

REPORT OF HAMPDEN-WILBRAHAM REGIONAL SCHOOL DISTRICT

Any thoughtful person who scans the educational program of his community with broad perspective and deep discernment cannot escape seeing the relationship between the school and the community, for, what the school is, what it has done, what it will do is related to the wants and needs of its people, particularly the young people, who look forward to rich, productive, satisfying lives.

The public schools are committed to serving all these young people—the gifted, the average, and the less academically talented. All are important, each with an inalienable right to try for the best he is capable of doing. Therefore, to design and support an educational program that will serve them all—not in the same way, but in ways adapted to their different capabilities and needs—is a challenge to all people who have a responsibility for planning, supporting, and operating an educational program.

Without innovations, new approaches, and new emphases, the schools will fall short of achieving the high purposes they are expected to achieve.

In October the voters of Hampden and Wilbraham approved, at special town meetings, funds for planning and site enlarging for an addition to Minnechaug.

Detailed educational specifications have been prepared and are being carefully studied by the Building Committee as the basis for preliminary plans by the architects, Alderman and MacNeish.

Our target date for occupancy of this addition is September, 1972. Meanwhile, Minnechaug Regional High School is overcrowded. Planned for 1,100 students, it now has 1,273, and we know that its growth will continue. To help to alleviate this condition, your Committee proposes the following temporary emergency measures for September, 1970:

1. To lease three full-size temporary classrooms.
2. To extend the school day by one class period. The lengthening of the school day as a method of coping with the increasing enrollment pressures, yet minimizing the restriction of academic choices, would result in scheduling some classes for the 2:30-3:30 p.m. period beginning in September, 1970. Pupils taking these classes would rarely report until the second period each morning. Therefore, all pupils would complete a normal span of hours and the specialized facilities of the school would be "expanded" by 14%. Two secondary schools in New England with similar overcrowding have successfully employed such a schedule and were studied by Minnechaug in the 1969-70 school year.

In April, 1970, the New England Association of Colleges and Secondary Schools (the accrediting agency for all New England high schools) will evaluate Minnechaug Regional High School. Presently, the faculty and staff is engaged in the self-evaluation which occurs in the months preceding the actual visitation. Your School Committee requested the evaluation at this time so that the staff's self-evaluation and the recommendations of the visiting committee can be given consideration in the planning of the high school addition.

Often, removed from direct daily contact, the community thinks of the school as a whole, losing sight of its parts. For this reason each of the departments of your regional school has provided a capsule of its current work.

ART—Minnechaug's Art Department continues to attract, on a purely elective basis, more students proportionately than the average high school does. A greater emphasis is being placed upon contemporary designs and techniques in the art curriculum.

BUSINESS—The business education curriculum is being very carefully reviewed to ensure that the services of this vocational subject area are relevant to the needs of the students. A specific time is being established for students to utilize the IBM Data Processing room for instructional purposes. An electronic calculator which prints and stores data in a memory bank has been added to the equipment of the business machines course.

ENGLISH—During the current school year the Minnechaug English Department has instituted a selection of elective courses for junior and senior students. Thus, after completing two years of required foundation work, students at each of three different levels—honors, college preparatory, and general may choose from two or more courses. As space permits, interested students may elect more than one course in English per year, and exceptionally well qualified students are offered the opportunity to engage in independent study.

FOREIGN LANGUAGE—The Foreign Language Department has a steadily increasing enrollment proportionally exceeding that of the school growth. The largest number of students have elected Spanish, followed by French, Latin and German. A feature of this year's Spanish curriculum is that for the first time freshman students are taking Spanish II, as a result of their strong preparation in junior high school.

HOME ECONOMICS—The emphasis in the freshman program in basic Home Economics has been revised to center not only on the development of skills in clothing construction and food preparation, but also on the development of an understanding and appreciation of the principles and ideas that make for successful home and family living.

An innovative half year program in Food Preparation is now offered to junior and senior boys. This course focuses on the planning, preparation, and serving of meals in the home. It is also intended to create an awareness of employment opportunities open to men in the Food Service Industry.

INDUSTRIAL ARTS—The Industrial Arts Department has acutely felt the enrollment growth of the high school and is now conducting four classes of technical drawing in the small cafeteria. A printing club has been organized and is working with an offset press. It is our hope that this type of activity will form the nucleus for a future graphic arts curriculum.

LIBRARY—Thirty-three students serve the school this year as Library Aides. They are an integral part of the Library personnel, aiding both the librarian and students. As we continue to upgrade library-media services, Minnechaug will need added staff competent to organize, administer, and encourage the use of learning resources. At present our resources are limited by space, falling short of the American Library Association Standards. We have 10,500 volumes, 523 records, 615 filmstrips.

