A blue-tinted photograph of a town building with a portico, surrounded by trees and a flagpole. The text is overlaid on the image.

Town of Stoneham
Town Meeting:
Override Study
Committee Report
Discussion
October 20, 2025

Agenda

- Timeline Review
- OSC Recommendations
- Form of Question
- Next Steps
- Discussion/Q&A

Timeline

- April 1, 2025 Override Vote
- May 5, 2025 Town Meeting
- June 24, 2025 Select Board
Creates Override Study
Committee (OSC)
- June-September OSC Meetings
- September 23rd, Select Board
votes for override on December
9th
- September 30th, OSC issues
report

Override Amount Recommendations by Department

Department	Number	Cost Per Unit	Subtotals	Department Total:
Council on Aging				\$236,000
Restore funding			\$136,000	
CoA budget improvement			\$100,000	
Library				\$232,766
Economic Development				\$113,000
Restoration			\$40,000	
Operations Staff Member	1	\$73,000	\$73,000	
Prevention & Outreach			\$40,000	\$40,000
Shared Services				\$1,724,000
Healthcare			\$1,000,000	
Medicare			\$100,000	
P&C Insurance			\$200,000	
Workers Comp			\$100,000	
New Hires	12	\$27,000	\$324,000	
Police				\$508,000
Restore Patrol Officers	3	\$67,882	\$203,645	
New Patrol Officer Hires	2	\$61,680	\$123,360	
Restore Traffic Directors	4	\$9,122	\$36,486	
New overnight Dispatcher	1	\$51,509	\$51,509	
New School Resource Officer	1	\$93,000	\$93,000	
DPW				\$361,325
Restore 2 staff	2	\$64,163	\$128,325	
Restore MS4 Consulting			\$53,000	
New DPW Staff	3	\$60,000	\$180,000	
Fire				\$522,196
Restore Firefighter	1	\$60,028	\$60,028	
New Firefighters	4	\$60,000	\$240,000	
Firefighter Promotions	4	\$15,542	\$62,168	
New Deputy Chief	1	\$160,000	\$160,000	
Recreation				\$49,086
Asst. Building Inspector	1	\$38,000	\$38,000	\$38,000

Schools		\$8,681,721
Personnel		\$1,536,669
Facilities/Util		\$83,955
Contracted Services		\$226,392
Out of District Tuition		\$123,457
ARPA addbacks		\$500,000
Growth Factor		\$500,000
Reductions Restored		<u>\$1,123,059</u>
Specialized Instruction	\$250,100	
General Education Instruction	\$532,045	
Facilities	\$126,500	
District Operations	\$214,414	
Contracts Flexibility*		\$4,588,189
Totals		<u>\$12,506,094</u>

\$12.5 Million Override

Assessed Value	Estimated RO Tax Bill Impact
250,000	472.50
350,000	661.50
450,000	850.50
550,000	1,039.50
650,000	1,228.50
750,000	1,417.50
850,000	1,606.50
950,000	1,795.50
1,050,000	1,984.50

	FY26 - TM Adopted	FY27	FY28 Estimate	FY29 Estimate	FY30 Estimate	FY31 Estimate
REVENUES						
Property Taxes	61,709,621	64,236,362	79,378,517	82,080,480	84,849,992	87,688,742
Override		12,506,094				
New Growth	960,000	700,000	700,000	700,000	700,000	700,000
Debt Exclusion	8,814,848	8,728,669	8,724,544	8,726,044	8,733,144	8,725,269
TOTAL TAX REVENUE	71,484,469	86,171,125	88,803,061	91,506,524	94,283,136	97,114,010
Local Receipts	8,377,916	8,545,474	8,716,384	8,890,711	9,068,526	9,249,896
State Aid	13,653,446	14,063,049	14,484,941	14,919,489	15,367,074	15,828,086
Free Cash/Overlay Surplus	2,244,053	1,945,018	1,945,018	1,945,018	1,945,018	1,945,018
Water & Sewer Indirect	1,353,400	1,394,002	1,435,822	1,478,897	1,523,264	1,568,962
TOTAL REVENUE	97,113,284	112,118,668	115,385,226	118,740,639	122,187,017	125,705,972
Expenses						
Town Base Operating Expense	20,045,729	20,647,101				
Town restorations/new services		2,100,373				
Town Total		22,747,474	23,429,898	24,132,795	24,856,779	25,602,482
School Base Operating Expense	39,460,244	39,460,244				
contract adj. restorations		8,681,721				
School Total		48,141,965	49,586,224	51,073,811	52,606,025	54,184,206
Regional School Expense	1,819,235	1,873,812	1,930,026	1,987,927	2,047,565	2,108,992
Medicare, Insurance, Retirement, & Audit	19,822,962	19,141,005				
		1,724,000				
Total Shared Expenses		20,865,005	22,197,354	23,642,786	25,210,907	26,912,144
Debt Service - Non exempt	1,109,717	980,095	935,269	885,767	847,440	752,113
Debt Service - Exempt	8,814,848	8,728,669	8,724,544	8,726,044	8,733,144	8,725,269
OPEB/Capital Stabilization/Stabilization	801,351	1,945,018	1,945,018	1,945,018	1,945,018	1,945,018
Additional funds allocated to Stabilization		1,335,473	860,677	281,466		
Non Appropriated Expenses	5,239,198	5,501,158	5,776,216	6,065,027	6,368,278	6,686,692
TOTAL EXPENSES	97,113,284	112,118,668	115,385,225	118,740,639	122,615,156	126,916,915
SURPLUS (DEFICIT)	-	(0)	0	(0)	(428,139)	(1,210,943)

