

**RAYMOND SCHOOL DISTRICT**  
**Expenditures by Object Codes (District Wide)**

			<u>14-15</u>	<u>15-16</u>	<u>16-17</u>	<u>17-18</u>	<u>18-19</u>	
			<u>ACTUALS</u>	<u>ACTUALS</u>	<u>ACTUALS</u>	<u>BUDGET</u>	<u>BUDGET</u>	<u>pg</u>
500110	REG SALARY							
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12310035	500110	BDSALARY	7,500	7,500	7,500	7,500	7,500	
12313035	500110	TREASURER	3,000	3,000	3,000	3,000	3,000	
TOTAL REG SALARY			10,500	10,500	10,500	10,500	10,500	
500111	ADMIN SALARY							
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12320033	500111	HUM RESOUC	49,903	45,000	47,476	47,476	49,138	
12321033	500111	SUPER SALA	113,132	119,425	116,477	120,705	115,000	
12322033	500111	WAGEPOOL	-	-	-	34,795	47,153	
12590033	500111	FINANCE	91,499	95,766	96,718	96,705	80,041	
TOTAL ADMIN SALARY			254,534	260,191	260,671	299,681	291,332	
500112	PROFESSIONAL EDUC SALARIES							
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11260019	500112	DW ELL	52,598	26,165	14,451	14,663	16,867	
TOTAL PROFESSIONAL EDUC SALARIES			52,598	26,165	14,451	14,663	16,867	
500113	PROFESSIONAL-OTHER							
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12134033	500113	LPN	-	-	-	-	28,000	
12590033	500113	FED FUNDS	13,196	1,062	1,283	15,000	15,000	
TOTAL PROFESSIONAL OTHER			13,196	1,062	1,283	15,000	43,000	
500115	OFFICE/CLERIC							
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12312035	500115	SB CLERK	2,875	2,875	2,500	3,000	3,000	
12321033	500115	ADMIN ASSISTANT	55,539	56,117	57,795	59,015	61,046	
12590033	500115	DW AP & PR	46,919	47,293	53,417	56,129	57,959	
TOTAL OFFICE/CLERICAL			105,333	106,285	113,712	118,144	122,005	
500120	SEVERANCE PAYOUT							
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11100000	500120	DW SEVERANCE	40,938	25,257	38,242	31,380	34,812	
TOTAL SEVERANCE PAYOUT			40,938	25,257	38,242	31,380	34,812	
500126	STIPEND							
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11100000	500126	HEALTH STIPENDS	47,247	47,349	60,255	65,650	74,800	
11100018	500126	CERT & LONG STIPDS	51,173	50,602	48,586	69,000	64,100	
11100118	500126	ES STIPEND	2,860	1,170	-	4,000	3,000	
11100218	500126	MS STIPEND	580	40	-	4,000	3,000	
11100318	500126	HS STIPEND	4,540	4,160	4,100	9,750	5,000	
TOTAL STIPEND			106,400	103,321	112,941	152,400	149,900	(1)

