & UTILITIES	137,334	71,228	169,077	125,017	121,662	132,862
EQUIPMENT	0	0	0	0	0	0
SUPPLIES & PARTS	346,430	433,070	307,437	200,321	291,811	283,162
MISCELLANEOUS	615	38	0	1,730	0	0
Total Highway Dept	1,101,684	1,131,600	1,116,123	949,778	1,105,671	1,159,977

MAINTENANCE FACILITY						
SALARIES & WAGES	183,991	192,641	195,468	229,119	204,049	171,912
EMPLOYER TAXES & BENEFITS	75,239	72,197	74,637	92,770	85,853	86,195
SERVICES & UTILITIES	49,373	32,624	35,764	28,923	34,207	34,207
EQUIPMENT	2,979	3,001	3,010	2,974	3,000	3,000
SUPPLIES & PARTS	18,048	18,015	18,610	17,489	18,925	18,925
MISCELLANEOUS	0	0	0	0	0	0
Total Maintenance Facility	329,630	318,478	327,489	371,275	346,034	314,238

STORMWATER						
SALARIES & WAGES	81,085	84,130	86,332	87,887	90,428	92,689
EMPLOYER TAXES & BENEFITS	36,391	41,562	42,522	44,905	50,430	52,673
SERVICES & UTILITIES	44,306	89,217	39,180	136,483	65,170	64,762
EQUIPMENT	0	0	0	0	0	0
SUPPLIES & PARTS	0	0	0	0	0	0
MISCELLANEOUS	0	0	0	0	0	0
Total Stormwater	161,782	214,909	168,033	269,275	206,028	210,123

BUILDINGS						
SALARIES & WAGES	46,497	48,626	50,395	49,932	52,603	53,808
EMPLOYER TAXES & BENEFITS	20,062	20,684	20,999	20,587	23,897	22,765
SERVICES & UTILITIES	59,738	83,548	66,203	65,850	80,839	90,899
EQUIPMENT	17,093	14,531	13,972	14,055	0	0
SUPPLIES & PARTS	3,270	3,397	3,343	2,762	3,640	3,884
MISCELLANEOUS	803	672	522	670	500	700
Total Buildings	147,463	171,458	155,433	153,856	161,479	172,056

HEALTH SERVICES						
VISITING NURSE ASSOC	18,000	18,000	36,000	36,000	36,000	36,000
HOWARD MENTAL HEALTH	0	0	0	0	0	0
CHAMPL VALLEY AG ON AGING	0	0	0	0	0	0
STEPS TO END DOMESTIC VIOLENCE	0	0	0	0	0	500
ANIMAL CONTROL CONTRACT	13,364	14,700	16,037	16,037	17,750	18,194
ANIMAL CONTROL FEES	4,318	4,940	3,575	3,855	4,100	4,100
VT CARES	0	0	0	0	0	0
Total Health Services	35,682	37,640	55,612	55,892	57,850	58,794

PARKS						
SALARIES & WAGES	178,091	185,530	186,471	199,378	190,918	171,836
EMPLOYER TAXES & BENEFITS	51,238	53,599	67,371	65,594	74,623	65,340
SERVICES & UTILITIES	94,334	87,084	161,221	103,618	98,350	104,442
EQUIPMENT	9,951	4,020	7,153	7,562	9,000	9,000
SUPPLIES & PARTS	13,439	11,587	19,786	15,145	15,000	15,000
MISCELLANEOUS	0	25	779	12,025	0	0
Total Parks	347,052	341,845	442,782	403,322	387,891	365,618

RECREATION						
SALARIES & WAGES	116,660	122,160	126,130	128,318	128,639	133,241
EMPLOYER TAXES & BENEFITS	46,416	44,945	48,618	46,480	47,651	50,045
SERVICES & UTILITIES	70,920	55,280	38,133	38,348	44,900	45,325
EQUIPMENT	0	0	0	0	0	0
SUPPLIES & PARTS	2,274	1,445	3,667	4,138	3,250	3,750
MISCELLANEOUS	0	0	0	0	0	0
Total Recreation	236,270	223,830	216,548	217,284	224,440	232,361

LIBRARY						
SALARIES & WAGES	310,488	342,243	351,173	367,481	376,630	388,394
EMPLOYER TAXES & BENEFITS	136,583	131,272	136,559	147,868	162,651	177,843
SERVICES & UTILITIES	135,626	110,069	108,426	118,932	129,590	125,090
EQUIPMENT	0	0	0	0	0	0
SUPPLIES & PARTS	5,548	5,822	5,859	6,169	5,700	5,700
MISCELLANEOUS	441	0	0	0	0	0
Total Library	588,687	589,406	602,017	640,450	674,571	697,026

CEMETERY						
SALARIES & WAGES	0	0	0	0	0	0
EMPLOYER TAXES & BENEFITS	0	0	0	0	0	0
SERVICES & UTILITIES	16,863	18,188	18,250	20,074	20,058	0
EQUIPMENT	0	0	0	0	0	0
SUPPLIES & PARTS	0	0	0	0	0	0
MISCELLANEOUS	3,024	3,047	4,282	2,364	500	0
Total Cemetery	19,887	21,235	22,532	22,438	20,558	0

INTERGOVTL EXPENDITURES						
LCR CHAMBER	1,100	1,135	1,170	1,260	1,500	1,500
VT COUNCIL ON WORLD AFFAIRS	500	500	500	500	500	500
GBIC	6,000	0	12,000	6,000	6,000	6,000
CHITT CO REGIONAL PLANNING	24,581	24,921	25,123	25,089	25,083	25,092
WINOOSKI VALLEY PARK DISTRICT	42,300	42,999	42,999	43,000	43,543	45,401
VLCT	18,205	18,183	18,550	19,237	20,200	20,513
GMT ADA	33,587	25,815	24,238	27,663	23,520	24,461
CCTA Routes (Rt 15 & Rt 7)	0	0	41,285	42,523	43,799	45,113
SSTA (E&D)	0	11,975	12,549	17,052	14,000	18,000
LOCAL MOTION	0	2,500	2,500	2,500	2,500	2,500
COUNTY TAX	87,092	85,814	90,503	92,767	93,871	104,052
CONSERVATION COMMISSION	2,500	4,800	2,500	0	2,500	2,500
Total Intergov Expenditures	218,642	272,893	273,917	277,591	277,016	295,632

Total Expenditures	10,028,626	10,602,245	11,661,206	11,637,058	12,155,259	12,452,325
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Capital Plan and Budget

The Town of Colchester has a Selectboard approved Capital Budget Program supported by voter-approved multi-year capital plans. These plans allow the Town to save in advance for most Town capital needs and helps avoid loans, debt and related interest payments. The Town has capital plans for the following categories:

- Equipment, Vehicles, and Facilities
- Park Capital
- Public Safety (including specialized equipment for Police, Rescue and Technical Rescue)
- Radio Communications (for Police, Public Works/Parks, Rescue & Volunteer Fire Depts.
- Information Technology (Town-wide including telecommunications).

These plans will save approximately \$76,000 in interest payments over the next six years and contribute to the Town's low debt service ratio of 4.2% (other inner Chittenden County municipalities average 10%). The plans also position the Town to leverage significant grants funds, expected to be approximately \$3.54 million over the next six years.

Funding is approved for multiple years by voters; planned replacements and projects are considered annually by Town staff and reviewed by the Selectboard in a public hearing process each fall. The full program is available here: <http://colchestervt.gov/320/Approved-Budgets>

Town of Colchester FY18-FY23 Capital Budget Program	Current Capital Budget	Proposed Capital Budget	Proposed Capital Program for Year:					Total Budget & Program
	FY17	FY18	FY19	FY20	FY21	FY22	FY23	(6 years)

Capital Budget Program Financial Summary

Local Capital Expenditures

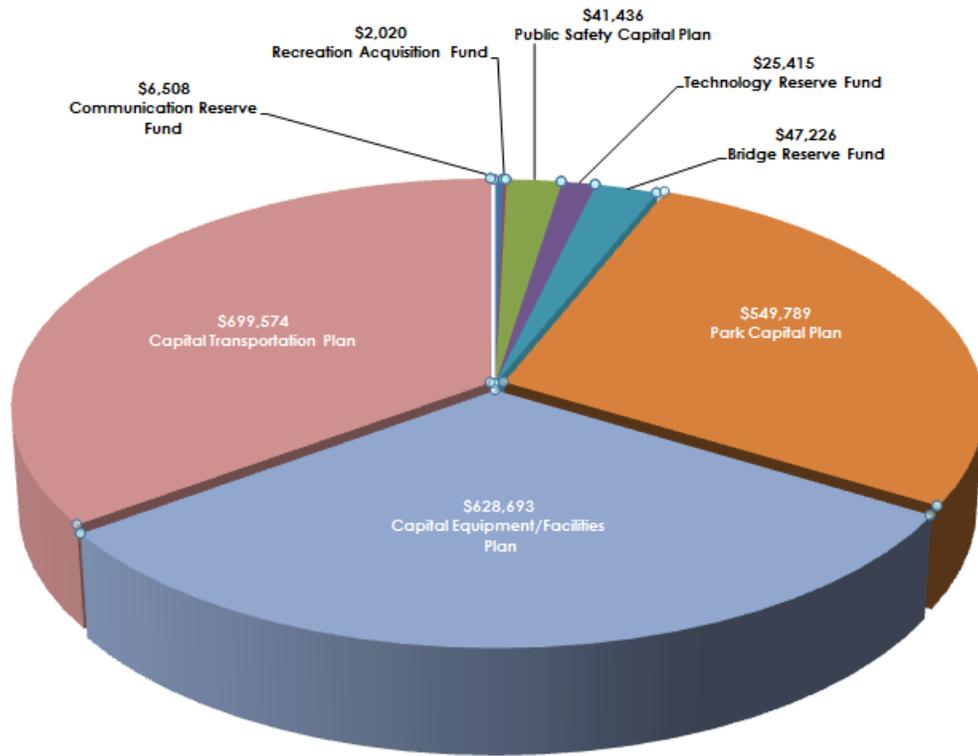
Total CEEP Expenditures	\$ 454,209	\$ 188,865	\$ 756,534	\$ 646,021	\$ 366,281	\$ 687,008	\$ 592,365	\$ 3,237,074
Total CTP Expenditures	\$1,305,623	\$ 676,529	\$ 686,260	\$ 685,977	\$ 708,413	\$ 709,574	\$ 724,514	\$ 4,191,267
Total PCP Expenditures	\$ 22,402	\$ 100,000	\$ 94,500	\$ 93,500	\$ 102,500	\$ 272,110	\$ 5,000	\$ 667,610
Communication Reserve Fund Expenditures	\$ 3,000	\$ -	\$ 27,000	\$ 191,000	\$ -	\$ 18,000	\$ 25,000	\$ 261,000
IT Reserve Fund Expenditures	\$ 85,051	\$ 92,127	\$ 73,518	\$ 22,638	\$ 23,775	\$ 61,690	\$ 70,667	\$ 344,415
Total Public Safety Capital Expenditures	\$ 9,000	\$ 9,000	\$ 114,000	\$ 59,000	\$ 9,000	\$ 9,000	\$ 28,000	\$ 228,000
Sub-Total Local Cap. Exp.	\$1,879,285	\$ 1,066,521	\$1,751,812	\$ 1,698,136	\$ 1,209,969	\$ 1,757,382	\$ 1,445,546	\$ 8,929,366

Other Capital Expenditures

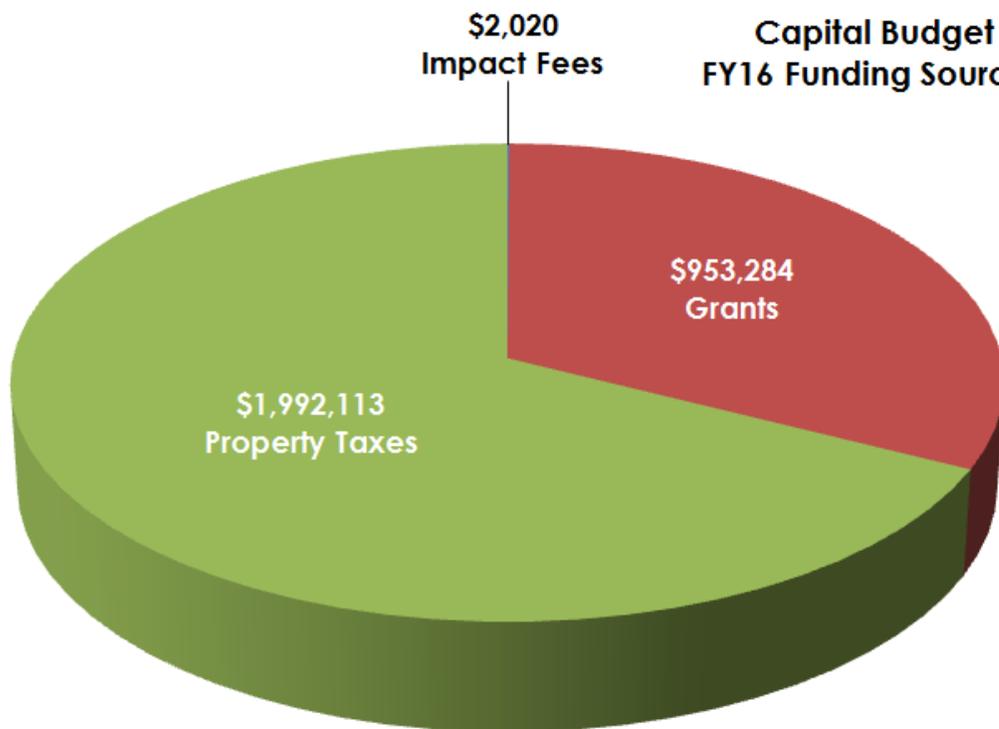
Total RAD Expenditures	\$ 185,000	\$ -	\$ -	\$ -	\$ 108,997	\$ -	\$ 150,000	\$ 258,997
State/Federal Expenditures	\$ 957,325	\$1,637,396	\$1,905,000	\$ -	\$ -	\$ -	\$ -	\$ 3,542,396
Other Funding	\$ 31,760	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sub-Total Other	\$1,174,085	\$1,637,396	\$1,905,000	\$ -	\$ 108,997	\$ -	\$ 150,000	\$ 3,801,393