SCIENCE—Man is at last beginning to realize that greater understanding of the natural forces regulating his environment may eventually be crucial to his survival as a species. In keeping with this research, greater emphasis in science education is now being placed on environmental studies. At Minnechaug the trend is particularly evident at the 9th and 10th grade levels, where there is an increasing enrollment in both earth science and biology, and where the scientific study of man's environment forms the foundation for these programs.

At all grade levels, greater emphasis on laboratory investigation by the students is being incorporated into the science program.

MATHEMATICS—Four more electric calculators, obtained with the assistance of National Defense Education Act funds, have been added to the department for use in basic math courses. A larger percentage of seniors are electing math than in previous years.

MUSIC—The Music Department has supplemented the existing programs in band and choral music by employing a string specialist. String classes have been organized in Hampden and Wilbraham on the elementary and high school levels. The high school orchestra has performed at several school functions.

PHYSICAL EDUCATION—The varsity program of athletics has been expanded to include a boys varsity skiing team and a girls varsity tennis team. The intramural program is severely limited by lack of space. As our enrollment grows, the range of athletic and physical education opportunities must continue to be broadened, allowing for development of a greater variety of skills, as well as providing additional facilities in present areas.

SUMMER SCHOOL—The 1969 summer program at Minnechaug provided students with special opportunities in two major areas:

1. Remedial—Students seeking graduation credit work either missed or failed during the normal school year were given the opportunity to earn this credit through successful participation in the remedial phase of the summer program. As expected, the remedial phase accounted for the largest proportion of student enrollment, probably because of its immediate, practical value.
2. Enrichment—In this phase of the program, students were given the opportunity to participate in a number of courses which might not otherwise have been available to them during the school year, usually because of problems in scheduling.

A primary goal of the program was to provide an atmosphere of learning in a relaxed, informal setting. Positive evidence of student achievement, and total absence of disciplinary problems while the program was in session, indicate strongly that this goal was successfully achieved. Classes opened on June 30th, and met Monday thru Friday for six consecutive weeks, closing on August 8th. A total of 82 students was enrolled in the program.

Several observations can be made concerning our summer experience:

1. Several of the remedial courses which were dropped should have been more heavily subscribed. For example, there is a need for a remedial reading program which could be operated during the summer, as reading difficulties are not uncommon at Minnechaug; yet only one student applied for this course. In the judgment of teachers of math, English, and the languages, more students should have signed up for courses offered in these areas; yet enrollment was low. The reasons for this are not clearly understood, but the question is now under study.
2. It is suggested that future summer programs offer more enrichment courses than were offered this summer. The speed reading program was a success, but it may be that more of an enrichment nature in the sciences and humanities is needed. Suggestions along these lines have included an intensive program in conversational language (Spanish, French, etc.), a field

program in biology-earth science, and a summer theater work-shop. There is some indication that offerings like this would attract a substantial enrollment, although remedial courses would still constitute the major offerings of the summer program.

Considering the fact that this was the first year of operation, the Minnechaug program should be viewed as a success. The feedback from the homes has been favorable, and all evidence indicates that program participants benefited from the experience.

WORK-STUDY—The Work-Study Program completed the 1968-69 school year with seventeen of twenty seniors remaining at their jobs in a full-time capacity and nine of ten juniors retaining their positions throughout the summer for the coming year. Thirty of the thirty-seven pupils enrolled in the program finished the school year. These statistics indicate that the Work-Study Program has met the needs of about 80% of the students enrolled and provided full-time employment after graduation for about 85% of the participating seniors.

GUIDANCE—During the year, well over 100 college representatives visited the school and were scheduled to talk with interested junior and senior students.

The Junior and Senior Orientation Program held for upperclassmen and parents was exceptionally well attended, with over 400 participants present. With the school increasing so rapidly in size, it is important that such communication be increased and it is important also that parents take advantage of the standing invitation to visit their child's counselor whenever concern warrants it.

The Guidance Department is grateful to the town for making available the personnel and the material that enable the staff to do the kind of job expected of it.

PLACEMENT REPORT ON CLASS OF 1969

Members of the 1969 graduating class are now engaged as follows:

	No.	Percent of Class (rounded)
4-year colleges	102	43
2-year colleges	48	21
3-year nursing	5	2
Technical and Vocational	10	4
Practical Nursing	2	1
Employed	41	17
Military Service	10	4
Married (girls)	2	1
Post Graduate	5	2
Status Unknown	12	5
	<hr/> 237	<hr/> 100%

These statistics show that 71% of our graduates continued their education.

One last area of concern, which affects all departments, and which especially affects the home, is drug abuse.

