



Inter-Lakes School District Center Harbor, Meredith, Sandwich New Hampshire

**Sixty-Ninth
Annual Report**

**For the fiscal year ending
June 30, 2024**

March 5, 2025



Great Schools - Strong Communities - Personal Success

INTER-LAKES SCHOOL BOARD ~ PHILOSOPHY OF EDUCATION

Public schools are shaped by and, in turn, shape the society that administers them. As such, the schools should be sensitive to the needs of the community while being ever mindful, that ultimately, they must produce individuals with the ability to evaluate and change that society for the common good. The schools must provide the opportunity for each student to become aware of his or her own innate abilities while, at the same time, imparting knowledge, stimulating curiosity, encouraging creativity and teaching the principles of reasoning and logical thought.

Adopted: May 10, 1982

INTER-LAKES SCHOOL DISTRICT ~ VISION STATEMENT

The Inter-Lakes School District, in partnership with its communities, will provide outstanding educational opportunities and resources for all students to achieve academic excellence in order to reach their highest potential and to succeed as responsible, contributing citizens in a global society.

INTER-LAKES SCHOOL DISTRICT ~ MISSION STATEMENT

Is to inspire and sustain learning and achievement by providing:

- quality teaching practices
- student-centered learning
- a safe environment
- community connections
- access to resources



AN INVOCATION FOR THE ANNUAL SCHOOL DISTRICT MEETING

We give thanks that we live in such a lovely place, among such good neighbors. We come now, as stewards of this heritage to do the business of our community. We hope that we have the courage of our convictions, but are gentle with one another, respectful of views we do not share, mindful of the faint but humbling possibility that we may be wrong. We hope for wisdom, brevity and restraint when we have nothing to say, but are overcome with the urge to speak. We are thankful for this opportunity to actively participate in democracy and our community.

~Adapted from the words of Leroy “Lee” Rouner~

Reverend Leroy “Lee” Rouner (1930-2006) was a long-time resident of Sandwich and professor of theology at Boston University. He studied at Harvard College as an undergraduate, received a graduate degree at Union Theological Seminary in New York, and went on to earn on a doctorate degree in philosophy at Columbia University. Born and raised in New Hampshire, Dr. Rouner traveled, taught, and lived abroad around the world. Upon returning to the United States, Dr. Rouner taught philosophy and religion at Boston University for more than 30 years. In 2003, Dr. Rouner retired from Boston University, and moved to Sandwich, New Hampshire with his wife to spend his days writing, hiking, swimming.

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Inter-Lakes School District Officers 2024-2025

Mr. James Mykland	Moderator
Ms. Kerri Parker	Clerk
Ms. Brenda L. Vittner	Treasurer

<u>School Board Members</u>	<u>Term Expires</u>
Mr. Charles Hanson, Chair (Center Harbor)	2025
Mr. Mark Billings, Vice Chair (Meredith)	2025
Mr. Duncan Porter-Zuckerman, Secretary (Sandwich)	2025
Ms. Siobhán Connelly (At Large)	2026
Mr. James Locke (Center Harbor)	2027
Ms. Nancy Starmer (Sandwich)	2026
Mr. Edward Twaddell III (Meredith)	2027
Mr. Caleb Theriault, Student Member	

Administrators

Mrs. Mary A. Moriarty, Superintendent of Schools	SAU #2
Mrs. Ashley Dolloff, Business Administrator	SAU #2
Ms. Lisa Holiday, Director of Student Services	SAU #2
Dr. Amanda Downing, Principal	Inter-Lakes Middle/High School
Ms. Sarah Dumais, Athletic Director	Inter-Lakes Middle/High School
Mr. Charles Femia, Dean of Students & Operations	Inter-Lakes School District
Mr. Richard Biche, Principal	Inter-Lakes Elementary School
Mr. Jeremy Hillger, Principal	Sandwich Central School
Ms. Linda Otten, Dean of Learning	Inter-Lakes School District
Ms. Erica Pappalardo, Curriculum Coordinator	Inter-Lakes School District
Mr. Mark Parsons, Technology Director	Inter-Lakes School District
Mr. Brian Swanker, Facilities Director	Inter-Lakes School District
Mr. Nicholas Connell, Guidance Director	Inter-Lakes School District

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Meredith, New Hampshire 03253
Telephone: 603-279-7947

