



ESSEX NORTH SHORE  
AGRICULTURAL & TECHNICAL SCHOOL

# Budget SY 2019-2020

Presented on March 14, 2019





## Administration

Dr. Heidi T. Riccio	Superintendent-Director
Bonnie Carr	Director of Workforce Development & Adult Education
Donald Ducharme	Director of CTE, East Academy
Sandra Goldstein	Director of Guidance
Kathleen Holman	Director of Human Resources
Janet Norris	Director of Special Education
Dr. Thomas O'Toole	Director of Academic Programs
Jill Sawyer	Director of CTE, West Academy
Joseph St. Pierre	Director of Facilities, Farm and Grounds
Marie Znamierowski	Director of Business Operations

## School Committee

<u>Name</u>	<u>Community</u>
Mark Strout, Chairperson	Marblehead
Wayne Marquis, Vice Chairperson	Danvers
Beverley Ann Griffin-Dunne, Secretary	Peabody
Gene N. Demsey	MA Department of Agricultural Resources
Francis DiLuna	MA Department of Agricultural Resources
James O'Brien	MA Department of Agricultural Resources
Edward Armstrong	Beverly Representative
Christopher Grant	Essex Representative
Valerie Gilman	Gloucester Representative
William Lannon, III	Hamilton Representative
Gary Hathaway	Lynnfield Representative
Jeffrey Delaney	Manchester by the Sea Representative
Alexandra Liteplo	Middleton Representative
Roxanne Schena	Nahant Representative
Bruce Perkins	Rockport Representative
Dr. James Picone	Salem Representative
Alice McDonald	Swampscott Representative
Andrew Prazar	Topsfield Representative
William Nichols	Wenham Representative



## **Budget Narrative - REVISED**

### **FY 2020**

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 FY20**

Essex North Shore Agricultural and Technical School is a dynamic, innovative, and committed learning community whose mission is focused on preparing our students for an ever-changing, complex, and increasingly collaborative workforce. We have high expectations for our students, and this budget reflects the needs of the school and district, is informed by relevant data, and has been created in ongoing consultation with our community partners. We believe that this budget will enable us to continue our efforts to create a culture of academic and technical excellence to achieve the core principle as articulated in our mission statement.

#### **Overall Budget**

The Essex North Shore Agricultural and Technical School District currently serves over 1,400 students from 17 member and 35 surrounding communities and offers 25 vocational, technical, and agricultural programs. 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. We are proposing two additional programs, Construction & Craft Laborers and Agricultural Mechanics.

During the budget process, our staff and administrators used data to inform our decisions. Based on historical data and competitive grant fund awards, CTE programs were asked to reduce their instructional supply accounts by 10%.

The FY20 budget represents a total increase of approximately \$1.3m or 4.64% over the FY 2019 budget. Forty-three percent of the FY20 budget is due to the incremental increase of the Salem Retirement Fund (over \$561k), which is beyond our control. The remaining increases to the overall budget include staffing, technology upgrades, a dust collection system for Carpentry as requested in the previous three budgets, and facilities, and transportation equipment.



## **Budget Narrative - REVISED**

### **FY 2020**

#### **Staffing**

Perkins funds will support the addition of 1.5 new Career Technical Education (CTE) positions, including new teaching positions for programs in Construction and Craft Laborers (1.0 FTE) and Agricultural Mechanics (0.5 FTE), which will allow us to enroll an additional twenty (20) students from member districts per year (a total of 80 new students when the programs are fully implemented by FY 2021) in an area of high employment demand on the North Shore.

The FY20 budget proposal includes 3.0 CTE teaching positions, designed to meet the growing needs of our Plumbing, Carpentry, and Dental Assisting programs. The construction related positions will assist with the Division of Professional Licensure requirements for teacher-to-student ratios for outside projects and a growing need for additional seats in Dental Assisting. All of these programs have consistently seen increases in student interest over the past four years as identified in the CTE selection process. The proposed budget also includes the addition of a Comptroller to assist the School Business Administrator with appropriate management of all funds including farm, facilities, operations, and billing for surrounding communities tuition and special education assessments. In consideration of the broad range of unique services that our school provides, it was recommended by our auditor. *The proposed budget increases special education teachers by (2) positions and reduces (3.5) staff members (0.5 of this is a retirement) and (1) adjustment counselor. The reduction is based on some technical and agricultural programs having related theory in the academic cycle and the WINGS program being reorganized.*

The proposed budget includes an increase of \$20k for tuition reimbursement and a commitment to offering the Research for Better Teaching course, The Skillful Teacher, a course that provides support for teachers through our teacher induction program. Moreover, 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.

#### **Enrollment**

Over the past two years, we have increased our incoming grade 9 enrollment by 40 students. In 2017-2018 we accepted 360 freshmen, in 2018-2019 we accepted 375 to the incoming freshmen class, and in 2019-2020, we will accept 400 grade 9 students. To maintain capacity, we accepted an additional 30 students into grades 10



## **Budget Narrative - REVISED**

### **FY 2020**

and 11. We plan to accept up to 25 students in grade 10 in FY20. As an ongoing practice, we will continue to fill empty seats in grade 10 and 11 classes, as Governor Baker and the Massachusetts Department of Elementary and Secondary Education are firmly committed to expanding vocational access to students while reducing the extensive waitlist of those seeking to benefit from an ENSATS education.

