



Districtwide

Department: Weston Public Schools, Central Office
Administrators: Dr. Marguerite Connolly, Sheri L. Matthews,
Dr. J. Kimo Carter
Address: 89 Wellesley Street
Weston MA 02493
PH: 781-786-5210
Fax: 781-786-5209



There are eight administrators and sixteen administrative support staff in the Central Office. They oversee aspects of the district including facilities, finances, student services, curriculum, and technology. There are five schools in the district: Weston High School (grades 9-12); Weston Middle School (grades 6-8); Field School (grades 4-5); and Country and Woodland Schools (both preK-grade 3). Since 1967, Weston has participated in the Metropolitan Council for Educational Opportunity (METCO) program, a voluntary busing program that brings minority students from Boston to suburban schools.

Recent Accomplishments:

- Adopted Heggerty phonemic awareness curriculum for Grades K and 1
- Blended Calkins Reading and Writing Units of Study with Foundations Phonics Program to create a well-rounded elementary literacy program
- Adopted Illustrative Mathematics curriculum for Grades K-4
- Adopted Cornerstones social studies curriculum for Grades 3-5
- Updated the scope and sequence of elementary curriculum
- Enhanced reading and math intervention in Grades K-5
- Developed data teams aimed to enhance teaching and learning in Grades K-5
- Extended STAR literacy and mathematics screeners to all students K-8
- Continued to vertically align 6-12 curriculum in English, Mathematics, Social Studies, Science, World Languages, and Wellness
- Moved the focus to proficiency-based instruction in Spanish, French, and Mandarin
- Completed program reviews for K-12 Social Studies, Guidance, and Athletics
- Program reviews underway in Science, Music, and METCO
- Created a new eighth grade Civics class and ninth grade global citizenship project, following revised state social studies frameworks
- Allowed for more choice for students in Physical Education in Grades 10-12, including a piloted opt-out program for senior athletes
- Developed a district-wide instructional coaching model emphasizing a student-centered approach, data analysis, and coaching cycles
- Applied new technology tools learned while teaching online to in-person instruction
- Providing Culturally Proficient Education professional development for all educators PK-12
- Enhanced High School and Middle School advisory programs
- Established a positive behavior support plan for each school that explicitly outlines what taking care of self, others and community looks, feels and sounds like for students and educators

- Utilized all-school and all-grade assemblies, to build connection and belonging in every school
- Formed a district-wide Diversity, Equity, and Inclusion Committee of many stakeholders that oversees district improvement in these areas
- Conducting an equity audit in partnership with the Diversity, Equity, and Inclusion Committee and The Leadership Academy
- Provided anti-bias and social-emotional learning training for athletic coaches, bus drivers, lunch monitors, and educational assistants
- Enhanced translation services for families whose first language is not English using Lingolet

Full Time Equivalent (FTE) History:

All Personnel	FY'19 Actual 13.754 FTE	FY'20 Actual 13.754 FTE	FY'21 Actual 13.754 FTE	FY'22 Actual 13.754 FTE	FY'23 Budgeted 13.754 FTE	FY'24 Proposed 13.754 FTE
---------------	----------------------------	----------------------------	----------------------------	----------------------------	------------------------------	------------------------------

Budget and Expenditure History by Major Category:

	FY'19 Actual	FY'20 Actual	FY'21 Actual	FY'22 Actual	FY'23 Budgeted	FY'24 Proposed
Salary and Other Compensation	\$1,305,669	\$1,368,559	\$1,449,884	\$1,382,468	\$2,437,659	\$2,361,777
Instructional and Supply Materials	\$113,038	\$133,770	\$135,986	\$21,729	\$25,196	\$25,196
Contracted Services	\$220,517	\$186,759	\$284,275	\$346,665	\$457,265	\$430,925
Contracted Student Services	\$	\$	\$	\$	\$	\$
Utilities	\$	\$	\$	\$	\$	\$
Equipment and Vehicles	\$	\$	\$3,000	\$	\$3,000	\$2,000
State Aid and Offset Accounts	\$	\$	\$	\$	\$	\$
Total	\$1,639,224	\$1,689,088	\$1,873,145	\$1,750,861	\$2,923,120	\$2,819,898

Significant Changes to the FY'24 Proposed Budget:

Location	Description	FTE	FTE \$	Other	Total
Schoolwide	Known/Unknown Collective Bargaining		(75,882)		(75,882)
School Committee	Membership Dues			160	160
Superintendent	Postage			(2,000)	(2,000)
Superintendent	Copier Services			250	250
Business Office	Other Expenses and Contracted Services			(5,000)	(5,000)
Human Resources	Contracted Serv / Other Expenses			(500)	(500)
Curriculum Office	Contracted Serv / Replacement Equipment			9,000	9,000
Prof Development	Speaker / Consultant Fees / Dues			(30,000)	(30,000)
Travel & Conf	School Committee			750	750
TOTAL			(\$75,882)	(\$27,340)	(\$103,222)