Total All Capital Expenditures	\$3,053,369	\$2,703,917	\$3,656,812	\$ 1,698,136	\$ 1,318,966	\$ 1,757,382	\$ 1,595,546	\$ 12,730,759
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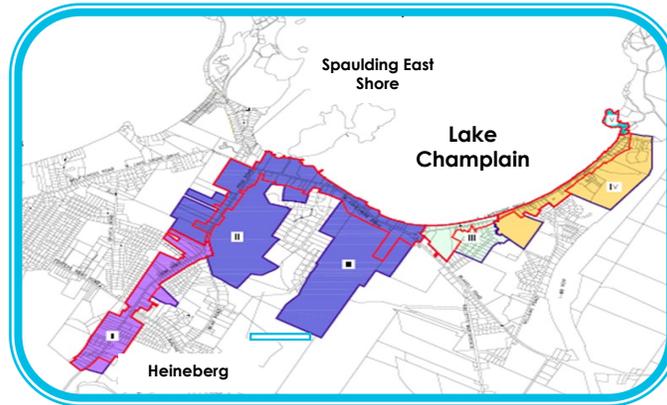
FY 16 Capital Budget Program Expenditure Summary



Capital Budget Program FY16 Funding Source Summary



The Clean Water Initiative: Striving to Improve and Protect Water Quality



Malletts Bay Sewer Project

- Address old and failing septic systems
- Reduce bacteria in the lake
- Improve property values in Malletts Bay



Stormwater Utility

- Preserve, protect & manage water resources into the future
- Address inadequate & failing drainage systems
- Provide adequate and more equitable funding plan for stormwater



Malletts Bay Stormwater System

- Reduce phosphorus & sediment loading into the bay
- Reduce stormwater erosion and property damage



Low Impact Development Standards

- Provides on-site stormwater treatment of 90% of all storms in the bay
- Requires site restoration and project landscaping town-wide to increase stormwater absorption into the ground



Map 7 2014 Town Plan Water System Service Area Colchester, Vermont

- Legend**
- Fire District Boundary
 - Water District Service Area**
 - Fire District #1
 - Fire District #2
 - Fire District #3
 - Champlain Water District
 - Essex
 - Interstate
 - US or State Route
 - Class 2 - 4 Road
 - Private Road
 - Railroad
 - Stream Centerline
 - Water Body

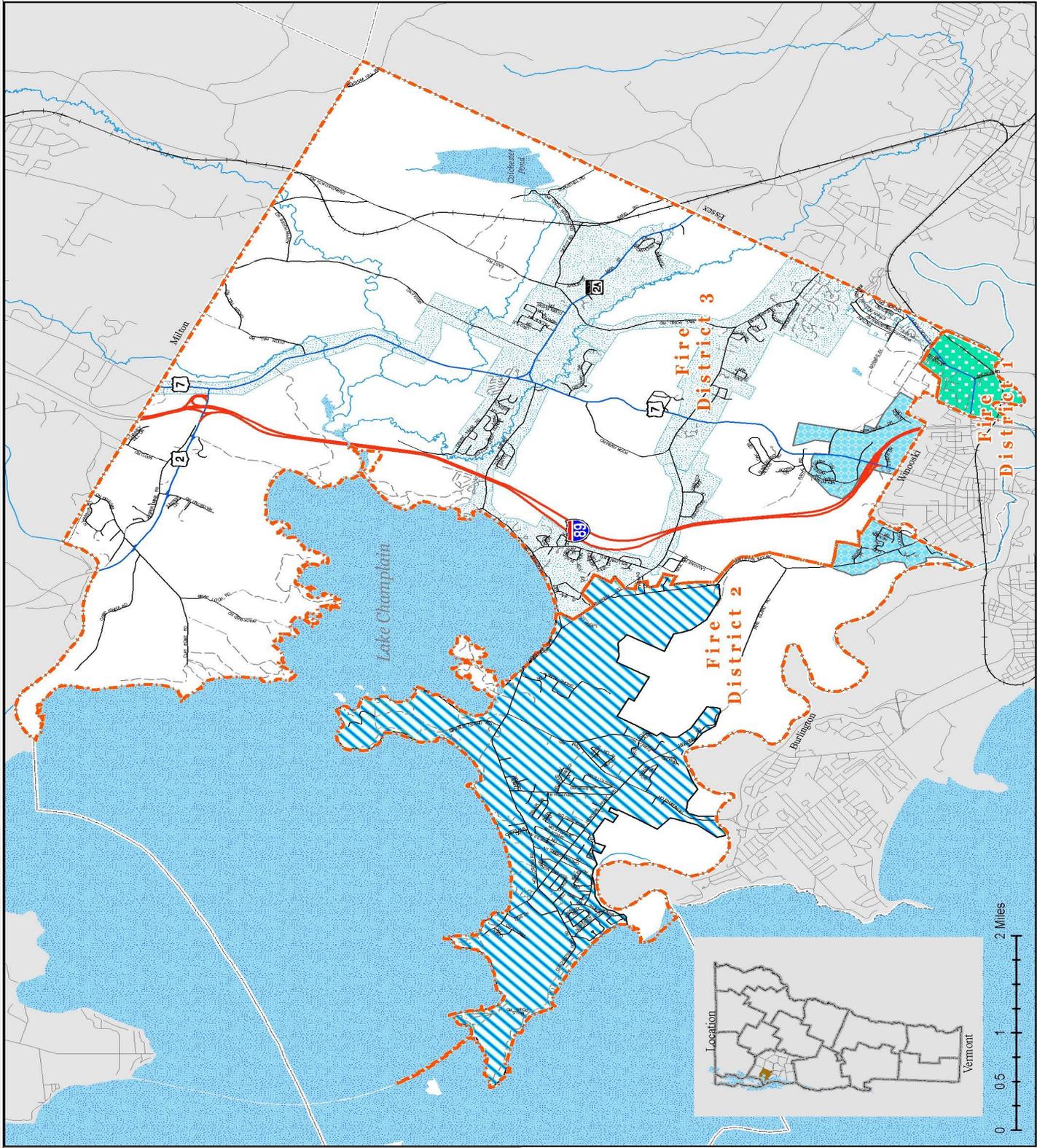


Source:
 Fire District Boundary - updated by CCRPC, 2012
 Water District Service Area - updated by CCRPC, 2012
 Champlain Water District - updated by CCRPC, 2012
 Road Centerline - 2012, CCRPC w/ guidance from town

Disclaimer:
 The accuracy of information presented is determined by its sources. Errors and omissions may exist. The Chittenden County Regional Planning Commission is not responsible for these. Questions of on-the-ground location can be resolved by site inspections and/or surveys by registered surveyor. This map is not sufficient for delineation of features on-the-ground. This map identifies the presence of features, but is not and may indicate relationships between features, but is not a replacement for surveyed information or engineering studies.

CHITTENDEN COUNTY RPC
 Communities Planning Together

1:54,000
 Date: 10/29/2013



Colchester Water Supply and Fire Services

The water in the Town of Colchester is provided by six distinct entities and there are three fire departments, all operating under different governmental structures, boards, and bylaws.

Fire District #1 – provides water service to Winooski Park, along Route 15, Red Pines Condos and Windemere Park. St. Michael's Fire & Rescue provides emergency response service to this area, in cooperation with Colchester Center Volunteer Fire Company (CCVFC).

The annual meeting is held on the 4th Monday in January. Monthly meetings are held irregularly at the Pomerleau Center at Saint Michael's College.

Main Phone District Manager	Jerry Flanagan	802.654.2872
Superintendent	John Tymecki	802.864.7454
St. Michael's Fire Chief	Erik Haversang	
St. Michael's Rescue Chief	Leslie Lindquist	
Prudential Committee	One year terms expire January 31 st	
Thomas Van Dzura	Treasurer	802.654.3404
Fr. Joseph McLaughlin	Chair, Clerk	
Brian Lee	Assistant Clerk	
Fr. Marcel Rainville	Committee Member	

For more information about Colchester Fire and Water District #1 visit <http://cfd1.org/town.html>
Learn more about St. Michael's Fire and Rescue at <http://www.smfronline.org/>

Fire District #2 provides water service and fire protection to the Malletts Bay area from Burlington to Bayside Park, and to a portion of Blakely Road onto Malletts Bay Avenue. The Malletts Bay Fire Department provides fire protection for this area.

The annual meeting takes place on the 4th Monday in January. Monthly meetings are held on the 2nd Thursday at 7:00 p.m. at the Fire District #2 Office, 844 Church Road.

Water and Hydrant Maintenance			802.862.4621
Malletts Bay Fire Chief	Stephen Bourgeois	Non-emergency	802.862.4415
Deputy Fire Chief	Dale Newton		802.862.4415
1st Assistant Chief	Dick Desautel		802.862.2858
2nd Assistant Chief	David Weissenstein		802.862.4415

Prudential Committee	Terms vary, 1 or 3 years; expire on January 31 st		
Michael Whalen, Chair			
Angela MacDonald			
Joe Hart			
Steve Chagnon			
Ed Losier			

For more information about Fire and Water District #2 visit: <http://mallettsbayfire.org>

Fire District #3 provides water and fire service for the Village area, including Severance Road as far south as Rathe Road to Hercules Drive and north to the Milton line; Westbury Park, Winchester Place to Bayside Park, East Lakeshore Dr. to the Village area; and to the east to the Essex line. Colchester Center Volunteer Fire Company (CCVFC) is a division of Colchester Fire District #3 and provides fire protection in this and other parts of Town in cooperation with St. Michael's Fire and Rescue.

Annual meetings are held on the third Monday in January; monthly meetings occur on the first Tuesday; both are held at the Fire District #3 office at 428 Main St.

Main Phone (Water)		802.878.4337
Fire Station, non-emergency		802.878.8961
District Administrator	Marianne Terrien	802.862.2858

Prudential Committee Three year terms expire January 31st

Jay Riedinger, Chair		2019
William Uzzell		2017
Stephen Roy		2018
Michael Chmielewski, CCVFC Chief	1 year term expires January 31st	
Sandy Ladd, Assistant Chief	1 year term expires January 31st	

Learn more about CCVFC at <http://www.colchesterfire.org>

Champlain Water District (CWD) Retail Division: Colchester Town Water System provides water to the Exit 16 Water Tower Hill area. **Malletts Bay Water Company** provides water to the Young Street | Valleyfield | Morehouse Drive neighborhoods on the Winooski | Malletts Bay Avenue line.

Main Phone, incl. emergencies		802.864.7454
Superintendent	John Tymecki	802.864.7454 x120
CWD Commissioner 3 year term	Karen Richard	Expires March 31, 2018
Alternate, 3 year term	Dawn Francis	Expires March 31, 2018

For more information about CWD visit <http://www.cwd-h2o.org>

The **Town of Essex** provides water to Fort Ethan Allen. Main Phone: 802.878.1344

For more information about the Town of Essex visit <http://www.essex.org>



Malletts Bay Fire Department

844 Church Road
P.O. Box 4
Colchester, VT. 05446
Telephone: 862.4415

Stephen Bourgeois, Chief
Richard Desautels, 1st Assistant Chief
David Weissenstein, 2nd Assistant Chief
Dale Newton, Deputy Chief
www.mallettsbayfire.com

The Malletts Bay Fire Department was established in 1952 and provides Emergency Response services to the Town of Colchester and mutual aid to surrounding communities. Our department consists of 30 highly trained and dedicated individuals that volunteer countless hours to provide the highest level of service possible to our community.