School District Meeting Rules of Order

New Hampshire Revised Statutes Annotated

Chapter 40

1. Call meeting to order
2. Invocation
3. Pledge of Allegiance and Star-Spangled Banner
4. General Information
 - a. No smoking in building
 - b. Locate exits
 - c. Restroom locations
 - d. Use of cellular phones will be restricted to areas outside of the meeting room
 - e. Meeting is not conducted under Roberts' Rules
5. Rules of Meeting (R.S.A. 40:4)
 - a. Anyone wishing to make a motion, second a motion or wishing to speak on an Article must first be recognized by the Moderator. (R.S.A. 40:7)
 - b. All speakers must address the Moderator; there will be no cross-floor debates.
 - c. When recognized, please go to a microphone and state name and town before making or seconding a motion or speaking on an article.
 - d. A motion to "call the previous question" can cut off debate and, if seconded, must be voted on immediately. The motion is not debatable and so a two-thirds favorable vote is required.
 - e. Voting will be done by a show of voting cards.
 - f. Seven voters may challenge the declared vote on any Article, before the next Article is brought up, then a secret ballot must be held. (R.S.A. 40:4b)
 - g. If a secret ballot is desired on any Article, a written request signed by five voters (in attendance at the meeting) is required and presented to the Moderator. (R.S.A. 40:4a)
 - h. Any Article may be legally amended; each amendment will be discussed independently and acted upon before the Article is called.
 - i. A motion to reconsider an Article may be made at any time prior to final adjournment and the Article would be taken up again immediately unless protected by a vote to restrict reconsideration. (R.S.A. 40:10)
 - j. Five voters (in attendance at the meeting) may request a recount of a secret ballot before the next Article is taken up. (The vote margin must be less than 10% of total votes cast.) (R.S.A. 40:4a)
 - k. Only registered voters may vote.

School District Meeting Rules of Order
New Hampshire Revised Statutes Annotated
Chapter 40

5. Rules of Meeting cont.

- l. Only registered voters, school officials, and the district's attorney may speak to, questions, unless the meeting votes to allow anyone else to speak.
- m. The Moderator can be overruled by a simple majority vote. Any challenger will be recognized and no second is required. The challenger has the right to state his or her reasons for the challenge.
- n. RSAs (Revised Statutes Annotated), which are state laws, cannot be overruled by the meeting.

**INTER-LAKES SCHOOL DISTRICT ANNUAL MEETING
CENTER HARBOR, MEREDITH, SANDWICH
MARCH 6, 2024**

The Annual Meeting of the Inter-Lakes School District was held on Wednesday, March 6, 2024, at Inter-Lakes Middle/High School Community Auditorium.

Inter-Lakes School District Moderator Patrick Kelly called the meeting to order at 6:20 p.m. School District Moderator Kelly offered an invocation adapted from the words of Leroy “Lee” Rouser.

Caleb Theriault, the student body representative of the Inter-Lakes School Board led the Pledge of Allegiance.

The Moderator extended invitations to Mr. Billings, Vice-Chair, and Mr. Hanson, Secretary, to acknowledge individuals. Mr. Billings acknowledged Lisa Merrill, Chair, for her years of dedicated service to the School Board, emphasizing her accomplishments. Mr. Hanson recognized Mr. Baker for his years of service on the School Board.

The Moderator announced that Roberts' Rules would not apply to this meeting, and instead, the rules outlined in the Annual Report on pages 3 and 4 would be observed. Moderator Kelly streamlined the process by introducing public voting cards, ensuring that everyone could easily refer to the rules on the specified pages

Article 1

The Moderator read Article 1.

It was moved by Lisa Merrill, Chair and seconded by Siobhan Connelly, Member at Large to see what action the District will vote relative to the reports of Agents, Committees or Officers chosen.

Article 1 carried in the **affirmative** by a show of voter cards.

Article 2

The Moderator read Article 2.

It was moved by Duncan Porter-Zuckerman, Sandwich and seconded by Craig Baker, Center Harbor to set the salaries of District officers for the coming year as follows:

Moderator	\$100.00
School District Clerk	\$20.00 per hour
School Board Chairperson	\$1,800.00
School Board Members (6) each	\$1,500.00
District Treasurer	\$1,500.00

Article 2 carried in the **affirmative** by a show of voter cards.

Article 3

The Moderator read Article 3.