School authorities have become increasingly aware of, and concerned about, the possible illegal use of drugs by school and college age youngsters living in

Hampden and Wilbraham. All available information indicates that the problem is neither more nor less extensive than it is in the other towns in the Greater Springfield area, but the fact that it exists at all is reason for concern.

A number of steps have been taken toward seeking an effective means of dealing with the problem. School authorities are working toward the development of a drug education program aimed at acquainting both students and their parents with the facts of drug use. It is believed that when it comes to choosing between trying drugs and not trying them, well-informed youngsters will be able to make a more rational choice than those whose only information is based on hearsay.

Efforts in this area on the part of the schools were begun two years ago, with the completion of a six-week teacher training program in drug abuse. The original program involved over a hundred teachers and school administrators from the towns of Hampden and Wilbraham, and similar programs for newer members of the school staffs are planned beginning in Spring of 1970. In addition to this, a comprehensive drug-education program for the students, starting at the lower grades, is now under study, and a series of discussions on drugs and drug abuse is to become a part of the Adult Education Program at Minnechaug. These efforts have not been highly publicized in the past, because it was thought that better results could be obtained with a minimum of publicity.

In the meantime, parents and other residents are urged to seek out facts when questions of drug abuse arise, rather than to give credence to gossip and back yard rumors. It is a fact that drugs are being used illegally by some youngsters in the area; but it is also a fact that this is not just a problem in the schools but is a community-wide problem, and can be dealt effectively with only by responsible cooperative efforts on the part of all members of the community. Parents and other residents having serious questions about the nature and extent of the problem are advised to talk with police or school authorities for reliable information.

In conclusion, we wish to express our appreciation to the professional and supporting staff for their continued high level of performance over the past year.

This school district clearly recognizes the importance of a quality school system, and we thank each citizen for his understanding and support.

DUDLEY N. HARTT, JR., *Chairman*
MRS. CHARLES I. BOWMAN
FREDERICK C. COOPER
WILLIAM H. CUNNINGHAM
GERALD A. HINCH
RICHARD A. LABINE
CHESTER L. THORNDIKE, JR.
FRANCIS P. REDDINGTON, *Secretary*

PERSONNEL—HAMPDEN-WILBRAHAM REGIONAL SCHOOL DISTRICT

<i>Name</i>	<i>Position</i>	<i>Year Appointed</i>
<i>District Office:</i>		
FRANCIS P. REDDINGTON B.A., Holy Cross M.Ed., State College at North Adams	Superintendent	1966
MAURICE F. HEFFERNAN B.A., American International College M.A., American International College Ph.D., University of Connecticut	Assistant Superintendent	1968
ELMER E. HOEFENER B.S., Bus. Adm. University of Omaha	Business Manager	1968
JEANNETTE ARMSTRONG Bay Path Institute	Finance Secretary	1969
ANNA B. TUPPER	Secretary	1958
BARBARA GRANAUDO A.S., Bay Path Junior College	Secretary	1968
EMILY RYMASZ	Supervisor of Accounts	1967
ELAINE LOMBARD	I.B.M. Operator	1968
<i>High School Office:</i>		
LINCOLN A. DEXTER B.S., University of Rhode Island M.Ed., Worcester State College C.A.G.S., Springfield College	Principal	1961
HELEN A. WALINSKI B.A., Our Lady of the Elms M.Ed., Springfield College	Dean of Girls, Math	1959
CHARLES B. THOMPSON B.S., Springfield College M.Ed., University of New Hampshire	Guidance Director	1958
PETER GARTNER A.B., Bates College M.Ed., Springfield College C.A.G.S., Springfield College	Guidance	1959
MARIOS KACOYANNAKIS B.A., American International College M.Ed., Springfield College	Guidance Counsellor	1962
RITA STRAUSS B.S., State University of N.Y. at Cortland M.Ed., Springfield College	Counsellor	1969

<i>Name</i>	<i>Position</i>	<i>Year Appointed</i>
GEORGE C. PROULX B.A., St. Anselm's M.A., Assumption	Guidance	1968
LOIS C. BARBER	Library Secretary	1969
MARJORIE BEAN	Secretary	1960
DORIS FOLLANSBEE	Secretary	1969
CAMMELLA KERR	Principal's Secretary	1968
JEAN SAVAGE B.A., Syracuse University	Secretary	1967
LUELLA SEARLES Shaw Business College	Bookkeeper	1967
<i>Teachers:</i>		
MARIA ALLO B.A., Smith College	Science	1969
MARILYN ATS B.A., Oklahoma University	Latin	1961
JERRY A. BADGER B.S., Bates College M.Ed., Springfield College	Biology	1963
DONALD BAMFORD B.S., M.Ed., University of Massachusetts M.S.E., University of Pennsylvania	Mathematics	1959
DAVID BARRY A.B., St. Michael's College M.A., St. John's University	Social Studies	1964
ROSEMARY BAUER B.A., Springfield College M.A., University of Massachusetts	English	1964
CHARLES BEELER B.Mus.Ed., M.Mus.Ed., Hartt College of Music at University of Hartford	Music	1964
RICHARD BLANCHARD B.S., American International College	Business	1969
ROBERTA BOLDUC B.A., Marymount College	English	1967
MARY LOU BREWER B.A., North Adams State	Social Studies	1967
CAROL CALEY B.S., Bates College M.S., University of Connecticut	Science	1968
DONALD CAMPBELL B.S., Grand Canyon, Phoenix, Ariz.	Science	1969