Shall the Town of Stoneham be allowed to
—assess an additional \$_____ in real estate
and personal property taxes for the purposes
of funding public safety, education, public
works and general government expenses for
the fiscal year beginning July 1, 2026?

1A. “Shall the Town of Stoneham be allowed to assess an additional \$ in real estate and personal property taxes for the purposes of funding: school, public works, and police officer positions (salaries and benefits); town and school employee union contracts and benefits; school technology and curriculum needs; public works, senior center, veterans services, and library programs; and repairs and maintenance to roads, sidewalks, buildings, and parks for which the monies from this assessment will be used for the fiscal year beginning July 1, 2026?”

1B. “Shall the Town of Stoneham be allowed to assess an additional \$ in real estate and personal property taxes for the purposes of funding: school, public works, fire and police officer positions (salaries and benefits); town and school employee union contracts and benefits; school technology and curriculum needs; public works programs; and repairs and maintenance to roads, sidewalks, and buildings for which the monies from this assessment will be used for the fiscal year beginning July 1, 2026?”

1C. “Shall the Town of Stoneham be allowed to assess an additional \$ in real estate and personal property taxes for the purposes of funding: school positions (salaries and benefits); town and school employee union contracts and benefits; and essential repairs to roads and sidewalks, for which the monies from this assessment will be used for the fiscal year beginning July 1, 2026?”

Next Steps

- October 21st Select Board tentatively scheduled to vote on override amount/form of question
- December 9th Override Vote

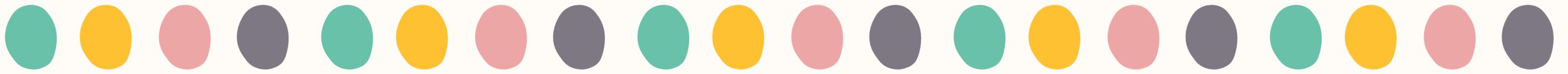


A Perfect Storm: Cities and Towns Face Historic Fiscal Pressures

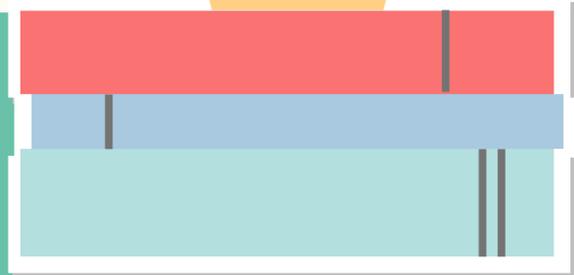
An Analysis of Fiscal Pressures on Massachusetts Municipalities

OCTOBER 2025

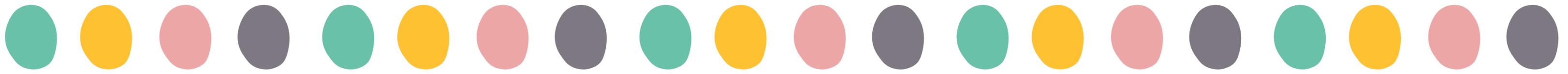




School Budget



School Budget
October 20, 2025



What We Have Noticed



Teachers are leaving for other districts that pay much more because we are significantly below market



The School Budget has not been level serviced for at least the last 4 fiscal years



Special Education costs are rising both because of federal increases and unfunded mandates



State funding has stayed level while operating costs have gone up.