It was moved by Nancy Starmer, Sandwich, and seconded by Charles Hanson, Center Harbor to see if the District will vote to approve the cost items included in the Collective Bargaining Agreement reached between the Inter-Lakes School Board and the Inter-Lakes Support Staff Association which calls for the following increases in salaries and benefits at the current staffing level:

Year 2024-2025	\$ 742,599
Year 2025-2026	\$ 153,257
Year 2026-2027	\$ 160,513

and further to raise and appropriate \$742,599 for the 2024-2025 fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over those that would be paid at current staffing levels.

Moderator opened for discussion, any questions or comments for Article 3.

Mr. Anthony Carita of Meredith asked a question on the total budget versus this segment of the budget. When looking at the town budget for the school, looking at last year at \$30 per student for the high school. Mr. Carita noted that the District does not rank in the top 10 in the state.

Moderator stated to Mr. Carita that this wouldn't be the discussion for this article.

Mr. Anthony Carita then asked if there would be a time to talk about cost per student later tonight.

Moderator stated yes to Mr. Carita under Article 5.

Mr. Richard Gerken of Meredith addressed the moderator to clarify that the School Board is raising the current budget to \$742,599.

Moderator answered yes for this budget.

Mr. Richard Gerken also asked for clarification that the Collective Bargaining Agreement adds \$153,257 to that next year and adds to that \$160,513 to the year after that.

Moderator stated that it is a 3-year Collective Bargaining Agreement.

Mr. Richard Gerken asked if the district adds that into the established base so the \$742,599 gets added in and the \$153,257 gets added in and the other piece goes on top of that. In other words, it's cumulative. In other words, the \$742,599 becomes the base for the following year.

Moderator answered Mr. Richard Gerken's question yes, and the increases will happen in the two following years.

Mr. Richard Gerken thanked the moderator for the clarification.

Mr. Jim McFarlin of Meredith stated, as Mr. Gerken said, the original first year cost is \$742,599, then add the \$153,257 and the 2-year total is \$895,856, then add the \$160,513 in the third year for a total three-year cost of the contract of \$1,056,396. Mr. McFarlin then added he does not want anyone to be confused that this is the total cost of the three-year contract and stated that the agreement's budget impact is too large to implement at one time. Mr. McFarlin stated there should be a stepped schedule on increases coordinated in conjunction with the teachers' contract completion. Teachers currently have a very generous contract. The School Board and administration need to better manage the timing and implement new contracts to minimize large future tax increases.

Mr. Richard Demark of Meredith stated he would like to speak to both the average hourly base pay and the health care within the Collective Bargaining Agreement. These are the people entrusted to educate and care for our children, our most precious possessions. He supports these expenses within the Collective Bargaining Agreement. Regarding health care, its issues and decision making such as this that adds to his conviction that we need a totally different health care system in this country, not tied to employment or economic status, with that being said he wishes the costs associated with the health insurance were lower but these expenses

are the result of fair and open negotiations and he chooses to honor that and support these expenditures.

Ms. Kourtney Delany of Sandwich stated that if you run some rough numbers, \$1,056,396 over the three years is approximately three percent of the \$32 million in the next article.

Mr. Ray Moritz of Meredith asked for additional clarification. The first-year cost of \$742,599 would carry over to the next year. Mr. Moritz asked if the actual increase in the next year is \$153,257, plus the \$742,599 which would carry in the budget.

Moderator responded to the question yes, that is correct.

Mr. Moritz continued that he just wanted to make it clear that the second-year total costs were \$742,599 plus the \$153,257. That is not right; it is \$742,599 plus another \$895,000, considering what got added in that first year. The second-year cost compared to now is closer to \$900,000. The third-year costs, when its cumulative each year, so that's a million dollars that Jim referenced. But the total costs of that contract over three years are actually a little over \$2.5 million because it carries forward each year. Is that correct?

Superintendent Moriarty answered that this year, if the article passes, \$742,599 would be added to the operating budget. Next year, that number will factor into the operating budget.

Mr. Moritz said altogether the total cost for the 3-year contract again is \$2.5 million.

Ms. Melanie Hodge of Sandwich stated that support staff aids are integral to the running of the school. They are the ones in the trenches, they are the ones out at recess, they are the ones with students all day long. They are managing behaviors; they are helping with teachers to educate your children. Inter-Lakes has had an issue hiring enough support people, and we need to be paying them enough to attract the highly educated people that are needed to work with our children.