			<u>14-15</u>	<u>15-16</u>	<u>16-17</u>	<u>17-18</u>	<u>18-19</u>	
			<u>ACTUALS</u>	<u>ACTUALS</u>	<u>ACTUALS</u>	<u>BUDGET</u>	<u>BUDGET</u>	<u>pg</u>
500127	PERSONAL TIME							
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11100018	500127	PERSONAL TIME	9,261	8,783	9,911	9,022	9,318	
TOTAL PERSONAL TIME			9,261	8,783	9,911	9,022	9,318	
500130	OVERTIME SALARY							
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12590033	500130	FINANCE	-	75	337	250	250	
TOTAL OVERTIME SALARY			-	75	337	250	250	
<b>TOTAL SALARIES</b>			<b>592,760</b>	<b>541,639</b>	<b>562,048</b>	<b>651,040</b>	<b>677,984</b>	
500211	HEALTH INSURANCE							
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11100000	500211	DW HEALTH	-	-	-	3,000	3,000	
11100036	500211	FOOD DIRECTOR	19,762	15,272	14,200	15,381	16,812	
11260019	500211	DW ELL	8,078	-	-	-	-	
12134033	500211	LPN	-	-	-	-	16,812	
12320033	500211	HR COORD	16,697	20,617	19,181	20,764	22,696	
12321033	500211	SUPER&ASST	31,459	35,141	33,369	36,145	45,392	
12590033	500211	FINANCE	50,171	25,422	23,847	31,812	28,061	
TOTAL HEALTH INSURANCE			126,167	96,452	90,597	107,102	132,773	
500212	DENTAL INSURANCE							
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11260019	500212	DW ELL	704	-	-	-	-	
12134033	500212	LPN	-	-	-	-	1,195	
12320033	500212	HR COORD	1,313	2,153	2,108	2,107	2,107	
12321033	500212	SUPER&ASST	2,506	3,252	3,393	3,302	4,373	
12590033	500212	FINANCE	2,807	1,953	1,984	2,480	2,002	
TOTAL DENTAL INSURANCE			7,330	7,358	7,485	7,889	9,677	
500213	LIFE INSURANCE							
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11260019	500213	DW ELL	60	-	-	48	24	
12134033	500213	LPN	-	-	-	-	120	
12320033	500213	HR COORD	129	131	136	144	144	
12321033	500213	SUPER&ADMIN ASST	288	288	288	288	288	
12590033	500213	FINANCE	171	175	173	173	173	
TOTAL LIFE INSURANCE			648	594	597	653	749	
500214	DISABILITY INSURANCE							
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12134033	500214	LPN	-	-	-	-	110	
12320033	500214	HR DISABI	125	121	122	129	136	
12321033	500214	SUPER DISA	339	342	342	346	355	
12590033	500214	FINANCE	190	189	189	189	189	
TOTAL DISABILITY INSURANCE			654	652	653	664	790	(2)

			<u>14-15</u>	<u>15-16</u>	<u>16-17</u>	<u>17-18</u>	<u>18-19</u>	
			<u>ACTUALS</u>	<u>ACTUALS</u>	<u>ACTUALS</u>	<u>BUDGET</u>	<u>BUDGET</u>	<u>pg</u>
500220	SOCIAL SECURITY							
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11100000	500220	DW SOCSEC	6,746	5,554	9,697	10,083	11,992	
11100018	500220	LONG FICA	4,623	4,543	4,475	5,969	5,108	
11260019	500220	DW ELL	3,897	2,001	1,091	1,122	1,290	
12134033	500220	LPN	-	-	-	-	2,067	
12310035	500220	SCHOOL BD	574	574	574	574	574	
12312035	500220	SB SECRETARY	220	220	191	230	230	
12313035	500220	TREASURER	230	230	230	230	230	
12320033	500220	HR COORD	3,645	3,182	3,249	3,170	3,655	
12321033	500220	SUPER&ASST	12,602	13,015	13,272	13,584	13,273	
12590033	500220	FINANCE	11,114	10,724	11,370	12,645	11,618	
TOTAL SOCIAL SECURITY			43,651	40,043	44,149	47,607	50,037	
500231	NON TEACHER RETIREMENT							
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11100000	500231	DW RETIRE	-	-	-	376	-	
11100018	500231	LONGEVITY	889	866	2,277	1,573	1,800	
12320033	500231	HR COORD	5,351	5,027	5,303	5,403	5,592	
12321033	500231	SUPER&ASST	18,193	19,608	19,019	20,338	20,034	
12590033	500231	FINANCE	14,935	15,997	16,938	17,421	15,732	
TOTAL NON TEACHER RETIREMENT			39,368	41,498	43,537	45,111	43,158	
500232	TEACHER RETIREMENT							
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11100000	500232	DW RETIRE	5,797	3,978	3,295	8,172	11,263	
11100018	500232	TCHRETIRE	591	604	585	1,566	1,618	
11260019	500232	DW ELL	7,448	-	-	-	-	
12134033	500232	LPN	-	-	-	-	4,861	
TOTAL TEACHER RETIREMENT			13,836	4,582	3,880	9,738	17,742	
500240	TUITION REIMBURSEMENT							
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11100018	500240	REA COURSE	28,123	14,416	22,047	40,000	40,000	
TOTAL TUITION REIMBURSEMENT			28,123	14,416	22,047	40,000	40,000	
500241	WORKSHP REIMBURSEMENT							
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11100018	500241	REA WKSHP	22,645	23,457	24,851	25,000	25,000	
TOTAL WORKSHP REIMBURSEMENT			22,645	23,457	24,851	25,000	25,000	
500243	RESS WORKSHOP							
11100018	500243	RESSWKSHP	7,000	6,972	4,772	7,000	7,000	
TOTAL RESS WORKSHO			7,000	6,972	4,772	7,000	7,000	
500250	UNEMPLOYMENT COMPENSATION							
11100000	500250	DWUNEMP	29,228	17,516	20,715	21,762	14,395	
TOTAL UNEMPLOYMENT COMP			29,228	17,516	20,715	21,762	14,395	(3)