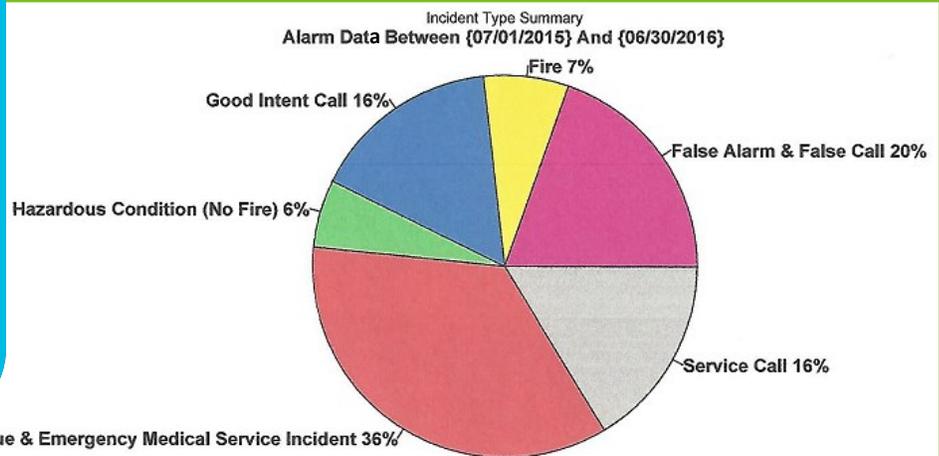
I would like to thank the members of the department for the dedication and professionalism they provide our department, and to the community for your continued support.

Stephen E. Bourgeois, Chief,
Malletts Bay Fire Department

In the past year, our Department responded to 250 calls for service.

The following are types of incidents to which we respond:

- Fires
- False Alarms & False Calls
- Good Intent Calls
- Hazardous Conditions
- Emergency Medical Calls
- Heavy Rescue Calls
- Water & Marine Calls



The Malletts Bay Fire Department also provided mutual aid to the following communities:

- Burlington
- Winooski
- Essex Junction
- Milton
- South Hero
- Air Guard



MALLETT'S BAY FIRE DEPARTMENT ANNUAL OPERATION BUDGET FY 2017 - 2018

ACCOUNT #	ACCOUNT NAME	APPROVED BUDGET FY 2016 - 2017	PRELIMINARY BUDGET FY 2017 - 2018	CHANGE
INCOME				
	CONTRACTED INCOME - TOC	\$ 389,400	\$ 398,700	\$ 9,300
	TOTAL CASH INFLOWS	<u>\$ 389,400</u>	<u>\$ 398,700</u>	<u>\$ 9,300</u>
EXPENSES				
	COMPANY EXPENSES			
5060	EMS	\$ 3,000	\$ 3,000	\$ -
5065	SPECIAL OPS, EQUIPMENT	7,000	8,300	1,300
5110	CUSTODIAL	4,200	4,200	-
5124	FIRE DEPT ADMINISTRATION	15,000	15,000	-
5125	DISTRICT ADMINISTRATION - PRUD CMTEE	2,500	2,500	-
5130	DUES & MEMBERSHIPS	1,500	1,500	-
5135	FIRE EXTINGUISHERS	-	-	-
5140	FIRE PREVENTION	300	300	-
5145	HEALTH & FITNESS	5,000	5,000	-
5150	HOSE REPLACEMENT	4,500	4,500	-
	INSURANCE EXPENSE			
5210	ACCIDENT & DISABILITY	1,500	1,500	-
5220	EMPLOYEE PRACTICES	300	300	-
5230	PROPERTY/ CASUALTY/LIABILITY	12,000	12,000	-
5240	PUBLIC OFFICIALS	800	800	-
5250	WORKERS COMPENSATION	6,000	6,000	-
5260	OUTSIDE LEGAL/AUDITOR/BOOKKEEPING	8,000	8,000	-
5280	PROTECTIVE EQUIPMENT	6,000	6,000	-
5310	R & M - COMPUTERS	3,000	3,000	-
5321	R & M - BUILDING	14,000	14,000	-
5330	R & M - VEHICLE	32,000	32,000	-
5350	SCBA MAINTENANCE	4,000	4,000	-
5400	STIPENDS	60,000	65,000	5,000
5520	SUPPLIES - OFFICE & EQUIPMENT	3,000	3,000	-
5610	SCHOLARSHIP EXPENSE	300	300	-
5620	TRAINING	7,000	7,000	-
5630	UNIFORMS	4,000	4,000	-
5710	ELECTRICITY	7,000	7,000	-
5720	GAS	9,000	9,000	-
5730	TELEPHONE & ALARM	5,000	5,000	-
5740	COMM/RADIO EXPENSE/RESERVE	15,500	15,500	-
5750	VEHICLE FUEL	11,000	11,000	-
	TOTAL EXPENSES	<u>252,400</u>	<u>258,700</u>	<u>6,300</u>
DEBT SERVICE				
	BOND INTRST- PUMPER/ENG./FASTATTACK	23,000	13,000	(10,000)
	RESCUE PUMPER - PRINCIPAL	33,000	-	(33,000)
	LADDER #3 - NEW CAPITALIZED LEASE	-	44,000	44,000
	ENGINE REFURB/FASTATTACK PRINCIPAL	<u>35,000</u>	<u>35,000</u>	<u>-</u>
	TOTAL DEBT SERVICE	<u>91,000</u>	<u>92,000</u>	<u>1,000</u>
RESERVES				
	BUILDING RESERVE	12,000	12,000	-
	PROTECTIVE EQUIPMENT RESERVE	6,000	9,000	3,000
	SCBA RESERVE	6,000	6,000	-
	VEHICLE RESERVE - GENERAL	10,000	10,000	-
	VEHICLE RESERVE - REPLACE RESCUE #8	<u>12,000</u>	<u>11,000</u>	<u>(1,000)</u>
	TOTAL TO RESERVES	<u>46,000</u>	<u>48,000</u>	<u>2,000</u>
	TOTAL CASH OUTFLOWS	\$ 389,400	\$ 398,700	\$ 9,300



Colchester Center Volunteer Fire Company, Inc.

483 Main St. / P.O. Box 2091
Colchester, VT 05446-2091

Michael Chmielewski, Chief
Sandy Ladd, Assistant Chief
www.colchesterfire.org

Year In Review

Did You Know?

- CCVFC has 2 fire stations, on Main Street and Clay Point Road
- St. Michael's Fire Department operates under the jurisdiction of CCVFC
- St. Michaels shares their engines with Colchester, Colchester reciprocates with equipment & fire protection gear
- An Automatic Aid System with the Malletts Bay & Winooski Fire Departments, means faster & greater response to customers
- CCVFC & St. Mike's Fire Dept. have invested hundreds of hours in training, fire prevention, & more
- Energy efficient windows and additional insulation were added to the Main Street station while critical repairs were made to remedy extensive dry rot that affected the structure's integrity



Colchester Center Volunteer Fire Company (CCVFC) Call Breakdown

Total Calls	665		
Structure Fires	10	Vehicle Fires	7
Other Fires	8	Brush Grass Fires	12
Carbon Monoxide	6	Miscellaneous Good intent	92
Car Accidents	116	Hazardous Materials	16
Mutual Aid	116	False Alarms (malfunction)	81
False Alarms (unintentional)	106	Medical Assist	95

Interested in volunteering?
Call 878-8961. Our website:
colchesterfire.org.



Thank you to all the volunteers and their families for their dedication to improving the quality of emergency services in Colchester. Also thanks to Malletts Bay Fire Department, Winooski Fire Department, Colchester Rescue, and the Colchester Police for their assistance. These four public safety organizations work together to improve service to the community and save taxpayers' dollars.

-Chief Michael Chmielewski



**Colchester Center Volunteer
Fire Company, Inc.**

483 Main St. / P.O. Box 2091
Colchester, VT 05446-2091

Michael Chmielewski, Chief
Sandy Ladd, Assistant Chief
www.colchesterfire.org

Revenues and Expenses

For The Year Ended June 30, 2016

Receipts

Town of Colchester	\$	464,900.00
Contributions		0.00
Interest Income		135.86
Miscellaneous		949.99
Reimbursements		2,544.00
Lock box reimbursements		3,237.01
Grants		0.00
Sale of Equipment		<u>0.00</u>
Total Revenues	\$	471,766.86

Expenditures

Building Maintenance	\$	46,354.63
Vehicle Maintenance		31,497.59
Insurance		37,688.00
Fire Fighting Equipment		72,341.55
Communications		4,279.76
Training		3,252.99
Office Expense		2,161.00
Food & Beverages		16,978.11
Dues & Subscriptions		3,587.95
Miscellaneous		2,800.11
Fuel		38,612.97
Fire Prevention		0.00
Note Principal & Interest		104,492.72
Legal & Professional		1,402.25
Hep/B - Physicals		<u>0.00</u>
Total Expenditures	\$	365,449.63

Excess (deficit) revenues over expenditures \$ 106,317.23

Other Financial Resources

Proceeds from loan		
Proceeds from Capital Equipment Fund	\$	20,036.27
Reserve for capital expenses		0.00
Purchase of equipment	\$	<u>(118,388.90)</u>
Excess (deficit) revenues and other financial re- sources over expenditures	\$	7964.60
Operating cash balance beginning of year		(124.53)
Operating Cash Balance End of Year	\$	7,840.07

Capital Equipment Account \$ 102,554.25



CHAMPLAIN WATER DISTRICT

Dedicated to Quality Water & Service



First In The Nation ~ Excellence In Water Treatment, Partnership For Safe Water

MANAGEMENT LETTER – 2016

Champlain Water District (CWD) is a regional municipal organization supplying drinking water and fire protection to 12 municipal water systems, including Colchester Fire District #1, Colchester Fire District #3, Colchester Town, and the Malletts Bay Water Company since 1973. This past year CWD celebrated our 17th year of meeting the criteria for the Partnership for Safe Water Program's Excellence in Water Treatment Award. CWD was the first water supplier in North American to receive this award in 1999, and is presently one of 16 water utilities that have attained this level of water treatment, signifying continuous protection of public health. In June 2015, CWD won the People's Choice Award for the best-tasting drinking water in North American at the American Water Works Annual Conference and Exhibition.

Over the past year CWD has steadily continued its efforts toward completion of its Twenty-Year Master Plan reported by Dufresne & Associates in September 2002. This past fiscal year CWD:

- **Began:** design of a redundant disinfection contact water storage tank at the Treatment Facility site
- Design coordination for the retirement of a CWD storage tank with a served municipal water system
- Construction oversight on a joint communications project with the City of South Burlington
- Construction to replace a High Service Pump Discharge Header at the water treatment facility
- Effort to acquire additional land at the Treatment Facility site
- **Continued:** a long term asset management contract with Utility Services Company Inc. for on-going inspection, maintenance, and rehabilitation of 14 welded steel water storage tanks
- Investment with Efficiency Vermont to optimize energy usage and reduce overall annual electrical costs
- To serve as the Vermont Training Center for the New England Water Works Association
- A long term asset management database system for all CWD property, plant, and equipment
- Documentation of infrastructure ownership Memoranda of Understanding with each served municipal water systems
- **Completed:** the rehabilitation and recoating of two water storage tanks in Colchester and Williston
- An upgrade to the Plant Motor Control Center's heating, ventilating, and A/C system
- Construction and installation of a pumping unit at CWD's lake water pumping station
- Coordination of the removal of excess fill atop a CWD 24" diameter water transmission line
- A deep bed multimedia filter rebuild as part of our ongoing annual capital program,

We thank our employees and elected officials for their effort, support, and dedication in allowing CWD to be proactively managed and operated to supply a drinking water product protective of public health. As always, we welcome groups of any size to tour our facility. Please call 864-7454 to arrange a tour, or if you have questions, or need further information on Champlain Water District.

Respectfully Submitted,

Karen Richard, Chair CWD Board of Water Commissioners

Jim Fay, CWD General Manager

Colchester Cemetery Advisory Committee Pam Loranger, Chair

Our thanks to Robert and Holly Miller for their gift of land and new fence at Munson Cemetery.



This year we lost our beloved cemetery steward of 48 years. Joyce Sweeney had been the overseer of the cemeteries since 1968 and passed away on October 17, 2016. She will be greatly missed, for her enduring charm, humor and dedication to the Town.

Did you know?

The Cemetery Advisory Committee provides a well-maintained setting for the interment and commemoration of the dead and for the comfort and inspiration of the bereaved and general public. The Committee is proud to report many improvements over the past year:

- Removal of trees & debris at Malletts Bay Cemetery
- New fences at Malletts Bay and Munson Cemeteries
- New signs at all cemeteries
- All cemetery records have been digitized
- 37 burials
- 21 lots sold (\$11,900)



Most Colchester Revolutionary and War of 1812 veterans were buried in the Munson Cemetery. Colchester Village Cemetery has many Civil War veterans.



From a Munson Cemetery grave marker:

WILLIAM DAY MUNSON - A GRADUATE OF NORWICH UNIVERSITY 1854.- CAPTAIN CO. D 13TH VERMONT REGIMENT, U.S.V. - SEPTEMBER 6TH, 1862 - PROMOTED LIEUTENANT COLONEL MAY 5TH, 1863.

At Gettysburg, July 2, 1863, he commanded the detached left wing of the regiment supporting a battery on Cemetery Hill. July 3, second in command, he participated with the regiment in the deadly assault on the flank of the Confederate charging columns, bravely doing his full duty in that terrible hour, which turned the tide of battle at the point since called 'The High Water Mark of the Rebellion.'

This tablet is placed here by his comrades of the 13th Regiment as a token of their respect for him as an officer, and their affection for him as a man.
July 3rd 1906.

Colchester Conservation Commission Theresa Carroll, Chair

Did You Know?

The Conservation Commission celebrated its 20th anniversary in December, 2015.