#### **Technology**

The FY20 budget includes funding increases for technology to upgrade staff computers and software upgrades. Beginning with the incoming grade 9 students in FY20, a change in 1:1 for iPads will be implemented. This is follow up to work being done this year by the Technology Subcommittee and a core group of administrators who are investigating the use of Chromebooks as a more affordable approach to electronic devices to promote student learning and to meet statewide assessment needs. This will save the District over \$75k in the purchase of borrowed iPads.

A number of security cameras are offline or damaged due to weather conditions. As a result, an effort is being made to upgrade these cameras based on traffic patterns and high risk needs. The result of this upgrade will be to have cloud-based access to cameras to monitor locations during off hours. A staggered replacement program of these cameras will occur to reduce initial investments.

#### **Student Activities**

The District is committed to support the diverse needs of dedicated students. This includes, as part of our core mission, participation in the Arts. Year-round stipends have been implemented to support the school choir and additional supports have been put in place that ensures there is equal opportunity for these students to be involved in various school plays, musicals, and other school-based artistic and cultural endeavors.

#### **Facilities**

We are recommending that the District continue to include funding to support the stabilization fund, which can be used for capital expenditures. Specifically, we have included \$100k from the FY20 plan for this purpose. With the newly formed Capital Planning Subcommittee, procedures and protocols will be implemented to ensure the building is properly maintained and has funds available to support the future need of possible maintenance expenses.

A feasibility study of South Campus created multiple options for building use. As a



## **Budget Narrative - REVISED**

### **FY 2020**

result, it was determined to recommend the demolition of the science building, the renovation of the second floor of Smith Hall, completion of the lower level of Smith Hall, and the renovation of Alumni Gym to bring it up to current standards, along with the renovation and expansion of Larkin Cottage, a legacy landmark on the property. With the continuation of student enrollment growth and the need to connect the two campuses, these funds will assist in long term school use of the South Campus.

#### **Retirement**

At this time, there is one administrator retirement announcement. This position will be posted and we anticipate a cost savings. There are no other official staff retirements at this time.

The employee retirement line item increase is \$561,604 (Salem Retirement fully funded). As previously stated, this represents 43% of the total budget increase of over \$1.3m.

#### **Transportation**

The FY20 proposal assumes continuing our leasing program for school buses. Specifically, we will replace one vehicle in this plan. In addition, the budget includes the lease/purchase of an SUV for transportation purposes. The SUV will serve multiple uses including conferences, student field trips, and use of a vehicle to go to busses that are not operational when on the road to complete service.

#### **Revenues**

We allocated \$800k from our Excess & Deficiency (E&D) accounts, representing a decrease of \$200k from FY19.

We plan to renew the *Peas in a Pod Daycare* facility lease for one year, pending additional studies related to the use of this building.

As indicated in prior school committee meetings, a special education assessment will be issued to support those students who receive special education services from our surrounding communities. There is no historical data to determine revenue at this time. However, the District has conservatively estimated \$150k in additional and unanticipated revenue. (See 603 CMR 4.03(6)(b)4d <http://www.doe.mass.edu/lawsregs/603cmr4.html?section=03.>)



**Budget Narrative - REVISED**  
**FY 2020**

NightHawks Adult Education continues to experience growth in membership as well as through additional course offerings. Workforce partnerships have expanded to include North Shore Community Action Program (NSCAP), Essex County Sheriff's Department, MASS Hire, and Northeast Advanced Manufacturing Consortium (NAMC). These groups work with ENSATS to extend our commitment to adult training with direct placement into the workforce. Through this programmatic outreach, we continue to seek partnerships and provide trainings that prepare the workforce for vibrant careers.

**Competitive Grant Funding**

The District received over \$686k in competitive grants this school year. These funds will allow students to earn certifications, renovate space, earn college credit, outfit programs with specialized equipment, and be used to set the course to develop a more dynamic and innovative learning environment that fully integrates learning experiences students have in their respective CTE and academic classes.

Governor Baker announced an additional \$17m in competitive grant funding over the next five years to support expansion of vocational education efforts in the Commonwealth. Areas of interest include Advanced Manufacturing, Information Technology, Health Services, Life Sciences, Hospitality and Construction. We will continue to seek grant funding to support our students. ENSATS has over \$400k in pending grant applications as we continue to seek ways to expand opportunities for our students and make improvements to the campus.