<i>Name</i>	<i>Position</i>	<i>Year Appointed</i>
PATRICIA CASCIO B.S., Springfield College	Physical Education	1965
STEPHEN R. CASTONGUAY A.B., State College at Westfield	Social Studies	1968
MARY C. CESAN B.A., State College at Westfield	English	1967
JOHN CIPORA B.A., Brandeis University	Art	1969
RUTH COLEMAN B.A., American International College	English	1968
KOREN M. CUMMINGS B.A., Mount Holyoke	Spanish	1968
SUSAN H. CURTIS A.S., Bay Path Junior College	Business	1968
PAUL DESLAURIERS B.S., Springfield College M.Ed., Westfield State College	Remedial	1964
JAMES DEWOLF B.S.Ed., Fitchburg State College M.A., University of Connecticut	Industrial Arts	1959
PATRICIA DUNN B.S., Barry College	Physical Education	1969
WILLIAM J. EAKINS B.S.E. (Chem.), B.S.E. (Math), University of Massachusetts	Physics	1969
JAMES ETTER B.S.Ed., University of Maine	Social Studies	1964
DONALD FERRIS A.B., Holy Cross College	Mathematics	1969
MARGARET E. FEY B.A., Lake Erie College	Spanish	1963
CAROLYN GOMBAR B.S., University of Massachusetts	Physical Education	1968
KATHERINE GOULDING B.S.Ed., State College at Framingham	Home Economics	1961
VICTOR GRANAUDO B.A., American International College	Mathematics	1968
JOAN A. GUZIEC B.S., American International College M.Ed., Springfield College	Business Education	1967
H. KENNETH HANSON B.Mus.Ed., Lowell State College	String Specialist	1969
PATRICIA HALUCH B.S., University of Massachusetts	Home Economics	1969
RONALD E. HOFMANN B.A., University of Massachusetts M.Ed., Westfield State College	English	1964

<i>Name</i>	<i>Position</i>	<i>Year Appointed</i>
WAYLAND HOLLEY A.B., Dartmouth M.A., Northwestern C.A.G.S., University of Massachusetts	English	1969
RUSSELL HOLT B.A., American International College	Mathematics	1967
SANDRA JENKINS B.A., Earlham College	English	1969
GORDON V. JONES B.A., Drew University	Art	1965
DWIGHT D. KILLAM B.Mus.Ed., Syracuse University M.Mus.Ed., Boston University	Music	1959
CONSTANCE KIMBERLY B.A., American International College	English	1961
WILLIAM M. KOBER B.S., Springfield College	Physical Education	1960
GLORIA LAFLAMME B.A., M.A.T., University of Massachusetts	French	1968
PAUL LAFLAMME B.S., Holy Cross M.A.T., University of Massachusetts	Chemistry	1967
RAFFELENA A. LATINO B.A., American International College	English	1968
VIVIAN LITTLE B.A., Mount Holyoke M.A., Hartford Seminary Foundation	English	1959
JOHN E. LOGAN, JR. B.S.Ed., Fitchburg State College	Industrial Arts	1966
EDWARD MACLOSKY B.S., University of Connecticut M.S., University of Connecticut	Science	1969
JOAN MAGISTRI B.A., University of Massachusetts	Mathematics	1967
HENRY J. MANEGRE B.S., Fitchburg State College	Industrial Arts	1963
DOROTHY MAROT B.A., Syracuse University M.S.L.S., Syracuse University	Librarian	1963
ROBERT A. MCCARTHY B.A., University of Massachusetts M.A., Harvard University	Languages	1964
HAROLD K. MILLER B.S., M.Ed., Springfield College	Physiology, Science	1959
BRUCE MORGAN B.S., Springfield College	Physical Education	1968
KATHLEEN MORITKO B.S., American International College	Business Education	1969

