

**Norfolk School Committee  
Budget Subcommittee  
AGENDA  
Freeman-Kennedy School – Media Center  
Tuesday □ December 11, 2012 □ 8:30 PM**

- I. Finalizing Budget Assumptions
- II. Anticipated Costs of Salary Steps and Lane Changes
- III. Anticipated Costs of COLA increases for Paraprofessional Staff
- IV. Anticipated Retirements
- V. Review of District Budget Needs