Respectfully Submitted,

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

	3/11/19				
Function/Department	FY 2018 Budgeted	FY 2019 Budgeted	FY 2020 Proposed Budget	\$ Change	% Change
<b>Administration (1000)</b>					
Total School Committee	\$58,309	\$41,916	\$52,641	\$10,725	25.59%
Total Superintendent's Office	319,226	304,707	304,829	122	0.04%
Total Finance and Administrative Services	687,438	626,541	723,333	96,792	15.45%
Total District Wide Information, Mgmt. and Technology	248,273	230,246	608,275	378,029	164.18%
<b>Total Administration (1000)</b>	<b>\$1,313,246</b>	<b>\$1,203,410</b>	<b>\$1,689,078</b>	<b>\$485,668</b>	<b>40.36%</b>
<b>Instruction (2000)</b>					
Total District Wide Academic Leadership	\$481,045	\$512,089	\$451,070	(\$61,019)	-11.92%
Total Instructional Technology Leadership	122,554	128,156	102,000	(26,156)	-20.41%
Total School Building Leadership	1,177,662	1,384,561	1,384,249	(312)	-0.02%
Total Building Technology	32,000	32,000	26,000	(6,000)	-18.75%
Total Teaching Services	9,868,235	10,161,037	10,422,873	261,836	2.58%
Total Professional Development	179,275	197,547	220,199	22,652	11.47%
Total Instructional Materials, Equipment and Technology	1,128,822	1,229,141	994,163	(234,978)	-19.12%
Total Guidance, Counseling and Testing	1,087,335	1,252,427	1,106,303	(146,124)	-11.67%
	\$14,076,928	\$14,896,958	\$14,706,857	(\$190,101)	-1.28%
<b>Other School Services (3000)</b>					
Total Health Services	\$183,352	\$205,874	\$186,829	(\$19,045)	-9.25%
Total Food Services	131,274	140,050	138,707	(1,343)	-0.96%
Total Athletics	551,789	574,051	560,678	(13,373)	-2.33%
Total Other Student Activities	148,207	176,492	200,292	23,800	13.49%
Total School Security	248,919	288,644	353,390	64,746	22.43%
Total Transportation Budget	1,765,301	1,804,836	1,851,919	47,083	2.61%
	\$3,028,842	\$3,189,947	\$3,291,815	\$101,868	3.19%
<b>Facilities/Operation of Plant (4000)</b>					
Total Custodial Services	\$921,328	\$972,304	\$853,859	(\$118,445)	-12.18%
Total Heating of Buildings	297,630	297,630	275,000	(22,630)	-7.60%
Total Utilities	750,608	705,622	650,122	(55,500)	-7.87%
Total Maintenance of Grounds	618,726	701,282	708,507	7,225	1.03%
Total Maintenance of Buildings	327,428	346,070	499,900	153,830	44.45%
Total Extraordinary Maintenance	187,210	180,000	388,864	208,864	116.04%
Total Technology Infrastructure, Maintenance and Support	220,648	227,991	249,567	21,576	9.46%
	\$3,323,578	\$3,430,899	\$3,625,819	\$194,920	5.68%
<b>Fixed Charges (5000)</b>					
Total Benefits	\$3,286,705	\$3,448,285	\$4,005,351	\$557,066	16.15%
Total Fixed Charges	28,203	31,338	31,617	279	0.89%
Total Short Term Interest	4,000	4,000	4,000	0	0.00%
	\$3,318,908	\$3,483,623	\$4,040,968	\$557,345	16.00%
<b>Fixed Assets (7000)</b>					
Total Capital Improvements Budget	\$286,436	\$295,593	\$463,420	\$167,827	56.78%
	\$286,436	\$295,593	\$463,420	\$167,827	56.78%
<b>Debt Service (8000)</b>					
Total Debt Service Budget	\$1,831,192	\$1,829,192	\$1,825,992	(\$3,200)	-0.17%
	\$1,831,192	\$1,829,192	\$1,825,992	(\$3,200)	-0.17%
<b>Grand Total Budget</b>	<b>\$27,179,130</b>	<b>\$28,329,622</b>	<b>\$29,643,949</b>	<b>\$1,314,327</b>	<b>4.64%</b>
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ESSEX NORTH SHORE AGRICULTURAL AND TECHNICAL SCHOOL DISTRICT  
BUDGET EXPENDITURE SUMMARY BY FUNCTION

FY 2020 BUDGET EXPENDITURE SUMMARY BY FUNCTION

Function/Department	Salaries and Wages	FTE	Contracted Services	Supplies & Materials	Other	Grand Total
<b>Administration (1000)</b>						
District Wide	888,259	8.12	370,162	411,957	18,700	1,689,078
Sub-Total Administration	888,259	8.12	370,162	411,957	18,700	1,689,078
<b>Instruction (2000)</b>						
Academic	4,134,581	54.20	2,400	441,585	-	4,578,566
Vocational	4,865,951	61.80	71,167	102,147	-	5,039,265
Instructional - All	134,400	-	52,100	50,000	3,000	239,500
Instructional Supervision	1,351,634	15.00	22,000	59,389	5,000	1,438,023
Professional Development	21,500	-	185,444	3,500	5,000	215,444
Technology/Media Center	232,464	3.00	7,950	269,814	-	510,228
Special Education/Guidance	2,500,605	30.70	119,818	59,158	6,250	2,685,831
Sub-Total Instruction	13,241,135	164.70	460,879	985,593	19,250	14,706,857
<b>Other School Services (3000)</b>						
Pupil Transportation	1,245,790	39.50	264,104	342,025	-	1,851,919
Food Service	138,707	2.00	-	-	-	138,707
Athletics	392,160	1.20	97,925	69,093	1,500	560,678
School Based Health Services	176,009	2.50	2,980	6,340	1,500	186,829
Student Body Activities	99,712	-	92,780	5,000	2,800	200,292
Student Body Security	105,738	2.00	247,652	-	-	353,390
Sub-Total Other Services	2,158,116	47.20	705,441	422,458	5,800	3,291,815
<b>Facilities/Operation of Plant (4000)</b>						
Custodial Services	612,636	10.50	104,100	137,123	-	853,859
Maintenance/Grounds	824,042	12.00	648,954	107,880	16,395	1,597,271
Utilities	-	-	925,122	-	-	925,122
Technology Infrastructure	249,567	3.00	-	-	-	249,567
Sub-Total Facilities	1,686,245	25.50	1,678,176	245,003	16,395	3,625,819
<b>Fixed Charges (5000)</b>						
Insurance-Health/Life/Other	-	-	3,824,252	-	-	3,824,252
Insurance-Property/Casualty/Other	-	-	216,716	-	-	216,716
Sub-Total Fixed Charges	-	-	4,040,968	-	-	4,040,968
<b>Fixed Assets (7000)</b>						
Capital Purchases	-	-	-	-	463,420	463,420
Sub-Total Fixed Assets	-	-	-	-	463,420	463,420
<b>Debt Service (8000)</b>						
Bond Principal	-	-	-	-	725,000	725,000
Bond Interest	-	-	-	-	1,100,992	1,100,992
RAN Interest	-	-	-	-	-	-
Sub-Total Deb	-	-	-	-	1,825,992	1,825,992
<b>Total</b>	<b>\$17,973,755</b>	<b>245.52</b>	<b>\$7,255,626</b>	<b>\$2,065,011</b>	<b>\$2,349,557</b>	<b>\$29,643,949</b>

