

ESSEX NORTH SHORE  
AGRICULTURAL & TECHNICAL SCHOOL

Budget FY 2021-2022





## Administration

Dr. Heidi T. Riccio	Superintendent-Director
Shannon Donnelly	Principal
Dr. Thomas O'Toole	Assistant Superintendent
Lisa Berube	Cooperative Education Coordinator
Bonnie Carr	Director of Workforce Development & Adult Education
Donald Ducharme	Director of CTE, East Academy
Sean Emberley	Assistant Principal
Sandra Goldstein	Director of School Counseling
Kathleen Holman	Director of Human Resources
Joseph V. Marino	Director of Technology
Ryan Monks	Director of Facilities, Farm, & Grounds
Jill Sawyer	Director of CTE, West Academy
Jennifer Skane	Assistant Principal
Joel Spruance	Assistant Principal
Susan Stevens	Director of Special Education
Marie Znamierowski	Director of Business Operations

## School Committee

### Name

### Community

Mark B. Strout, <i>Chairperson</i>	Town of Marblehead
Wayne P. Marquis, <i>Vice Chairperson</i>	Town of Danvers
Beverley Ann Griffin-Dunne, <i>Secretary</i>	City of Peabody
Francis A. DiLuna	Department of Agriculture
Steven Flynn	Department of Agriculture
James P. O'Brien	Department of Agriculture
Paul Manzo	City of Beverly
Paul Worth	Town of Boxford
Alva Ingaharro	Town of Essex
Valerie H. Gilman	City of Gloucester
William C. Lannon, III	Town of Hamilton
Gary F. Hathaway	Town of Lynnfield
Jeffrey Delaney	Town of Manchester-by-the-Sea
Alexandra Liteplo	Town of Middleton
Roxanne Schena	Town of Nahant
Bruce Perkins	Town of Rockport
Dr. James Picone	City of Salem
Alice McDonald	Town of Swampscott
David Symmes	Town of Topsfield
John Bucco	Town of Wenham



## **Proposed Budget Narrative**

### **FY2022**

The mission of Essex North Shore Agricultural & Technical School is to **create** a culture of *academic and technical excellence*, **encourage** *continuous intellectual growth*, and **promote** *professionalism, determination, and citizenship* for all students, as they **develop** into *architects, artisans, and authors* of the 21st-century community.

#### **Mission Overview for FY22**

Essex North Shore Agricultural & Technical School remains committed to being an innovative and highly adaptable learning community whose mission is focused on preparing our students for an ever-changing, complex, and increasingly collaborative workforce. As a learning community in the midst of a pandemic, we are powerfully reminded of the critical need to personalize and customize our instruction with students every day whether they are in person on one day, remote the next, or fully remote since school reopened. This budget reflects these changed realities to our learning environment and the new needs of the School and District, informed by relevant data and created in ongoing consultation with our families and community partners. We believe that this budget will enable us in the words of educational researcher Jal Mehta who wrote the groundbreaking *In Search of Deeper Learning*, “to think about our students in a fuller and more holistic way,” as we continue our efforts to create a culture of academic and technical excellence to achieve the core principles as articulated in our Mission Statement.

#### **Overall Budget**

Essex North Shore Agricultural & Technical School District currently serves 1,564 students from 17 member and 38 surrounding communities and offers 25 vocational, technical, and agricultural programs as cited in the October 1, 2020 SIMS Report to the Massachusetts Department of Elementary and Secondary Education (MA DESE). Students from member communities are eligible to participate in all of our programs, while students from surrounding cities and towns are eligible to enroll in the eight agricultural programs. This year, we expanded our partnership students from Gloucester, Peabody, and Salem public schools to include Beverly and our programming to include Advanced Manufacturing, Automotive Collision, Repair, & Refinishing, Design & Media Communications, Horticulture, and Construction & Craft Laborers. The partnership serves an additional 47 students with the intention of growing both programs and enrollment in this next budget cycle. We continue to be one of the most affordable vocational and agricultural schools in the state. We believe it is a combination of revenues, grants, and careful fiscal considerations that allow this.

#### **Instructional Supplies**

When reviewing the instructional supply accounts, please note:

- Two programs were merged this year, Graphic Communications and Design & Visual Communications to form one program, Design & Media Communications.

## Proposed Budget Narrative

### FY2022

- Construction related programs increased due to the special campus projects they will be working on.
- Automotive Technology increased due to After Dark program students being enrolled.
- School Counseling increased due to a need for schoolwide professional development.
- Cosmetology increased because they doubled their grade 10 enrollment.
- Health Assisting increased because of the need to purchase new beds (replacement of beds from North Shore Tech).
- Construction & Craft Laborers increased because they have moved out of Perkins funding and to support the After Dark program.
- Testing increased as we will host on site PSATs and SATs for proctoring and materials.
- Recruitment supplies increased because we consolidated budget line items and moved admissions into guidance.
- Some areas of athletics increased due to equipment needing to be replaced.

To demonstrate the process, I have included the following graphic.

Overall Dollar Increase	Percentage over FY22	Adjustments to Proposed Budget
\$2,179,897	7.12%	Added staff based on enrollment data
\$2,649,120	8.65%	Technology upgrades, projects
\$1,622,473	5.30%	Movement of (7) positions into agricultural tuition funds and to use existing funds from FY21 for custodial supplies, technology hardware and software, and security upgrades.
\$1,475,093	4.82%	Removal of an anticipated special education position and reduction in retirement positions.
\$1,385,093	4.52%	Removal of additional nurse to be paid under ESSER II grant funds.
\$1,379,031	4.5%	In order to meet the Student Opportunity Act (SOA) funding



## Proposed Budget Narrative

### FY2022

		<p>requirements given through an increase in Chapter 70 aid, a reduction of \$10K in instructional equipment for Wellness to be purchased SY2021, reduction of \$84K in contracted services of technology to be paid in SY2021 funds and reduction of \$46K in academic textbooks to be paid with SY2021 funds.</p>
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#### **Minimum Contribution**

Massachusetts determines an “equitable local contribution requirement,” which refers to how much of the foundation budget that should be paid for by each city and town’s property tax, based upon the relative wealth of the municipality. We recognize that our school is the vocational and agricultural school of choice for our 17 member communities and value their partnership. The FY22 is anticipated to be at minimum contribution.

Due to the anticipated increase in FY21 state and local revenues and the implementation of year one of the Student Opportunity Act, the District’s Foundation Budget Assessment to the 17 member communities is limited to their required minimum contribution as calculated by the Department of Elementary and Secondary Education. The FY22 preliminary assessments do not include a foundation budget above minimum assessment.

Update 2/11/2021 On February 11, 2021, the state provided information based on ESSER II funding. This included the possibility of up to 75% of ESSER II funds being allocated to member communities for a reduction in their required minimum contribution. ENSATS will continue to work with the state as the budget passes through the House and Senate.

During the budget process, our staff followed a budget timeline that includes programmatic staff to develop a budget proposal presented to Directors. Upon completion, the Directors worked together to prioritize needs based on the 5-Year Strategic Plan, Student Opportunity Act, and our mission of creating a *culture of academic and technical excellence*.

***We are happy to report, due to an increase in revenues and tuition from out-of-district students, each city or town will be assessed the state minimum contribution.*** The FY22 budget represents a total increase of just under \$1.4M or 4.5% over the FY21 approved



## **Proposed Budget Narrative**

### **FY2022**

budget. Twenty-five percent of the FY22 budget increase is due to teacher impact bargaining for a new schedule and bus unit negotiations (\$341,000), 23% for staff needed to support enrollment increases (\$323,000), 13% percent for staff being removed from grant funding (\$182,000), 21% for SOA requirements (\$284,000) and 18% for benefits (\$249,000). As illustrated in the above chart, many areas have been further reduced to offset these increases to the overall budget. Some of these cuts will be an area of concern leading into the FY23 budget season as we depend more on revenues and grants to support the operating budget. The District will need to appropriately plan incremental increases to the budget to remain current and provide exceptional technical and agricultural education aligned to our mission while being cost sensitive to our member communities. We will continue to seek competitive grant funds and revenue streams to maintain services and upgrade facilities as needed.

### **Student Opportunity Act**

In FY21 the SOA was not funded due to the pandemic. The SOA program will be funded in FY22, and we will receive \$284,786 of our Ch. 70 funds for SOA to implement expanded learning opportunities to students by focusing on student subgroups, using evidence-based programs to close achievement gaps, monitoring success with outcome metrics and targets, and engaging all families in the SOA program.

These funds will support the following:

- a Freshman and a Sophomore Summer Acceleration Academy to support students not achieving at the same level as their peers;
- a Partnership Coordinator and an English Learner (EL) Specialist to expand access to regional vocational technical and agricultural education through our Partnership Program;
- a Learning Management System to provide outcome metrics and to track student achievement and growth targets.

### **Partnership Program**

With close to 1300 applicants for 440 seats, ENSATS has a significant waiting list. It is essential that we seek creative partnerships to expand opportunities to serve those students who desire a vocational education. We will continue to work with Beverly, Salem, Peabody, and Gloucester and MA DESE to seek competitive grant funding and Chapter 74 tuition based on enrollment within the program. Revenues for the partnership program will be used to support salaries. This year, there are 47 students from these communities taking advantage of the four programs. A new memorandum of understanding will be developed for the 2021-2022 school year. Students in the partnership program are offered Dual Enrollment courses through North Shore Community College (NSCC).



## **Proposed Budget Narrative**

**FY2022**

### **Dual Enrollment and Early College**

We have increased funding for Dual Enrollment. The Dual Enrollment program with NSCC provided opportunities for our ENSATS students to enroll in NSCC courses during the school day. These courses are in addition to the articulation agreements we have with NSCC for several of our CTE programs through a statewide articulation agreement. This year, the Dual Enrollment courses included Understanding Higher Education and Composition 101. These courses were also offered to the partnership students.

### **NightHawks Adult Education**

Our NightHawks Adult Education enrollment and course development continue to increase. Our SY2021 industry courses have expanded to include new 300-hour industry training sessions in collaboration with MassHire and the Massachusetts Executive Office of Housing and Economic Development, aligned with the Baker-Polito Administration's Career Technical Institute Initiative. These 300-hour training sessions currently include Plumbing, Welding, Auto Technician, and Construction Laborer. In partnership with the GE Foundation and the Northeast Advanced Manufacturing Consortium, our NightHawks Advanced Manufacturing Course has been expanded to two 415-hour sessions annually. All of these sessions include career placement and industry credential attainment. Our NightHawks program has been invited to participate in the Regional HealthCare Hub Training Initiative to develop healthcare training programs for adults in our region. These organizations continue to work with ENSATS to extend our commitment to adult training with direct placement into the workforce.

### **Staffing**

As enrollment increases, the need for additional staff increases. This includes the following: 1.0 Welding and Metal Fabrication instructor, 1.0 Special Education instructor for CTE programs, 1.0 Business and Marketing teacher, .5 Cosmetology (increase to 1.0), and 1.0 Nurse. There are two positions that will move into the budget from the Perkins and Smith Family Foundation grants.

The District has seen an increase in special education services related to enrollment. This increase (30 students in 2020-21) will need to be evaluated for staffing considerations as we review specific individual needs of students. The pandemic has created an increase in students that need additional supports in place both academically, vocationally, and socially. ESSER II grant funding will be used to support this demand.

As part of the HFT teacher contract, we will begin impact bargaining for a new schedule. The schedule, as it exists, does not meet the needs of our students in preparing them for the workforce and our mission of academic and technical excellence. Over time, we have begun to add related theory courses into the academic schedule for licensed trade programs and common



## Proposed Budget Narrative

### FY2022

strand courses that include embedded academics, employability, management and entrepreneurship, and technology. The CTE Pathway courses will ensure that we meet Chapter 74 and Perkins accountability standards and regulations. Integrated learning has become a priority as research states it deepens student learning and understanding of content. Further, our District supported the hiring of an Equity Coach. This person has begun to work with student and staff training related to race, culture, and equity.

The District continues to support professional development beyond the school offerings with reimbursable courses up to \$1,000 per year per teacher by including \$50,000 in the overall budget. Further, The Skillful Teacher course will be offered in the summer to all teachers and is required for all non-PTS instructional staff. This course directly aligns with our mission of creating technical and academic excellence and with the objectives of our 5-Year Strategic Plan and Quality School Plan. Administrators are currently enrolled in a Skillful Leader workshop that will assist in the development of observation calibration. Because of the unique nature of technical and agricultural education, these staff members are able to use \$500 each year to professionally develop themselves in their respective field.

### **Enrollment**

In SY2021, ENSATS has increased enrollment by 72 students. This increase is to satisfy the need for high-quality technical education on the North Shore to reduce waitlist students per Governor Baker’s intentions as well as to maximize available seats. We will plan to accept students in grades 10 and 11 to programs that are under-enrolled. Further, we anticipate increasing our partnership enrollment for the communities of Peabody, Salem, Gloucester, and Beverly with programs that are undersubscribed or in high demand. At this time, we are seeking grant funding to support partnerships in Electrical and Plumbing.