District Wide

Org	Loc	Prog	Obj	Description	FY'22 Expended	FY'23 Approved Budget	FY'23 FTE	FY'24 Proposed Budget	FY'24 FTE	FY'24 \$ Change	FY'24 FTE Change	% Change	Comments
				District Wide									
130	01	100	201	SCHOOL COMM SECRETARY SALARY	\$ 4,999.98	\$ 6,000		\$ 6,000		\$ -	0.000	0.00%	
130	01	140	429	LEGAL SERVICES	\$ 93,178.00	\$ 70,000		\$ 70,000		\$ -	0.000	0.00%	
130	01	100	511	SCHOOL COMM OFFICE SUPPLIES	\$ -	\$ 1,321		\$ 1,321		\$ -	0.000	0.00%	
130	01	100	606	SCHOOL COMM MEMBERSHIP DUES	\$ 6,078.00	\$ 6,300		\$ 6,460		\$ 160	0.000	2.54%	Assumes a MASC 3% increase in dues
				School Committee	\$ 104,255.98	\$ 83,621	0.000	\$ 83,781	0.000	\$ 160	0.000	0.19%	
130	01	101	101	SUPERINTENDENT SALARY	\$ 234,999.95	\$ 241,875	1.000	\$ 247,897	1.000	\$ 6,022	0.000	2.49%	
130	01	101	201	SUPT OFF SECRETARY SALARY	\$ 61,700.06	\$ 62,730	1.000	\$ 63,425	1.000	\$ 695	0.000	1.11%	
130	01	101	404	SUPT CONTRACTED SERVICES	\$ 24,445.00	\$ 40,000		\$ 40,000		\$ -		0.00%	
130	01	101	416	SUPT COPIER SERVICE	\$ 3,425.16	\$ 3,900		\$ 4,150		\$ 250		6.41%	
130	01	101	421	SUPT SPEAKER/CONSULTANT FEES	\$ 17,268.00	\$ 40,000		\$ 40,000		\$ -		0.00%	
130	01	101	449	SUPT MOBILE PHONE SERVICES	\$ 548.11	\$ 1,100		\$ 1,100		\$ -		0.00%	
130	01	101	511	SUPT OFFICE SUPPLIES	\$ 5,556.21	\$ 5,500		\$ 5,500		\$ -		0.00%	
130	01	101	601	SUPT POSTAGE	\$ 1,789.95	\$ 5,500		\$ 3,500		\$ (2,000)		-36.36%	
130	01	101	602	SUPT MILEAGE REIMBURSEMENT	\$ -	\$ 90		\$ 90		\$ -		0.00%	
130	01	101	606	SUPT MEMBERSHIP DUES	\$ 2,204.00	\$ 6,000		\$ 6,000		\$ -		0.00%	
				Superintendent	\$ 351,936.44	\$ 406,695	2.000	\$ 411,662	2.000	\$ 4,967	0.000	1.22%	
130	01	102	101	ASST SUPT FINANCE / BUDGET ANALYST SALARY	\$ 216,601.95	\$ 242,671	2.000	\$ 242,671	2.000	\$ -	0.000	0.00%	
130	01	102	201	BUSINESS OFF SECRETARY SALARY	\$ 188,125.86	\$ 203,242	3.504	\$ 208,324	3.504	\$ 5,082	0.000	2.50%	New Employee
130	01	102	253	BUSINESS OFF SUMMER CLERICAL SALARY	\$ -	\$ 5,000		\$ 5,000		\$ -	0.000	0.00%	
130	01	102	402	BUSINESS OFF EQUIPMENT MAINTENANCE	\$ -	\$ 400		\$ 400		\$ -		0.00%	
130	01	102	404	BUSINESS OFF CONTRACTED SERVICES	\$ 1,635.00	\$ 3,000		\$ 3,000		\$ -		0.00%	
130	01	102	405	BUSINESS OFF SOFTWARE MAINTENANCE	\$ -	\$ 5,000		\$ 5,000		\$ -		0.00%	