Essex North Shore Agricultural and Technical School District  
 FY 2020 Preliminary Assessments

Community	Enrollment 1-Oct-18	Enrollment Participation Percentage	Required Minimum Contribution	Foundation -----/		Transportation Assessment	Debt Service Assessment	Capital Improvement Assessment	FY 2020 Preliminary Assessment	Per Pupil Cost
				Above Minimum Assessment						
Beverly	115	10.436%	1,602,093	99,818	24,614	190,561	48,363	1,965,449	17,091	
Boxford	18	1.633%	248,154	15,619	3,852	29,818	7,568	305,011	16,945	
Danvers	150	13.612%	2,033,216	130,196	32,105	248,554	63,081	2,507,152	16,714	
Essex	17	1.543%	229,072	14,758	3,639	28,175	7,151	282,795	16,635	
Gloucester	99	8.984%	1,367,141	85,930	21,189	164,047	41,634	1,679,941	16,969	
Hamilton	12	1.089%	165,714	10,416	2,568	19,885	5,047	203,630	16,969	
Lynnfield	29	2.722%	410,266	26,035	6,420	49,704	12,614	505,039	17,415	
Manchester	9	0.817%	124,286	7,814	1,927	14,918	3,786	152,731	16,970	
Marblehead	43	3.902%	590,577	37,322	9,203	71,250	18,083	726,435	16,894	
Middleton	47	4.265%	648,945	40,794	10,059	77,879	19,765	797,442	16,967	
Nahant	9	0.817%	124,286	7,814	1,927	14,918	3,786	152,731	16,970	
Peabody	289	26.225%	3,434,744	250,837	61,853	478,866	121,532	4,347,832	15,044	
Rockport	28	2.541%	395,829	24,304	5,993	46,398	11,776	484,300	17,296	
Salem	177	16.061%	1,729,330	153,622	37,880	293,274	74,427	2,288,533	12,930	
Swampscott	30	2.722%	407,295	26,035	6,420	49,704	12,614	502,068	16,736	
Topsfield	18	1.633%	245,958	15,619	3,852	29,818	7,568	302,815	16,823	
Wenham	11	0.998%	148,060	9,546	2,354	18,223	4,625	182,808	16,619	
<b>Total</b>	<b>1,101</b>	<b>100.000%</b>	<b>13,904,966</b>	<b>956,479</b>	<b>235,855</b>	<b>1,825,992</b>	<b>463,420</b>	<b>17,386,712</b>		

Note - Assessments are based on the Governor's budget released on 1/23/2019. Assessments will be reduced if additional funding is allotted to the District in the final state budget.