			<u>14-15</u>	<u>15-16</u>	<u>16-17</u>	<u>17-18</u>	<u>18-19</u>	
			<u>ACTUALS</u>	<u>ACTUALS</u>	<u>ACTUALS</u>	<u>BUDGET</u>	<u>BUDGET</u>	<u>pg</u>
500260	WORKERS' COMP							
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11100000	500260	DW W.C.	121,679	102,238	114,855	119,938	122,275	
TOTAL WORKERS' COMP			121,679	102,238	114,855	119,938	122,275	
500270	FLEXIBLE SPENDING							
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11100000	500270	FLEXIBLE SPENDING	-	-	9,527	13,230	10,273	
TOTAL FLEXIBLE SPENDING			-	-	9,527	13,230	10,273	
<b>TOTAL BENEFITS</b>			<b>440,329</b>	<b>355,778</b>	<b>387,665</b>	<b>445,694</b>	<b>473,869</b>	
<b>TOTAL SALARY AND BENEFITS</b>			<b>1,033,089</b>	<b>897,417</b>	<b>949,713</b>	<b>1,096,734</b>	<b>1,151,853</b>	
500312	MGNT SERVICES							
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12310035	500312	DIST MTG	2,074	1,700	1,959	2,000	2,000	
TOTAL MGNT SERVICES			2,074	1,700	1,959	2,000	2,000	
500319	OTHER ADMIN SERV							
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12320033	500319	SAU WKSHP	-	149	-	-	-	
TOTAL OTHER ADMIN SERV			-	149	-	-	-	
500320	PROF DEVELOP SERV.							
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11100018	500320	REA PDC WKSHPS	5,000	4,667	4,996	5,000	5,000	
12320033	500320	SAU STAFF	3,429	3,090	2,447	3,000	3,000	
12590033	500320	FINANCE	658	1,337	1,238	1,000	1,000	
TOTAL PROF DEVELOP SERV.			9,087	9,094	8,681	9,000	9,000	
500321	PROF DEVELOP-INSTRUCT							
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11100018	500321	DW PRO DEV	37,882	34,755	35,174	35,000	35,000	
TOTAL PROF DEVELOP-INSTRUCT			37,882	34,755	35,174	35,000	35,000	
500330	OTHER SERVICES							
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12317033	500330	AUDIT	17,534	16,150	16,150	17,500	17,150	
12318033	500330	LEGAL	27,049	35,309	36,604	33,000	35,000	
12320033	500330	HR CONSULT	6,086	1,953	180	2,000	200	
12590033	500330	FINANCE	2,450	2,450	4,000	2,450	4,000	
12832033	500330	CRIMINAL CHECK	2,293	2,620	2,336	2,500	2,500	
TOTAL OTHER SERVICES			55,412	58,482	59,270	57,450	58,850	
500340	TECHNICAL SERVICES							
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14300132	500340	HS ENGINEER	-	8,400	6,893	-	-	(4)