130	01	102	407	BUSINESS OFF ADVERTISING	\$ -	\$ 375		\$ 375		\$ -		0.00%	
130	01	102	416	BUSINESS OFF COPIER SERVICE	\$ 443.51	\$ 4,600		\$ 4,600		\$ -		0.00%	
130	01	102	449	BUSINESS OFF MOBILE PHONE SERVICES	\$ 229.90	\$ 1,200		\$ 1,200		\$ -		0.00%	
130	01	102	511	BUSINESS OFF OFFICE SUPPLIES	\$ 8,197.09	\$ 7,000		\$ 7,000		\$ -		0.00%	
130	01	102	602	BUSINESS OFF MILEAGE REIMBURSEMENT	\$ -	\$ 650		\$ 650		\$ -		0.00%	
130	01	102	603	BUSINESS OFF OTHER EXPENSE	\$ 4,230.20	\$ 20,000		\$ 15,000		\$ (5,000)		-25.00%	
130	01	102	606	BUSINESS OFF MEMBERSHIP DUES	\$ 4,829.00	\$ 5,000		\$ 5,000		\$ -		0.00%	
				Business Office	\$ 424,292.51	\$ 498,138	5.504	\$ 498,220	5.504	\$ 82	0.000	0.02%	
130	01	103	101	HUMAN RESOURCE ADMIN SALARY	\$ 138,560.85	\$ 142,500	1.000	\$ 142,500	1.000	\$ -	0.000	0.00%	
130	01	103	140	WEA RELEASE TIME SALARY	\$ 28,867.28	\$ 28,867	0.250	\$ 28,867	0.250	\$ -	0.000	0.00%	
130	01	103	153	HUMAN RESOURCES RESERVE/CONTRACTUAL OBLIG	\$ -	\$ 991,737		\$ 785,422		\$ (206,315)	0.000	-20.80%	
130	01	103	201	HUMAN RESOURCES SECRETARY SALARY	\$ 60,278.39	\$ 61,094	1.000	\$ 62,283	1.000	\$ 1,189	0.000	1.95%	
130	01	103	207	HUMAN RESOURCES/PAYROLL SPECIALIST	\$ 63,724.18	\$ 67,100	1.000	\$ 67,100	1.000	\$ -	0.000	0.00%	
130	01	103	404	HUMAN RESOURCES CONTRACTED SERVICES	\$ 3,638.04	\$ 15,000		\$ 10,000		\$ (5,000)		-33.33%	
130	01	103	405	HUMAN RESOURCES SOFTWARE MAINT	\$ 4,473.00	\$ 20,000		\$ 20,000		\$ -		0.00%	
130	01	103	406	HUMAN RESOURCES PRINTING	\$ 924.00	\$ 3,000		\$ 3,000		\$ -		0.00%	
130	01	103	407	HUMAN RESOURCES ADVERTISING	\$ 6,519.61	\$ 6,400		\$ 6,400		\$ -		0.00%	
130	01	103	449	HUMAN RESOURCES MOBILE PHONE	\$ 22.99	\$ 600		\$ 600		\$ -		0.00%	
130	01	103	456	HUMAN RESOURCES ONLINE SERVICES	\$ -	\$ 6,000		\$ 6,000		\$ -		0.00%	
130	01	103	511	HUMAN RESOURCES OFFICE SUPPLIES	\$ 3,511.02	\$ 3,300		\$ 3,300		\$ -		0.00%	
130	01	103	603	HUMAN RESOURCES OTHER EXPENSE	\$ 15,369.98	\$ 10,500		\$ 15,000		\$ 4,500		42.86%	HRS Contract and Contractual
130	01	103	606	HUMAN RESOURCES MEMBERSHIP DUES	\$ 250.00	\$ 500		\$ 500		\$ -		0.00%	
				Human Resources	\$ 326,139.34	\$ 1,356,598	3.250	\$ 1,150,972	3.250	\$ (205,626)	0.000	-15.16%	