# ESSEX NORTH SHORE AGRICULTURAL & TECHNICAL SCHOOL

## FY20 Chapter 70 Aid Preliminary Proposal

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

### FY20 Foundation Budget Rates

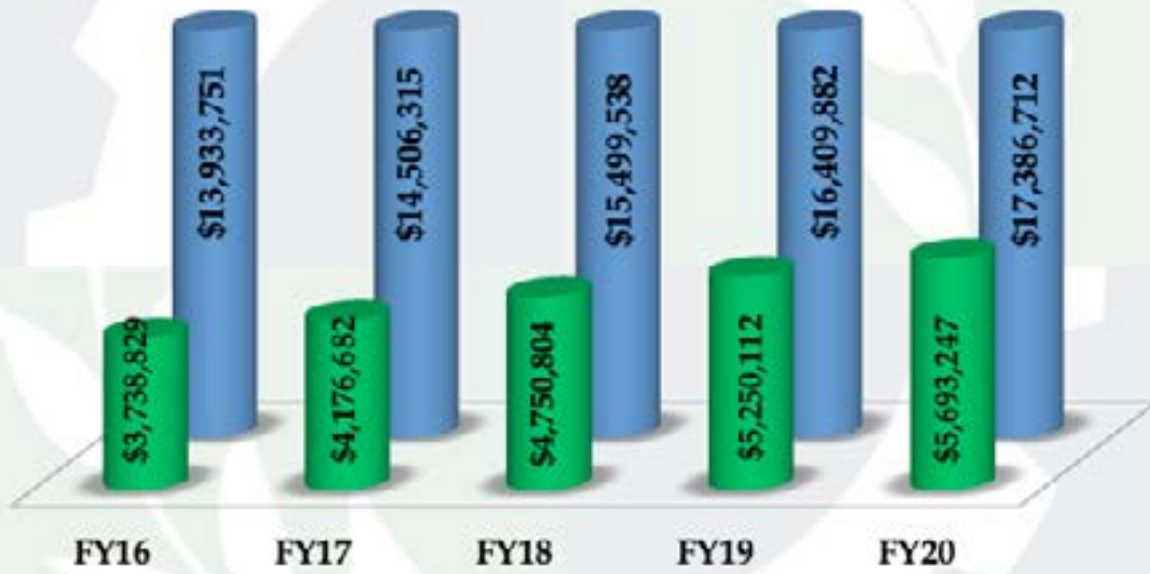


# ESSEX NORTH SHORE

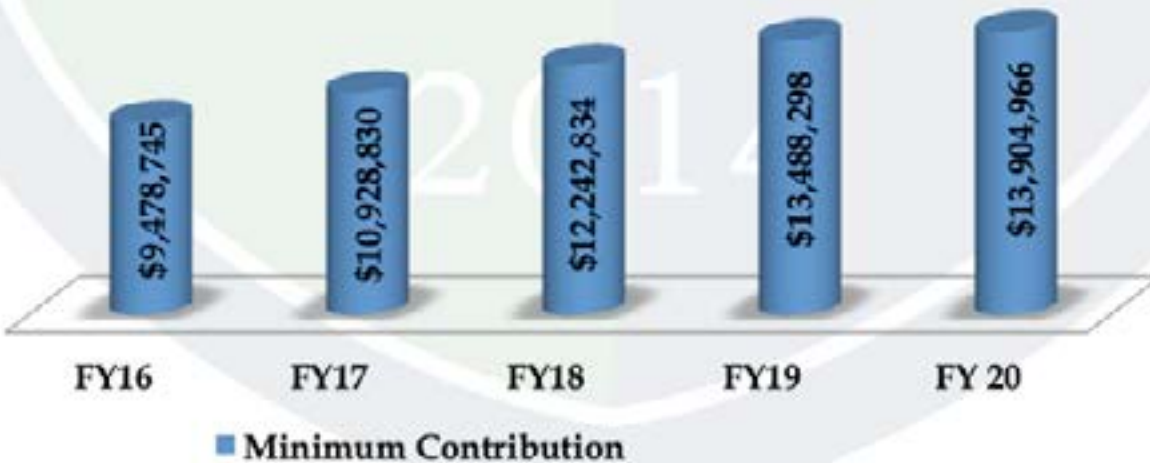
## AGRICULTURAL & TECHNICAL SCHOOL

### Funding Trend Analysis (as Budgeted)

- State Aid
- Member Town Assessments (Includes Debt)