<b>Enrollment Growth by School Year</b>								
<b>Population</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022 (TBA)</b>
<b>In District</b>	776	893	998	1087	1102	1157	1214	1264
<b>Surrounding</b>	352	326	309	295	311	335	350	350
<b>Total</b>	1128	1219	1307	1382	1413	1492	1564	1634
<b>Growth %</b>		7.5	6.7	5.4	2.2	5.3	4.6	4.5





## **Proposed Budget Narrative**

**FY2022**

### **Technology**

The FY22 Technology department budget includes the replacement of outdated staff computers, utilizing more affordable models where possible to keep costs down. In addition, the budget includes the replacement of critical voice and server infrastructure to ensure that our backbone infrastructure remains current and does not interfere with day-to-day operations. Other technology-related projects include the upgrading of network access to many of the farmstead buildings, which are currently lacking. The budget includes regular licensing and support for all of our software solutions across all departments. A comprehensive technology plan is in development to better plan and budget all technology upgrades and the necessary replacement of equipment. This plan will include planning for additional staff computer replacements, the replacement of classroom audio and visual solutions, the continued replacement of backbone infrastructure equipment, and technology-related professional development.

### **Student Activities**

Despite COVID-19 and a Hybrid Learning Model, our student activities have continued virtually. We have 61 clubs meeting regularly. These include intra-curricular activities such as SkillsUSA and FFA as well as extra-curricular activities. These activities support the arts, celebrate diversity, promote community service and foster the social relationships that many students are missing at this time. This budget supports the stipends for the many advisors who dedicate their time to encouraging and supporting our students outside of the classroom.

### **Facilities**

There has been a lot of action happening on the South Campus. Using the feasibility study of 2019 as a framework, the District completed demolition of the McNamara-O'Shea Science Building, completed cosmetic renovations on the second floor of Smith Hall, and began an MSBA roof project at Alumni Gymnasium.

It is our recommendation to include funding to support the stabilization fund annually. This is a commitment to preventative maintenance, campus projects, and CTE equipment not funded by grants. The Capital Planning Subcommittee meets regularly to review capital requests using a schoolwide electronic form. Once approved, the request is presented to the Finance subcommittee, and subsequently to the District School Committee for approval.

### **Retirement**

We accepted Candy Levesque's retirement in August 2020 and rehired her shortly after to assist with our COVID-19 protocols for reopening. At this time, there will be two retirees leading into the 2022 school year. The first, an Assistant Principal who has been with the district for over 14 years, Janet Norris. The second retirement is a Horticulture teacher who



## **Proposed Budget Narrative**

### **FY2022**

worked for our district for 22 years, Martha Verrington. During the school year, a Cafeteria Worker, Barbara Andrews, retired, a Special Education instructor, Terrie Russo, and an Admissions Clerical Support Assistant, Marion Garabedian.

#### **Transportation**

The FY22 proposal assumes continuing our leasing program for school buses. At this time, we seek to replace two busses with a minimum of one electric bus next year through a lease program. More information to follow.

#### **Revenues**

We will reduce assessments by using \$200,000 of our certified excess and deficiency funds. This will maintain a minimum contribution to our sending communities. We are recommending the use of \$720,000 from our Excess & Deficiency (E&D) accounts to support infrastructure projects that will further develop the South Campus. This includes HVAC systems at The Alumni Gymnasium and Gallant Hall, bathroom facilities at Alumni Gymnasium, and Technology at Alumni Gymnasium to support the facility for community use and rental space, expanded learning facilities, and athletics.

Gallant Hall is now occupied by the Essex County Sheriff's Department (ECSD) Training Center, a community-based early education program through Peabody Public Schools, Coordinated Family & Community Engagement, Company 2 Heroes support animal training facility for veterans, as well as serving as a remote-learning base for ENSATS teachers. Upgrades this year included paint, removal of asbestos, new LED lighting, ceiling tiles, and technology through ERATE funding. Some of this work was done by our students in the summer months through a grant received. While some of the occupants are community based, we receive \$58,000 in revenue from the ECSD.

In the Fall, we welcomed North Shore Community College onto our campus for evening programming. The programs offered are Cosmetology and Culinary Arts. Revenues from this collaboration total \$150,000. It is uncertain, at this time, if this will continue into the next school year.

The special education assessment instituted in 2020 provided the District with an additional \$150,000 in revenues. These revenues will be used to fund our growing population of special education students. Working with MA DESE in 2020, we were able to increase our out-of-district tuition by \$1515.00. This resulted in an additional \$530,000 in tuition revenue and will offset agricultural instructional staff.

#### **Competitive Grant Funding**



## **Proposed Budget Narrative**

### **FY2022**

The District received over \$2.7M in competitive grants to date. These grants have assisted in the budget reductions made as a result of COVID and provided much needed funding to reopen the school in August 2020. Many of the grants directly support expansion efforts in CTE programming. Governor Baker and the Capital Skills office have been supportive of our plan to provide exceptional career, technical, and agricultural education on the North Shore.

Governor Baker announced an additional \$16M in competitive grant funding over the next three years to support expansion of vocational education efforts throughout the Commonwealth. This includes the Career Technical Institute where adults retrain beyond the school day for high-demand occupations. Areas of opportunity include Advanced Manufacturing, Automotive Technology, Information Technology, Health Services, Life Sciences, Hospitality, and Construction. Therefore, we will continue to seek grant funding to support our students. Further, there are bills being introduced to expand vocational learning space at schools that have significant waitlists.

### **Future Planning**

Planning for future budgets needs to consider additional revenues based on our current per pupil expenditures. We are at present one of the most affordable CTE schools in terms of per pupil expenditure in the Commonwealth. Moreover, our commitment to increasing enrollments and partnerships will require ongoing renovations to maintain and upgrade our state-of-the-art facilities and capital equipment. Finally, we anticipate additional cost savings due to the involvement of CTE areas in our South Campus renovations, the North Campus structured maintenance and facility plan, and from *the ability to operate as our own Department of Public Works* through in-house transportation, landscaping, and plowing. Lastly, the District needs to fully support agricultural programming on the North Shore, including a *staffed farm crew* for both the animal and plant sciences. This crew will support livestock, the orchard, three greenhouses, a hoop house, harvesting hay for our horses and more.



## **Proposed Budget Narrative**

**FY2022**

### **Conclusion**

This proposed budget was carefully developed and reviewed with a whole-school approach. From the beginning, teachers were involved through the development of departmental budgets. Directors met regularly to determine priorities for optimal student learning and facility operations. Upon completion of the proposed budget and the Governor's release of the state Chapter 70 funding, the budget proposal was finalized. The proposed budget was presented at a faculty meeting on February 3, 2021. It was done with purpose, recognizing the costs to our sending communities who have invested in this school and have been part of the success in preparing students for 21st century skills. I would like to personally thank those that worked alongside me to insure a responsible budget for both our sending communities and our closer school community.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "H. Riccio", is written in a cursive style.

Heidi T. Riccio, Ed.D.  
Superintendent-Director





**Proposed Budget Narrative**  
**FY2022**  
**Excess & Deficiency Funds**

For the FY21 budget, we will use E&D funds from federal, state, and local competitive and entitlement grants as well as from individual and business donations. These potential revenues are examined for their alignment with our ongoing mission and compliance with applicable regulations. The District realizes cost savings from increased revenues for special education assessments, an increase in agricultural tuition, an increase in state aid, funding for the Student Opportunity Act, as well as from our use of on-campus technical and trade teachers and students.

ENSATSD has received certification for [\\$920,752.00](#) that will be used to support a \$200,000 reduction in assessments to our communities and necessary infrastructure projects as identified in the [2019 feasibility study](#).

Finally, every effort will be made to replenish E&D funds so that these can continue to be a sustainable revenue source to help with future budget demands. The ENSATSD School Committee shall vote to approve the use of E&D funds, and anyone from our sending communities is welcome to share comments via [hriccio@essextech.net](mailto:hriccio@essextech.net).

**Excess & Deficiency Funds**

For regional school districts, per the Code of Massachusetts Regulations (CMR) 603 41.06, Excess and Deficiency (E&D) Funds require that:

- (1) Every regional school district shall maintain an excess and deficiency fund on its books of account. At the end of every fiscal year, any surplus or deficit in the district's general fund shall be closed to the excess and deficiency fund.
- (2) On or before October 31 of each year, every regional school district shall submit to the Department of Revenue the forms and schedules as the Department of Revenue requires for the purpose of reviewing and certifying the balance in the regional school district's excess and deficiency fund.
- (3) A regional school committee may use all or part of the certified balance in the excess and deficiency fund as a revenue source for its proposed budget. If the certified balance exceeds five percent of the proposed budget, the regional school committee shall use the amount in excess of five percent



# ESSEX NORTH SHORE

## AGRICULTURAL & TECHNICAL SCHOOL

### Proposed Budget Narrative

#### FY2022

as a revenue source for its proposed budget. (as cited in 603 CMR 41.00: M.G.L. c. 69, §1B; c. 71, §14B and §16D; c. 150E, §1)

For the FY21 budget, we will use E&D funds from federal, state, and local competitive and entitlement grants as well as from individual and business donations. These potential revenues are examined for their alignment with our ongoing mission and compliance with applicable regulations. The District realizes cost savings from increased revenues for special education assessments, an increase in state aid, early returns from our Gateway Partnership Programs with Gloucester, Peabody, and Salem, as well as from our use of on-campus technical and trade teachers and students.

ENSATSD has received certification for [\\$920,752.00](#) that will be used to support the reduction of assessments to our communities and necessary infrastructure projects on South Campus as identified in the 2019 feasibility study.

The ENSATSD School Committee will vote to approve the use of E&D funds through the budget process, and anyone from our sending communities is welcome to share comments via [hriccio@essextech.net](mailto:hriccio@essextech.net).

#### Additional Expenses to Consider

*Essex North Shore has 13 buildings, just under 1 million square feet, and 130 acres of land that are under our care. We ask our district residents to please note, as a regional vocational technical school district, that our budget must cover several high-value items often included within the General Government portion of cities and town's annual budget in addition to the normal expenses of a traditional municipal school district, including:*

Capital Improvements	Central Office
Debt	Farm Buildings, animals, and crew
Federal revenue shortfall	Legal Expenses
Pension obligations	Property Insurance
School Resource Officer	Treasurer, audit, and other expenses
Unemployment	Workers Compensation

NOTE: Any attempt to compare or contrast our assessment versus a local k-12 system should not factor in these expenses.

Credit: Dr. Michael FitzPatrick, Blackstone Valley Technical High School

ESSEX NORTH SHORE AGRICULTURAL AND TECHNICAL SCHOOL DISTRICT  
BUDGET EXPENDITURE SUMMARY BY FUNCTION

Function/Department	FY 2019 Budget	FY 2020 Budget	FY 2021 Budget	FY 2022 Proposed Budget	\$ Change	% Change
<b>Administration (1000)</b>						
Total School Committee	\$41,916	\$52,641	\$51,669	\$51,759	\$90	0.17%
Total Superintendent's Office	304,707	304,829	442,168	426,362	(15,806)	-3.57%
Total Finance and Administrative Services	626,541	723,333	714,731	741,637	26,906	3.76%
Total District Wide Information, Mgmt. and Technology	230,246	608,275	569,830	533,798	(36,032)	-6.32%
<b>Total Administration (1000)</b>	<b>\$1,203,410</b>	<b>\$1,689,078</b>	<b>\$1,778,398</b>	<b>\$1,753,556</b>	<b>(\$24,842)</b>	<b>-1.40%</b>
<b>Instruction (2000)</b>						
Total District Wide Academic Leadership	\$512,089	\$451,070	\$328,702	\$352,903	\$24,201	7.36%
Total Instructional Technology Leadership	128,156	102,000	101,012	101,400	388	0.38%
Total School Building Leadership	1,384,561	1,384,249	1,015,111	1,007,204	(7,907)	-0.78%
Total Building Technology	32,000	26,000	29,500	40,000	10,500	35.59%
Total Teaching Services	10,161,037	10,525,737	11,032,800	11,868,582	835,782	7.58%
Total Professional Development	197,547	220,199	188,664	314,605	125,941	66.75%
Total Instructional Materials, Equipment and Technology	1,229,141	994,163	897,279	1,138,723	241,444	26.91%
Total Guidance, Admissions, Counseling and Testing	1,252,427	1,106,303	1,399,463	1,540,007	140,544	10.04%
	\$14,896,958	\$14,809,721	\$14,992,531	\$16,363,424	\$1,370,893	9.14%
<b>Other School Services (3000)</b>						
Total Health Services	\$205,874	\$186,829	\$186,051	\$198,135	\$12,084	6.49%
Total Food Services	140,050	138,707	0	0	0	
Total Athletics	574,051	560,678	584,383	626,202	41,819	7.16%
Total Other Student Activities	176,492	200,292	202,796	202,796	0	0.00%
Total School Security	288,644	353,390	232,712	359,140	126,428	54.33%
Total Transportation Budget	1,804,836	1,851,919	1,905,227	1,994,130	88,903	4.67%
	\$3,189,947	\$3,291,815	\$3,111,169	\$3,380,403	\$269,234	8.65%
<b>Facilities/Operation of Plant (4000)</b>						
Total Custodial Services	\$972,304	\$853,859	\$901,793	\$902,103	\$310	0.03%
Total Heating of Buildings	297,630	275,000	280,000	280,000	0	0.00%
Total Utilities	705,622	650,122	615,122	615,122	0	0.00%
Total Maintenance of Grounds	701,282	708,507	899,301	957,595	58,294	6.48%
Total Maintenance of Buildings	346,070	499,900	540,329	571,525	31,196	5.77%
Total Building Security	0	0	75,000	0	(75,000)	-100.00%
Total Extraordinary Maintenance	180,000	286,000	477,895	255,000	(222,895)	-46.64%
Total Technology Infrastructure, Maintenance and Support	227,991	249,567	283,483	345,105	61,622	21.74%
	\$3,430,899	\$3,522,955	\$4,072,923	\$3,926,450	(\$146,473)	-3.60%
<b>Fixed Charges (5000)</b>						
Total Benefits	\$3,448,285	\$4,005,351	\$4,246,664	\$4,421,078	\$174,414	4.11%
Total Fixed Charges	31,338	31,617	32,320	25,091	(7,229)	-22.37%
Total Short Term Interest	4,000	4,000	4,000	4,000	0	0.00%
	\$3,483,623	\$4,040,968	\$4,282,984	\$4,450,169	\$167,185	3.90%
<b>Fixed Assets (7000)</b>						
Total Capital Improvements Budget	\$295,593	\$463,420	\$568,201	\$310,135	(\$258,066)	-45.42%
	\$295,593	\$463,420	\$568,201	\$310,135	(\$258,066)	-45.42%
<b>Debt Service (8000)</b>						
Total Debt Service Budget	\$1,829,192	\$1,825,992	\$1,823,642	\$1,824,742	\$1,100	0.06%
	\$1,829,192	\$1,825,992	\$1,823,642	\$1,824,742	\$1,100	0.06%
<b>Grand Total Budget</b>	<b>\$28,329,622</b>	<b>\$29,643,949</b>	<b>\$30,629,848</b>	<b>\$32,008,879</b>	<b>\$1,379,031</b>	<b>4.50%</b>