Mr. Andy Cartier, Center Harbor asked a question regarding 2024-2025 wage schedule provided as supplemental information with the report this morning. Steps 0 to 13 are for all employees of the school district, so the maximum that someone will get paid in the school district will be \$24.22/hour three years from now? Is that how this schedule works?

Superintendent Moriarty responded that the schedule is specific to the support staff and there are people that do end up off-step after reaching step 13 and then you see that the increase that is provided at that point.

Mr. Cartier noted that this pay schedule just barely gets our support staff to the same level they would be getting paid at a fast-food restaurant. He is fully in support of this article and these increases in pay for these support staff.

Mr. Jesse Grassi of Meredith shared a little bit about the support staff from a parent who has a child that used the support staff his entire career here at Inter-Lakes. His son has severe ADHD, opposition defiance disorder, and a whole list of things. As a young child here, it was very hard for him to socialize with other students, to socialize with teachers, to learn anything other than sit and stay. The IEP program and the support staff are what got him to a 9th grade year here, on honor-roll and all straight A's in all AP Classes because he had the support that he needed to excel. He stated that the district he supports the District bumping up their pay.

Mr. Jim McFarlin, Meredith added to his last comment that when he met with the Superintendent and asked the question very specifically, it appears that the new contract increases the combined compensation for these individuals by 48% or 49%.

Superintendent Moriarty stated that there are different differentials that get added onto the base. If somebody has a speech assistant, they will get an additional \$4 differential so that would be added to their base pay.

Mr. Jim McFarlin stated he understands, but when we asked the question very directly the Superintendent did confirm almost 50% in terms of the increase in combined salary and benefits for these individuals under the new contract.

Superintendent Moriarty responded, base pay will be \$18.44 at the lowest for current staff and \$27.75 at the highest. Someone could be a registered behavior technician which is another \$3; they could have Wilson certification which is another \$2; now that is \$5. They may also be on the BIP list, which is a Behavior Intervention Plan, which is another \$2. That would be \$7 over their base pay.

Mr. McFarlin state that what he and the folks here are interested in is a range in increases in their total compensation from 40% to 50% based upon what you just described at different levels, but he has never heard of a 40% to 50% increase in total compensation, whether it be the private sector or non-profit or whatever else, that's a huge increase in compensation. He asked for the Board to potentially go back and re-negotiate a more reasonable increase in pay and phase that in over several year period.

Ms. Nancy Bickford of Meredith asked for clarification regarding whether the 48% increase is for every single person or does if it varies with some people getting a lower increase to some getting a higher increase.

Superintendent Moriarty said that it varies depending on where people are currently on step and where off step and if they have any of the differentials

Ms. Bickford stated again for clarification that it might be people that have more education and certifications that are getting more of a raise than some people than other people.

Superintendent Moriarty said that is correct.

Ms. Amy Burnap of Meredith stated when she heard this gentleman talk about the percentage of increase was that if the staff were getting a reasonable pay now, the percentage would not be so high.

Mr. Anthony Carita, Meredith stated that the Inter-Lakes teachers are some of the highest paid teachers in the state of New Hampshire. Looking at the increase in their current budget and talking about \$2 here \$3 there and \$4 here, it doesn't sound like a lot of money, but when you look at the total increase of the budget for the staff it adds up.

The Moderator noted that this Article is discussing the pay of support staff, not teachers.

Mr. Carita responded that he meant support staff. He continued; the bottom line is this is a 20% increase. Mr. Carita said he is retired now, but after he worked for 50 years, he never got a 20% increase and always paid far more for my benefits than teachers' pay for their benefits. He is not trying to take that away from them, but a 20% increase in one year is ridiculous. The staff are well-paid, and Mr. Carita does not think anybody should be getting a 20% increase.

The Moderator thanked Mr. Carita.

Mr. Jesse Grassi of Meredith, who spoke about his son earlier, noted that he is also an educational segregate and did so for the state of New Hampshire for five years. In this time, he worked with kids with a wide range of disabilities. In response to Mr. Carita, Mr. Grassi stated he thinks people who do not have children with disabilities or children who need paraeducators and support staff do not understand what these people go through. He asked if anyone on the

Board knows the average income for a paraeducator or support staff, and if it is more than \$15/hour.

Superintendent Moriarty said that the average pay is around \$30,000 per year.