ENROLLMENT:				
FY15	FY16	FY17	FY18	FY19
1,130	1,219	1,308	1,382	1,412



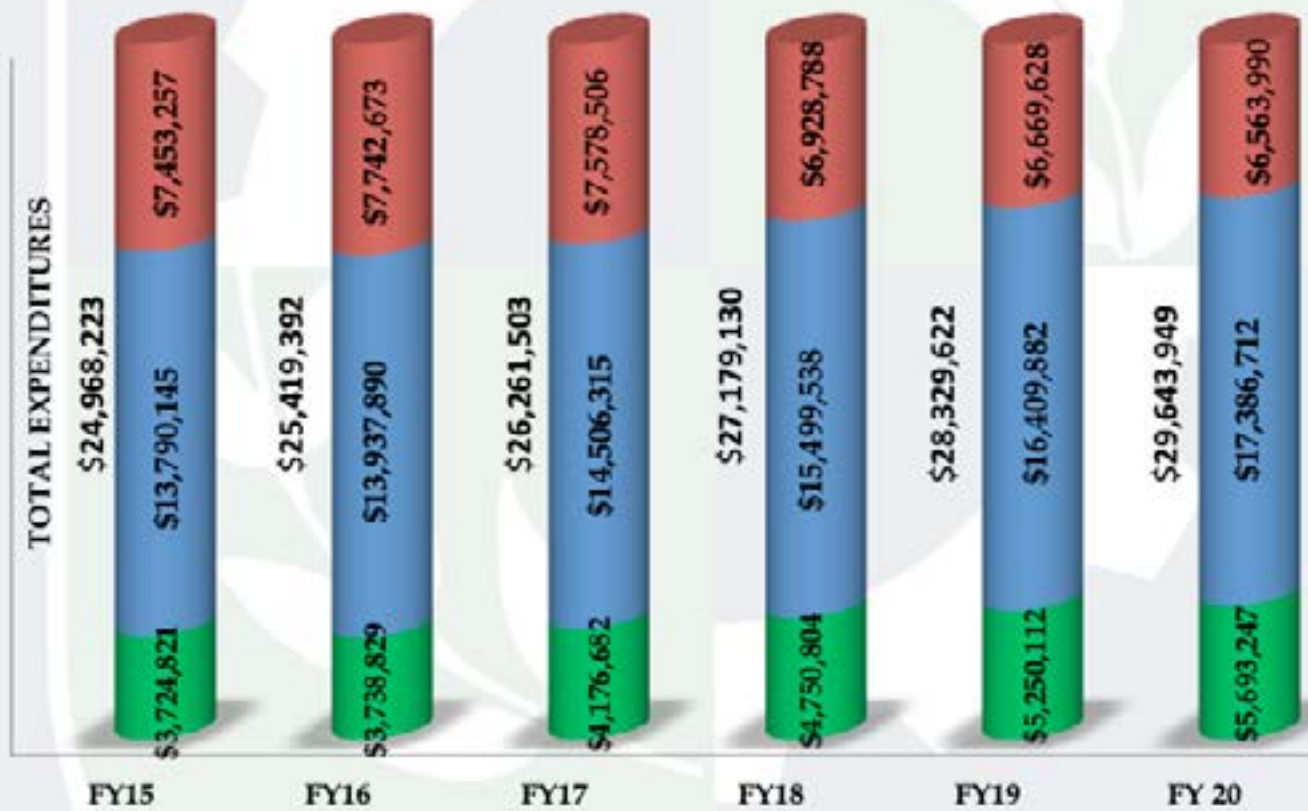
# ESSEX NORTH SHORE

## AGRICULTURAL & TECHNICAL SCHOOL

### Historical Budget Overview

#### Operational Expenditures by Funding Source

■ State Aid     
 ■ Member Assessments     
 ■ Other Funding Sources



% Change over Prior Year	FY15 to FY16	FY16 to FY17	FY17 to FY18	FY18 to FY19	FY19 to FY20
State Aid	.37%	10.48%	12.08%	9.51%	7.78%
Assessments	1.04%	4.11%	6.85%	5.87%	5.95%
Expenditures	1.81%	3.31%	3.49%	4.23%	4.64%

ENROLLMENT:				
FY15	FY16	FY17	FY18	FY19
1,130	1,219	1,308	1,382	1,412

# ESSEX NORTH SHORE AGRICULTURAL & TECHNICAL SCHOOL

## FY2019 GRANTS AND DONATIONS TO DATE

(As of February 2019)

<u>Source</u>	<u>Grant/Donation</u>	<u>FY2019</u>
<b><u>Federal/Entitlements</u></b>		
Federal	Special Education 94-142	\$ 349,633
Federal	Perkins	\$ 344,772
Federal	Title I	\$ 147,607
Federal	Title II A	\$ 31,510
Federal	Title IV	\$ 11,829
	Subtotal:	\$ 885,351
<b><u>State Grants</u></b>		
State (A & F)	MA Capital Skills	\$ 253,000
State (A & F)	MA Capital Skills	\$ 125,000
State	Youth to Work	\$ 725
State	MA Clean Energy Center	\$ 160,000
State	Mass IDEAS	\$ 133,900
	Subtotal:	\$ 672,625
<b><u>Competitive/Private Grants and Donations</u></b>		
Cell Signaling	Biotechnology	\$ 4,026
VWR Charitable Fd.	Biotechnology	\$ 9,318
Next Generation	Professional Development	\$ 5,500
Collision Rp Ed Fd.	Automotive Collision	\$ 1,000
	Subtotal:	\$ 19,844
	<b>TOTAL FY2019 TO-DATE (see chart)</b>	<b>\$ 1,577,820</b>
<b><u>FY2019 Pending</u></b>		
Cummings Fd.	Construction trades - Dist. Proj.	\$ 100,000
State	Efficiency and Regionalization	\$ 100,000
State	MA Skills Capital	\$ 499,995
New Eng. Biolabs	Biotechnology	\$ 5,251
Mortorola Fd.	Biotechnology	\$ 49,500
	<b>TOTAL FY2019 PENDING TO-DATE</b>	<b>\$ 754,746</b>
	<b>GRAND TOTAL</b>	<b>\$ 2,332,566</b>

FY2019 To-Date



- Federal
- State/Other
- Competitive/Private

# 2014

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



## Cooperative Education Report

The following is a current report of statistics and data for the Cooperative Education program thus far for SY 2018 - 2019/.

### Current Statistics

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

*Cooperative Education placements:*

Grade 12: 85

Grade 11: 31

*Internships:*

Grade 12: 9

Grade 11: 3

### Participating Employers/Community Partners

Over 100 employers taking part in Cooperative Education/Internships SY 2018-2019 with hourly salaries ranging from \$12 - \$20.25.

We have established over 30 new partnerships through the Cooperative Education program.

We have worked to develop and organize clearly defined/outlined internship programs with the following organizations:

Salem Sound Coastwatch

Town of Danvers Water Treatment Division

Town of Danvers, Inspectors office for Electrical and Plumbing students

### Participating Employers/Community Partners (continued)

We have continued to build upon partnerships for internship programs with the following organizations:



Mass Audubon  
The Trustees of the Reservations  
Windrush Farm ~ Therapeutic Equitation Inc.

Continued partnership with MassHire (North Shore Youth Career Center) to provide a 3-part series of Employability workshops to our Grade 10 students

### **Highlights**

2 Plumbing students sponsored by Co-op employer, Breen & Sullivan to receive the following industry recognized certifications:

NFPA – Hot Works Certificate  
OSHA - Confined Space Certificate

2 HVAC students sponsored by Co-op employer, Achieve Renewable Technologies to receive a Residential Forced Air Equipment Certificate from Water Furnace International, Inc.