ESSEX NORTH SHORE AGRICULTURAL AND TECHNICAL SCHOOL DISTRICT  
HATHORNE, MA

FY 2022 BUDGET EXPENDITURE SUMMARY BY FUNCTION

Function/Department	Salaries and Wages	FTE	Contracted Services	Supplies & Materials	Other	Grand Total
<b>Administration (1000)</b>						
District Wide	1,010,446	10.00	303,924	420,686	18,500	1,753,556
Sub-Total Administration	1,010,446	10.00	303,924	420,686	18,500	1,753,556
<b>Instruction (2000)</b>						
Academic	5,071,728	59.00	17,930	34,694	-	5,124,352
Vocational	4,827,776	55.30	103,260	654,278	-	5,585,314
Instructional - All	218,000	1.00	36,000	70,000	3,000	327,000
Instructional Supervision	1,068,408	10.66	31,600	72,150	4,000	1,176,158
Professional Development	79,500	1.00	221,980	8,125	5,000	314,605
Technology/Media Center	241,636	3.00	2,300	268,251	-	512,187
Special Education/Guidance	3,122,326	36.30	91,380	98,502	11,600	3,323,808
Sub-Total Instruction	14,629,374	166.26	504,450	1,206,000	23,600	16,363,424
<b>Other School Services (3000)</b>						
Pupil Transportation	1,289,755	38.00	373,350	331,025	-	1,994,130
Food Service	-	-	-	-	-	-
Athletics	425,082	1.20	104,580	95,440	1,100	626,202
School Based Health Services	182,815	2.00	1,980	11,840	1,500	198,135
Student Body Activities	101,706	-	93,290	5,000	2,800	202,796
Student Body Security	163,140	3.00	196,000	-	-	359,140
Sub-Total Other Services	2,162,498	44.20	769,200	443,305	5,400	3,380,403
<b>Facilities/Operation of Plant (4000)</b>						
Custodial Services	584,304	8.50	192,802	124,997	-	902,103
Maintenance/Grounds	982,373	12.50	574,575	204,552	22,620	1,784,120
Utilities	-	-	895,122	-	-	895,122
Building security	-	-	-	-	-	-
Technology Infrastructure	345,105	4.80	-	-	-	345,105
Sub-Total Facilities	1,911,782	25.80	1,662,499	329,549	22,620	3,926,450
<b>Fixed Charges (5000)</b>						
Insurance-Health/Life/Other	-	-	4,206,157	-	-	4,206,157
Insurance-Property/Casualty/Other	-	-	244,012	-	-	244,012
Sub-Total Fixed Charges	-	-	4,450,169	-	-	4,450,169
<b>Fixed Assets (7000)</b>						
Capital Purchases	-	-	-	-	\$310,135.00	310,135
Sub-Total Fixed Assets	-	-	-	-	310,135	310,135
<b>Debt Service (8000)</b>						
Bond Principal	-	-	-	-	790,000	790,000
Bond Interest	-	-	-	-	1,034,742	1,034,742
RAN Interest	-	-	-	-	-	-
Sub-Total Deb	-	-	-	-	1,824,742	1,824,742
<b>Total</b>	<b>\$19,714,100</b>	<b>246.26</b>	<b>\$7,690,242</b>	<b>\$2,399,540</b>	<b>\$2,204,997</b>	<b>\$32,008,879</b>



Essex North Shore Agricultural and Technical School District  
FY 2022 Preliminary Assessments

Community	Enrollment 1-Oct-20	Enrollment Participation Percentage	Foundation Required Minimum Contribution	Above Minimum Assessment	Transportation Assessment	Debt Service Assessment	Capital Improvement Assessment	FY 2022 Preliminary Assessment	FY 22		Per Pupil Cost % Increase
									Per Pupil Cost	FY 21 Per Pupil Cost	
Beverly	113	9.308%	1,691,575	0	8,230	169,847	28,867	1,898,519	16,801	16,719	0.5%
Boxford	24	1.977%	358,648	0	1,748	36,075	6,131	402,602	16,775	16,831	-0.3%
Danvers	201	16.557%	3,031,001	0	14,640	302,123	51,349	3,399,113	16,911	16,892	0.1%
Essex	13	1.071%	194,268	0	947	19,543	3,322	218,080	16,775	16,823	-0.3%
Gloucester	97	7.990%	1,449,537	0	7,065	145,797	24,780	1,627,179	16,775	16,831	-0.3%
Hamilton	17	1.400%	254,043	0	1,238	25,546	4,342	285,169	16,775	16,509	1.6%
Lynnfield	46	3.789%	702,353	0	3,360	69,139	11,751	786,593	17,100	16,772	2.0%
Manchester	11	0.906%	164,380	0	801	16,532	2,810	184,523	16,775	18,399	-8.8%
Marblehead	38	3.130%	582,803	0	2,768	57,114	9,707	652,392	17,168	16,831	2.0%
Middleton	49	4.036%	732,240	0	3,569	73,647	12,517	821,973	16,775	16,831	-0.3%
Nahant	11	0.906%	164,380	0	801	16,532	2,810	184,523	16,775	16,832	-0.3%
Peabody	306	25.206%	3,833,728	0	22,287	459,944	78,173	4,394,132	14,360	14,663	-2.1%
Rockport	21	1.730%	328,761	0	1,530	31,568	5,365	367,224	17,487	16,831	3.9%
Salem	198	16.311%	2,240,347	0	14,420	297,636	50,586	2,602,989	13,146	13,069	0.6%
Swampscott	35	2.883%	523,029	0	2,549	52,607	8,941	587,126	16,775	16,576	1.2%
Topsfield	25	2.059%	373,592	0	1,821	37,571	6,386	419,370	16,775	16,446	2.0%
Wenham	9	0.741%	134,493	0	655	13,521	2,298	150,967	16,774	16,320	2.8%
<b>Total</b>	<b>1,214</b>	<b>100.000%</b>	<b>16,759,178</b>	<b>0</b>	<b>88,419</b>	<b>1,824,742</b>	<b>310,135</b>	<b>18,982,474</b>	<b>16,513</b>	<b>16,481</b>	<b>0.2%</b>

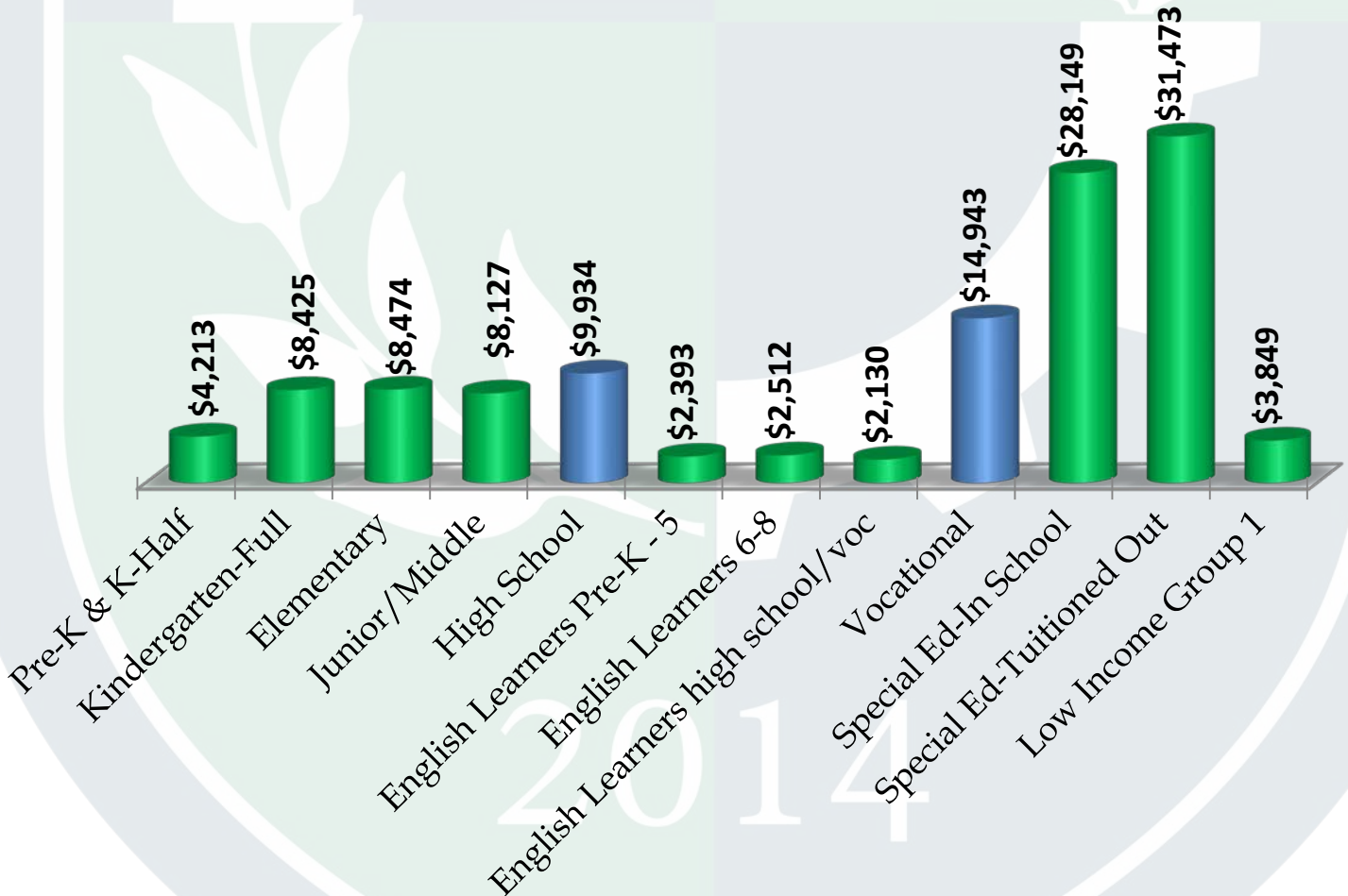
# ESSEX NORTH SHORE

## AGRICULTURAL & TECHNICAL SCHOOL

### FY22 Chapter 70 Aid Preliminary Proposal

Foundation budget rates reflect differences in the cost of educating different types of students.