<i>Name</i>	<i>Position</i>	<i>Year Appointed</i>
BYRON R. MUSSELMAN B.S., University of Dayton	English	1966
BARBARA PRACKNECK B.A., Regis College M.Ed., Springfield College	English	1963
JOHN S. PRZYBYLOWICZ B.A., American International College	French	1968
JEWEL REBURN B.S., University of Delaware	Home Economics	1967
TERRY B. RHICARD B.S., M.A., American International College	Work Study	1968
CHRISTINE RIDER B.A.Ed., Fredonia State University	English	1968
GEORGE H. ROBINSON B.S., University of Massachusetts M.Ed., Springfield College	Mathematics	1959
VALETA ROBINSON B.A., Middlebury College M.Ed., Springfield College	Spanish	1963
JOYCE SAGER B.A., University of Massachusetts	Spanish	1968
RUSSELL SALK B.S., University of Massachusetts	Mathematics	1967
WILLIAM H. SCHENCK B.S., Springfield College	Earth Science	1968
CLARA L. SHARRARD B.S., Madison College	Home Economics	1969
CONSTANCE SHEA B.A., University of New Hampshire	Social Studies	1965
GEORGE SHEA B.A., American International College	Social Studies	1967
ROBERT A. SILVA B.A., Providence College	Mathematics	1969
PHILLIP SOUSA Assoc. in Electrical Eng., Wentworth B.S., Fitchburg State College	Industrial Arts	1968
RICHARD P. SPENCER B.A., University of Massachusetts M.Ed., Springfield College	English	1959
KARL STERNBERG B.A., M.A., American International College	Biology	1960
JOHN STONE B.S., Northwestern M.A., American International College C.A.G.S., University of Connecticut	Biology	1967
PHYLLIS R. SULLIVAN B.A., State College at Westfield	English	1968
RICHARD G. TALBOT B.S., Gorham College	Industrial Arts	1969

<i>Name</i>	<i>Position</i>	<i>Year Appointed</i>
JOSEPH VAN WEST B.S.Ed., Tufts Diploma, Boston Museum School of Fine Arts M.A. in Ed., Arizona State University	Art	1959
LOUIS VERANI B.S., American International College M.Ed., State College at Westfield	Business Education	1963
ANDREW J. WHALEN B.S., Springfield College	Physical Education	1966
JOHN L. WORTHLEY B.S., Springfield College	Mathematics	1968
<i>Speech Therapists:</i>		
BARBARA HARRINGTON A.B.A., Green Mountain Jr. College B.A., Emerson College M.A., University of Massachusetts	Speech	1969
BEATRICE COULOMB A.B., University of Pennsylvania	Speech	1968
<i>Health:</i>		
ARTHUR H. GOODWIN M.D., Tufts	Doctor	1959
MADELENE NEWSOME R.N., Springfield Hospital	Nurse	1959
<i>Hot Lunch:</i>		
LEONARD RISING	Manager	1967
LEONA ISHAM	Cook	1959
ARLENE ROSS	Cook	1959
EDITH WICKETT	Cook	1964
MARY LOPATA	Cook	1967
GERTRUDE TAYLOR	Cook	1968
GLADYS BABINEAU	Cook	1969
ANN LEAHY	Cook	1969
IRENE CONVERSE	Cook	1969
<i>Custodians:</i>		
STANLEY STRYCHARZ	Head Custodian	1960
LEON SUPERNEAU	Asst. Head Custodian	1959
GEORGE HOSIE	Custodian	1965
JOSEPH NORMAN	Custodian	1967
HOLLIS COLLINS	Custodian	1968
WALTER KAPECKI	Custodian	1968
STANLEY KIMKOWICZ	Custodian	1969
<i>Transportation:</i>		
GEORGE W. MOTYKA	Wilbraham	1959
CHARLES AND EVERETT WALKER	Hampden	1962
<i>Clinical Psychologist:</i>		
WILLIAM J. OSBORN A.B., Brown University M.A., University of Connecticut Ph.D., University of Connecticut	Psychologist	1967

HAMPDEN-WILBRAHAM REGIONAL SCHOOL

FINANCIAL STATEMENTS AND BUDGET COMPARISONS

DISTRICT FINANCIAL STATEMENT FOR 1969

PLANNING AND CONSTRUCTION BUDGET

Balance, January 1, 1969	\$ 18,027.92
1969 Receipts	0.00
Total Available	18,027.92
1969 Expenditures	0.00
Balance, December 31, 1969	\$ 18,027.92

CAPITAL COST BUDGET

1969 Assessment to Towns	\$ 107,372.17
1969 State Construction Grants	110,487.83
Total Available	217,860.00
1969 Expenditures	217,860.00
Balance, December 31, 1969	\$ 0.00

OPERATING BUDGET

1969 Assessment to Towns	\$1,066,999.80
1969 Offsetting Credits	110,531.20
Total Available	1,177,531.00
1969 Expenditures	1,164,003.93
Balance, December 31, 1969—To Surplus Revenue	\$ 13,527.07