Electrical student beginning employment with union contractor LJ Mishel Electrical as the beginning step in pursuing an opportunity with the IBEW Local 103.

3 Automotive Technology students to receive certificates of recognition through AYES internship program.

### **Pending**

Beauport Hospitality -- Cooperative Education placement for 1 Culinary Arts student  
GE Aviation -- Cooperative Education placement for 1 Advanced Manufacturing student

Harvard University -- Placement of 2 Biotech students for Cooperative Education

2nd Annual Career Fair, 3/21/19 (Juniors/Seniors)

### **Participating Employers (*partial list*)**





A Finer Finish  
Achieve Renewable Technologies  
All Paws on Deck  
Animal Hospital of Lynnfield  
Annisquam Autobody  
Bartlett & Steadman  
Bertucci's  
Beverly Golf & Tennis  
Bilo Plumbing & Heating  
Breen & Sullivan  
Brooksby Village  
Building Center  
Cairn Hill Nature Preschool  
Cape Ann Floor Covering  
Ciccoria Tree Service  
Cranney Companies  
Cummings Properties  
Curtis Electric  
Danvers Animal Hospital  
Danvers Building Inspectors Office  
Danvers Dental Associates  
Danvers Water Treatment Plant  
Dental Associates of Gloucester  
Dental Care North  
East Coast Metals  
Essex County Co-op  
GE Aviation  
Gordon College  
Hamilton Dentistry  
Hancock Associates  
Harvard University  
Haverhill Water Department  
High Tech Electric  
Iron Tree Services  
JC Grounds  
Keenan Electric  
Ledgewood Rehab & Nursing  
Lyon Waugh Motor Group  
Malamphy Electric  
Mass Audubon Society  
Mayer Power Equipment  
Mayer Tree Services  
McLaughlin Plumbing & Heating  
Milne Plumbing & Heating  
Northeast Nurseries  
North Shore Mechanical  
Parrot Equine Associates  
Peabody Access Television  
Pine Tree Equestrian Center  
Putnam Farms  
Roy Spittle Associates  
Rubie's Plumbing  
Salem Sound Coastwatch  
SB O'Brien Plumbing & Heating  
Seacoast Nursing & Rehabilitation  
Sorrento Dental Associates  
Staples  
Sudano Heating & Air Conditioning  
Techevolution  
Tedford's Building Supply  
Toyota of Woburn  
Trustees of the Reservations  
Waldman Plumbing  
Weston & Sampson  
Windrush Farm-Therapeutic Riding  
Wind Hill Builders  
Wolf Hill Garden Center



## Outside Projects & Community Outreach 2018/2019

### Automotive Technology

- Sending town/city 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

- Sending town/city community members can take advantage of Automotive Collision Repair services, performed by students and overseen by instructors. Services available are details, dent repairs and total car painting. Service costs are for parts plus 30%, there are no labor costs.

### Arboriculture

- Endicott Park(Danvers)-trimming trees as well as used as a learning lab for students.

### Biotechnology

- Higgins Middle School (Peabody)-12th graders presenting Biotechnology lesson plans to middle school students.

### Carpentry

- Peabody Historical Society: constructed 15 large bookcases
- Peabody Institute Library of Danvers: constructed 6 enclosed wood structures to house books throughout community.
- Habitat for Humanity House: Hamilton & Danvers homes
- Nahant Elementary: constructed elements of playground project

### Companion Animals

- Offering full grooming services to residents of sending communities. These services are discounted compared to regular grooming establishments due to student performance of services which are checked and overseen by the instructors.
- Offering no charge grooming services to members of Law Enforcement, Fire Department, Veterans. Also to K9 officers, service dogs and dogs in shelters/foster waiting for adoption.

### Cosmetology

- Breast Cancer Awareness fundraiser to benefit the Susan G Komen Organization
- Seasons of Danvers-event for residents that gives them the opportunity to attend Essex Tech's Salon 365 for a day of beauty and pampering



### Culinary Arts

- Melrose Wakefield Hospital community food kitchen- student participation
- Riverhouse Inc/ LifeBridge Beverly support services- student participation

### Dental Assisting

- Pathways/Head Start(Gloucester, Beverly & Salem)-children oral hygiene and education
- Peas in a Pod Daycare (Danvers)-children oral hygiene and education
- Tufts Dental School(Boston)-clinical hours
- Burke Elementary (Peabody)-children oral hygiene and education-K-1st grade
- Smile Train (non-profit organization) fundraiser

### Electrical

- Habitat for Humanity House-Hamilton & Danvers
- Marblehead Police Dept-renovation of bathroom/update wiring: *pending/potential start date Spring 2019*

### Environmental Technology

- Mass Audubon Salt Marsh Study (Gloucester)-students partner with Mass Audubon every year to study salt marsh plants, nekton, and salinity at a salt marsh on Eastern Point, Gloucester. This year (2018) was the 20th year of the study.
- Coast Sweep (Beverly)-students partner with Salem Sound Coastwatch to collect, document, and quantify marine debris at Dane Street Beach, Beverly. Students conduct the Coast Sweep in the fall and spring.
- Beach Profiling on Crane Beach (Ipswich) -students partner with the Trustees of Reservations to measure changes in elevation of Crane Beach in a study to document erosion and accretion along the shoreline.
- Tree Identification Salem Commons (Salem) -students partner with Salem Sound Coastwatch to inventory trees in the Salem Commons to assist with tree health assessment.