	<u>14-15</u>	<u>15-16</u>	<u>16-17</u>	<u>17-18</u>	<u>18-19</u>	
	<u>ACTUALS</u>	<u>ACTUALS</u>	<u>ACTUALS</u>	<u>BUDGET</u>	<u>BUDGET</u>	<u>pg</u>
TOTAL TECHNICAL SERVICES	-	8,400	6,893	-	-	
500431 MAINTENANCE CONTRACTS						
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12320033 500431 SAU CONT	18,868	19,782	20,741	21,749	22,806	
TOTAL MAINTENANCE CONTRACTS	18,868	19,782	20,741	21,749	22,806	
500442 LEASE/RENTAL						
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12320033 500442 SAU LEASE	3,839	6,543	7,316	5,675	7,316	
TOTAL LEASE/RENTAL	3,839	6,543	7,316	5,675	7,316	
500449 RENTAL OF OTHER EQUIPMENT						
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12320033 500449 SAU POSTL	1,084	1,084	763	1,018	1,018	
TOTAL RENTAL OF OTHER EQUIPM	1,084	1,084	763	1,018	1,018	
500519 STUDENT TRANSPORTATION						
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12721018 500519 BUS	466,254	480,227	468,678	495,695	497,220	
TOTAL STUDENT TRANSPORTATION	466,254	480,227	468,678	495,695	497,220	
500520 INSURANCE						
12600032 500520 PROP/LIAB	75,281	99,383	94,995	97,709	101,664	
12650032 500520 VEHICLE	320	336	-	-	-	
TOTAL INSURANCE	75,601	99,719	94,995	97,709	101,664	
500531 COMMUNICATIONS						
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12320033 500531 SAU TELE	5,872	6,112	8,055	6,597	7,800	
TOTAL COMMUNICATIONS	5,872	6,112	8,055	6,597	7,800	
500534 POSTAGE FEES						
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12320033 500534 SAU POSTL	2,828	2,397	3,210	2,500	2,500	
TOTAL POSTAGE FEES	2,828	2,397	3,210	2,500	2,500	
500540 ADVERTISING						
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12319033 500540 ADVERT	2,910	2,916	4,634	3,500	4,500	
TOTAL ADVERTISING	2,910	2,916	4,634	3,500	4,500	
500550 PRINTING & BINDING						
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12310035 500550 NEWSLTR	1,183	1,334	723	1,350	1,000	
12320033 500550 SAU PRINT	1,925	2,699	1,160	2,000	2,000	
TOTAL PRINTING & BINDING	3,108	4,033	1,883	3,350	3,000	(5)

			<u>14-15</u>	<u>15-16</u>	<u>16-17</u>	<u>17-18</u>	<u>18-19</u>	
			<u>ACTUALS</u>	<u>ACTUALS</u>	<u>ACTUALS</u>	<u>BUDGET</u>	<u>BUDGET</u>	<u>pg</u>
500580	TRAVEL							
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12320033	500580	SAU	1,514	1,568	928	1,500	1,500	
12590033	500580	FINANCE	586	803	480	500	500	
TOTAL TRAVEL			2,100	2,371	1,408	2,000	2,000	
500610	GENERAL SUPPLIES							
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11260019	500610	DW ELL	540	625	647	600	600	
12313035	500610	TREASURER	2,012	1,923	1,745	2,000	2,000	
12320033	500610	SAU	6,927	6,717	7,155	6,500	6,500	
TOTAL GENERAL SUPPLIES			9,479	9,265	9,547	9,100	9,100	
500641	PERIODICALS							
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12320033	500641	SAU	456	485	768	500	500	
TOTAL PERIODICALS			456	485	768	500	500	
500810	DUES & FEES							
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12310035	500810	BOARD FEES	8,592	10,519	19,795	8,600	9,500	
12320033	500810	SAU DUES	1,435	3,677	3,482	3,671	2,945	
12590033	500810	FINANCE	1,563	1,596	1,632	1,785	1,700	
TOTAL DUES & FEES			11,590	15,792	24,909	14,056	14,145	
500890	STUDENT RECEIVABLES							
13190033	500890	STUDENT RECEIVABLE	-	6,432	3,816	100	1,500	
TOTAL STUDENT RECEIVABLES			-	6,432	3,816	100	1,500	
500830	INTEREST							
15120031	500830	INTEREST	357,310	407,919	429,260	450,757	428,603	
TOTAL INTEREST			357,310	407,919	429,260	450,757	428,603	
500910	PRINCIPAL							
15110031	500910	PRINCIPAL	675,662	758,949	729,248	697,894	673,499	
TOTAL PRINCIPAL			675,662	758,949	729,248	697,894	673,499	
500930	XFER TO Food Service							
15221031	500930	XFERFOOD	-	35,027	38,296	20,000	45,000	
TOTAL XFER TO Food Service			-	35,027	38,296	20,000	45,000	
<b>TOTAL NON-SALARY RELATED EXPENSES</b>			<b>1,741,416</b>	<b>1,971,633</b>	<b>1,959,504</b>	<b>1,935,650</b>	<b>1,927,021</b>	
<b>TOTAL DISTRICT WIDE / SAU</b>			<b>2,774,505</b>	<b>2,869,050</b>	<b>2,909,217</b>	<b>3,032,384</b>	<b>3,078,874</b>	<b>(6)</b>