#### FY22 Foundation Budget Rates

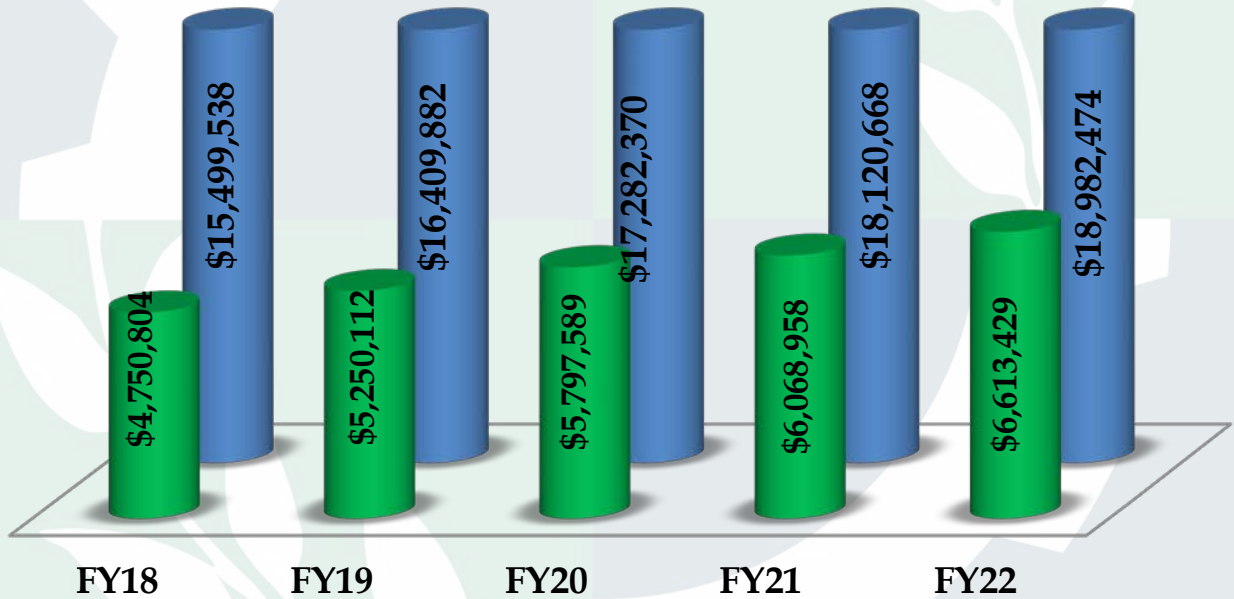


# ESSEX NORTH SHORE

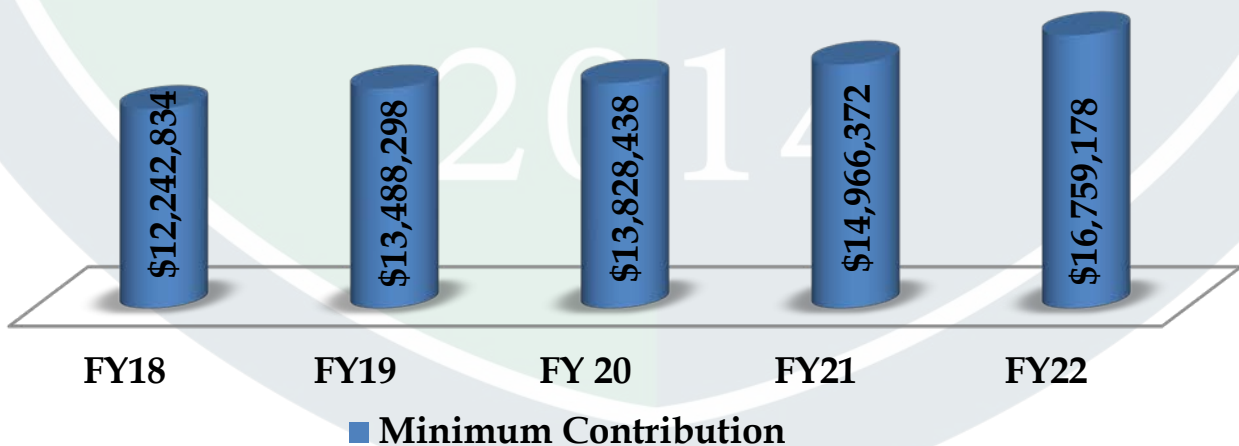
## AGRICULTURAL & TECHNICAL SCHOOL

### Funding Trend Analysis (as Budgeted)

- State Aid
- Member Town Assessments (Includes Debt)



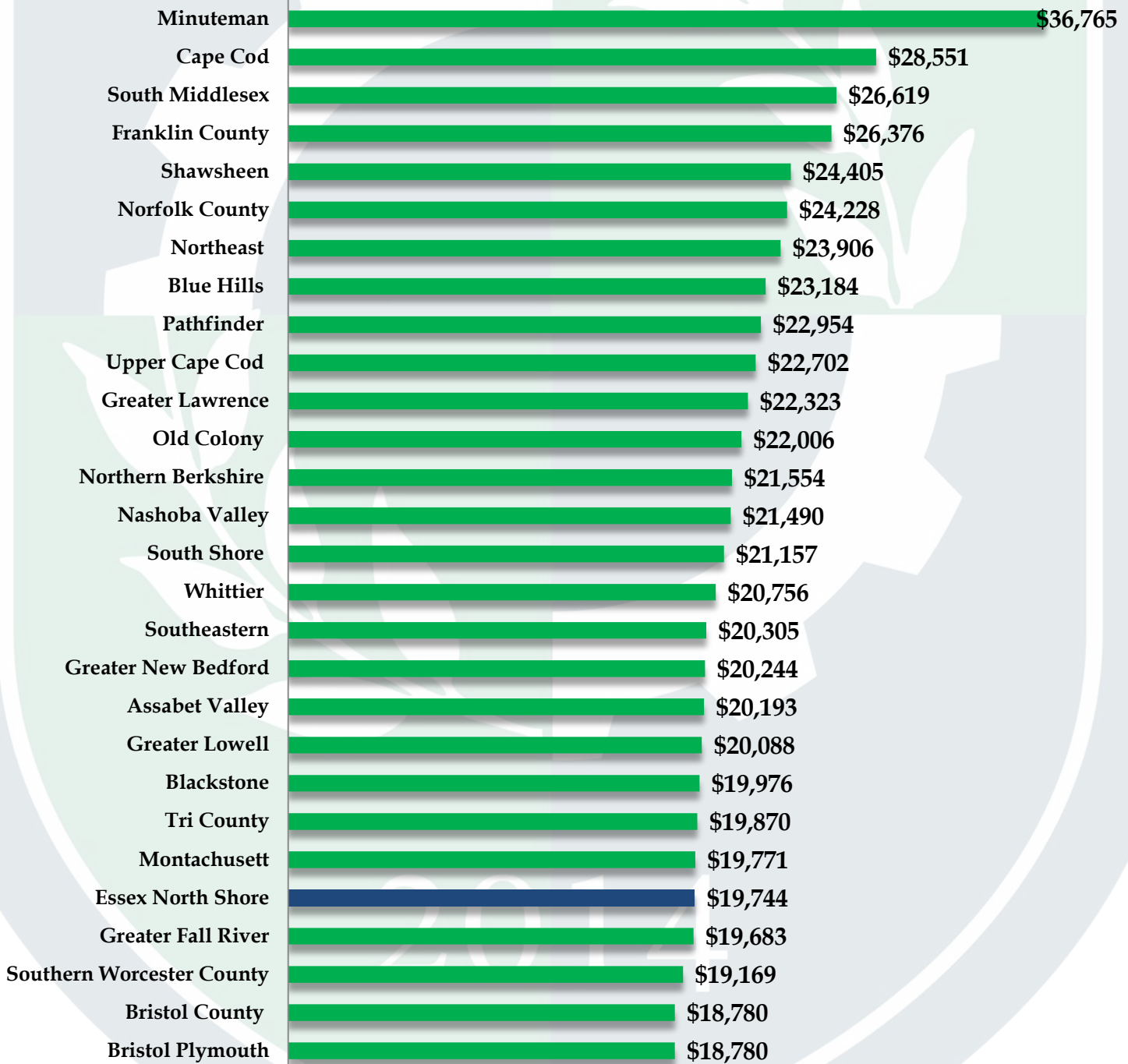
ENROLLMENT:				
FY17	FY18	FY19	FY20	FY21
1,308	1,382	1,412	1,492	1,564



# ESSEX NORTH SHORE

## AGRICULTURAL & TECHNICAL SCHOOL

### Per Pupil Cost Comparison MA Vocational Schools FY2019



Essex North Shore is the fourth most affordable vocational school and the District continues to seek efficiencies through green energy school initiatives, procurement of supplies & services, employee wellness programs & other collaborative efforts in order to control per pupil cost to its member towns and cities.



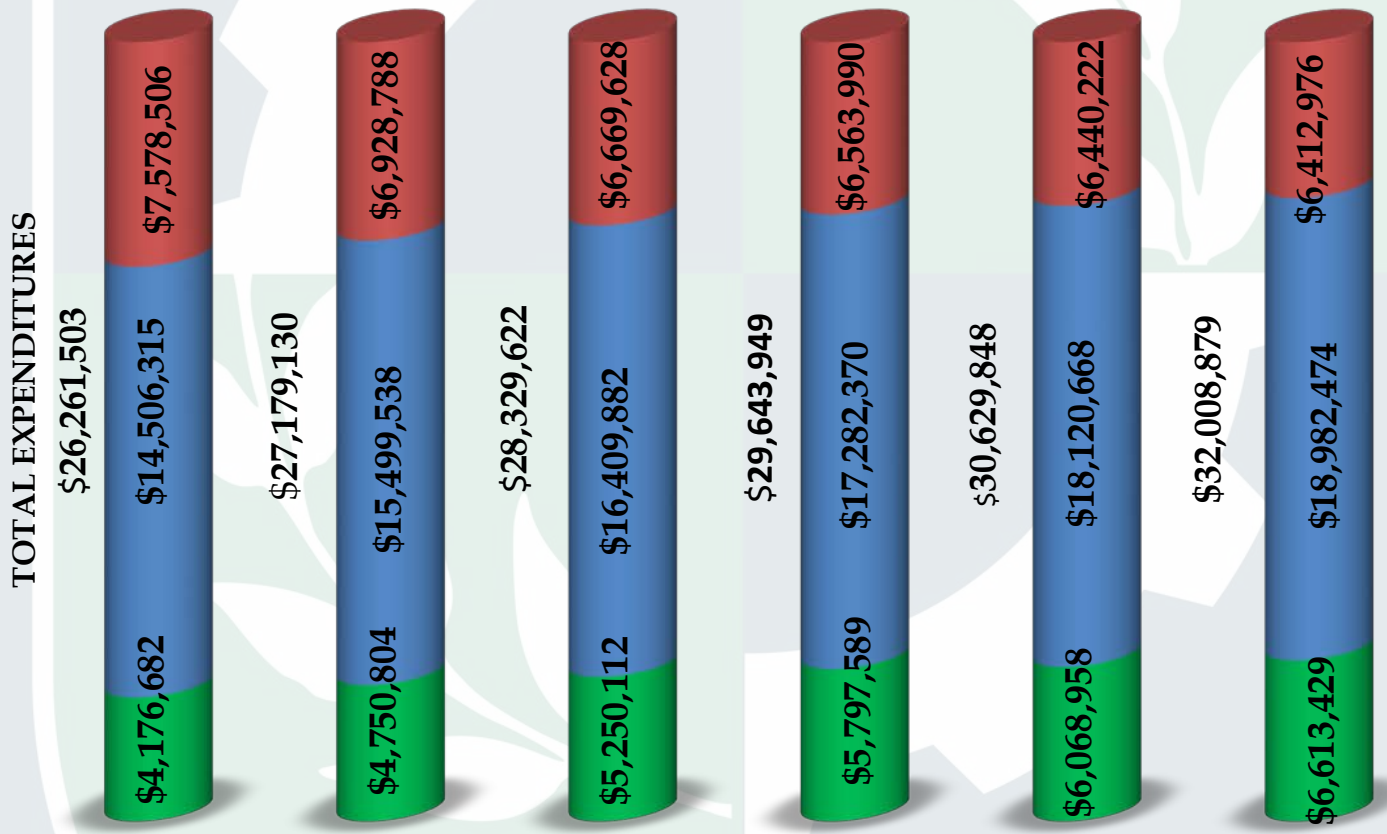
# ESSEX NORTH SHORE

## AGRICULTURAL & TECHNICAL SCHOOL

### Historical Budget Overview

## Operational Expenditures by Funding Source

■ State Aid     
 ■ Member Assessments     
 ■ Other Funding Sources



FY17
FY18
FY19
FY 20
FY21
FY22

% CHANGE	FY17 to FY18	FY18 to FY19	FY19 to FY20	FY20 to FY21	FY21 to FY22
State Aid	12.08%	9.51%	7.78%	4.68%	8.97%
Assessments	6.85%	5.87%	5.95%	4.85%	4.76%
Expenditures	3.49%	4.23%	4.64%	3.33%	4.50%
<b>ENROLLMENT:</b>					
<u>FY17</u>	<u>FY18</u>	<u>FY19</u>	<u>FY20</u>	<u>FY21</u>	
1,308	1,382	1,412	1,492	1,564	

# ESSEX NORTH SHORE

## AGRICULTURAL & TECHNICAL SCHOOL

### FY2021 GRANTS AND DONATIONS TO DATE

(As of February 2021)

<u>Source</u>	<u>Grant/Donation</u>	<u>FY2021</u>
<b><u>Federal/Entitlements</u></b>		
Federal	Special Education 94-142	\$ 385,118
Federal	Perkins	\$ 368,874
Federal	Title I	\$ 165,500
Federal	Title II A	\$ 33,036
Federal	Title IV	\$ 10,617
Federal	ESSER	\$ 119,907
Federal	CvRF - School Reopening	\$ 269,325
Federal	CvRF - School Reopening School Lunch	\$ 2,981
Federal	Remote Learning Technology	\$ 43,564
Federal	Summer & Vacation Learning	\$ 36,000
Federal	CTE Partnership	\$ 150,400
Federal	CTE Partnership Planning	\$ 15,000
Federal	CCTE Credit Attainment - Impact & Recovery	\$ 21,600
Federal	Integrating SE Learning into Academic Learning	\$ 10,000
Federal	Special Education Program Improvement	\$ 12,728
	<b>Subtotal:</b>	<b>\$ 1,644,650</b>

<b><u>State Grants</u></b>		
State	MA Capital Skills - MTT & Plumbing Programs	\$ 1,250,000
State	FirstJobs	\$ 10,193
State	CTE Partnership Planning	\$ 50,000
State	Safe and Supportive Schools	\$ 8,000
	Improving Student Access to Beh. and Mental	
State	Health Services	\$ 78,965
State	Kaleidoscope Collective	\$ 27,779
State	Hate Crimes Prevention	\$ 55,322
	<b>Subtotal:</b>	<b>\$ 1,480,259</b>