Mr. Grassi responded that nobody in this economy is living off \$30,000 a year on their own. Additionally, these people go through education that none of us can understand unless we do it, and they are dealing with children who need extra support which is a job nobody wants to do. To get people in that are going to do the job correctly for your kids, future kids, whatever, we need to pay them an adequate amount of money, so they can pay their loans and their rent. That is how to get staff and keep them. Mr. Grassi shared that his sister is a teacher and was a para for years and quit both jobs because the money is not good enough for horrible stuff they have to go through. So just keep that in mind when voting for this budget, this is minuscule compared to what these people do for our kids. Mr. Grassi shared that his child is a success story because of the teachers, paras, and support staff, and said they all need to have their pay increased significantly, and everybody should probably vote for this Article if they want what is right for their children.

The Moderator thanked Mr. Grassi.

Ms. Janine Neggers of Meredith stated that she is a teacher and fully supports the idea that paraeducators are needed. They do a lot of great things for our kids. She stated that a lot of people are here not personally attacking the paras, but that they do have to look at the budget. One of her questions is regarding the opt out of medical insurance on page 2, paragraph 3 - eligible employees who opt out will receive 50% of the premium of the single coverage of Access Blue. That is paid 100% by the school district because it is the single rate, so they are looking for approximately \$5,300 as an opt out. She asked for somebody to confirm this.

Superintendent Moriarty answered that is correct.

Ms. Neggers continued, do the teachers also receive \$5,300 as an opt out?

Superintendent Moriarty answered that the teacher opt out is lower, about \$2,000.

Ms. Neggers stated that is something to think about - a little bit of equity within the district in terms of health insurance. Also, if these are raised, is the District able to find new para? Will this reduce our outside services, such as Bill White? Will this expense go down?

Superintendent Moriarty explained that it is dependent on certain programs for certain students. There are opportunities with the registered behavior technicians, but with some complexities of students, there will still be quite a few contracted services that the district needs to lean on to be able to provide programming.

Ms. Neggers responded absolutely because we do not have that training within the schools. She additionally wanted to look at page 3. A gentleman came up and was looking at the 24/25 wage schedule. Column 1 is people without any degree. Column A is if you hold an associate degree and column B is a bachelor's degree.

Superintendent Moriarty noted that it is a bachelor's degree "or above."

Ms. Neggers continued, if someone happens to be off step, that would be \$24.23 plus \$2 because they're off step, is that correct?

Superintendent Moriarty responded correct. People who are currently off step would get a \$2 raise, but if somebody was moving from step 13 to off step, in the current year it would be \$24.23.

Ms. Neggers stated next year is 24/25, and some of our paras who have been with us for so long do have all those extra certifications. So, if they hold a bachelor's and they're off step they're

at \$26.22. Many of them have the behavior technician certification, so they'd get another \$3. Just to be clear, they would be up to \$29.44?

Superintendent Moriarty stated that is correct.

Ms. Neggers then asked, if they also have the CPI certification, which paras tend to have, would that add another \$2?

Superintendent Moriarty responded yes if they are willing to be on a District behavior.

The Moderator thanked Ms. Neggers and opened the floor for any more discussion or clarifications. Members of the community did not have any more questions or clarifications.

Article 3 carried in the **affirmative** by a show of voter cards.

Article 4

The Moderator read Article 4.

To see if the school district, if Warrant Article 3 is defeated, will authorize the governing body to call one special meeting, at its option, to address Warrant Article 3 cost items only.

Article 4 was not voted on - Article 3 passed.

Article 5

The Moderator read Article 5.

It was moved by Lisa Merrill, Meredith and seconded by Charley Hanson, Center Harbor to see if the District will vote to raise and appropriate the amount of \$32,648,877 for the support of schools, for the payment of salaries for the school district officials and agents, and for the payment of statutory obligations of the District.

The Moderator opened the floor to discuss the Motion.

Mrs. Emily Hodges of Meredith noted that in the extra information about Article 5, it speaks about the additional teachers being allocated to the incoming seventh grade for next year. She asked if the intent for those additional resources is that they would follow that especially challenging grade in subsequent years, or if the plan would be for those additional resources to stay for the smaller fifth grade that would then be in seventh grade two years later.

Superintendent Moriarty responded to Mrs. Hodges question stating that the District's plan is to move an elementary teacher to a middle school position with literacy and social studies, and to move a high school science teacher to the middle school. They would have a teacher who would do middle school science and middle school math. The plan would be over the next two years - next year, and the year after, for that group of teachers or at least two educators to follow the next year seventh grade up to eighth grade, then evaluate where the District is at the following year.