**Raymond School District Fiscal Year 2019 Budget Process Special Initiative**

School Nursing Initiative Submitted by Tina H. McCoy - SAU 33 - October 2017

Problem	Proposed Solution	Advantagaes	Proposed Cost	Other Relevant or Mitigating Factors
<p>This initiative arises from three interrelated issues: 1. In relation to nursing assistants, our schools are overstaffed. Each school has one Registered Nurse and one nursing assistant. This exceeds our needs, and is excessive in comparison with other school systems. 2. Licensed nursing assistants are very helpful but they are very limited in how they can assist our School Nurses. 3. The needs of our schools are not the same in relation to nursing; there are significantly more needs at the elementary level. 4. We often have great difficulty securing substitute nurses.</p>	<p>The problems can be addressed in the following ways: 1. Cut the school nurse assistant positions in each of our schools. 2. Create a new District position of Licensed Practicing Nurse (LPN). This professional will still work under the direction of a Registered Nurse but will have more responsibility and flexibility in how he or she can provide care to our students. 3. The LPN will be housed primarily out of the Lamprey River Elementary School but will have some flexibility to assist at other schools when needed with trainings or special projects. 4. The LPN will be better prepared to serve as a substitute nurse at one of our schools in the event that a School Nurse at one of our schools is out and a substitute cannot be secured.</p>	<p>This initiative is fiscally conservative, yet better meets the needs of our District in relation to School Nursing. In addition to solving the problems stated, the level of training and education required of the professional assisting our school nurses will increase. Because a Licensed Practicing Nurse is required to have more intensive training than an Licensed Nursing Assistant, he or she can perform more health-related duties under the supervision of a Registered Nurse. This give the District more flexibility and provides and allows for a professional with a higher level of certification to substitute for our RNs when a school nurse substitute is not available. Currently LNAs substitute for our school nurses when no other sub can be secured.</p>	<p>A. Total Cost of Employment for Three Nursing Assistants: \$123,299 salaries and benefits (two of the positions have already been removed from the draft proposed budget). B. Estimated cost of New LPN Position: \$28,000 Salary, \$25,165 Benefits. C. <b>Total Cost of this Proposed Initiative: - \$53,165 (an overall estimated savings of \$70,134).</b></p>	<p>Under the supervision of an RN, an LPN can perform activities such as, but not limited to, administering medications and vaccinations, collecting samples, assissts with wound care, inserts or cares for catheters, cares for patients with ventilatros and tracheostomy tubes. Supervision of an RN does not mean that the two professionals must be in the same immediate area; the LPN must be able to easily contact the RN for consultation and assistance.</p>

### 2017-2018 School Nurses

District	Number Schools	Number RN per District	Number RN per school	Number assistants	Assistant types	Description
Bedford	6	7.8	1 except HS has 2(1.8)	0	uses nurse interns as non paid volunteers	
Concord	7	8.5	<i>see description</i>	0	LNA only assigned to medical fragile student	1 each ES, 1.5 MS, 2 HS
ConVal	11	9	<i>see description</i>	0		1 each ES, 1 each MS, 2 HS, 2 RNS to cover 5 schools in other Districts
Goffstown/New Boston	6	5	1 at each elem/2 at middle and high	0		
Hooksett	3	3	1	0		
Londonderry	5	10	2	0		
Mascoma Valley	4	4	1	0		
Milford	4	4	1	2.5	no cert	
Monadnock	6	5.5	1 plus .5 FTE at 1 school	0		
Nashua	17	20	<i>see description</i>	2	LPN	1 RN to each school but HS has 2 each plus District floating nurse
Pembroke	4	4	1	1(at high school only)	LPN	
Raymond	3	3	1	3	2 LNA-1 LPN	
Souhegan-Amherst-Mont Vernon	4	5.5	<i>see description</i>	1	PT assistant	1 ES, 2 ES, MS 1.5, HS 1
Winnesquam	5	5	1	0		