### Equine

- Animal Education with the kindergarteners from Children's Castle, Handling and leading demonstrations, Grooming tools and grooming, Horse body language, and Colors and markings.

### Graphic Communications

- Multiple print & design jobs for school districts and towns of Beverly, Danvers, Middleton, Hamilton Wenham
- Gloucester Senior Center
- St Vincent de Paul



- St Richard's Christmas Program
- Cape Ann Banners and Cards
- All Saints Church Danvers

#### Health Assisting

- Brooksby Village (Peabody)-students receive clinical experience and hours
- Benchmark at Putnam Farms (Danvers)-students receive clinical experience and hours
- Seasons of Danvers-students receive clinical experience and hours

#### Masonry

- Friends of Danvers Dog Park-construct pathway: *in progress*
- Salem High School-re-tile restaurant floor: *pending funding*

#### Natural Resources

- Essex Heritage Trails and Sails event held on Essex North Shore Agricultural and Technical School's campus.
- Beaver habitat assessment year 2 (intention is to partner with Town of Danvers and NSCC to come up with comprehensive beaver control strategy. This is still in 'discovery' stage)
- Wetland bridge and trailway (erosion control that improves water quality and reduces exposure to ticks both public health issues, partner with carpentry, Essex Heritage, and FFA)
- Students are working with Appleton Farm (Trustees of Reservations) to begin sap harvest, sap will be delivered to partner for process and product can be sold at school.
- Whole school composting: partnership with Black Earth to compost food and yard waste, remove large animal waste, and reduce trash cost
- Legislative breakfast with IRWA, meeting with MA politicians on water sustainability issues
- Ipswich River Watershed Association annual training: students will train Riverwatch volunteers to perform water quality tests. Also presenting about lack of inter-town cooperation around water resource sustainability
- Captain Planet foundation: Aerating ponds with windmills assisted by auto collision. Windmill 2 to be installed May
- Baker's Island environmental assessment, applying windmill technology to remediate freshwater pond on Baker's Island (Essex Heritage)
- Monarch Butterfly waystation project
- IDEXX Bacteria testing project grant proposal with IRWA & DEP
- IRWA Annual paddle-a-thon. Students demonstrate canoe rescue techniques to the public



- Middleton Earth Day. NRM students present environmental topics to members of the community. Partnered with Middleton Stream Team
- Campus Water Quality Improvement: Essex Heritage/New England Biolabs grant application. Pumping water from stream to troughs to prevent manure entering campus streams
- FFA community service grant: Greenhouse being built to grow native wetland plants for pond/stream restoration

#### Plumbing

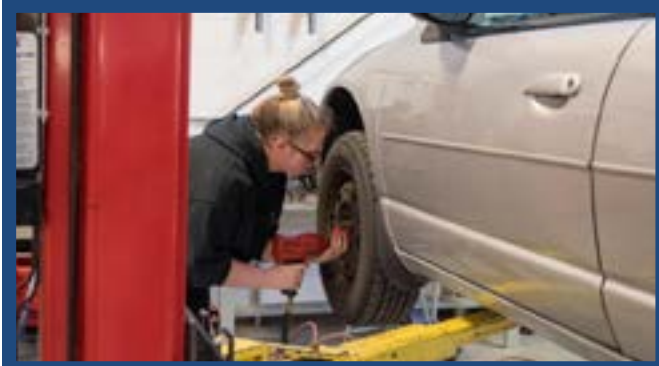
- Habitat for Humanity House-Hamilton & Danvers
- Marblehead Police Dept-renovation of a bathroom: *pending/potential start date Spring 2019*

#### Sustainable Horticulture

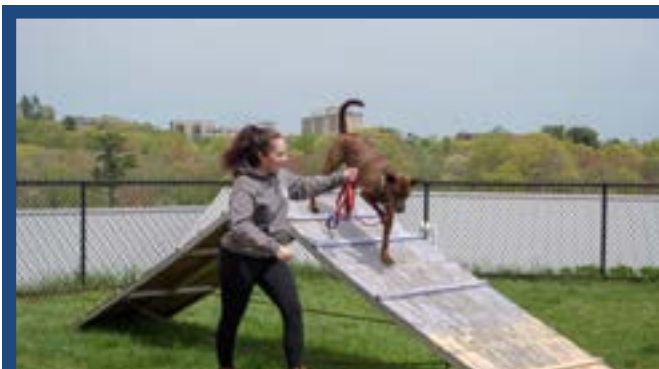
- Through Blooming Designs & More Sustainable Horticulture offers multiple plant and floral arrangement sales during the school year, including holiday work at cost, plus a 30% markup for materials.
- Creation of Spider Plant Gift Mug projects for a variety of school events, including community hosted workshop and special guest visits to the school.
- Annual Poinsettia Sales to local Masonic Temples for their community service projects
- Potential partnership with Servpro of Haverhill for an Earth Day Event
- Potential partnership with DYS of the North Shore to collaborate with them to get their greenhouse up and running
- Potential partnership with Bambu Global to use Biofriendly lighting in our greenhouse

#### Veterinary Science

- Educational activities with the pre-school and pre-K students at Peas in a Pod nursery school across the street. Vet Science students educate kids about animals and animal care. The kids come over to our campus for a farm visit in the fall, and we bring small animals to them in the spring.



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