INCOME OF 1969

Balance, January 1, 1969	\$ 0.00
1969 Receipts	138,940.85
Balance, December 31, 1969—To Surplus Revenue	\$ 138,940.85

SURPLUS REVENUE ACCOUNT

Balance, January 1, 1969	\$ 5,152.16
1969 Receipts	138,940.85
Funds Available	144,093.01
To 1969 Operating Budget Credits	139,669.81
Balance, December 31, 1969	\$ 4,423.20

PUBLIC LAW 874

Balance, January 1, 1969	\$ 0.00
1969 Receipts	14,573.00
Funds Available	14,573.00
1969 Expenditures	0.00
Credit to 1970 Operating Budget	14,573.00
Balance, December 31, 1969	\$ 0.00

PUBLIC LAW 85-864

Balance, January 1, 1969	\$ 0.00
1969 Receipts	1,713.42
Funds Available	1,713.42
1969 Expenditures	0.00

Credit to 1970 Operating Budget	1,713.42
Balance, December 31, 1969	\$ 0.00

PUBLIC LAW 88-210

Balance, January 1, 1969	\$ 0.00
1969 Receipts	763.00
Funds Available	763.00
1969 Expenditures	763.00

Balance, December 31, 1969	\$ 0.00
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HOT LUNCH ACCOUNT

Balance, January 1, 1969	\$ 6,737.71
1969 Receipts	68,223.15
Funds Available	74,960.86
1969 Expenditures	64,579.50

Balance, December 31, 1969	\$ 10,381.36
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ATHLETIC ACCOUNT

Balance, January 1, 1969	\$ 2,295.20
1969 Receipts	5,449.03
Funds Available	7,744.23
1969 Expenditures	1,164.44

Balance, December 31, 1969	\$ 6,579.79
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ASSESSMENT FOR 1970 REVENUE STATEMENT

CAPITAL COSTS

1956 and 1957 Loans, Retirement and Service	\$ 132,715.00
1957 Loan, Construction Grant	65,541.11

Balance to assess towns	\$ 67,173.89
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Hampden 22.5%	\$15,114.13
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Wilbraham 77.5%	52,059.76
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1964 Loan, Retirement and Service	\$ 74,750.00
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1964 Loan, Construction Grant	44,946.72
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Balance to assess towns	\$ 29,803.28
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Hampden 20.03%	\$ 5,969.60
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Wilbraham 79.97%	23,833.68
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1969 Loan, Land Acquisition and Construction Planning	\$ 14,000.00
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Amount to assess towns	14,000.00
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Hampden 22.96%	\$ 3,214.40
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Wilbraham 77.04%	10,785.60
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Total capital assessment:

Hampden	\$24,298.13
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Wilbraham	86,679.04
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OPERATING BUDGET

Total budget less capital costs	\$1,339,667.00
1969 credits	154,956.23
Balance to assess towns	\$1,184,710.77

	<i>Hampden</i>	<i>Wilbraham</i>	<i>Total</i>
Pupils	292	980	1272
Percentage	22.96	77.04	100
Operating Assessments	\$272,009.59	\$912,701.18	\$1,184,710.77

TOTAL ASSESSMENTS TO HAMPDEN AND WILBRAHAM

	<i>Capital</i>	<i>Operating</i>	<i>Total</i>	<i>¼ Payment</i>
Hampden	\$ 24,298.13	\$ 272,009.59	\$ 296,307.72	\$ 74,076.93
Wilbraham	86,679.04	912,701.18	999,380.22	249,845.05
	\$110,997.17	\$1,184,710.77	\$1,295,687.94	

Assessments payable in four equal installments not later than the first day of April, June, September, and December.

ASSESSMENT COMPARISON 1969-70

	<i>Hampden</i>		<i>Wilbraham</i>	
	<i>1969</i>	<i>1970</i>	<i>1969</i>	<i>1970</i>
Capital	\$ 23,247.23	\$ 24,298.13	\$ 84,124.94	\$ 86,679.04
Operating	245,196.55	272,009.59	821,803.25	912,701.18
	\$268,443.78	\$296,307.72	\$905,928.19	\$999,380.22

	<i>Hampden</i>	<i>Wilbraham</i>
\$ Increase	\$27,863.94	\$93,452.03
% Increase	10.4%	10.3%
Pupil Increase	272 to 292 (+19)	915 to 980 (+65)
% Increase	6.96%	7.08%

PUPIL ENROLLMENT BY GRADES

<i>Grade</i>	<i>Hampden</i>	<i>Wilbraham</i>	<i>Palmer</i>	<i>Monson</i>	<i>Springfield</i>	<i>Total</i>
9	79	261	—	—	—	340
10	85	279	—	1	—	365
11	71	224	—	—	2	297
12	56	212	1	—	—	269
PG	1	1	—	—	—	2
	292	977	1	1	2	1273