Year in Review

- Coordinated Green Up Day in May where 305 volunteers picked up 3.5 tons of road-side trash, 241 tires and 3.4 cubic yards of scrap metal
- Volunteered through Colchester Blooms! to plant annuals and perennials at a number of high-traffic sites to help beautify the town
- Conducted a do-it-yourself Rain Barrel Workshop in April 2016 at Bibens ACE Hardware
- Maintained the rain garden along the bike path on Holy Cross Road
- Worked with Lee Krohn, Chittenden County Regional Planning Commission, to develop a town tree management plan including a tree ordinance and participated in technical tree care training as part of the Vermont Urban and Community Forestry Program's Care of the Urban Forest Project
- Served as monitors for the annual leaf collection weekend at Airport Park in November. A total of 105.79 tons of leaves were collected and picked up by Chittenden Solid Waste District to be turned into compost.



- Visited several Town natural areas for informational purposes for future Commission projects and to advise Town officials and the Lake Champlain Land Trust as needed



FY2016 Annual Report
Town of Colchester
Charlie Baker, Executive Director

The Chittenden County Regional Planning Commission (CCRPC) is a cooperative regional forum for the development of policies, plans and programs that address regional issues and opportunities in Chittenden County. The CCRPC serves as the region's federally designated metropolitan planning organization (MPO) and is responsible to all citizens of the region to ensure the implementation of the best regional and transportation plan for Chittenden County. The CCRPC also provides technical and planning assistance to its member municipalities and the Vermont Agency of Transportation (VTrans).

The CCRPC celebrated its 50th anniversary in 2016 and appreciates the continued opportunity to work with its municipal members to plan appropriately for the region's future to protect and improve the special quality of life that is shared throughout Chittenden County. In FY16, the CCRPC invested more than \$4.7 million in regional land use, transportation, emergency management, energy, natural resources, public engagement, training, and technical assistance. The program leverages nearly \$4.3 million in Federal and State investment with \$245,000 in municipal dues and another \$200,000 in local match for specific projects—a **9:1 return on investment**.

Town of Colchester representatives to the CCRPC Board and other committees in FY16 were:

- CCRPC representative – Marc Landry
- CCRPC alternate – Tom Mulcahy
- Transportation Advisory Committee (TAC) – Bryan Osborne
- Planning Advisory Committee (PAC) – Sarah Hadd

TOWN of COLCHESTER ACTIVITIES

In FY 2016, the CCRPC provided assistance to Colchester on the following projects and initiatives:

- **Colchester Build Out Analysis** – Finalized the Colchester Bayside Build-out Analysis project that identified various transportation and land use alternatives for the West Lakeshore Drive Corridor to accommodate potential additional development.
- **Mapping** – Updated Community Rating System maps, linked new parcel data with CAMA data in VueWorks, completed two Collector App maps for Colchester Public Works to use in tracking street sweeping and work conducted on catch basins and outfalls.
- **Crosswalk Inventory** – Finalized Colchester Crosswalk Assessment in accordance with MUTCD standards.
- **Traffic Counts** – The CCRPC conducted three roadway (AADT) counts in support of Colchester's transportation projects and studies (<http://vtrans.ms2soft.com/>).

Colchester Projects in the Transportation Improvement Program (TIP)

The TIP is a prioritized, multi-year list of transportation projects in Chittenden County. To receive federal funds, each transportation project, program or operation must be authorized through the TIP. Burlington projects included in the TIP are listed below. These projects are also identified in the FY 2016 Vermont Agency of Transportation Capital Program for design or construction.

- **Blakely Road/Laker Lane Intersection Improvements** – \$360,000 intersection improvement project as part of CIRC Alternatives Phase III. Construction schedule is to be determined.
- **Exit 16 Improvements** – \$9.8 million intersection improvement project. Project is scheduled to begin in 2018.
- **Exit 16 Park and Ride** – \$1.3 million with construction scheduled for FY17.
- **Exit 17 Improvements** – \$17.6 million for the reconstruction of BR18A carrying US2 over I-89 and interchange upgrades. Construction schedule to be determined.
- **Fort Ethan Allen Sidewalk Improvements** – \$462,000 project to use unexpended funds from completed Campus Connector project. Construction scheduled for 2017.
- **Mountain View Drive Sidewalk** – \$232,049 project funded with 2015 CCRPC sidewalk grant of \$75,000 and 2016 CCRPC sidewalk grant of \$82,639 for pedestrian infrastructure on Mountain View Drive. Construction scheduled for 2017.
- **Prim Road/West Lakeshore Drive Intersection Improvements** – \$1.7 million intersection improvement project as part of CIRC Alternatives Phase III. Construction schedule to be determined.
- **Severance Corners Intersection Project** – \$6 million project as part of CIRC Alternatives Phase II. Construction scheduled for 2020.
- **Severance Road Path and Intersection Improvements** – \$2.4 million path and intersection improvement project as part of CIRC Alternatives Phase III. Construction schedule to be determined.
- **US 2/Clay Point Road (TH58) Improvements** – \$1,078,542 left turn lane project. Project to be completed in 2016.
- **VT 2A Improvements** – \$3.9 million for improvements to VT2A through Colchester Village and to the VT2A/Mill Pond Road intersection as part of CIRC Alternatives Phase III. Construction schedule to be determined.
- **VT 2A/US 7/Creek Road/Bay Road Intersection** – \$4.58 million for improvements to VT 2A/US 7 Intersection to begin construction in FY17
- **West Lakeshore Drive Path** – \$1.77 million multiuse path project funded with Transportation Alternatives award, CCRPC sidewalk award, and Town funds.
- **VT15 Multiuse Path** – \$1.5 million for path from Lime Kiln Road to Susie Wilson Road as part of CIRC Alternatives Phase II implementation project. Construction schedule to begin in 2018.
- **VT15 Traffic Signal Upgrades** – \$235,000 to upgrade four signals on VT15 – St. Michaels College, West St. Extension, VT289 Ramps. Project to be completed in 2016.
- **I-89 Bridge Rehabilitation** – \$7 million for necessary rehabilitation of bridges 76 N&S and 77 N&S. Project schedule to be coordinated with Colchester Exit 16 Project (HP102). Construction scheduled for 2018.
- **I-89 Bridge Rehabilitation** – \$2 million for replacement of culvert 75-1N north of Blakely Road. Project to be completed in 2016.

For the complete report and further information about the CCRPC please visit <http://www.ccrpcvt.org/> or contact CCRPC Executive Director, Charlie Baker, cbaker@ccrpcvt.org, 802-846-4490 x23.



Winooski Valley Park District Nick Warner, Executive Director

Ethan Allen Homestead - Burlington, Vermont 05408



Visit the WVPD Parks:

- Colchester Pond
- Delta Park
- Derway Island Nature Preserve
- Donohue Sea Caves
- Essex Overlook Park
- Ethan Allen Homestead
- Heineberg Wetlands
- Macrae Farm Park
- Mayes Landi
- Muddy Brook Park
- Muddy Brook Wetland Reserve
- Old Mill Park
- Riverwalk Trail
- Salmon Hole Park
- Winooski Gorge
- Wolcott Family Natural Area
- Woodside Park
- Valley Ridge

FY 2015-16 Year in Review

The following are a few highlights of work and activities completed at WVPD:

- WVPD's educator met with 1,534 visitors, including 1,232 children
- 28 professionals lead workshops attended by approximately 390 students at the 30th annual Conservation Field Day
- Summer camp was extended to 8 full weeks in 2016, with over 60 campers
- Many improvements to parks were made including hiring a new resident care taker, installing new kitchen floor at the Farmhouse and a goose nesting platform at Colchester Pond, and more
- Made repairs to a bridge washout and graded access road to Macrae Farm Park and removed a large hazard tree near bike path at Delta Park
- Staked out parking area and trails; completed wetland delineation at Wolcott Family Natural Area

Did you know?

- WVPD manages lands and waters of 18 parks within the boundaries of its member municipalities, with more than 13 miles of shoreline and 25 miles of trails
- The Town of Colchester has been a supporting member of WVPD for 44 years
- Volunteers contribute nearly 1,000 hours of labor annually to WVPD parks
- L.L. Bean host snowshoeing and fly fishing programs at the Ethan Allen Homestead





VISITING NURSE ASSOCIATION OF CHITTENDEN AND GRAND ISLE COUNTIES

The Visiting Nurse Association of Chittenden and Grand Isle Counties (VNA) is a 111-year-old non-profit home health agency caring for whole families with services that span a lifetime – from critically ill children to vulnerable young families to adults who need rehabilitation, long-term care, adult day services or end-of-life care.

In the past, many towns hired Town Nurses, who were responsible for providing care to residents. With support from the towns we serve, the VNA took on that role. The VNA cares for children, adults, seniors, and families, helping keep people where they most want to be – at home. The VNA provides medically necessary home and community-based care to individuals and families *regardless of their ability to pay*.

Our founders established a directive, “to serve all who turn to the VNA in their time of need,” which still guides our work today. In just the past year, **the VNA provided \$1.54 million in charitable care to our neighbors in need**; charitable care is health care provided for free or at reduced prices.

The VNA offers the following programs and services:

- Family and Children’s Services, helping families learn to thrive through pregnancy and early childhood years in homes
- In-home nursing, physical, occupational, and speech therapy to help people regain independence after illness
- Private Care Services, offering support for everyday tasks to make living at home safe and comfortable
- Long-term in-home care, helping people live their best lives in the setting they prefer
- Adult Day Programs, helping older adults keep connected in a safe, stimulating, home-like environment
- Palliative care, Hospice and McClure Miller VNA Respite House, caring for people with serious illness and their families

Care Report for FY16:

The VNA cared for **455** people in the Town of Colchester with these services in FY 2015-16 ➡

VNA SERVICE	VISITS	HOURS
Nursing	3,407	
Physical Therapy	1,390	
Speech Therapy	362	
Occupational Therapy	409	
Social Work, Social Service	968	
Licensed Nursing Assistant		3,360
Homemaker		640
Waiver Attendant		6,399
Personal Care Attendant		5,734
Total	6,536 Visits	16,133 Hours



Contact the VNA:
802.658.1900

www.vnacares.org

info@vnacares.org



State of Vermont
Department of Health
Burlington District Office
108 Cherry Street, STE 102
Burlington, VT 05402

Agency of Human Services
<http://healthvermont.gov/>
 [phone] 802-863-7323
 [fax] 802-863-7571
 [toll free] 1-888-253-8803

Vermont Department of Health Report for Colchester

Your local health district office is in Burlington at the address and phone number above. Come visit or give us a call! At the Vermont Department of Health, we are working every day for your health. With twelve district offices around the state, and state office and laboratory in Chittenden County, we deliver a wide range of public health services and support to your community. For example, in 2016 the Health Department:

Supported healthy communities: Worked with the schools in your community to support the school wellness policies, nutrition, physical activity and substance abuse prevention initiatives.

Provided WIC nutrition services and healthy foods to families: We served about half of all Vermont families with pregnant women and children to age five with WIC (Special Supplemental Nutrition Program for Women, Infants and Children). WIC provides individualized nutrition counseling and breastfeeding support. We partner with grocery stores across the state to enable participants to use a debit-like card to access nutritious foods. The average value of foods provided is \$50 per person per month.

Worked to prevent and control the spread of disease: In 2016 we responded to ~340 cases of infectious disease in Chittenden County. In 2016, \$13,916,297 of vaccine for vaccine-preventable diseases was distributed to healthcare providers statewide.

Aided communities in emergency preparedness: In July of 2016 staff at the Burlington District Office with support from Medical Reserve Corps participated in a large-scale exercise, Vigilant Guard, in Essex. The exercise was a practice of our procedures for distributing medicine to the public in case of a public health emergency.

For 2016-17, \$10,000 will fund training for Chittenden County Medical Reserve Corps (MRC) volunteers, a group of health care and public health volunteers trained to provide support to the hospital, the Health Department, and communities. If you are interested in becoming an MRC volunteer, you can register at <http://www.oncallforvt.org/>

In addition, \$58,560.00 will support emergency preparedness capabilities at UVM MC by supporting them to build capacity, provide training to staff and to prepare for public health emergencies.

Visit us: www.healthvermont.gov.
 Join us: <https://www.facebook.com/VTDeptHealthChittendenCo>
 Follow us: www.twitter.com/healthvermont.





Part C

Colchester School District



Student engagement is evident at a Malletts Bay School assembly.



COLCHESTER SCHOOL DISTRICT

Amy Minor, Superintendent of Schools
 George A. Trieb, Jr., Business Manager
 Carrie A. Lutz, Director of Special Education
 Gwendolyn Carmolli, Director of Curriculum
www.csdvt.org

Administrative Offices 125 Laker Lane • P.O. Box 27, Colchester, VT 05446-0027 • Phone 802.264.5999 • Fax 802.863.4774

Superintendent's Report

I am incredibly honored to be the Superintendent of Colchester Schools; where our focus truly is every child, every school, every day. I am excited to share my first Superintendent's Report with the entire Colchester community. Colchester School District (CSD) is a highly rated school district in a close-knit community, and that deserves to be celebrated.

This report outlines some of the investments, both tangible and not, that you as a community member contribute toward. When compared to other districts in Chittenden County and the Vermont State average, CSD consistently spends considerably less money per equalized pupil and yet our assessment scores routinely rank above average. Our leadership team and school board are committed to keeping costs low while maintaining high-quality schools that will continue to make Colchester a town families choose to live in .