<b><u>Competitive/Private Grants and Donations</u></b>		
Cummings Foundation	Construction Trades - Larkin	\$ 33,333
Smith Family North Shore Workforce	Construction/Craft Laborers & Adv. Manufacturing	\$ 120,000
Dev. Fund of ECCF	Adv. Manufacturing	\$ 125,000
	<b>Subtotal:</b>	<b>\$ 278,333</b>

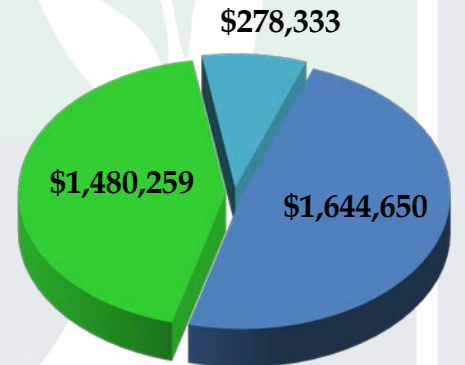
<b><u>FY2021 Pending</u></b>		
State	State Coronavirus Prevention	\$ 54,225
Federal	ESSER 2	\$ 533,706

**TOTAL FY2021 TO-DATE \$ 3,403,242**

**TOTAL FY2021 PENDING TO-DATE \$ 587,931**

**GRAND TOTAL \$ 3,991,173**

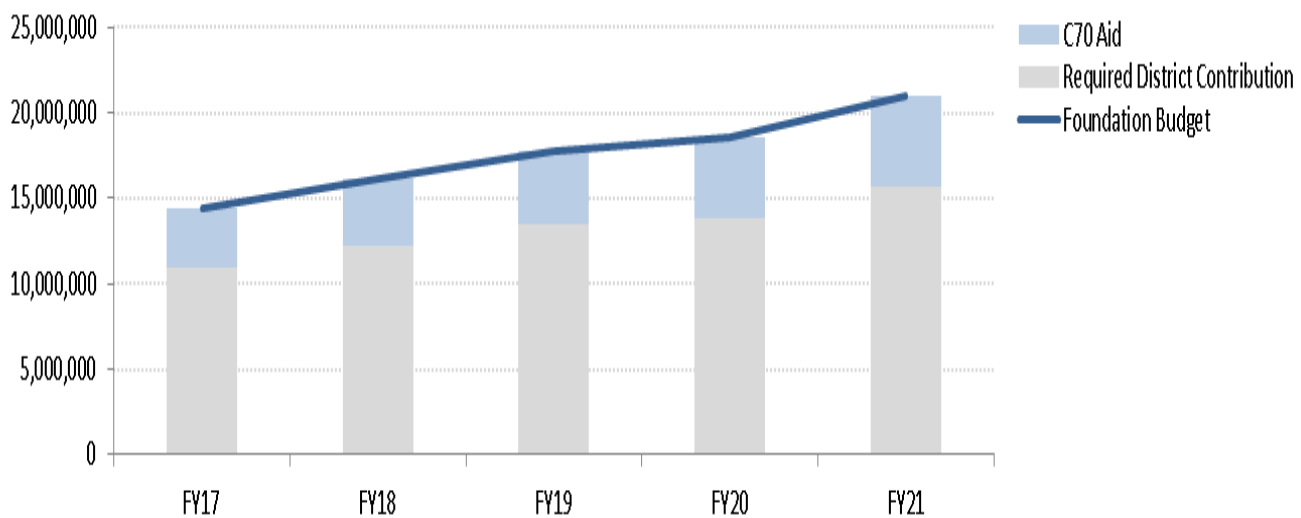
### FY21 Grants



- Federal
- State/Other
- Competitive/Private

NOTE: The District also receives substantial donations in the form of furniture , equipment , tools and raw materials

### Five Year Trend



# 2014



## **Outside Projects & Community Outreach/Support 2020/2021**

### Advanced Manufacturing

- Laser etched glasses for silent auction winners from the Larkin Gala fundraiser.

### Automotive Technology

- Sending community members can take advantage of Automotive Technology services, performed by students and overseen by instructors. Services available are oil changes, brakes, general maintenance, suspension work and other services. Service costs are for parts plus 30%, there are no labor costs.

### Automotive Collision Repair & Refinishing

- Sending community members can take advantage of Automotive Technology services, performed by students and overseen by instructors. Services available are oil changes, brakes, general maintenance, suspension work and other services. Service costs are for parts plus 30%, there are no labor costs.

### Arboriculture

- Pruned trees at Appleton Farm in Ipswich.
- Created an outdoor classroom and removed hazardous trees at Nahant Elementary School.
- Started tree inventory project at Greenwood Cemetery in Salem.

### Biotechnology

- Virtual internships for students with Harvard University & MiniPCR

### Carpentry

- Built bookshelves for Peabody Historical Society
- Larkin Cottage
- Town of Middleton-replace roof of cemetery building
- Built sheds for Athletic department
- Smith Hall cabinet installation & trim
- Habitat for Humanity Home-Wenham, MA

### Companion Animals

- Free grooming to members of Police, Fire and Paramedics as well as for Veterans and service dogs, for multiple communities, cities & towns.

### Construction Craft Laborers

- Larkin Cottage



- Alumni Gym-demolition of locker rooms
- Gallant Hall-demolition of lower level classrooms
- Plumbing expansion-removed fencing

#### Culinary Arts & Hospitality

- Dinners for Larkin Gala
- Bereavement assorted desserts for Danvers Police
- Holiday dessert bags for district's town administrators
- Cookie boxes for town visits

#### Dental Assisting

- Valentine's Day candy bag fundraiser to support Smile Train(organization that supports cleft lip/palate surgery for kids that cannot afford it)
- Collaboration with Angell @ Essex to clean animals teeth
- Awarded the Cummings Corporation Grant \$1,000

#### Design & Media Communications

- Gloucester Police Department - 250 Children's Books
- Beverly Public Schools - 3000 Absence Report NCR Forms, 200 Business Cards, 500 Record of Substitute Cards
- Danvers Cares - 200 Copies of TIPS Training Flyers.

#### Electrical

- Patton Homestead-Town of Hamilton-updated electrical outlets
- Larkin Cottage
- Habitat for Humanity Home-Wenham, MA
- Street lights behind south campus
- Electrical reconfiguration of HVAC program
- Installed wiring for boilers in Plumbing program

#### Engineering & Automation Technology

- Laser etched glasses for silent auction winners from the Larkin Gala fundraiser.

#### Health Assisting

- Fundraiser(selling pink dye tied masks) to support Breast Cancer Alliance
- Sent holiday cards to residents at Seasons of Danvers and Bear Mountain @ Andover

#### HVAC / Refrigeration

- Habitat for Humanity Home-Wenham, MA
- Fixed athletic department's ice machine
- Assisted in installing mini splits around campus



#### Information Technology Services

- Salem Recycles Repair Cafe - students will repair and restore broken items, keeping them from the waste stream.

#### Landscaping & Turf Management

- Routine maintenance of grounds on main and south campus
- Graded area with loam in areas behind Gallant, raked out and seeded lawn areas. Used excavator and skid steer and on campus loam stockpiled from Larkin project
- Removed existing paver walkway and timber steps behind Gallant. Used excavator, and skid steer and will grade and seed in the Spring.
- Set hay bale & silt fence for larkin Cottage erosion control.
- Assisted CCL with trenching and crushed stone installation for basement of Larkin cottage. Used a Kubota excavator, skid steer and rented track machine.

#### Masonry & Tile Setting

- Smith Hall-installed railings, tiled floor, stonework in handicap entrance
- Larkin Cottage-grading & compacting soil and stone
- Gallant Hall-tiled main entrance
- Built pizza oven for Larkin Gala Auction

#### Natural & Environmental Sciences

- Salt Marsh Monitoring Study in partnership with Mass Audubon, Gloucester, MA.
- CoastSweep, Dane Street Beach, Beverly, MA .
- Mill Pond Restoration Monitoring, Rockport, MA.

#### Plumbing

- Renovation at Alumni Gym
- Larkin Cottage-underground plumbing
- Winterize all outside locker rooms, concession stands, bathrooms, etc.
- Habitat for Humanity Home-Wenham, MA
- Installed touchless water bubbles in outer buildings

#### Sustainable Horticulture

- Collaborated with Natural and Environmental Sciences and Mass Audubon to identify and count marsh/wetland plants in Gloucester.
- Worked with a landscape historian, at Hale Farm in Beverly, to make cuttings from a rare historical European Larch Tree.

#### Veterinary Science





## Community Support (donations)

- In collaboration with Angell Animal Hospital, offering low cost services to people in need in surrounding communities.

### Advanced Manufacturing

- Aluminum - \$1,600.00
- Stainless Steel - \$7,000.00
- Steel - \$500.00
- Nitronic - \$50.00

### Automotive Collision Repair Refinishing

- 2012 Volvo S60 - \$5,768.00
- 1994 Mercury Capri - \$1,229.00

### Automotive Technology

- (2) 2007 Dodge Chargers - \$6,200.00
- 300 Disposable Masks - \$50.00
- 2001 Ford Crown Vic. - \$1,889.00

### Cosmetology

- Cosmetology Kit - \$250.00
- Misc Hair Color From Coty.Com - \$9,957.65

### Electrical

- (26) National Electrical Code Books - \$2,600.00

### Masonry & Tile Setting and Carpentry

- Misc Stone/Brick/Block - \$7,143.28



## Community Support

### Cosmetology

- Awarded the Cummings Corporation Grant \$1,000

### Rental fees waived for the following community organizations:

- Angell Hospital
- Collision Repair Association of North Shore
- Department of Developmental Services
- Essex County Highway Association
- Massachusetts State Apiary
- Massachusetts State Police
- Mom Ball
- MA. Partnership for Youth
- NEMLEC (SWAT)
- PBL workshop
- Town of Middleton

### Rental fees reduced for the following community organizations:

- American Legion Baseball
- Bay State Games Softball
- Danvers Youth Cheerleading
- Essex County Sheriff's Department
- Masconomet Youth Basketball
- NAPA automotive training
- National Association of Canine Scent work
- North Shore Option Camp
- Peabody Early Childhood Program
- Umpire Services

### Facilities available for rent to the following community organizations:

- Aztec Soccer Club
- New England Sports - Flag football
- The Show Baseball

### Topsfield Garden Club Spring Grow Expo

- Use of animals

### Burlington Boys and Girls Club

- Use of Animals



## Cooperative Education Report

The following is a current report of statistics and data for the Cooperative Education program thus far for SY 2020 - 2021.

### Current Statistics

There are currently just over 100 students taking part in the Job Placement programs at Essex North Shore Agricultural & Technical School.

*Cooperative Education placements:*

Grade 12: 87

Grade 11: 20

*Internships:*

Grade 12: 5

Grade 11: 4

Status of Junior placements: Juniors became eligible for participation in Cooperative Education on February 24, 2021.

### Participating Employers/Community Partners

Over 100 employers are currently taking part in Cooperative Education/Internships SY 2020 - 2021 with hourly salaries ranging from \$13.50 - \$18.00.

We have continued to develop and organize clearly defined/outlined internship programs including several virtual internships with several organizations including:

Angell at Essex

Harvard University

Massachusetts Audubon Society

miniPCR bio<sup>®</sup>

National Oceanic and Atmospheric Administration (NOAA )

Salem Sound Coastwatch

Trustees of the Reservations

**Participating Employers**

***Andover***

Andover Animal Hospital

***Beverly***

Beverly Animal Natural Health Center

Cicoria Tree Service

Cummings Properties

CVS

Emanuel Pereira Electric

Keenan Electrical Services, Inc.

Kowalski Dental

North Shore Pediatric Dentistry &  
Orthodontics

North Shore Tech Electric

Pionarch Design and Construction

Semper Mechanical

***Boxford***

Noble Tree Service

***Bradford***

Bradford Country Club

***Cambridge***

Harvard University

miniPCR bio<sup>®</sup>

***Chelsea***

Drew Donarumo Plumbing & Heating

***Danvers***

Breen & Sullivan Mechanical Services, Inc.

Chestnut Green Dental Group

Cranney Companies

***Danvers continued***

Cross Construction

Danvers Animal Hospital

David Ash Electric

Freeman Plumbing

New England Gas Systems, Inc.

North Shore Mechanical Contractors, Inc.

***Essex***

Carter Roberts Construction

High-Tech Electrical Contractors, Inc.

Mayer Tree Services

***Gloucester***

Acorn Orthodontics

Beauport Hotel

Cake Ann

Cape Ann Tree Service, Inc.

Common Crow Natural Market

Covenant Plumbing & Heating

Dental Associates of Gloucester

Gloucester Department of Public Works

MP Silva Plumbing & Heating

NOAA Fisheries

Roy Spittle Associates

***Hamilton***

Parrott Equine Associates

***Hathorne***

Angell at Essex

Essex North Shore Agricultural & Technical  
School: Farm Crew, Small Animal

## Participating Employers

### ***Haverhill***

City of Haverhill Water Treatment Plant  
Welcome to Floristry

### ***Ipswich***

Bilo Plumbing and Heating  
Trustees of the Reservations

### ***Lynn***

Irvine Plumbing  
Leahy Landscaping, Inc.  
North Shore Animal Hospital  
T & T Mechanical, Inc.  
Waldman Plumbing & Heating

### ***Lynnfield***

Kelly Nissan  
VCA Lynnfield Animal Hospital

### ***Malden***

Buckley Brothers Plumbing  
Dr. Gerard A. Centrella

### ***Marblehead***

Atlantic Veterinary Hospital  
Gilbert & Cole Building Products  
M. H. Driscoll Building and Remodeling  
MRW Mechanical Corporation  
Shubie's Marketplace  
Eat Well Kitchen

### ***Medford***

Barrett Tree Service East  
Mystic Paving, Inc.