**FINANCIAL REPORT—1969 REGIONAL DISTRICT
BUDGET ANALYSIS MATERIAL**

<i>Code</i>	<i>Function</i>	<i>1969 Budget</i>	<i>1969 Expenditures</i>	<i>1970 Budget</i>
1000	ADMINISTRATION			
1100	School Committee	\$ 465.00	\$ 1,827.50	\$ 2,595.00
1200	Supt. Office	33,215.00	33,630.42	35,950.00
2000	INSTRUCTION			
2200	Principal's Office	43,309.00	40,811.63	63,284.00
2300	Teaching	629,336.00	610,021.56	689,450.00
2300	Supplies, Instruction	33,928.00	33,975.34	35,980.00
2400	Textbooks	14,000.00	13,929.25	14,506.00
2500	Library	19,405.00	19,479.58	20,506.00
2600	Audio-Visual	9,987.00	8,637.53	4,500.00
2700	Guidance	55,422.00	58,706.81	71,442.00
2800	Special Services	20,450.00	20,624.74	23,005.00
	Summer School	5,500.00	3,223.14	5,000.00
3000	OTHER SCHOOL SERVICES			
3100	Attendance	100.00	100.00	100.00
3200	Health	7,575.00	7,300.01	8,200.00
3300	Transportation	97,172.00	96,530.94	117,372.00
3400	Food Services	2,300.00	2,295.48	2,400.00
3510	Varsity Athletics	19,699.00	24,691.28	26,795.00
3520	Student Body Activities	1,175.00	1,136.62	1,425.00
4000	OPERATION AND MAINTENANCE OF PLANT			
4110	Custodial Services	54,400.00	54,472.01	58,374.00
4120	Heating of Buildings	13,300.00	11,448.60	13,300.00
4130	Utility Services	20,200.00	21,130.12	21,200.00
4210	Maintenance of Grounds	2,600.00	3,161.17	9,720.00
4220	Maintenance of Buildings	9,050.00	12,862.20	8,000.00
4230	Maintenance of Equipment	10,402.00	10,472.37	13,165.00
5000	FIXED CHARGES			
5100	Hampden County Retirement	8,000.00	7,814.00	8,800.00
5200	Insurance Program	16,634.00	17,888.93	18,832.00
5300	Rental Building			20,000.00
5400	Current Loan	8,000.00	5,677.48	6,000.00
6000	COMMUNITY SERVICE			
6200	Community Services	8,260.00	8,256.74	9,400.00
7000	ACQUISITION OF FIXED ASSETS			
7300	Acquisition of Equipment	31,647.00	32,365.43	28,372.00
8000	DEBT RETIREMENT AND SERVICE			
8100	Retirement	175,000.00	175,000.00	170,000.00
8200	Service and Short Term Loan	42,860.00	42,860.00	51,465.00
	Out-of-State Travel	2,000.00	1,533.05	2,000.00
	Total	\$1,395,391.00	\$1,381,863.93	\$1,561,132.00

COMPARISON OF 1969 AND 1970 BUDGETS
BY MAJOR FUNCTIONS

		1969	1970	Change
1000	Administration.....	\$ 34,680	\$ 38,545	\$+ 3,865
2000	Instruction.....	831,337	927,667	+ 96,330
3000	Other School Services.....	128,021	156,292	+ 28,271
4000	Operation and Maintenance of Plant.....	109,952	123,759	+ 13,807
5000	Fixed Charges.....	32,634	53,632	+ 20,998
6000	Community Services.....	8,260	9,400	+ 1,140
7000	Acquisition of Fixed Assets.....	31,647	28,372	- 3,275
8000	Debt Retirement and Service Contingency.....	217,860	221,465	+ 3,605
	Out-of-State Travel.....	2,000	2,000	
	Total.....	\$1,396,391	\$1,561,132	+\$164,741