I believe the overarching goal of a pre-K to grade 12 district is to develop students that are equally prepared for life, college, and work. In order to achieve this goal we need to ensure that all of our students are entitled to educational experiences that are embedded with rigor and relevance and built upon meaningful relationships. You cannot make a student's educational experience rigorous or relevant if you don't know who they are and what's important to them. In essence, you can't teach kids you don't know!

In each of our schools we are focused on:

- Implementation of effective instruction
- Providing strong student support services
- Ensuring that our learning environments and opportunities are equitable and rigorous for each individual learner
- Creating a cohesive district that is united

We are committed to providing the highest level of service to our learners while controlling spending and being sensitive to the overall tax constraints.

On January 17, 2017 the Colchester School Board approved a budget of \$39,133,767 for FY 2018 which represents an increase of 3.22% over the current year's spending plan. The approval correlates to our district initiatives and permits the school board and leadership team to:

- Advance academic planning
- Staff the district to support student needs properly
- Address the concern for its aging facilities

We are excited by our progress in the current year and are eager to continue our improvement of the services we provide to our students, families, and community.

The Colchester School Board and Administrative Team strive to be strong stewards of community tax dollars while balancing the needs of our students. In the coming year the District plans to invest in our facilities, develop proactive programs for students who are English learners, and continue to ensure flexible pathways for students to demonstrate the proficiencies they require for graduation. We hope you will be proud of the investments we are making in Colchester's future.

Colchester School District remains an essential component of our vibrant community and makes our town a highly desirable place to live, work, and play. I invite you to visit our redesigned website at www.csdvt.org to learn more about our schools, staff, and the vast opportunities we are honored to provide our students.

Thank you for the opportunity to serve the Colchester community,

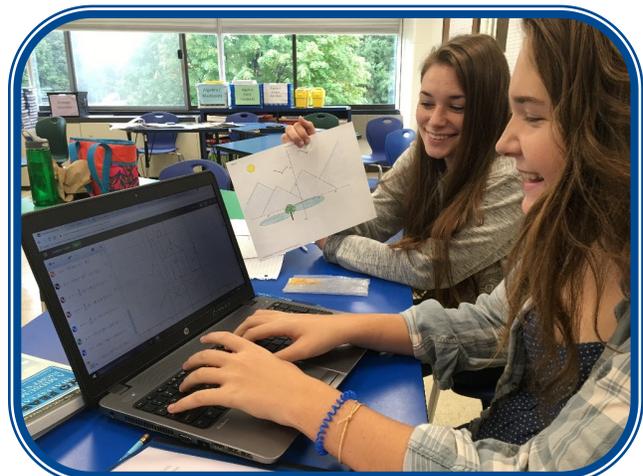
Amy Minor
Superintendent of Schools



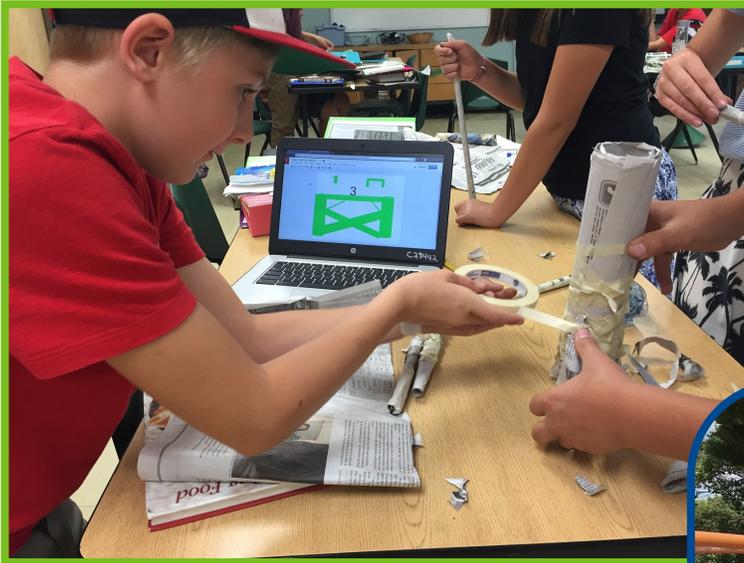
Students at Union Memorial School enjoy a music class.



Malletts Bay School Walk



CHS Students work together.



A Colchester Middle School student builds a model of his computer-drawn design.

Students enjoy recess on the playground at Malletts Bay School



Porters Point School students create drawings.



Technology is essential to learning at Colchester Middle School.

COLCHESTER SCHOOL DISTRICT
SCHEDULE OF REVENUE AND EXPENDITURES
BUDGET (NON-GAAP BUDGETARY BASIS) AND ACTUAL
GENERAL FUND
FOR THE YEAR ENDED JUNE 30, 2016

	<u>Budget</u>	<u>Actual</u>	<u>Variance Favorable (Unfavorable)</u>
Revenue:			
Regular Instructional:			
General State Support Grants	\$ 28,877,359	\$ 28,877,359	\$ 0
Other State Revenue	713,943	798,131	84,188
Tuition	997,500	747,795	(249,705)
Other Local Revenue	85,000	95,816	10,816
Special Education Support:			
State Revenue	3,755,520	4,070,197	314,677
Federal Grants	533,102	467,397	(65,705)
Tuition	0	107,847	107,847
Interest	90,000	60,402	(29,598)
Total Revenue	<u>35,052,424</u>	<u>35,224,944</u>	<u>172,520</u>
Expenditures:			
Regular Instructional:			
Direct Instructional	14,692,270	14,596,860	95,410
Vocational Tuition	760,779	739,485	21,294
Student Support Services	1,630,036	1,842,755	(212,719)
Staff Support Services	1,039,295	1,036,633	2,662
General Administration	716,976	553,407	163,569
School Administration	1,886,934	1,877,613	9,321
Fiscal Services	1,649,233	1,432,235	216,998
Operation and Maintenance of Plant	3,457,002	3,463,458	(6,456)
Transportation Services	1,087,000	895,984	191,016
Special Education Support:			
Direct Instructional	6,033,193	6,062,643	(29,450)
Student Support Services	1,221,430	1,083,379	138,051
Staff Support Services	80,153	41,821	38,332
School Administration	403,174	416,485	(13,311)
Transportation Services	234,949	256,000	(21,051)
Debt Service	360,000	343,296	16,704
Transfer to Food Service Fund	0	50,000	(50,000)
Transfer to Capital Reserve Fund	0	19,025	(19,025)
Total Expenditures	<u>35,252,424</u>	<u>34,711,079</u>	<u>541,345</u>
Excess/(Deficiency) of Revenue Over Expenditures	<u>\$ (200,000)</u>	<u>\$ 513,865</u>	<u>\$ 713,865</u>

NAME	PRIMARY JOB TITLE	WAGES	NAME	PRIMARY JOB TITLE	WAGES
ADAMS A	PARAEDUCATOR- SPED	13,767.23	BULLINGER L	PARAEDUCATOR- SPED	19,024.66
ADAMS R	FOOD SERVICE -WORKER	10,805.61	BUNDY D	SPED DRIVER- SCHOOL DISTRICT	15,483.50
ALBRIGHT E	ENGLISH TEACHER	64,285.00	BURKE J	ASSISTANT PRINCIPAL 12 MOS	86,030.00
ALBRIGHT W	ART TEACHER	59,055.05	BURKE K	TEACHER SUBSTITUTE	605.00
ALDEN K	PARAEDUCATOR- SPED	18,886.56	BURKE M	SUPPORT STAFF SUBSTITUTE	4,372.42
ALEY C	X-COUNTRY RUNNING -CMS	8,283.50	BUSSIERE T	SECRETARY BUILDING	33,850.31
ALGER S	CUSTODIAN	33,755.52	BUSWELL D	ELEMENTARY TEACHER	76,570.50
ALLARD P	SUPPORT STAFF SUBSTITUTE	39.23	BUTTERFIELD B	PARAEDUCATOR- SPED	9,575.33
ALLBEE D	ELEMENTARY TEACHER	56,682.00	CALDERON- BATIOJA J	SOCCER -J. V. BOYS	7,307.86
ALLEN D	SOCCER -CMS GIRLS	1,736.00	CALLAHAN C	PARAEDUCATOR- SPED	21,436.19
AMOUR S	TECHNOLOGY ASSISTANT I	52,325.86	CAMPBELL A	PARAEDUCATOR	20,580.69
ANDERSON C	ELEMENTARY TEACHER	64,212.00	CANNIZZARO V	ART TEACHER	86,283.76
ANNINO D	TEACHER SUBSTITUTE	1,535.00	CANTWELL-JONES C	GUIDANCE COUNSELOR	673.28
ANTONICCI C	PRINCIPAL 12 MONTHS	116,201.62	CARMOLLI G	DIRECTOR OF CURRICULUM 12MOS	113,653.00
ARTHUR T	BEHAVIOR INTERVENTIONIST	19,672.79	CARNEY K	ELEMENTARY TEACHER	58,706.72
AXWORTHY M	SCHOOL NURSE	88,506.97	CAROLIN E	TEACHER SUBSTITUTE	3,835.00
BADGER J	CUSTODIAN	34,346.05	CARROLL T	SECRETARY SPECIAL ED BLDG	26,506.95
BANNISTER D	FOOD SERVICE -WORKER	23,036.63	CARTER H	ENGLISH TEACHER	54,762.80
BARBER M	FOOD SERVICE -WORKER	9,034.09	CARTER J	SUPPORT STAFF SUBSTITUTE	3,853.78
BARBOUR B	CUSTODIAN	407.10	CHAMBERLAIN C	HEAD COOK	26,719.15
BARCOMB D	PARAEDUCATOR- SPED	24,763.54	CHAMBERLIN J	PARAEDUCATOR- SPED	18,743.19
BARNES M	PARAEDUCATOR- LIBRARY (1-2)	11,035.12	CHARNLEY C	PARAEDUCATOR- SPED	19,286.24
BARNETT K	ELEMENTARY TEACHER	71,742.00	CHENEY J	ELEMENTARY TEACHER	75,630.50
BARON H	PRINCIPAL 12 MONTHS	81,299.22	CHEVREFILS M	SPECIAL EDUCATION TEACHER	64,858.22
BARRINO K	SPECIAL ED ALT PROGRAM TCHR	61,112.00	CHICOINE S	TEACHER SUBSTITUTE	2,094.80
BARRY T	PARAEDUCATOR- SPED	18,185.85	CHITTENDEN K	ELEMENTARY TEACHER	54,000.72
BARTON J	BASKETBALL -CMS BOYS	1,066.75	CIEPLICKI B	ATHLETIC DIRECTOR 11 MOS	70,181.72
BATSON A	PARAEDUCATOR- ESL	23,179.54	CIOFFI T	ELEMENTARY TEACHER	71,742.00
BEAN H	PARAEDUCATOR- SPEECH	17,554.47	CLARKE S	PARAEDUCATOR- SPED	17,215.06
BECK H	PARAEDUCATOR	18,598.46	CLOUTIER-SIMONS D	SCIENCE TEACHER	35,729.66
BELAND S	TEACHER SUBSTITUTE	1,453.46	COHEN R	SOCIAL STUDIES TEACHER	69,333.00
BELASKI M	ELEMENTARY TEACHER	87,238.22	COLE T	TEACHER SUBSTITUTE	436.61
BELISLE C	SUPPORT STAFF SUBSTITUTE	938.10	COLE W	ENGLISH TEACHER	76,667.76
BENAY J	PRINCIPAL 12 MONTHS	108,243.00	COLEMAN C	PARAEDUCATOR BUS	3,830.42
BENJAMIN J	FOOD SERVICE -WORKER	12,883.04	COLGROVE W	FOOD SERVICE -WORKER	9,921.96
BENT G	TEACHER SUBSTITUTE	993.46	COLLEY W	PARAEDUCATOR	18,053.39
BERARD J	BEHAVIOR INTERVENTIONIST	23,324.77	COLLINS A	TEACHER SUBSTITUTE	110.00
BERGERON M	CUSTODIAN	38,094.36	COLLINS C	ELEMENTARY TEACHER	75,298.00
BERRY J	PARAEDUCATOR- SPED	24,495.18	COLLINS S	FOOD SERVICE -WORKER	18,648.72
BEVINS D	SUPPORT STAFF SUBSTITUTE	1,317.53	COMEAU K	FIELD HOCKEY -CMS	3,038.00
BIOLSI W	TEACHER SUBSTITUTE	1,461.61	COMI K	FOOD SERVICE -WORKER	16,096.67
BIRD R	SUPPORT STAFF SUBSTITUTE	5,908.00	CONNOR K	TEACHER SUBSTITUTE	1,420.81
BISHOP R	PARAEDUCATOR- SPED	26,522.84	CONNORS K	NORDIC SKIING -VARSITY GIRLS	2,405.50
BISSONNETTE D	ELEMENTARY TEACHER	84,710.00	COPE C	SUPPORT STAFF SUBSTITUTE	912.32
BJORK S	BEHAVIOR INTERVENTIONIST	28,695.04	CORRIGAN N	SUPPORT STAFF SUBSTITUTE	246.14
BLACK C	MUSIC ACCOMPANIST	1,736.00	COSTANTINO-FOLEY L	TEACHER SUBSTITUTE	12,138.76
BLAKE S	LITERACY COORDINATOR-NON FF	84,710.00	COTE C	PARAEDUCATOR- SPED	14,522.72
BLANK P	SUPPORT STAFF SUBSTITUTE	72.42	COTE D	SUPPORT STAFF SUBSTITUTE	3,902.82
BOCHANSKI S	LIBRARIAN	87,238.22	COTE M	PRINCIPAL 12 MONTHS	107,450.00
BOETSMA C	PHYSICAL EDUCATION TEACHER	80,792.95	COUGHLIN H	PARAEDUCATOR	18,668.11
BOMBARDIER M	FOOTBALL -ASSISTANT VARSITY	3,016.00	COULLARD K	SYSTEMS ADMINISTRATOR	58,152.92
BOND E	PARAEDUCATOR- SPED	19,764.18	COX L	BOARD ANNUAL STIPEND	1,300.00
BONFIGLI K	ELEMENTARY TEACHER	81,991.00	CRITCHLOW T	BASEBALL -JUNIOR VARSITY	1,066.75
BOOMHOWER D	TEACHER SUBSTITUTE	9,370.94	CROSS D	RECEPTIONIST	16,518.13
BOOSKA S	PARAEDUCATOR- SPED	5,927.87	CRUZ R	PARAEDUCATOR- SPED	1,278.33
BOROCHOFF-PORTE H	PARAEDUCATOR- SPED	17,328.78	CULVER M	TEACHER SUBSTITUTE	3,497.34
BOROSTYAN K	TEACHER SUBSTITUTE	16,652.25	CUMMINGS A	ART TEACHER	79,839.00
BOUCHARD C	PARAEDUCATOR- SPED	19,945.15	CUMMINGS K	TEACHER SUBSTITUTE	1,680.00
BOUCHER T	ELEMENTARY TEACHER	82,218.50	CURKOV A	ELEMENTARY TEACHER	60,447.00
BOURGEA K	ELEMENTARY TEACHER	58,845.00	CURRIER D	TEACHER SUBSTITUTE	180.00
BOUTWELL C	FOOD SERVICE -WORKER	7,900.16	DANILUK M	SPECIAL EDUCATION TEACHER	76,972.05
BOYD S	CUSTODIAN LEAD	39,569.90	DAVIS F	TEACHER SUBSTITUTE	400.00
BRADY A	SPECIAL EDUCATION TEACHER	52,335.00	DAVIS S	FOOD SERVICE DIRECTOR 11 MOS	69,030.53
BRADY E	SOCIAL STUDIES TEACHER	47,147.53	DAVIS T	ELEMENTARY TEACHER	79,709.22
BREAULT M	CUSTODIAN	47,897.99	DAYVIE A	PHYSICAL EDUCATION TEACHER	84,414.12
BRENIN K	PARAEDUCATOR- SPED	21,369.25	DEANE G	SOCIAL STUDIES TEACHER	66,404.22
BRENNAN J	SPED DRIVER- SCHOOL DISTRICT	9,939.22	DECELLE R	ADMINISTRATIVE ASST GUIDANCE	41,836.85
BRENNAN L	MEDICAID COORDINATOR	39,817.80	DECOFF K	ART TEACHER	60,447.00
BRIER M	PARAEDUCATOR- SPEECH	28,959.53	DEDELL E	EARLY EDUCATION TEACHER	43,714.00
BRIGANTE H	PARAEDUCATOR- SPED	24,667.21	DEFLAVIO L	TEACHER SUBSTITUTE	180.00
BRIGANTE J	PARAEDUCATOR- SPED	14,550.48	DEGREE R	BASKETBALL -FRESHMEN BOYS	2,775.50
BROWN J	PARAEDUCATOR- SPED	11,519.10	DELARICHELIERE A	BUSINESS EDUCATION TEACHER	74,647.00
BROWN J	ASSISTANT PRINCIPAL 12 MOS	93,822.00	DELIBAC J	AUTISM INTERVENTIONIST	26,599.38
BROWN S	PARAEDUCATOR- SPED	3,260.31	DEMULDER D	TEACHER SUBSTITUTE	660.00
BROWN V	EARLY EDUCATION TEACHER	73,368.00	DENNIS A	FOOTBALL -ASSISTANT VARSITY	3,016.00
BUCKTON L	LIBRARIAN	24,271.59	DENTON B	CUSTODIAN	22,832.60