UNDERSTANDING MARKET SALARY

Bachelors

Lowest Step

District	Rank ▲	Salary
Medford	1	\$67,581
Bedford	2	\$67,069
Wakefield	3	\$63,302
Reading	4	\$61,044
North Reading	5	\$59,923
Tewksbury	6	\$58,062
Wilmington	7	\$57,271

Step 5

District	Rank ▲	Salary
Bedford	1	\$81,925
Medford	2	\$78,074
Tewksbury	3	\$75,048
Wakefield	4	\$74,607
North Reading	5	\$73,969
Reading	6	\$70,750
Wilmington	7	\$69,614

Highest Step

District	Rank ▲	Salary
Medford	1	\$108,931
Bedford	2	\$108,597
North Reading	3	\$100,342
Wilmington	4	\$95,431
Wakefield	5	\$95,202
Reading	6	\$95,042
Tewksbury	7	\$88,372

UNDERSTANDING MARKET SALARY

Bachelors

Lowest Step

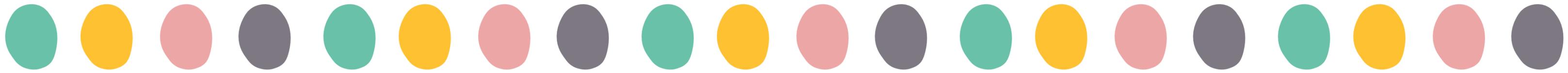
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FISCAL YEAR FUNDING DEFICITS

Fiscal Year	Proposed	Received	Delta
FY23	\$33,311,271	\$32,100,420	\$1,210,851
FY24	\$34,481,811	\$33,206,221 (\$34,296,479 with SOA)	1,275,590 (185,322)
FY25	\$37,741,962	\$35,796,978	1,944,984
FY26	\$48,000,000	\$39,460,244	8,539,756
			11,880,913

UNDERSTANDING UNFUNDED MANDATES

SPECIAL EDUCATION

MULTI-LANGUAGE LEARNERS

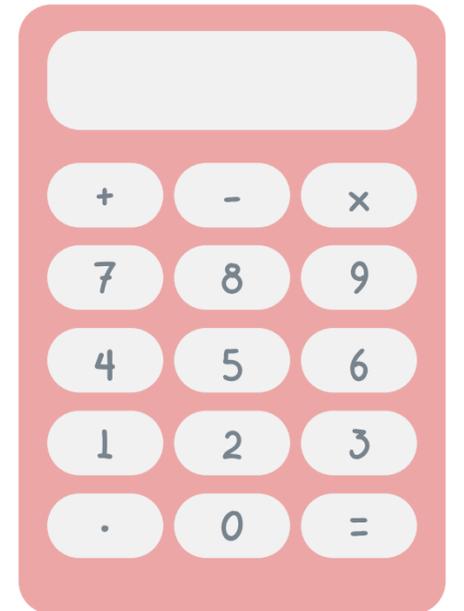
MCKINNEY VENTO (PROTECTION FOR UNHOMED STUDENTS)

REGULAR TRANSPORTATION (STUDENTS LIVING 2.0 MILES OR GREATER FROM SCHOOL)