LRES Nurse's Office 2016-2017

Month	LRES Office Visits			LRES Scheduled Visits		
	Injury	Illness	Total	Scheduled Visit	Medication Visit	Total
August 2016	28	49	77	1	31	32
September 2016	368	772	1140	18	216	234
October 2016	347	842	1189	13	320	333
November 2016	337	744	1081	19	313	332
December 2016	198	564	762	8	274	282
January 2017	340	971	1311	20	345	365
February 2017	206	651	857	11	300	311
March 2017	258	859	1117	17	330	347
April 2017	380	808	1188	21	343	364
May 2017	588	963	1551	26	447	473
June 2017	377	597	974	12	322	334
<b>Total 2016-2017 School Year</b>	<b>3427</b>	<b>7820</b>	<b>11247</b>	<b>166</b>	<b>3241</b>	<b>3407</b>
<b>Total Staff Visits &amp; Injury Reports 181</b>	<b>Total Non-Visit Data Exchange 124</b>	<b>Total Screenings 202</b>	<b>Total LRES Nurse Services 15161</b>			

**STUDENT VISITS TO NURSE'S OFFICE 2016-2017  
IHGMS**

	<u>MEDS</u>	<u>VISITS</u>	<u>MONTHLY TOTAL</u>
AUG	57	132	189
SEPT	167	884	1051
OCT	144	883	1027
NOV	171	681	852
DEC	94	596	690
JAN	112	587	699
FEB	68	497	565
MAR	74	678	752
APR	77	519	596
MAY	140	772	912
JUNE	149	606	755
	1,253	6,835	8,088

**STAFF VISITS = 98**

**TOTAL VISITS = 8,186**

RHS Nurse Visits

2016-2017

August	96
Sept	1070
Oct	887
Nov	716
Dec	559
Jan	677
Feb	516
March	611
April	626
May	765
June	370
TOTAL	6893

**Raymond School District Fiscal Year 2019 Budget Process Special Initiative**

Assistant Principals Salaries Initiative Submitted by Tina H. McCoy - SAU 33 - October 2017

Problem	Proposed Solution	Advantages	Proposed Cost	Other Relevant or Mitigating Factors
<p>Our assistant principals' salaries are not comparable to the salaries of most professionals who hold similar positions in other New Hampshire school districts. The essential role these administrators play in our schools is key to our successful operations, our ability to promote and sustain program improvements, and our ability to support and retain high quality teachers. Without more competitive compensation, our assistant principal positions will be more likely to turn over and the stability and quality of our school leadership will be adversely impacted.</p>	<p>Above and beyond the merit increases that may be awarded in the Spring, budget for salary adjustments for each of our three assistant principals. The adjustments, if approved, will be allocated based on a combination of the following factors: 1. Comparative salary information* at the elementary, middle and high school levels. 2. The number of years that the professional has been in his or her current position within our district. 3. The salaries of the principals at each of our schools.</p>	<p>Compared to other Assistant Principals in the region, the salaries of our Assistant Principals will become more competitive. This is intended to encourage our Assistant Principals to remain in their positions and continue to be the essential contributors that they are in the Raymond School District. Comparisons are based on the salaries and compensation packages of 20 other elementary, middle or high school Assistant Principals in New Hampshire.</p>	<p>\$9,808.08 to be applied to the three Assistant Principals' salaries and corresponding increases in social security and retirement contributions. This will be in addition to and proposed wagepool merit increases which will later be awarded based on their performance this school year.</p>	<p>The \$9,808.08, if approved, will be applied to the salaries and benefits (SS and NH Ret.) for Assistant Principals according to their years of service in our District, the comparative salaries* and their level (elementary, middle or high school) and taking into account the compensation of other administrators in the District. See separate spreadsheet for breakdown.</p>
<p>* See separate spreadsheet</p>				