DETAILED ANALYSIS OF BUDGET ACCOUNTS

1000	ADMINISTRATION.....	+\$ 3,865
1100	School Committee—\$1,465 to \$2,595.....	+\$ 1,130
	\$1,000 to complete payment to educational consultant.	
1200	Superintendent's Office—\$33,215 to \$35,950.....	+\$ 2,735
	Salary increases and increased cost of postage and supplies.	
2000	INSTRUCTION.....	+\$ 96,330
2200	Principal's Office—\$43,309 to \$63,284.....	+\$ 19,975
	Principals' Salaries—Dean of Girls is now budgeted under Principal's office—was budgeted under teachers' salaries.	
	Professional Salaries.....	+\$ 14,650
	Clerical Salaries (added ½ time secretary).....	+ 2,355
	Computer Scheduling.....	+ 635
	Postage and Supplies.....	+ 335
	Accreditation Evaluation.....	+ 2,000
2300	Teachers' Salaries—\$629,336 to \$687,900.....	+\$ 58,564
	The increase in teachers' salaries account breaks down as follows:	
	Present staff, present salary schedule...	\$627,450
	Salary Schedule revision.....	24,550
	Staff Additions.....	17,000
	Substitutes, Home Teachers, Driver Ed., Professional Improvement.....	18,900
	Total 1970.....	\$687,900
	1969.....	629,336
	Increase.....	\$ 58,564
	Instructional Supplies—\$33,928 to \$37,530.....	+\$ 3,602
	Increased enrollment, increased costs and greater diversity of materials.	
2400	Textbooks—\$14,000 to \$14,500.....	+\$ 500

2500	<i>Library</i> —\$19,405 to \$20,506.....	+\$ 1,101
	Professional and clerical salaries.....	+\$ 151
	Books and Supplies.....	+\$ 950
2600	<i>Audio-Visual</i> —\$9,987 to \$4,500.....	-\$ 5,487
	A.V. technician's salary has been deleted.	
2700	<i>Guidance</i> —\$55,422 to \$71,442.....	+\$ 16,020
	Professional Salaries has increased.....	\$ 12,506
	Sabbatical leave returnee.....	7,000
	Change in personnel.....	2,400
	Salary revision.....	1,456
	Negotiations.....	1,650
	One half-time secretary.....	2,000
	Testing materials, postage.....	1,500
2800	<i>Special Services</i> —\$25,950 to \$28,005.....	+\$ 2,055
	Professional salaries (two speech and hearing therapists, school psychologist). ..	+\$ 2,055
3000	OTHER SCHOOL SERVICES	
3200	<i>Health Services</i> —\$7,575 to \$8,200.....	+\$ 625
	Nurse and Doctor salaries and supplies.	
3300	<i>Transportation</i> —\$97,172 to \$117,372.....	+\$ 20,200
	Pupil increase and requirement of extra runs for extended school day.	
3400	<i>Food Services</i> —\$2,300 to \$2,400.....	+\$ 100
	Food services manager's salary.	
3510	<i>Varsity Athletics</i> —\$19,699 to \$26,795.....	+\$ 7,096
	Maintenance of Equipment was inadvertently left out of this account in the 1969 budget. This amount (\$6,000)+ increased officials' fees and general price increases.	
4000	OPERATION AND MAINTENANCE—\$109,952 to \$123,759.....	
4100	<i>Custodial Services and Supplies</i>	+\$ 3,974
	Scheduled salary increases + increased cost of supplies.	
	<i>Utility Service</i>	+\$ 1,000
	\$200 for telephone, \$800 for electricity.	
4200	<i>Maintenance</i>	+\$ 8,833
	\$7,320 has been added to this account for blacktopping of the north parking lot. This area will be needed when construction on the addition begins. The remaining \$1,500 is for maintenance of equipment—higher labor costs.	
5000	FIXED CHARGES—\$32,634 to \$53,632.....	+\$ 20,998
	\$20,000 has been added to this account to lease four temporary classrooms.	
6000	COMMUNITY SERVICES—\$8,260 to \$9,400.....	+\$ 1,140
	More programs + higher salaries.	
7000	NEW EQUIPMENT—\$31,647 to \$28,372.....	-\$ 3,275
	New equipment purchases are being deferred as much as possible until the addition is constructed when we will be eligible for state financial reimbursement.	
8000	DEBT RETIREMENT AND SERVICE—\$217,860 to \$221,465.....	+\$ 3,600
	\$14,000 was placed in this account to pay interest on temporary loan and bond issue for school addition.	

REPORT OF SALARY SURVEY COMMITTEE

The Salary Survey Committee was appointed by the Board of Selectmen to evaluate the salaries of elected and appointed town officials, clerical help and Highway Department employees. To obtain a sound basis for recommendations, twenty towns in Massachusetts with populations and tax levy similar to Hampden were contacted and salaries in those towns obtained. Wages of positions in surrounding towns were also obtained when locale rather than town size was the dominant factor.

Salary recommendations were made to the Selectmen based on salaries and wages of comparable positions in towns similar to Hampden. A general guideline of a 7% increase over 1969 levels was used. In addition it was recommended that all town employees be given ten paid holidays.

It should be noted that the committee recognized that the time and effort required of elected and appointed town officials far exceeds the salaries they receive. Small town government is built on Community Service and the salaries recommended by the committee are not, and were not intended to be competitive with the business community.

Respectfully submitted,
D. S. FRAZER, *Chairman*
HENRY P. BAUSH
ROLAND P. FAWTHROP
WILLIAM D. FOSTER