Ms. Emily Hodges of Meredith stated she had another question around the million-dollar increase in special education. She asked what specific contracted services were included beyond the additions listed in the additional information, what the majority of that would comprise and specifically would grades it would be allocated to?

Superintendent Moriarty responded to Ms. Hodges stating that the District has some very individualized programs at the middle school and elementary levels right now. Superintendent Moriarty stated she would not mention a specific grade in order to avoid identifying a particular student, but the District has Board-Certified Behavior Analysts working with students with some very intensive needs. The District also has Behavior Technicians that are providing very specialized support and managing some extreme behaviors and needs. The increase in

contracted services is to build both in-district out-of-district placements for very small number of students that have very intense needs.

Ms. Hodges asked if these are typically out-of-district placements, why are we building them in-house?

Superintendent Moriarty responded that often there are not a lot of out-of-district placements available nearby for younger children. It can also be that the IEP team has determined that is the most appropriate way to provide education, or it could be that there was disagreement on placement, and that may have gone to due process. Due process is like a court system within the Department of Education, and there may be an order through due process to design programming within the District.

Ms. Hodges stated she can certainly appreciate that. She noted that they do have a current sixth grader experiencing that very disruption as we speak. To that end, she would just like to say that when looking at grades like the sixth grade that have 30% special education need children and 15% with a 504 plan as is stated in the additional information, that is more than twice the average across the entire school as well three times the average for the state. She asks that special consideration be made as you're allocating that million dollars to make sure that the children in the grades that really need it are getting it so that the rest of the class can also prosper.

Ms. Hodges of Meredith also highlighted that she thinks sometimes people feel like the special educators are addressing one or two children here and there, and there's a big cost associated with that. In reality, they are addressing the whole class, because if there isn't somebody there to help them, then the other students are held back. The support staff are essential to allowing the whole grade to succeed; without them, there is much less learning going on.

Mr. Anthony Carita of Meredith stated he did not have any questions about any specific budget line items but wanted to look at the cost per student in Inter-Lakes compared with the rest of the state of New Hampshire. He understands there are certain fixed costs that must be amortized over the student population. Looking at some of the top schools in the state, it is anywhere from \$14,000 to \$8,000 per student. In Gilford, which is a comparable size town with similar demographics, the cost last year was \$20,703 per student. Ours was \$30,376. Mr. Carita asked what other Districts are doing that they can drive down the cost, versus what we are doing that seems to drive up cost. Somebody is doing something wrong if the rest of the state can have high-achieving schools with lower costs per student. The town of Windham, which is one of the highest achieving schools in the state, has a cost per student of \$16,932. He suggests that the Board look at what they're doing and figure out how these Districts can keep a good education for significantly reduced cost.

Mr. Richard Gerken of Meredith stated, regarding special education, there is a bullet point on page 5 regarding some kind of state reimbursement. It says during the 25/26 budget process, it is anticipated there will be some funds received from the state for students with special education programming. Mr. Gerken asked if someone explain in more detail when that kicks in and whether the District is going to be eligible for that.

Superintendent Moriarty shared that the state expects a school district to be able to absorb about \$71,000 first before they are eligible to apply for special education aid. Certain things need to be accomplished first; it needs to be in the IEP and the IEP needs to be signed. The IEP is an Individual Education Plan, which is done with the educational team that is working with the student, including the student's family. After that threshold of \$71,000, maybe there is someone who goes to \$100,000, so there is \$29,000 that you're eligible to apply for. In reality, the state may only reimburse every dollar at around sixty cents, so it would not be the full amount received back.

Mr. Gerken proceeded to ask if there is a possibility that the District will be on top of that.

Superintendent Moriarty responded that she has been very clear that the District is going to go after every dollar or cent that it is able to.

Mr. Gerken asked what exactly is the purpose of the \$325,000 expendable trust fund and how does the District plan to use that?

Superintendent Moriarty responded that the expendable trust fund was set up to be able to address unexpected financial impacts due to special education. During the budget process, the Board was considering ways to bring the budget down and did look for other opportunities. The reality is there are known special education costs, and there are still three months of school left. There could be a student that moved in who could be already in an out-of-district placement that the District would have to assume the cost of. There could be a student that moves in at the beginning of next school year with some pretty significant needs that were not budgeted for and unplanned (which did happen this year). Because the District did not fully hire for all open para-educator positions, it has been able to continue to try to absorb that through the current budget. Things could change and the Board may need to act to remove some money from the trust to make it through to the end of the year or for an unanticipated cost next year.