District Wide

Org	Loc	Prog	Obj	Description	FY'22 Expended	FY'23 Approved Budget	FY'23 FTE	FY'24 Proposed Budget	FY'24 FTE	FY'24 \$ Change	FY'24 FTE Change	% Change	Comments
130	01	104	160	HUMAN RESOURCES EMPLOYEE SEPARATION	\$ 5,000.00	\$ -		\$ 100,667		\$ 100,667		100.00%	Early Retirement Incentive
				Employee Separation	\$ 5,000.00	\$ -		\$ 100,667		\$ 100,667		100.00%	
130	01	105	101	DIR OF EQUITY & PROF LEARNING SALARIES	\$ 154,662.87	\$ 154,905	1.000	\$ 154,905	1.000	\$ -	0.000	0.00%	
130	01	105	404	DIR OF EQUITY & PROF LEARNING CONT SERVICES	\$ -	\$ 1,500		\$ 1,500		\$ -		0.00%	
130	01	105	449	DIR OF EQUITY & PROF LEARNING PHONE SERVICE	\$ 604.99	\$ 1,200		\$ 1,200		\$ -		0.00%	
130	01	105	511	DIR OF EQUITY & PROF LEARNING SUPPLIES	\$ 2,446.41	\$ 3,000		\$ 3,000		\$ -		0.00%	
				Director of Equity and Professional Learning	\$ 157,714.27	\$ 160,605	1.000	\$ 160,605	1.000	\$ -	0.000	0.00%	
130	01	107	101	ASST SUPT TEACHING/LEARNING SALARY	\$ 160,825.08	\$ 161,221	1.000	\$ 161,221	1.000	\$ -	0.000	0.00%	
130	01	107	201	CURR OFF SECRETARY SALARY	\$ 64,121.56	\$ 65,717	1.000	\$ 82,495	1.000	\$ 16,778	0.000	25.53%	20% Service Increment
130	01	107	253	CURR OFF SUMMER CLERICAL SALARY	\$ -	\$ 3,000		\$ 3,000		\$ -	0.000	0.00%	
130	01	107	404	CURR OFF CONTRACTED SERVICES	\$ 2,722.36	\$ 10,000		\$ 20,000		\$ 10,000		100.00%	To cover translation services
130	01	107	425	CURR OFF PROGRAM REVIEW FEES	\$ 18,497.05	\$ 40,000		\$ 40,000		\$ -		0.00%	NEASC, METCO, Wellness, World
130	01	107	449	CURR OFF MOBILE PHONE SERVICES	\$ -	\$ 600		\$ 600		\$ -		0.00%	
130	01	107	511	CURR OFF OFFICE SUPPLIES	\$ 1,140.12	\$ 3,000		\$ 3,000		\$ -		0.00%	
130	01	107	602	CURR OFF MILEAGE REIMBURSEMENT	\$ -	\$ 100		\$ 100		\$ -		0.00%	
130	01	107	606	CURR OFF MEMBERSHIP DUES	\$ 1,025.00	\$ 1,500		\$ 1,500		\$ -		0.00%	
130	01	107	802	CURR OFF REPLACEMENT EQUIPMENT	\$ -	\$ 3,000		\$ 2,000		\$ (1,000)		-33.33%	
				Teaching and Learning	\$ 248,331.17	\$ 288,138	2.000	\$ 313,916	2.000	\$ 25,778	0.000	8.95%	
130	01	115	411	PROF DEV TRAINING/COURSE FEES	\$ 2,595.00	\$ 20,000		\$ 20,000		\$ -		0.00%	
130	01	115	421	PROF DEV SPEAKER/CONSULT FEES	\$ 10,425.00	\$ 35,000		\$ 15,000		\$ (20,000)		-57.14%	
130	01	115	501	PROF DEV TEACHING SUPPLIES	\$ 403.50	\$ 500		\$ 500		\$ -		0.00%	
130	01	115	511	PROF DEV OFFICE SUPPLIES	\$ 474.25	\$ 1,575		\$ 1,575		\$ -		0.00%	
130	01	115	606	PROF DEV MEMBERSHIP DUES	\$ 111,375.69	\$ 50,000		\$ 40,000		\$ (10,000)		-20.00%	
130	01	115	610	PROF DEV MEMBERSHIP DUES	\$ -	\$ -		\$ 5,000		\$ 5,000		100.00%	
130	01	115	629	PROF DEV TRAVEL RESERVE	\$ 589.48	\$ 10,000		\$ 5,000		\$ (5,000)		-50.00%	
130	01	115	630100	TRAVEL & CONFERENCE - SCHOOL COMM	\$ -	\$ 250		\$ 1,000		\$ 750		300.00%	
130	01	115	630101	TRAVEL & CONFERENCE - SUPERINTENDENT	\$ 3,475.00	\$ 3,000		\$ 3,000		\$ -		0.00%	
130	01	115	630102	TRAVEL & CONFERENCE - ASST SUPT FINANCE	\$ 2,080.74	\$ 3,000		\$ 3,000		\$ -		0.00%	
130	01	115	630103	TRAVEL & CONFERENCE - HUMAN RESOURCES	\$ -	\$ 1,500		\$ 1,500		\$ -		0.00%	
130	01	115	630105	TRAVEL & CONFERENCE - DIR OF EQUITY	\$ -	\$ 1,500		\$ 1,500		\$ -		100.00%	
130	01	115	630107	TRAVEL & CONFERENCE - ASST SUPT CURR	\$ 1,773.00	\$ 3,000		\$ 3,000		\$ -		0.00%	
				Professional Development	\$ 133,191.66	\$ 129,325		\$ 100,075		\$ (29,250)		-22.62%	
				District Wide Total	\$ 1,750,861.37	\$ 2,923,120	13.754	\$ 2,819,898	13.754	\$ (103,222)	0.000	-3.53%	