### ***Melrose***

J. Bradley Architects

### ***Methuen***

Process Piping, Co., Inc.

### ***Middleton***

LaFauci Dental Group  
Magnifico Brothers Plumbing Heating & Gas

### ***Newburyport***

CVS  
North Shore Equine  
Pavlo Orthodontics

### ***North Reading***

Park Street Veterinary Clinic

### ***Norwood***

Gaston Electrical

### ***Peabody***

CVS  
Duvall Electric  
Gentle Dental Peabody  
Hackett Brothers  
Helco Electric  
Murray Masonry & More  
Northeast Vet Services  
Nothing Bundt Cakes  
Pavlo Orthodontics  
Tomas Electrical

### ***Plymouth***

Systems Contracting Inc.

**Participating Employers**

***Reading***

Cooling Unlimited

A. Fresco Inc

***Revere***

CVS

McGee Plumbing & Heating

***Rowley***

American Comfort Systems

Country Garden

***Salem***

All Creatures Veterinary Hospital

PZA

R.P. McLaughlin Co., Inc.

Salem Sound Coastwatch

***Stoneham***

Solaya Energy, LLC

***Swampscott***

Houghton Mechanical

Weaver Orthodontics

***Topsfield***

Crystal Clear Plumbing

Fairview Machine

Mass Audubon Society

Topsfield Bake Shop

***Wakefield***

Keith's Tree Service

***Wilmington***

Ferro-Ceramic Grinding

**Highlights**

While the wake of COVID has impacted several of our program partnerships, we have creatively planned several remote/virtual internships for our Biotech, Natural & Environmental Sciences programs with the following organizations:

Harvard University

Mass Audubon

miniPCR bio<sup>®</sup>

NOAA Fisheries

Salem Sound Coastwatch

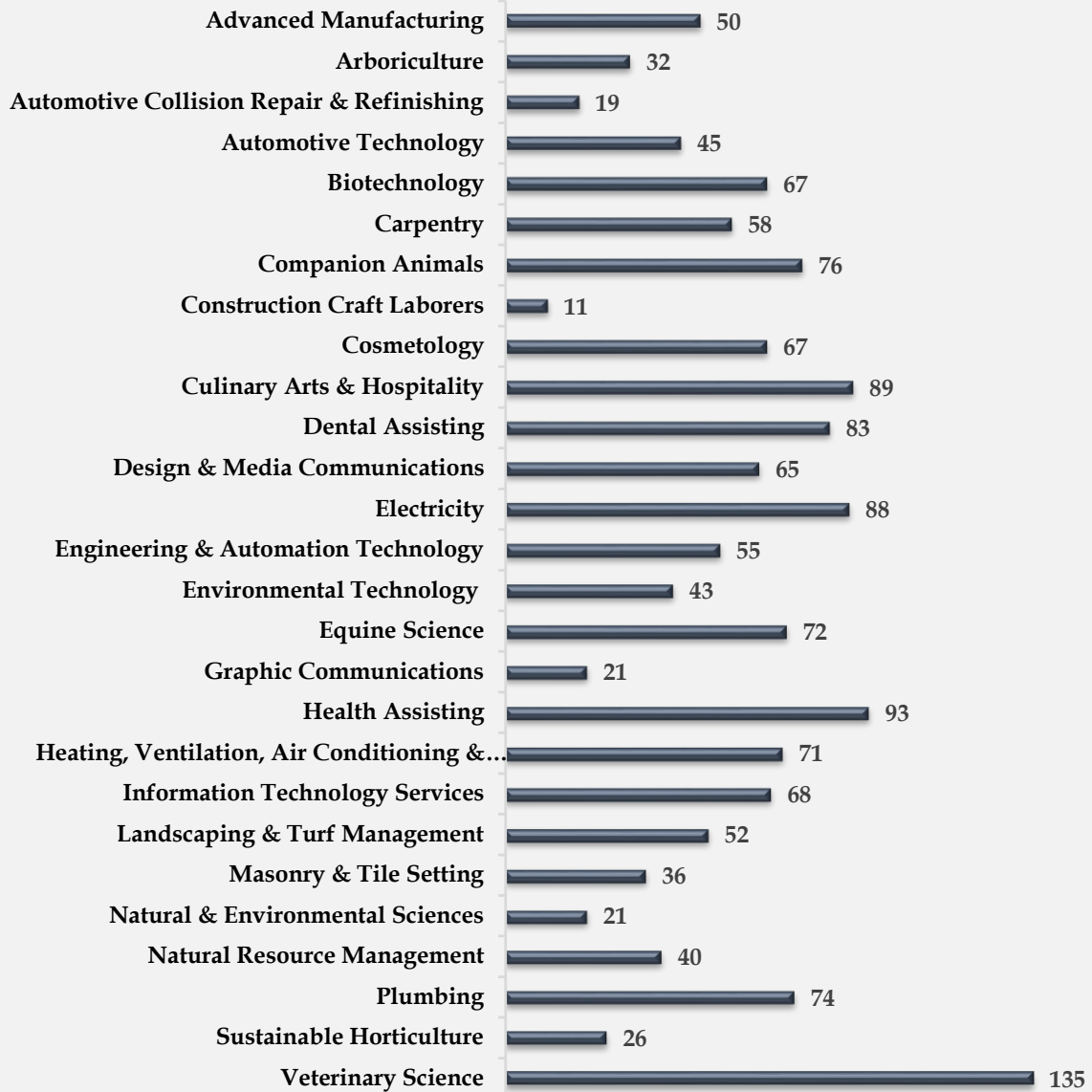
Trustees of the Reservations

**Pending**

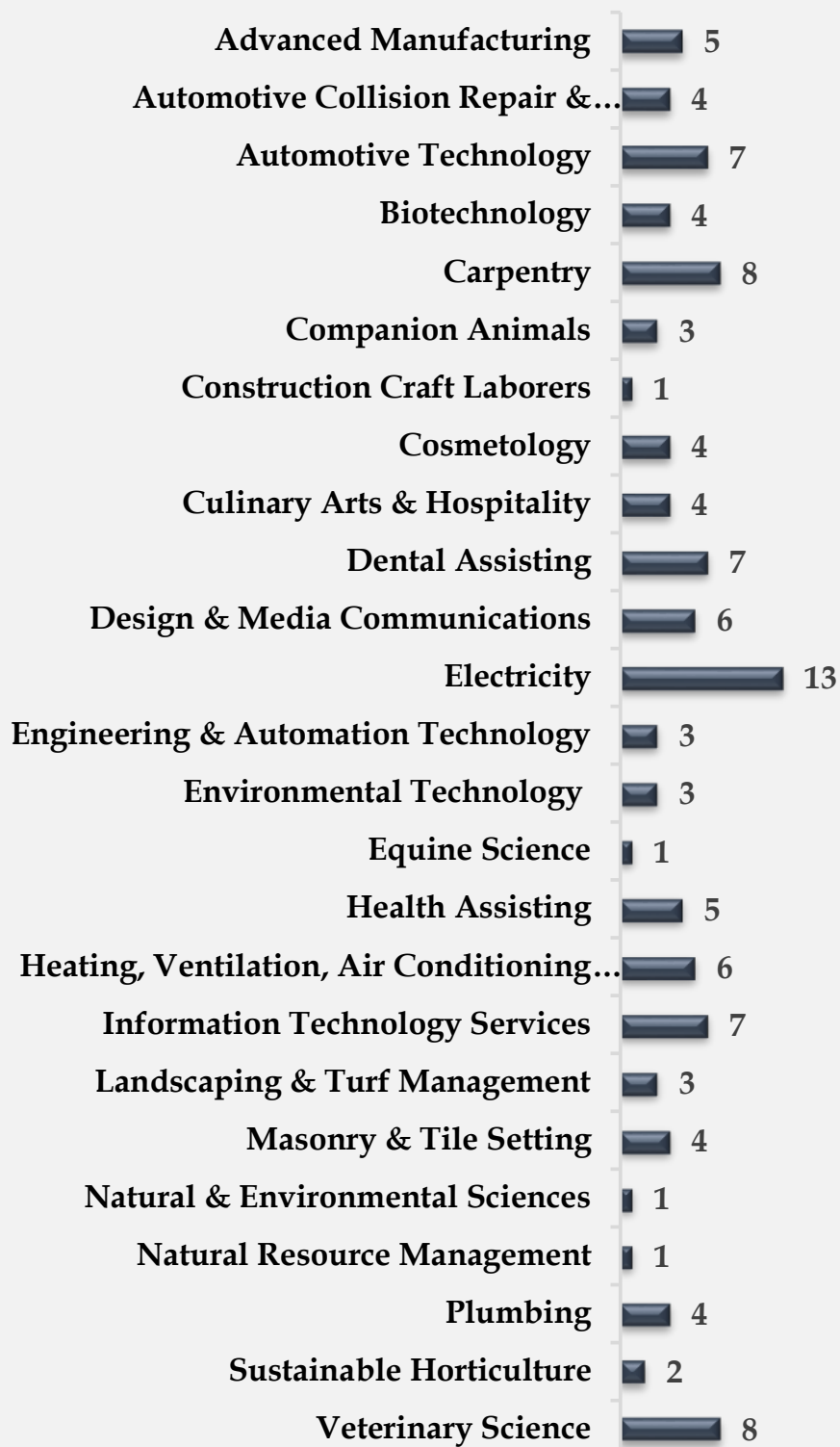
25+ placements pending in various programs.  
Spring 2021: Credit for Life financial literacy fair.



## CTE Enrollment School Year 2021



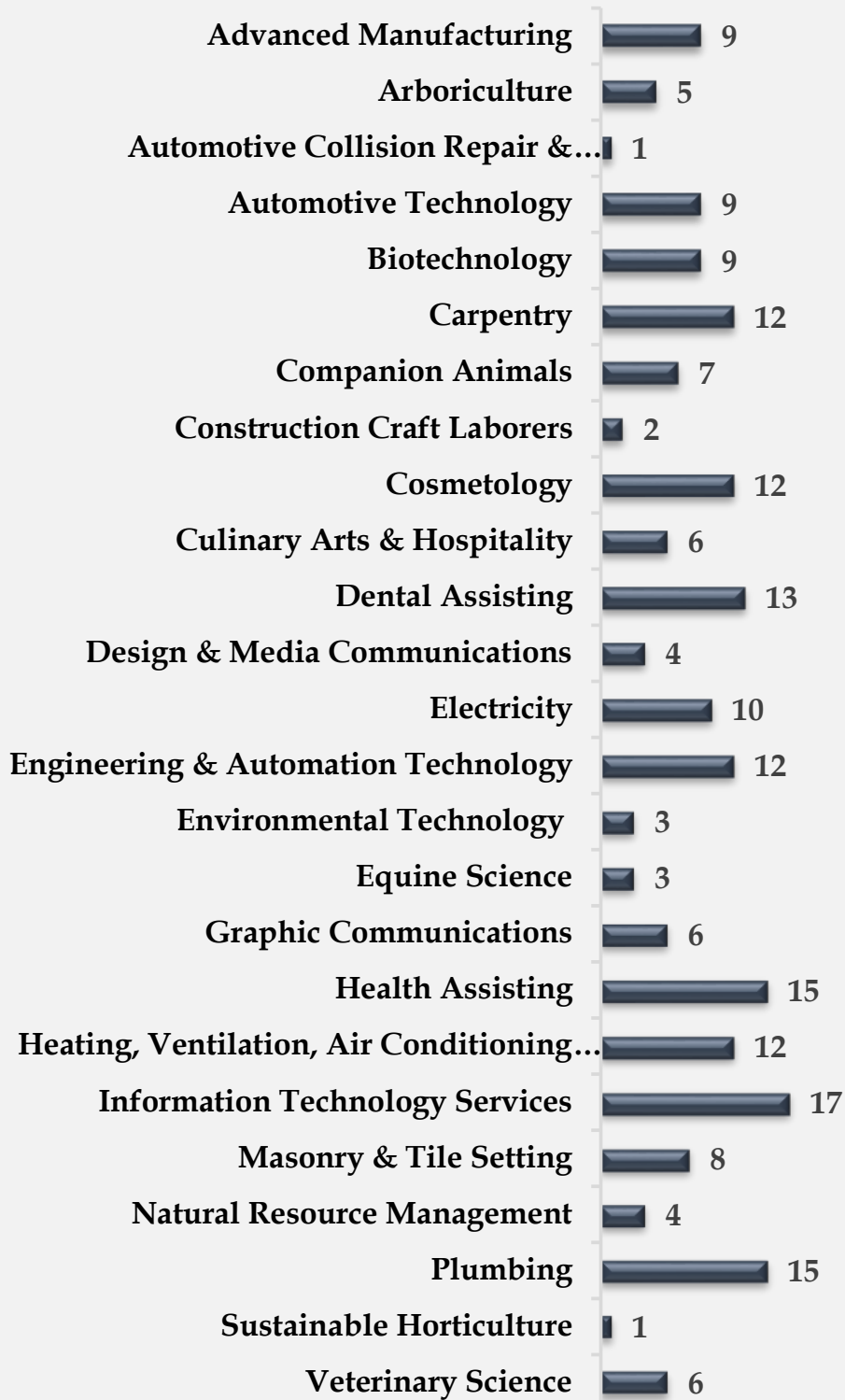
# Beverly CTE Enrollment School Year 2021