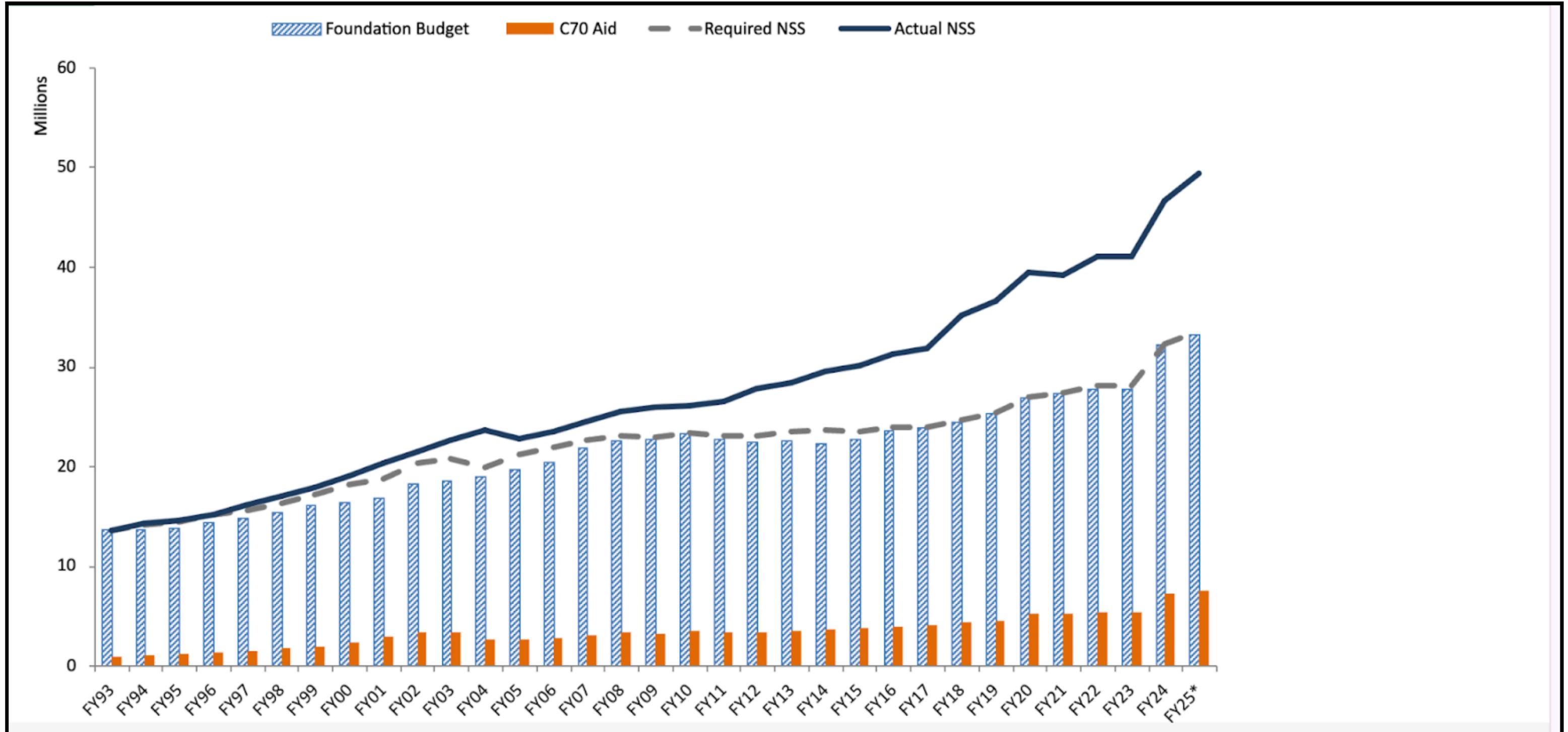
SPECIAL EDUCATION TRANSPORTATION (IN DISTRICT AND OUT OF DISTRICT)

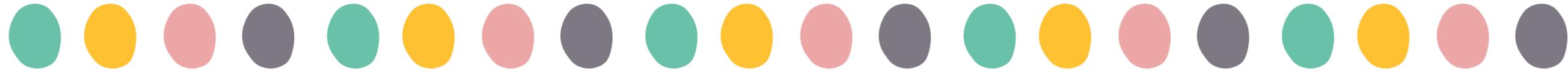
EDUCATOR MENTOR AND PROFESSIONAL DEVELOPMENT PROGRAMMING

UNEMPLOYMENT



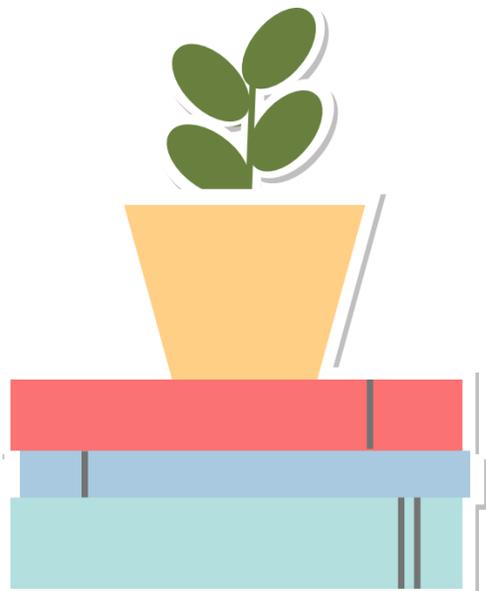
CHAPTER 70 STATE FUNDING

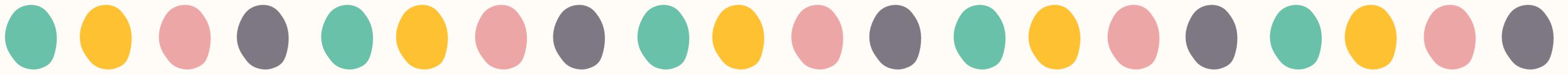




THE STORY OF IMPACT

- Retention & Recruitment
- Started the Year with Vacancies
- Impact on High Quality Instruction
- Return on Investment
- Efficient Operations and Management





Thank
You!