**FY 19 Assistant Principals' Salary Information**

<b>School</b>	<b>Years in Current Position</b>	<b>Average Assistant Principal (FY 18) Salary Based on Data*</b>	<b>Raymond Assistant Principals' Current (FY 18) Salary</b>	<b>Principals Current (FY 18) Salary</b>	<b>Proposed FY 19 Salary - Assistant Principals</b>	<b>Proposed Salary Adjustment Increase</b>	<b>Associated Social Security Increase</b>	<b>Associated NH Retirement Increase</b>	<b>Total Additional Proposed Expenditures</b>
<b>LRES</b>	3	\$ 80,626.20	\$ 74,088.00	\$ 92,338	\$76,750	\$ 2,662	\$ 203.64	\$ 302.94	\$ 3,168.58
<b>IHGMS</b>	12	\$ 81,256.14	\$ 74,797.00	\$ 90,954	\$78,750	\$ 3,953	\$ 302.40	\$ 449.85	\$ 4,705.25
<b>RHS</b>	2	\$ 85,276.00	\$ 78,375.00	\$ 90,000	\$80,000	\$ 1,625	\$ 124.31	\$ 184.94	\$ 1,934.25

**\$ 9,808.08**

*\*Data provided from some schools in Londonderry, Windham, Salem, Litchfield, Nashua, Timberlane, Hudson, Bow, Oyster River, ConVal, Dresden/Hanover, Profile, Derry, Interlakes, Keene, Bedford, Laconia, Goffstown/New Boston, Milford and Amherst. See separate back-up page for more information.*

District/Building	# of Districts	# in Position	Average Wage	Min	Max	# of Contract Days
<b>High School</b>						
Londonderry	1	4	\$92,074.00	\$91,889.00	\$92,627.00	261
Windham	1	1	\$83,636.00			
Salem	1	1	\$85,467.00			
Litchfield	1	1	\$81,413.00			
Nashua	1	1	\$82,085.00			
Timberlane		1	\$90,000.00			
Hudson	1	1	\$86,479.00			
Bow	1	1	\$81,170.00			
Oyster River	1	2	\$85,160.00	\$82,620.00	\$87,700.00	227
<b>Average High School AP Salary</b>			<b>\$85,276.00</b>			
<b>Middle School</b>						
Londonderry - MS	1	2	\$78,584.00	\$78,000.00	\$79,168.00	240
ConVal	1	1	\$80,490.00			261
Oyster River	1	1	\$88,863.00			227
Windham	1	1	\$87,950.00			260
Salem	1	1	\$80,200.00			
Nashua	1	1	\$86,415.00			
Timberlane		1	\$90,000.00			
Hudson	1	1	\$77,459.00			
Bow	1	1	\$80,073.00			
Dresden/Hanover	1	2	\$77,132.50	\$74,000.00	\$80,265.00	195
Profile (7-12)	1	1	\$69,621.00			200
<b>Average Middle School AP Salary</b>			<b>\$81,526.14</b>			
<b>Elementary School</b>						
Londonderry	1	3	\$75,884.00	\$73,134.00	\$78,532.00	220
Windham	1	1	\$73,480.00			
Derry	1	5	\$77,595.50	\$72,272.00	\$81,978.00	215
Timberlane		1	\$84,333.00			
Hudson	1	1	\$85,029.00			

District/Building	# of Districts	# in Position	Average Wage	Min	Max	# of Contract Days
Bow	1	1	\$80,073.00			
Inter-Lakes	1	2	\$80,705.50	\$76,182.00	\$85,229.00	200
Keene	1	5	\$65,643.00	\$75,000.00	\$97,000.00	260
Bedford	1	7	\$88,186.00	\$72,000 @ 6 FTE	\$102,903.00	261
Laconia	1	2		\$84,274.00	\$91,101.00	262
New Boston and Goffstown	2	4	\$75,843.00	\$67,000.00	\$84,913.00	261
Hanover	1	1	\$74,000.00			195
Milford	1	4	\$93,530.00	\$79,395.00	\$101,105.00	260
Raymond	1	1	\$75,753.00	\$74,088.00	\$78,375.00	220
Amherst: Clark-Wilkins Elementary	1	3	\$88,438.00	\$80,000.00	\$95,000.00	260 or so YR
Amherst: Amherst Middle School	1	2	\$90,900.00	\$90,900.00	\$90,900.00	260 or so YR
<b>Average Elementary School AP Salary</b>			<b>\$80,626.20</b>			