# Boxford CTE Enrollment School Year 2021



# Danvers CTE Enrollment School Year 2021



# Essex CTE Enrollment School Year 2021



# Hamilton CTE Enrollment School Year 2021





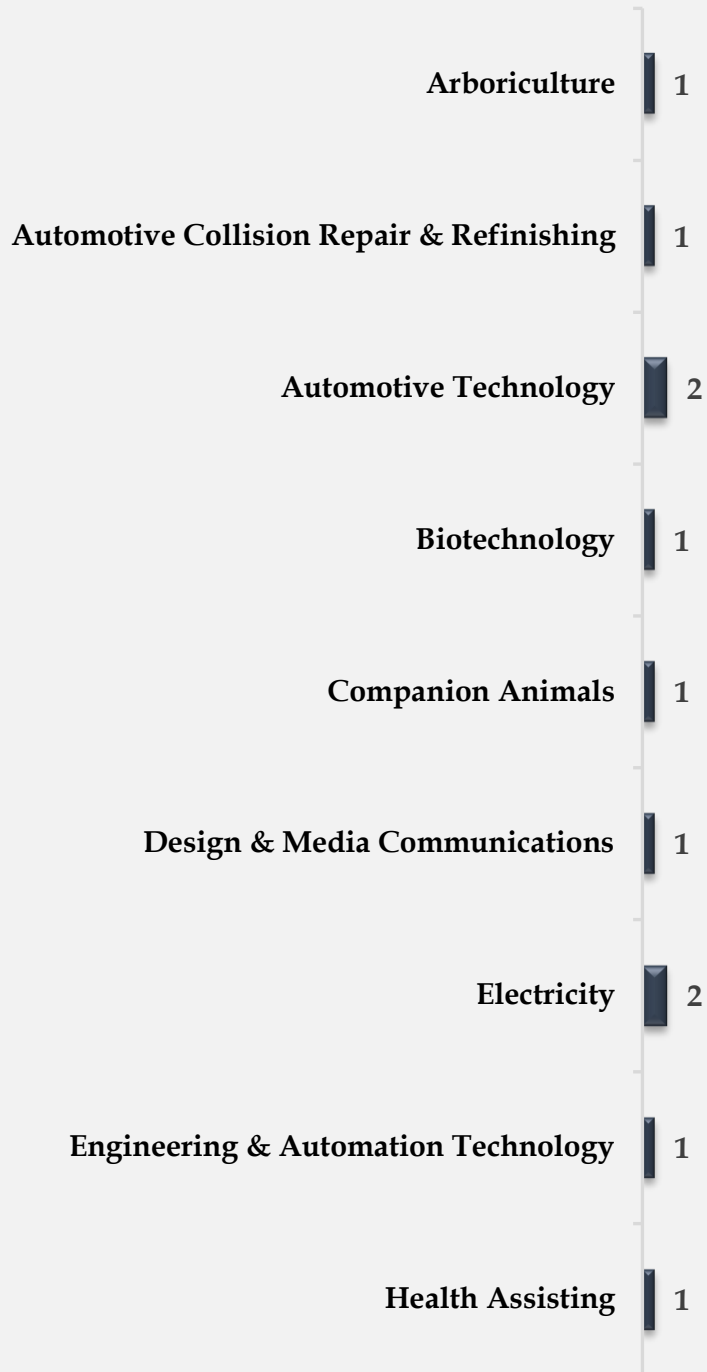
# Essex CTE Enrollment School Year 2021



# Lynnfield CTE Enrollment School Year 2021



# Manchester CTE Enrollment School Year 2021



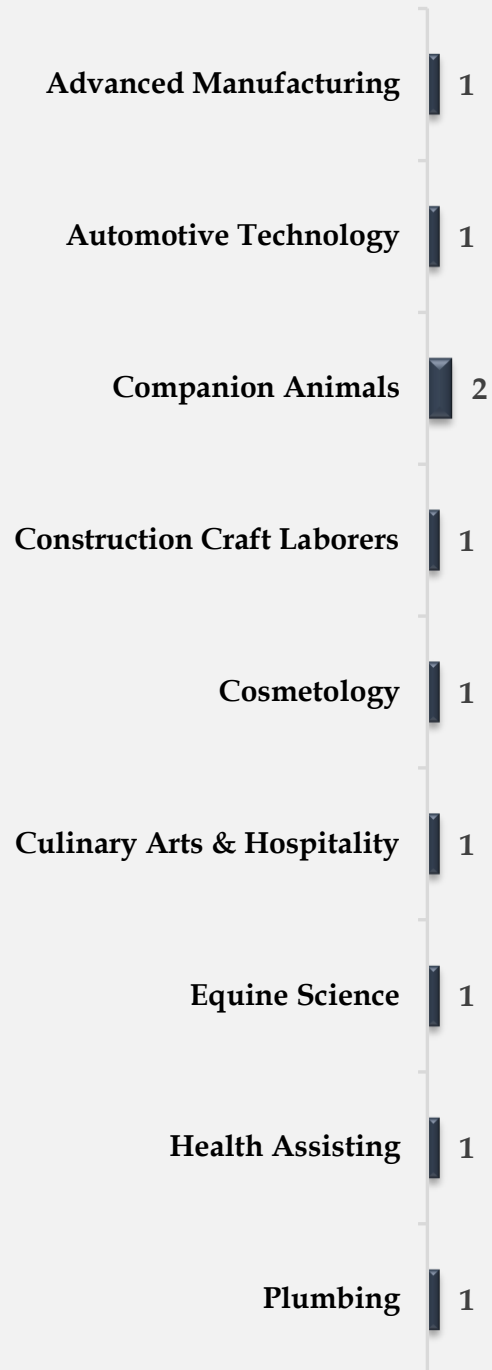
# Marblehead CTE Enrollment School Year 2021