NAME	PRIMARY JOB TITLE	WAGES	NAME	PRIMARY JOB TITLE	WAGES
DESAUTELS E	MUSIC TEACHER	53,809.00	GOULD G	PARAEDUCATOR- SPED	30,829.11
DESCHAMPS D	NURSE SUPERVISOR	88,214.20	GOVE M	PARAEDUCATOR- SPED	26,553.87
DESJARDIN J	BASKETBALL -J. V. GIRLS	6,032.00	GRAHAM F	PARAEDUCATOR- SPED	22,880.78
DESLAURIERS K	PARAEDUCATOR- SPED	19,995.87	GRAHAM L	TEACHER SUBSTITUTE	1,980.00
DEVINO M	DATA MANAGER	50,647.90	GRANAI A	TEACHER SUBSTITUTE	638.46
DICKIN S	PARAEDUCATOR- SPED	20,385.15	GRASSLEY M	READING SPECIALIST TEACHER	71,742.00
DIGRANDE S	ELEMENTARY TEACHER	227.50	GRELLA A	AUTISM INTERVENTIONIST	25,868.31
DINEEN P	TEACHER SUBSTITUTE	660.00	GULIZIO P	ALTERNATIVE EDUCATION TEACHER	75,823.00
DION C	HOCKEY -ASST. VARSITY BOYS	3,016.00	HAIROVIC L	FOOD SERVICE -WORKER	5,987.50
DIXON J	MATHEMATICS TEACHER	59,595.00	HALL R	GUIDANCE COUNSELOR	99,222.29
DODSON P	SECRETARY BUILDING	26,315.55	HAMILTON R	SECRETARY SPECIAL ED BLDG	38,104.50
DOHERTY S	ADMINISTRATIVE ASSISTANT	38,073.12	HAMLIN D	SPEECH & LANGUAGE PATHOLOGIST	84,710.00
DONNELLY A	ELEMENTARY TEACHER	48,141.70	HAMLIN R	SUPPORT STAFF SUBSTITUTE	1,293.82
DONOGHUE M	TEACHER SUBSTITUTE	5,255.72	HAMMOND D	PARAEDUCATOR- SPED	19,971.31
DOWNES S	PARAEDUCATOR- SPED	14,405.63	HAMMOND J	SOCIAL STUDIES TEACHER	65,468.22
DUCHARME E	CUSTODIAN	31,861.96	HAMMOND P	PARAEDUCATOR- SPED	20,641.97
DUCHARME P	CUSTODIAN	23,011.63	HANLEY J	TEACHER SUBSTITUTE	90.00
DULUDE D	SOCIAL STUDIES TEACHER	85,460.00	HARDING S	PARAEDUCATOR- SPED	3,906.74
DUNCAN S	EARLY EDUCATION TEACHER	45,597.00	HARRIS D	PARAEDUCATOR- SPED	25,159.56
DYE E	HUMAN RESOURCES COORDINATOR	38,461.34	HART R	PARAEDUCATOR- SPED	10,204.20
EAKIN E	SOFTBALL -ASST VARSITY	859.75	HARTSHORN B	PARAEDUCATOR- SPED	28,381.11
EASTMAN E	PHYSICAL EDUCATION TEACHER	46,106.74	HAWKINS H	BEHAVIOR SPECIALIST	59,094.02
EATON D	SPED DRIVER- SCHOOL DISTRICT	10,783.78	HAYDEN R	SUPPORT STAFF SUBSTITUTE	5,091.28
EBERSOLE M	TEACHER SUBSTITUTE	5,049.97	HAYES M	TITLE I TEACHER-NON FF	82,827.00
ECHO H	SUPPORT STAFF SUBSTITUTE	36.21	HEBERT L	LIBRARIAN	64,712.00
ECHO H	PARAEDUCATOR- SPED	20,827.60	HELFRICH T	ELEMENTARY TEACHER	64,212.00
EHLE M	TEACHER SUBSTITUTE	207.69	HELME J	ALTERNATIVE EDUCATION TEACHER	44,034.70
EIDSHEIM J	SUPPORT STAFF SUBSTITUTE	2,818.88	HENNINGER C	TEACHER SUBSTITUTE	330.00
ELDER-CONNORS L	PARAEDUCATOR- SPED	17,886.14	HERSHMAN M	ELEMENTARY TEACHER	48,116.27
ELDRED C	LIBRARIAN	65,049.00	HESFORD J	SUPPORT STAFF SUBSTITUTE	3,786.00
ELLINGSON M	BOOKKEEPER	45,334.32	HILLIS J	SPEECH & LANGUAGE PATHOLOGIST	84,710.00
ELLINGSON M	ELEMENTARY TEACHER	66,096.05	HILLSGROVE K	TEACHER SUBSTITUTE	1,100.00
EMERY T	ASSISTANT PRINCIPAL 12 MOS	105,686.22	HINNES J	TEACHER SUBSTITUTE	11,880.02
EPSTEIN G	HEALTH EDUCATION TEACHER	75,194.05	HOENIGSBERG J	ELL TEACHER	65,583.95
EPSTEIN K	ELEMENTARY TEACHER	86,446.00	HOLMES B	SUPPORT STAFF SUBSTITUTE	5,136.51
ESPOSITO K	PARAEDUCATOR- SPED	289.84	HOOPER S	ELEMENTARY TEACHER	84,710.00
FANKHAUSER K	SUPPORT STAFF SUBSTITUTE	196.14	HOWARD D	ELEMENTARY TEACHER	84,710.00
FARINEAU J	TEACHER SUBSTITUTE	605.00	HUGHES A	ENGLISH TEACHER	68,974.50
FIELDEN S	ADMINISTRATIVE ASSISTANT	41,927.39	HUGHES J	PARAEDUCATOR- SPED	25,777.33
FINELLI H	ADMINISTRATIVE ASSISTANT SPED	37,042.42	HUGHES T	ELEMENTARY TEACHER	64,712.00
FISCHER H	TEACHER SUBSTITUTE	20,018.36	HULL N	BEHAVIOR INTERVENTIONIST	24,042.21
FISKE S	SOCIAL STUDIES TEACHER	78,461.00	HUNT B	ELEMENTARY TEACHER	86,594.05
FITZGERALD N	PARAEDUCATOR- SPED	23,625.59	HUNT B	PHYSICAL EDUCATION TEACHER	73,624.00
FITZPATRICK J	TEACHER SUBSTITUTE	2,111.44	HUTCHINSON R	PARAEDUCATOR- SPED	17,772.86
FLANAGAN J	TEACHER SUBSTITUTE	2,820.40	IARIA B	HEAD COOK	25,900.57
FRANK J	STEM TEACHER	42,881.90	IGNERI H	SUPPORT STAFF SUBSTITUTE	2,249.22
FRAZIER C	AUTISM INTERVENTIONIST	33,065.64	IYENGAR S	ELL TEACHER	10,811.82
FREDENBURGH C	AUTISM INTERVENTIONIST	7,525.96	JANKOWSKI S	BEHAVIOR INTERVENTIONIST	22,249.55
FREEMAN L	TEACHER SUBSTITUTE	90.00	JAPHET N	FOOD SERVICE -WORKER	19,834.52
FRIEDMAN D	TEACHER SUBSTITUTE	1,430.00	JAQUES D	PARAEDUCATOR- SPED	18,734.64
FROST E	PARAEDUCATOR- SPED	7,531.65	JAROMINSKI M	BEHAVIOR INTERVENTIONIST	23,479.94
FULTON A	SCHOOL PSYCHOLOGIST	84,710.00	JEFFER A	TEACHER SUBSTITUTE	1,646.49
GAGNE M	SOCIAL STUDIES TEACHER	56,707.55	JOHNSON R	SUPPORT STAFF SUBSTITUTE	1,205.68
GAGNE M	ALTERNATIVE EDUCATION TEACHER	63,992.00	JOHNSON R	MAINTENANCE FOREMAN	69,681.55
GALATI G	ELEMENTARY TEACHER	59,943.50	JOHNSTON C	PHYSICAL EDUCATION TEACHER	74,900.35
GALLAGHER S	PARAEDUCATOR- SPED	12,447.24	JOYNER V	TEACHER SUBSTITUTE	110.00
GAMACHE J	SPECIAL EDUCATION TEACHER	63,530.00	JURNAK H	SPECIAL EDUCATION TEACHER	65,620.00
GAMACHE T	SUPPORT STAFF SUBSTITUTE	588.42	KABUSK S	PARAEDUCATOR- SPED	22,603.87
GARRISON A	LANGUAGE ARTS TEACHER	68,445.76	KALAMASZ D	SPEECH & LANGUAGE PATHOLOGIST	77,229.47
GAUDET D	BEHAVIOR SPECIALIST	78,542.72	KALISZ J	TEACHER SUBSTITUTE	18,983.87
GAUDET J	BEHAVIOR SPECIALIST	62,286.36	KANE C	PARAEDUCATOR- SPED	17,602.77
GAUDING E	SOCIAL STUDIES TEACHER	61,967.00	KANE K	CUSTODIAN	20,557.54
GAY D	SPECIAL EDUCATION TEACHER	84,710.00	KANE R	PARAEDUCATOR- SPED	6,248.50
GELINAS G	FOOD SERVICE -WORKER	14,889.56	KAPUSTA L	AUTISM INTERVENTIONIST	27,482.89
GIANGREGORIO K	TEACHER SUBSTITUTE	1,125.00	KARCHER S	TEACHER SUBSTITUTE	90.00
GIBBS N	PARAEDUCATOR- SPED	17,745.41	KEENAN P	NETWORK ADMINISTRATOR	65,154.00
GILE M	LIBRARIAN	39,675.12	KEEP A	SPECIAL EDUCATION TEACHER	61,122.00
GILLARD M	PARAEDUCATOR- SPED (3-6)	8,060.96	KELLAR L	TITLE I TEACHER-NON FF	59,529.07
GILLESPIE P	PARAEDUCATOR- SPED	19,600.32	KELLY H	ELEMENTARY TEACHER	63,446.00
GIROUX J	SPEECH & LANGUAGE PATHOLOGIST	68,814.00	KELLY K	SCHOOL NURSE	49,889.94
GIROUX-WILLIAMS C	GUIDANCE COUNSELOR	60,042.00	KELNER M	SPEECH & LANGUAGE PATHOLOGIST	24,115.03
GODDARD R	FOOD SERVICE -WORKER	19,540.65	KENDRICK D	SCIENCE TEACHER	82,637.22
GOLDBERG M	SCHOOL NURSE	86,402.22	KENNEDY N	TEACHER SUBSTITUTE	1,200.00
GONOVA E	SUPPORT STAFF SUBSTITUTE	1,040.38	KENNETT K	PARAEDUCATOR- SPED	21,943.46
GORDON J	CUSTODIAN	32,609.32	KETCHAM M	TEACHER SUBSTITUTE	393.46
GORDON K	AUTISM INTERVENTIONIST	19,520.62	KIENY J	BOARD ANNUAL STIPEND	1,300.00

NAME	PRIMARY JOB TITLE	WAGES	NAME	PRIMARY JOB TITLE	WAGES
KING C	PARAEDUCATOR- LIBRARY	20,674.32	MCGUIRE D	CUSTODIAN	6,861.70
KLEIN A	TEACHER SUBSTITUTE	240.35	MCINTYRE E	PARAEDUCATOR- SPED	19,936.96
KNAPP S	SUPPORT STAFF SUBSTITUTE	4,183.73	MCINTYRE K	BEHAVIOR INTERVENTIONIST	24,741.76
KNEELAND V	ELEMENTARY TEACHER	81,591.22	MCMAHON R	CUSTODIAN	11,970.44
KNIPES I	SUPPORT STAFF SUBSTITUTE	781.44	MCNALLY-ANDERSON K	TEACHER SUBSTITUTE	12,912.56
KNOTT K	ELEMENTARY TEACHER	45,824.50	MCSWEENEY J	SUPPORT STAFF SUBSTITUTE	1,107.46
KOLLER K	TEACHER SUBSTITUTE	1,131.15	MEADOWS T	TEACHER SUBSTITUTE	7,817.57
KOPERSKI H	LACROSSE- JUNIOR VARSITY	1,744.20	MEROLA S	SUPPORT STAFF SUBSTITUTE	3,491.11
KORTH W	PARAEDUCATOR- SPED	9,560.50	MEROLA L	TEACHER SUBSTITUTE	16,411.00
KRAUSE M	PARAEDUCATOR- SPED	24,191.54	MERRICK S	SUPPORT STAFF SUBSTITUTE	177.00
KREIGER A	ELEMENTARY TEACHER	80,608.00	MILES E	TEACHER SUBSTITUTE	2,184.23
KRIEGER H	PARAEDUCATOR- SPED	18,639.49	MILLER S	ELEMENTARY TEACHER	77,407.50
KRIGER G	GUIDANCE COUNSELOR	60,447.00	MILLHAM C	PRINCIPAL 12 MONTHS	105,996.16
KRUER E	SPECIAL ED ALT PROGRAM TCHR	60,972.00	MINOR A	SUPERINTENDENT	119,588.00
LABOMBARD M	SCIENCE TEACHER	75,823.00	MITCHELL A	TEACHER SUBSTITUTE	1,675.63
LABONTE D	TEACHER SUBSTITUTE	3,192.31	MITOFSKY P	PARAEDUCATOR- SPED	793.61
LABRIE M	PARAEDUCATOR- SPED	23,120.71	MOCK N	PARAEDUCATOR- SPED	23,843.75
LAFFERTY E	TEACHER SUBSTITUTE	9,054.30	MOFFETT A	SPECIAL EDUCATION TEACHER	85,512.50
LAFOUNTAIN R	MAINTENANCE WORKER	41,184.18	MOORE B	PARAEDUCATOR- SPED	19,335.20
LAGERQUIST E	TEACHER SUBSTITUTE	280.38	MOORE C	BEHAVIOR INTERVENTIONIST	24,192.23
LAMBRECHT J	PARAEDUCATOR- SPED	4,170.17	MOORE M	SUPPORT STAFF SUBSTITUTE	8,254.06
LAMOTHE K	FINANCIAL MANAGER	90,108.92	MOORE M	TEACHER SUBSTITUTE	1,450.00
LAMPHERE E	TEACHER SUBSTITUTE	15,574.24	MOORE S	TEACHER SUBSTITUTE	2,750.00
LAMPHIER D	ADMINISTRATIVE ASSISTANT-TEMP	12,024.95	MORAN K	GUIDANCE COUNSELOR	41,641.57
LANDRY C	FOOD SERVICE -WORKER	16,593.71	MOREL P	BUILDING NURSE	27,435.45
LANDRY P	TEACHER SUBSTITUTE	243.46	MORIN P	CUSTODIAN LEAD	38,174.08
LANDSBERG J	OCCUPATIONAL THERAPIST	61,892.74	MORIN S	MATH COORDINATOR-NON FF	87,825.00
LANDSBERG M	TRACK & FIELD -ASST. VARSITY	2,133.50	MORRISSETTE S	FOOD SERVICE -WORKER	14,817.84
LANG C	SCIENCE TEACHER	70,884.00	MORRISSEY M	SUPPORT STAFF SUBSTITUTE	331.44
LANG J	SCHOOL NURSE	51,036.05	MOSELEY R	SPECIAL EDUCATION TEACHER	65,440.42
LAPAN T	CUSTODIAN LEAD	46,350.54	MULAC J	SUPPORT STAFF SUBSTITUTE	1,120.00
LARKIN K	DRAMA -CHS FALL	2,133.50	MULCAHY D	ELEMENTARY TEACHER	62,830.00
LAROSE N	ELEMENTARY TEACHER	61,915.00	MULLANEY C	TEACHER SUBSTITUTE	455.00
LASKA T	PARAEDUCATOR- SPED	18,139.27	MURPHY E	SPEECH & LANGUAGE PATHOLOGIST	32,002.72
LATULIPPE A	PARAEDUCATOR- SPED	31,940.53	MURPHY K	TEACHER SUBSTITUTE	665.00
LAURENT MARLOW A	ELEMENTARY TEACHER	60,181.03	MURPHY K	PARAEDUCATOR- SPED	2,253.89
LAUZON M	PARAEDUCATOR HEAD START	18,671.79	MURRAY G	HOCKEY -VARSITY BOYS	6,032.00
LAVIGNE-LAQUERRE M	HEALTH EDUCATION TEACHER	65,212.00	MURRAY J	504 TEACHER	46,434.00
LAVOIE H	TEACHER SUBSTITUTE	4,620.00	MUTZ M	MUSIC TEACHER	86,402.22
LAWRENCE A	PARAEDUCATOR	18,378.10	NAPOLITANO C	MATHEMATICS TEACHER	74,321.22
LEHOULLIER D	EARLY EDUCATION TEACHER	64,858.22	NASTA L	PARAEDUCATOR BUS	3,965.60
LENOROVITZ K	SCIENCE TEACHER	70,045.00	NEALY M	SPECIAL EDUCATION TEACHER	84,920.00
LENOX K	ENGLISH TEACHER	74,776.00	NEHRBAUER K	ELEMENTARY TEACHER	68,814.00
LESHINE A	TEACHER SUBSTITUTE	1,060.00	NEWTON K	ACCOUNTS PAYABLE BOOKKEEPER	52,800.04
LESSOR T	PARAEDUCATOR- SPED	16,843.84	NOBLE L	SPECIAL EDUCATION TEACHER	82,977.52
LETTENEY S	PARAEDUCATOR- SPED	5,894.20	NORSTROM B	TECHNOLOGY EDUCATION TEACHER	65,885.00
LEVI A	PARAEDUCATOR- SPED	14,558.71	NUNAN E	TEACHER SUBSTITUTE	720.00
LILLEY J	SPECIAL EDUCATION TEACHER	86,066.22	NUNN P	ALTERNATIVE EDUCATION TEACHER	84,997.31
LOISEAU J	FRENCH TEACHER	36,655.93	O'HARA R	TEACHER SUBSTITUTE	24,564.22
LONGCHAMP A	SUPPORT STAFF SUBSTITUTE	660.80	O'LOUGHLIN C	SCIENCE TEACHER	63,050.00
LONGCHAMP H	ELEMENTARY TEACHER	64,249.72	O'MEARA E	SPECIAL EDUCATION TEACHER	67,158.50
LOWE P	TECHNOLOGY DIRECTOR	82,223.30	O'NEIL M	FRENCH TEACHER	39,489.60
LUTZ C	SPECIAL EDUCATION DIRECTOR 12M	123,567.31	O'NEILL C	ELEMENTARY TEACHER	64,712.00
LYMAN D	SUPPORT STAFF SUBSTITUTE	2,600.07	O'REILLY Q	TEACHER SUBSTITUTE	1,465.00
MACARDLE S	ENGLISH TEACHER	71,271.22	ODOM A	SUPPORT STAFF SUBSTITUTE	168.46
MACERI P	FOOD SERVICE -WORKER	16,289.25	OGLESBY C	LIBRARIAN	58,565.00
MAHEUX J	BASKETBALL -VARSITY BOYS	6,032.00	OLSON J	BEHAVIOR INTERVENTIONIST	35,354.49
MALTBY J	SUPPORT STAFF SUBSTITUTE	1,320.00	OLSON J	TEACHER SUBSTITUTE	55.00
MANAHAN C	TEACHER SUBSTITUTE	460.00	OPPERMAN M	PARAEDUCATOR- SPED (3-6)	8,862.77
MARCOTTE D	FOOD SERVICE -WORKER	25,079.11	ORR J	MATHEMATICS TEACHER	44,146.05
MARLOW B	MATHEMATICS TEACHER	61,918.22	OSE K	FOOTBALL -JUNIOR VARSITY	7,886.20
MARLOW K	ELEMENTARY TEACHER	47,479.00	OSE L	TEACHER SUBSTITUTE	2,892.91
MARTIN M	AUTISM INTERVENTIONIST	29,195.66	PALAZA L	PARAEDUCATOR	19,122.15
MARTIN P	MATHEMATICS TEACHER	84,283.00	PALMER L	PARAEDUCATOR- SPED	22,616.98
MAST T	MUSIC TEACHER	50,910.00	PARISEAU A	ADMINISTRATIVE ASSISTANT	44,342.14
MATHIS K	PARAEDUCATOR- SPED	5,488.25	PASTORE J	GUIDANCE COUNSELOR	78,369.98
MAYO K	HEAD COOK	26,060.32	PAUL J	SOCCER -VARSITY GIRLS	4,267.00
MAZZA L	TITLE I TEACHER-NON FF	59,568.80	PAWLUSIAK K	GUIDANCE COUNSELOR	63,841.00
MCADOREY I	SUPPORT STAFF SUBSTITUTE	1,000.00	PECOR P	PHYSICAL EDUCATION TEACHER	71,742.00
MCCANNELL D	HUMANITIES TEACHER	70,209.00	PECOR R	COMMUNICATIONS SPECIALIST	5,454.00
MCCLEARY C	GUIDANCE COUNSELOR	85,310.00	PEDRIN E	SPANISH TEACHER	38,163.20
MCCCLINTOCK W	MATHEMATICS TEACHER	79,503.00	PELLEGRINO K	PARAEDUCATOR- SPED	16,799.07
MCCUIN G	CUSTODIAN LEAD	34,654.20	PELLETIER F	CUSTODIAN	27,410.37
MCCULLAGH M	TEACHER SUBSTITUTE	3,400.00	PELLETIER K	CUSTODIAN	9,779.40
MCDERMOTT D	MATHEMATICS TEACHER	64,572.00	PELTIER E	MUSIC TEACHER	56,806.50
MCFADDEN E	BEHAVIOR INTERVENTIONIST	26,751.63	PELTIER S	TEACHER SUBSTITUTE	2,835.00