# Middleton CTE Enrollment School Year 2021

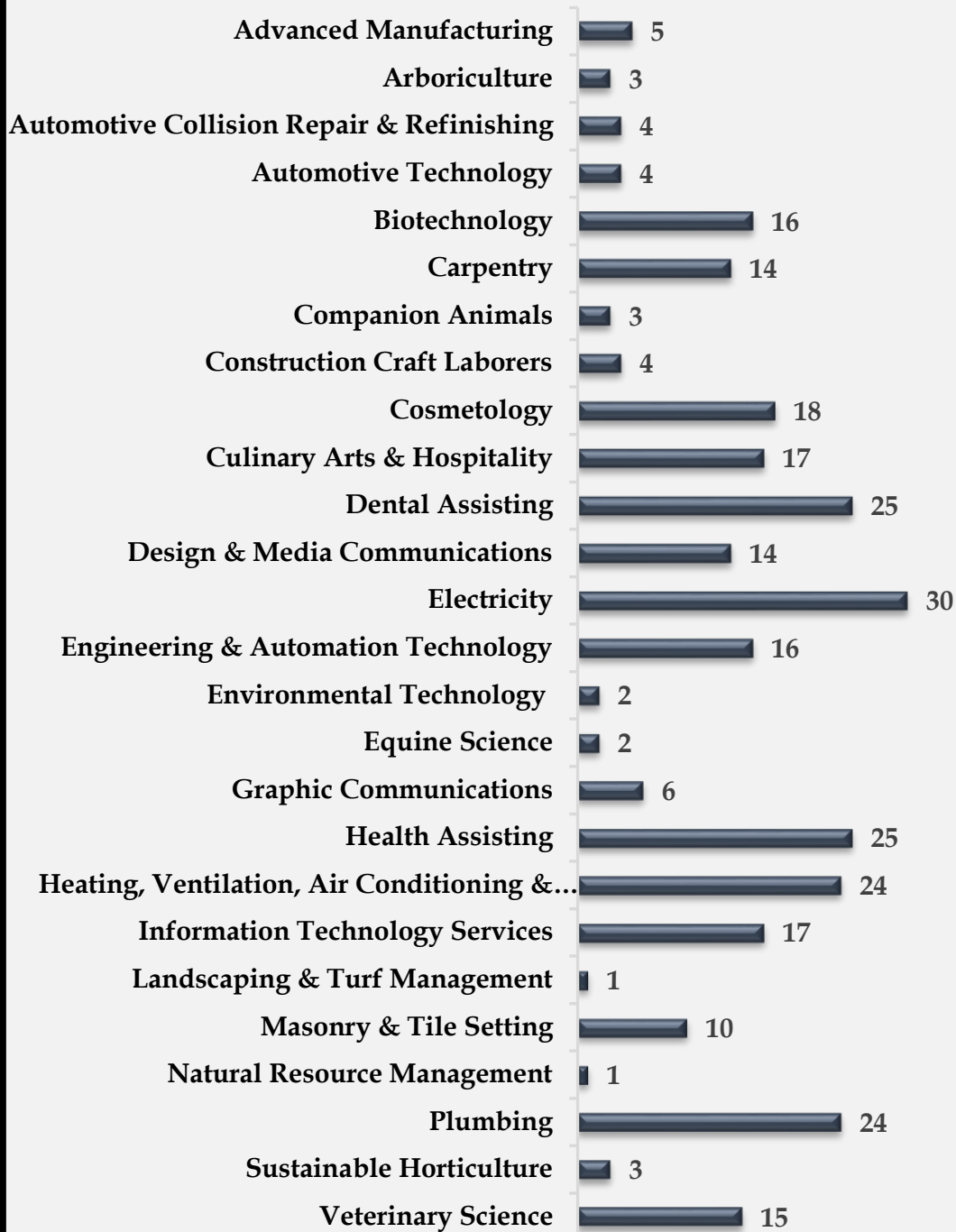


# Nahant CTE Enrollment School Year 2021

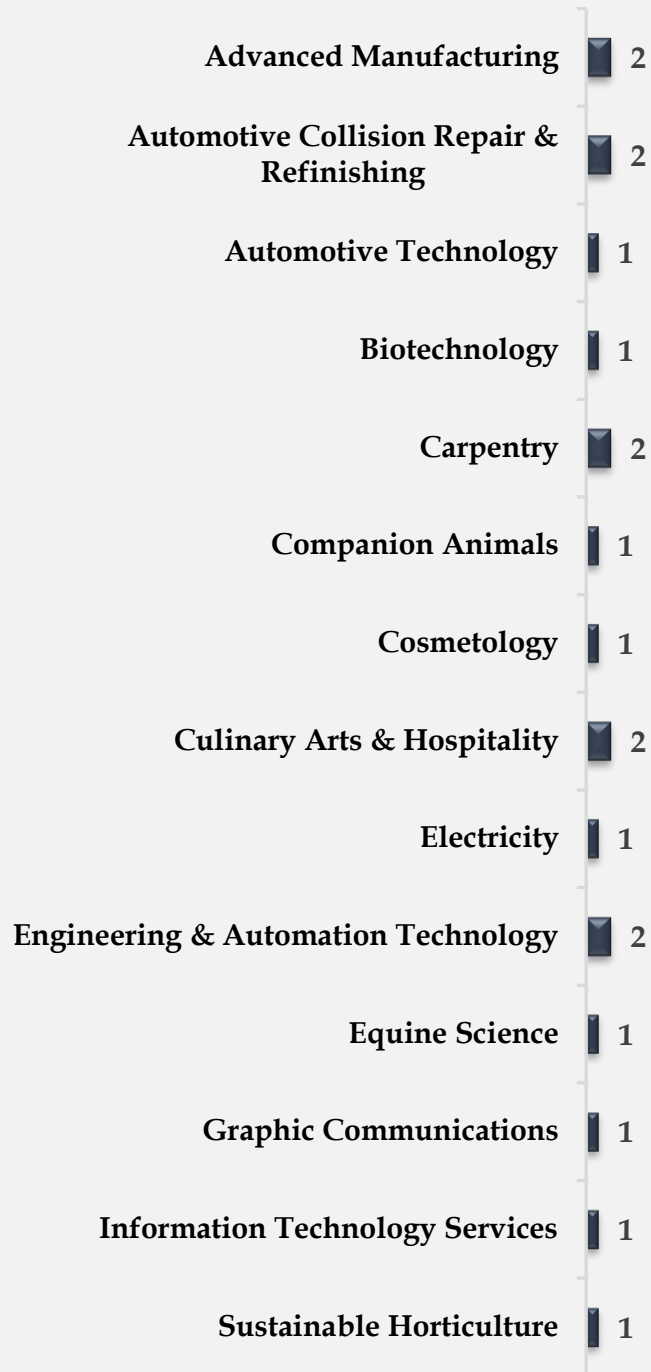




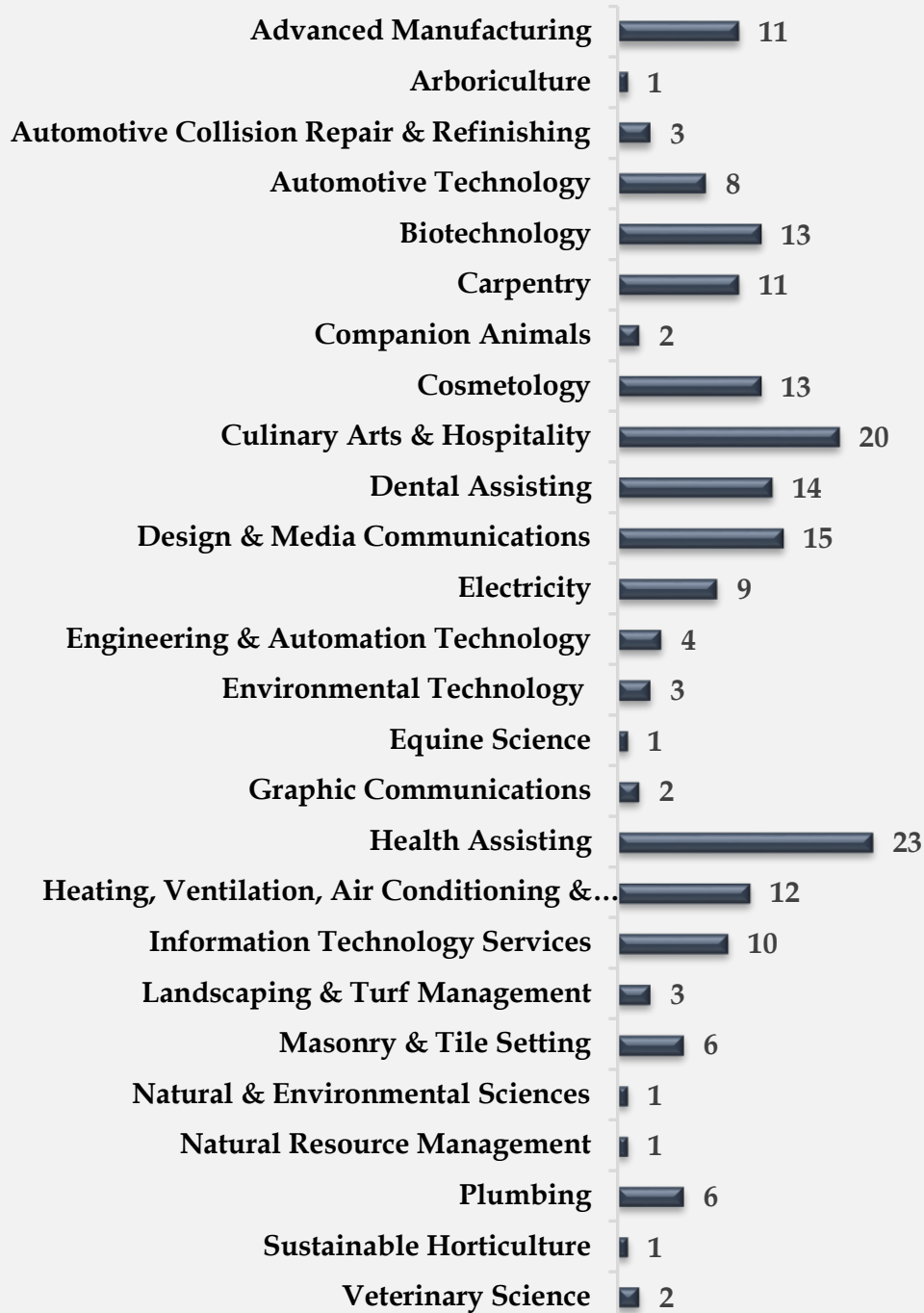
# Peabody CTE Enrollment School Year 2021



# Rockport CTE Enrollment School Year 2021



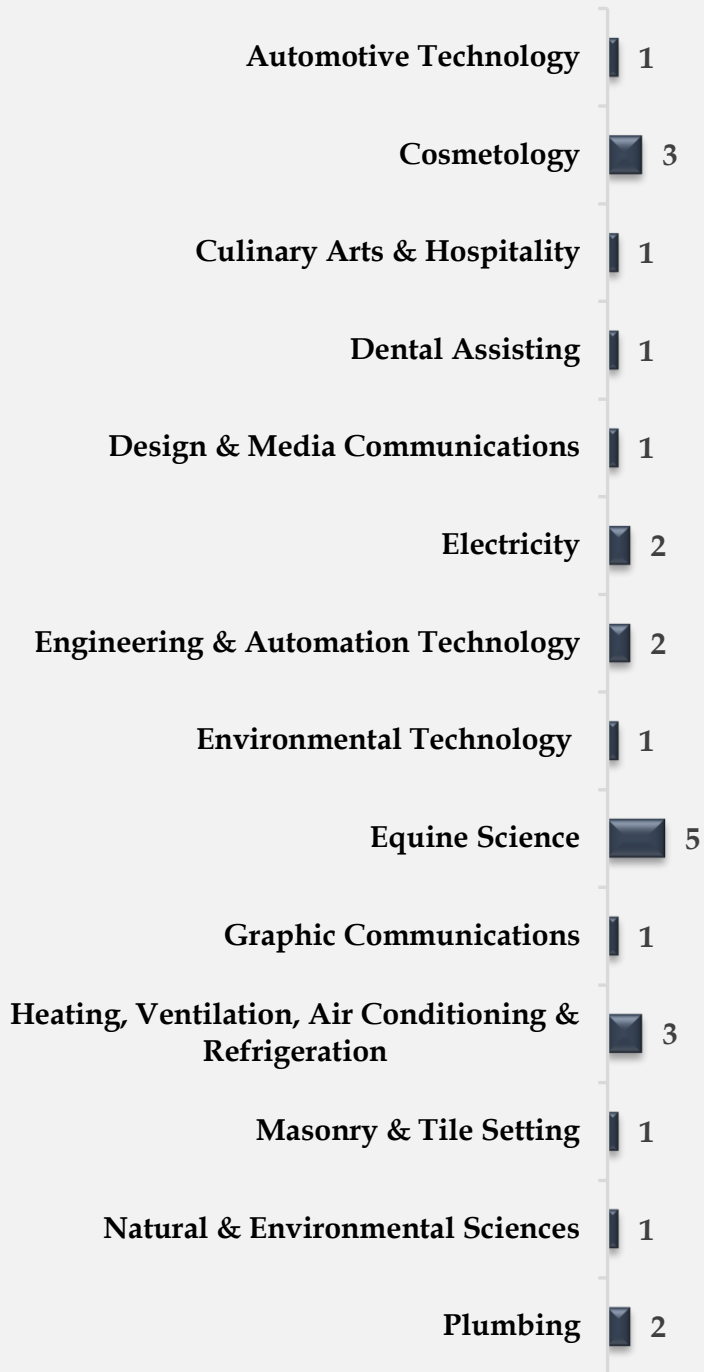
# Salem CTE Enrollment School Year 2021



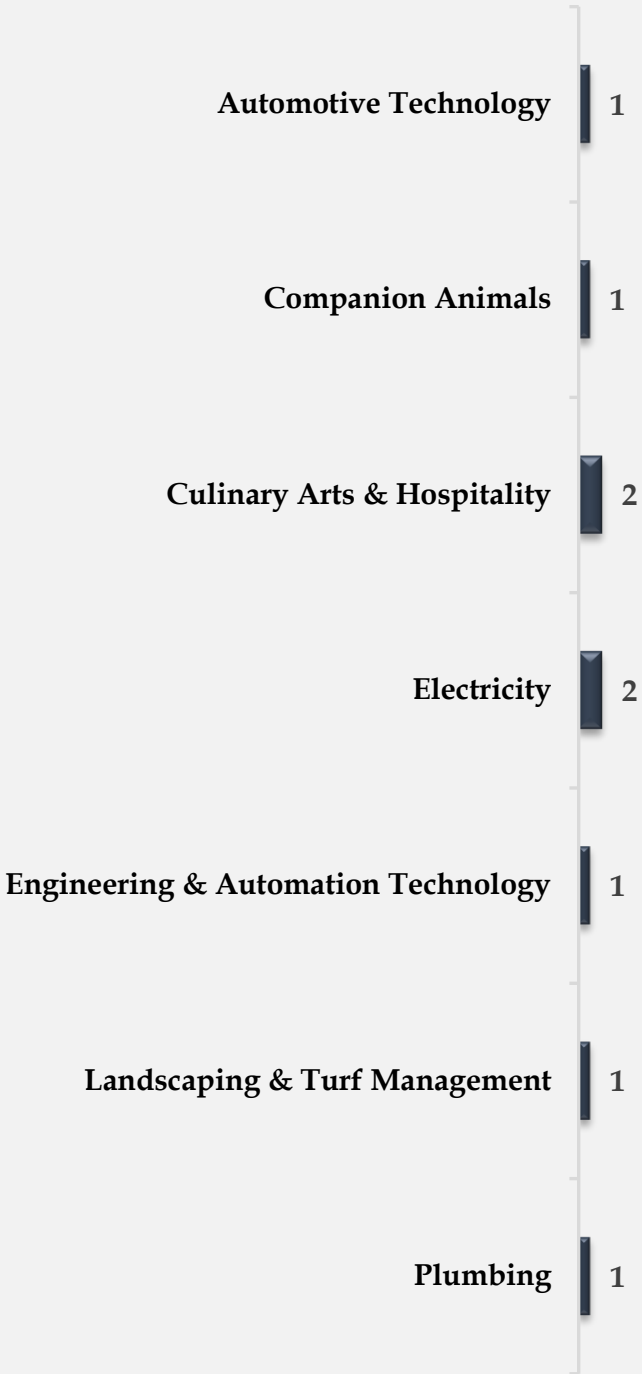
# Swampscott CTE Enrollment School Year 2021



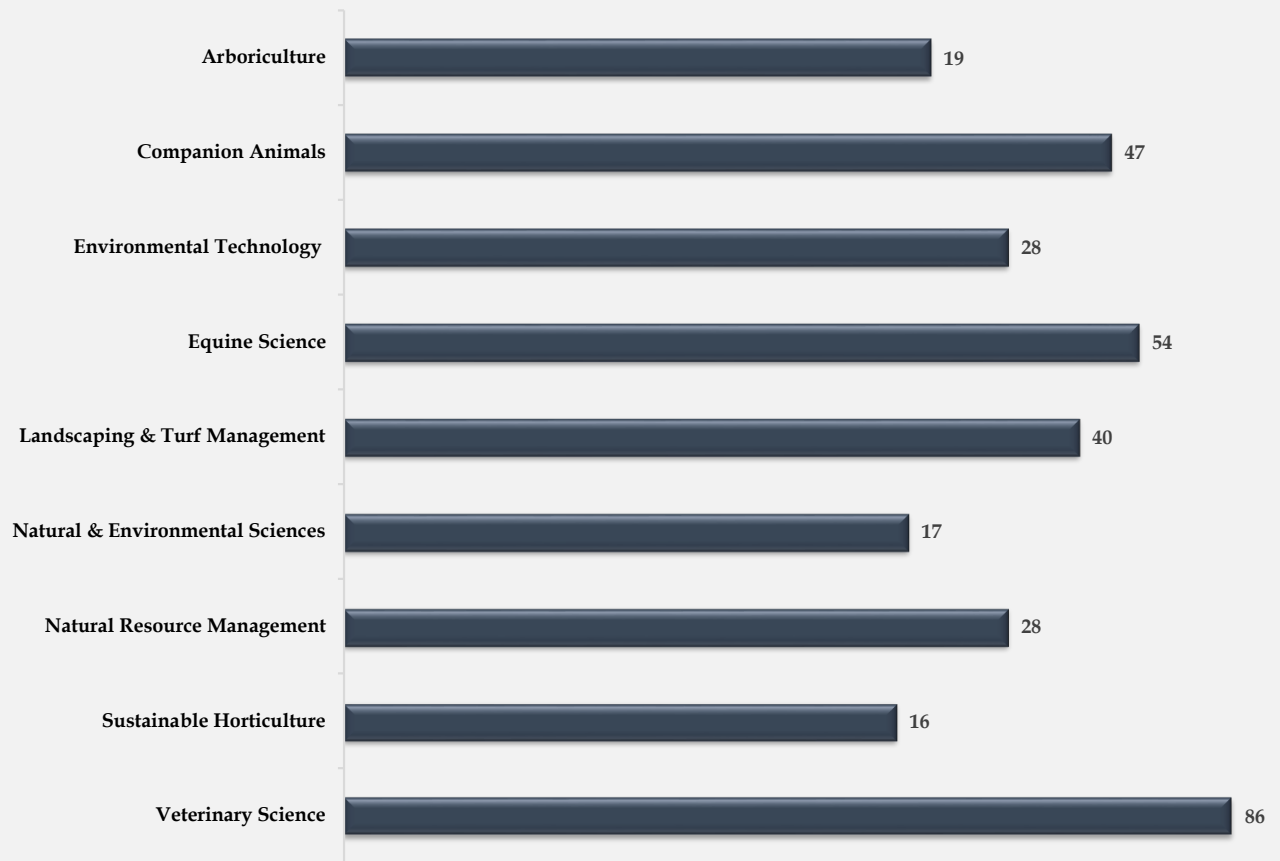
# Topsfield CTE Enrollment School Year 2021



# Wenham CTE Enrollment School Year 2021



**MA Department of Agriculture  
CTE Enrollment  
School Year 2021**



# CREATE PROMOTE





# ENCOURAGE DEVELOP



The mission of Essex North Shore Agricultural & Technical School is to **create** a culture of academic and technical excellence, **encourage** continuous intellectual growth, and **promote** professionalism, determination, and citizenship for all students, as they **develop** into architects, artisans, and authors of the 21st-century community.



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