NAME	PRIMARY JOB TITLE	WAGES	NAME	PRIMARY JOB TITLE	WAGES
PERKINS J	PARAEDUCATOR- SPEECH	19,490.16	SCOTT T	SPECIAL EDUCATION TEACHER	56,682.00
PERROTTE K	TEACHER SUBSTITUTE	32,825.24	SEAMAN K	PARAEDUCATOR- EEE	18,736.37
PERRY T	PHYSICAL EDUCATION TEACHER	86,288.00	SEBO S	TECHNOLOGY ASSISTANT I	6,486.08
PFEIFFER N	BEHAVIOR INTERVENTIONIST	1,862.96	SEE R	SPECIAL EDUCATION TEACHER	58,228.00
PHELAN J	STAFF ACCOUNTANT - PAYROLL	47,298.76	SEWELL K	COMMUNICATIONS SPECIALIST	6,591.94
PHILLIPS C	CUSTODIAN	33,178.96	SEXTON K	TEACHER SUBSTITUTE	1,969.58
PHILLIPS P	SCIENCE TEACHER	89,093.54	SHAGAM I	PARAEDUCATOR- SPED	27,860.80
PHILLIPS S	ADMINISTRATIVE ASSISTANT	39,377.87	SHARKEY D	SPECIAL EDUCATION TEACHER	68,574.05
PILLSBURY K	PARAEDUCATOR- SPED	121.95	SHARKEY T	MATHEMATICS TEACHER	73,212.76
PLACE L	PARAEDUCATOR- SPED	219.02	SHEA J	DIRECTOR OF STDT SPT SVCS	98,033.81
PLANTE M	SOCCER -ASST VARSITY GIRLS	2,133.50	SHEARMAN K	SUMMER PROGRAM SPED	4,150.80
PLUMB A	NON-INSTRUCTIONAL AIDE	6,703.55	SHEPARD S	PARAEDUCATOR- SPED	19,926.05
PLUNKETT K	ELEMENTARY TEACHER	84,710.00	SHEPHERD D	ELEMENTARY TEACHER	71,740.42
POIRIER A	DANCE TEAM CHS	3,460.00	SHEPPARD H	PARAEDUCATOR- ESL	24,797.55
POWSNER T	TEACHER SUBSTITUTE	9,240.00	SHUTT K	PARAEDUCATOR	13,015.30
PRAIT D	FOOD SERVICE -WORKER	21,700.00	SIKORSKI E	PARAEDUCATOR- SPED	17,249.72
PRAIT T	SOCCER -ASST VARSITY BOYS	2,133.50	SIKORSKI K	PARAEDUCATOR- SPED	17,116.20
PRICE J	SOCIAL STUDIES TEACHER	64,422.00	SILVERBERG J	ELEMENTARY TEACHER	84,710.00
PRITCHARD K	TEACHER SUBSTITUTE	2,365.00	SIMMONS R	MATHEMATICS TEACHER	76,843.00
PYTHON E	TEACHER SUBSTITUTE	0.00	SIMS M	TEACHER SUBSTITUTE	180.00
QUINN C	PARAEDUCATOR- EEE	20,749.79	SINGH J	TECHNOLOGY ASSISTANT I	40,189.84
QUINTIN R	HEAD COOK	29,530.30	SMITH B	PARAEDUCATOR	13,786.91
RACICOT J	SECRETARY BUILDING	38,211.49	SMITH C	SCIENCE TEACHER	92,517.98
RALSTON D	BEHAVIOR INTERVENTIONIST	32,893.39	SMITH H	TRACK & FIELD -ASST. VARSITY	1,719.50
RANDALL J	TEACHER SUBSTITUTE	2,496.77	SMITH M	PHYSICAL THERAPIST	332.50
RATHGEB C	PARAEDUCATOR- SPEECH	11,297.10	SMITH N	EARLY INTERVENTIONIST	77,726.70
RAYNER-CYR A	ELEMENTARY TEACHER	82,827.00	SNELLING D	PARAEDUCATOR- SPED	20,852.26
REAL J	CUSTODIAN	29,954.09	SNELLING N	LACROSSE- JUNIOR VARSITY	1,744.20
REAL S	MAINTENANCE WORKER	36,206.67	SOLTAU J	MATHEMATICS TEACHER	67,492.00
REILLY M	SCIENCE TEACHER	73,955.76	SPATES L	PARAEDUCATOR- SPED	17,082.34
REITH P	ADMINISTRATIVE ASSISTANT	46,750.09	SPEAR K	PARAEDUCATOR- SPED	23,543.39
RENADETTE H	SECRETARY ATTENDANCE	30,321.39	SPENCER L	SPEECH & LANGUAGE PATHOLOGIST	41,970.40
RENNER N	ELEMENTARY TEACHER	74,288.72	SRIVASTAVA V	TEACHER SUBSTITUTE	10,294.83
REPASH A	PARAEDUCATOR- SPED	18,710.35	ST GERMAIN L	CUSTODIAN	32,208.68
REYNOLDS C	NORDIC SKIING - CMS	1,611.00	ST. GELAIS S	TRACK & FIELD -ASST. VARSITY	1,882.50
REYNOLDS T	PARAEDUCATOR- EEE	24,805.90	STACEY J	FIELD HOCKEY -JUNIOR VARSITY	3,606.00
RICE J	INTENSIVE NEED INTERVENTIONIST	8,487.00	STARK H	BEHAVIOR INTERVENTIONIST	27,775.87
RICHEY J	SCIENCE TEACHER	74,529.00	STENROOS E	ELEMENTARY TEACHER	74,107.50
RIDOLFO D	TEACHER SUBSTITUTE	165.00	STROBEL R	SPECIAL EDUCATION TEACHER	58,953.08
RIGGS A	ELEMENTARY TEACHER	18,447.64	SUMNER L	HEAD COOK	32,433.10
RILEY N	TEACHER SUBSTITUTE	155.00	TAMPAS-WILLIAMS C	PARAEDUCATOR- EEE	1,308.08
RINERE A	PARAEDUCATOR- SPEECH	19,115.17	TANDY B	MAINTENANCE WORKER	39,846.23
RING K	PARAEDUCATOR- 504	1,074.06	TANDY T	TECHNOLOGY ASSISTANT I	55,606.20
RITTER R	TEACHER SUBSTITUTE	21,479.50	TANGUAY J	DIRECTOR OF STDT SPT SVCS	92,850.00
ROACH J	BASKETBALL -J. V. BOYS	3,619.20	TANGUAY K	SUPPORT STAFF SUBSTITUTE	2,372.81
ROBERGE J	LANGUAGE ARTS TEACHER	91,452.70	TAYLOR C	BOARD ANNUAL STIPEND	1,300.00
ROBERTS G	PARAEDUCATOR- SPED	18,558.48	TAYLOR J	ELEMENTARY TEACHER	56,909.50
ROBIDEAU J	SUPPORT STAFF SUBSTITUTE	1,829.00	TAYLOR S	PARAEDUCATOR- SPED	9,900.72
ROBINSON C	SPANISH TEACHER	84,920.00	TEFFT G	TEACHER SUBSTITUTE	90.00
ROGERS M	ELEMENTARY TEACHER	85,630.00	TERJELIAN M	RECEPTIONIST	5,245.44
ROGERS M	BOARD ANNUAL STIPEND	1,300.00	TETRICK E	PARAEDUCATOR	19,014.70
ROLSTON K	SUPPORT STAFF SUBSTITUTE	13,720.60	THAYER M	TEACHER SUBSTITUTE	1,970.51
ROMANO L	SPECIAL EDUCATION TEACHER	51,185.75	THAYER N	TEACHER SUBSTITUTE	400.00
ROMARY M	FRENCH TEACHER	68,839.62	THIBAUT S	ELEMENTARY TEACHER	72,022.00
ROSATO S	ELL TEACHER	76,798.00	THIBODEAU K	TEACHER SUBSTITUTE	30,356.56
ROSE L	PARAEDUCATOR- SPED	21,690.92	THIME J	ENGLISH TEACHER	49,932.00
ROSENTHAL M	PARAEDUCATOR- SPED	21,023.14	THOMPSON N	TEACHER SUBSTITUTE	910.00
ROTH K	HUMAN RESOURCES GENERALIST	51,043.25	THOMPSON S	PARAEDUCATOR- SPED	11,251.93
ROUTSONG L	GUIDANCE COUNSELOR	84,710.00	TIERNAN FISHER M	SPANISH TEACHER	62,389.15
ROWSE C	MAINTENANCE WORKER	38,980.97	TILLEY M	CUSTODIAN	34,519.94
ROZZI J	GOLF	8,605.00	TOSCH A	LANGUAGE ARTS TEACHER	79,062.00
RUBINSTEIN A	TEACHER SUBSTITUTE	1,760.00	TOUNTAS L	TEACHER SUBSTITUTE	90.00
RUPERT M	SPEECH & LANGUAGE PATHOLOGIST	24,178.80	TOWLE M	MUSIC TEACHER	69,548.72
RUTZ J	MATHEMATICS TEACHER	85,658.75	TOZZI B	MUSIC TEACHER	82,660.00
RYAN R	SOFTBALL -J. V.	2,464.80	TRAINQUE M	CUSTODIAN LEAD	36,845.29
SAHAGIAN S	PARAEDUCATOR- SPED	9,445.92	TRAQUAIR R	PHYSICAL EDUCATION TEACHER	84,710.00
SAMPLER M	PHYSICAL EDUCATION TEACHER	86,759.44	TRIEB C	SUPPORT STAFF SUBSTITUTE	331.44
SANVILLE T	SUPPORT STAFF SUBSTITUTE	5,125.22	TRIEB G	BUSINESS MANAGER	122,854.22
SARRAZIN F	TEACHER SUBSTITUTE	600.00	TRIEB H	TITLE I TEACHER-FED FUNDED	18,821.52
SATO E	ELEMENTARY TEACHER	66,410.00	TUPAJ M	TEACHER SUBSTITUTE	8,363.34
SCHENCK R	EMPLOYMENT SPECIALIST	84,710.00	TURMEL J	FIELD HOCKEY -JUNIOR VARSITY	2,163.60
SCHEUCH D	SCIENCE TEACHER	69,188.22	TURNER K	SPANISH TEACHER	64,772.00
SCHICK L	PARAEDUCATOR	18,377.36	TURNER S	CUSTODIAN	11,658.40
SCHILLER P	BUSINESS EDUCATION TEACHER	14,724.80	UPCHURCH J	SOCIAL STUDIES TEACHER	66,931.00
SCHMIDT E	SPECIAL EDUCATION TEACHER	66,095.00	UZZELL W	SUPPORT STAFF SUBSTITUTE	436.60
SCHROEDER D	ELEMENTARY TEACHER	55,013.99	VAN TINE E	TEACHER SUBSTITUTE	5,847.62

NAME	PRIMARY JOB TITLE	WAGES	NAME	PRIMARY JOB TITLE	WAGES
VARGA B	PARAEDUCATOR- 504	9,560.25	WHITCOMB Z	PARAEDUCATOR	13,164.06
VELLA A	ART TEACHER	52,917.00	WHITE C	ELEMENTARY TEACHER	41,838.91
VERGE C	PARAEDUCATOR- SPED	16,730.86	WHITE J	BOARD ANNUAL STIPEND	1,300.00
VIGNEAULT K	PARAEDUCATOR- SPEECH	18,349.94	WHITNEY L	MATHEMATICS TEACHER	85,562.76
VILMONT M	SPECIAL EDUCATION TEACHER	81,411.98	WHITTAKER C	TECHNOLOGY ASSISTANT I	34,138.26
WALLACE G	PARAEDUCATOR- SPED	21,895.23	WILKINSON J	SPEECH & LANGUAGE PATHOLOGIST	85,615.99
WALSH K	PARAEDUCATOR- SPED	22,989.59	WILLIS S	PARAEDUCATOR- SPED	177.36
WALTON T	PARAEDUCATOR- EEE	23,195.11	WINCHESTER M	TITLE I TEACHER-NON FF	74,461.00
WALZ K	PARAEDUCATOR- SPED	15,972.52	WING L	PHYSICAL THERAPIST	19,828.00
WARD C	OFFICE COORDINATOR	64,564.82	WISE C	TEACHER SUBSTITUTE	7,722.42
WARD P	ADMINISTRATIVE ASST GUIDANCE	46,519.80	WOLF D	PLANNING ROOM TEACHER	74,361.23
WARK J	CLINICAL COORDINATOR	65,590.00	WRIGHT J	PARAEDUCATOR- SPED	19,849.62
WARREN T	ELEMENTARY TEACHER	52,659.00	YAGER T	HOCKEY -ASST. VARSITY GIRLS	2,405.50
WARREN W	SCIENCE TEACHER	84,915.00	YAGODA D	ASSISTANT PRINCIPAL 10 MOS	81,148.83
WASKO A	TEACHER SUBSTITUTE	1,300.00	ZANE N	SPECIAL EDUCATION TEACHER	89,121.22
WATERS L	SUPERINTENDENT	158,239.40	ZITER M	PARAEDUCATOR- SPED	22,803.74
WATSON K	TEACHER SUBSTITUTE	1,749.99	ZWONIK A	SUPPORT STAFF SUBSTITUTE	1,623.45
WEST J	PARAEDUCATOR- SPED	22,713.91	ZWONIK L	SUPPORT STAFF SUBSTITUTE	336.92
WHEATLEY M	PARAEDUCATOR- SPED	23,647.41			

Airport Park