Mr. Gerken thanked the Superintendent for the information. He noted that he had seen a chart online that shows the budget broken down by each town's portion. He asked if anyone from the Board could comment on that.

Superintendent Moriarty responded to Mr. Gerken stating that this is the net assessment increase of the operating budget if it was to pass. For Center Harbor it works out to \$0.2764, Meredith \$0.3042 and Sandwich \$0.6772. For the Collective Bargaining Agreement, the impact would be for Center Harbor \$0.1237, for Meredith \$0.1416 and Sandwich \$0.2259. If you combine the two together, and if the two warrant articles were to pass, Center Harbor would see about \$0.40, Meredith would see about \$0.45, and Sandwich would see \$0.90 of an increase on taxes. For a \$100,000 home for a year, Center Harbor would see \$40.02, Meredith \$44.58 and Sandwich \$90.31. For a \$500,000 home, Center Harbor would see \$200.08, Meredith \$220.92 and Sandwich \$451.55. That is an estimate because the District does not set the tax rate.

Mr. Gerken thanked the Board.

Mr. Ray Moritz of Meredith had a two-part question seeking clarification. The Board pointed out that the District is decreasing the paraprofessionals by nine positions and that it would result in a \$260,000 savings. That is a bit confusing, since they're the dominant participants in the whole special budget, which is over \$60,000 per person, so why are we saving so little of the total cost of a special education person, compared to which you're giving us \$266,000? The Article also states in that very same paragraph that some students receiving special education services require a different level which will be met through contracted service providers. In the budget there is \$266,000, which seems too small, and to get it we're adding 1.3 million dollars into contracted services. He asked the Board to explain their rationale for this.

Superintendent Moriarty responded to Mr. Moritz, stating it has to do with the level of intensity, need, and the requirement for highly specialized staff to be able to work with some students with very significant special education needs, for which the District is building an out-of-district placement in-district, as noted earlier. The reality is we do not get an economy of scale on that, because the District has under five students that require that level of intensity. The difficulty is that those resources cannot be shared because of the complexity of the students and so it's like building multiple in-district programs to meet those needs.

Mr. Moritz asked if these are new special services that were not being incurred before.

Superintendent Moriarty responded that some are new because the intensity has grown.

Mr. Moritz continued, if they were new then they were somewhat unexpected, but the Board does not want to use the reserve for them. If they were old then they were in the budget, were being done by our staff, and now the District wants to contract it out at five times the cost. Mr. Moritz asked how that makes sense from a taxpayer's perspective.

Superintendent Moriarty responded that the District's objective is to have safe programming that is making progress for children that are involved in it, and because of complexity there has been a need for very specialized help to assist with that. Relative to the students that are new this year, those are costs that had to be absorbed this year. Again, primarily through not filling positions, the District has been able to absorb those costs, but they were known during the budget planning process, which is why they were presented to the School Board.

Mr. Moritz thanked the Board.

Mr. Jim McFarlin of Meredith stated that he and other retired people in the community care dearly about education and the students in Meredith's education system. Their concern is they are paying a very large investment here and not seeing the performance expected for that investment. Mr. McFarlin said that the Superintendent had agreed that the District is not where it needs to be. As an offshoot of that, he went and met privately with the Superintendent was pleased to hear that the District was developing a transparent, measurable, short-term plan to be able to significantly improve student pupil proficiency in math, language, and science. Is that on the school's website at this point? How does the public access that to see exactly what the plan is and what the time frame is?

Superintendent Moriarty responded that the District did try to organize this information in a way that hopefully is accessible to the community to understand the work that we are trying to do. It is in the Annual Report on page 54. In addition, the District has created a video that walks people through understanding proficiency and growth. That can be found on the Inter-Lakes website on the Curriculum page, under Community.

Mr. Jim McFarlin expressed gratitude credit for that sincere effort on the part of the Superintendent's office. He noted that there is a group conference at the Derry Middle School on March 21st, which is using the map data format so that administrators, curriculum directors from around the state can meet, compare data, and it's all that data would be used to improve, and Mr. McFarlin hopes that someone from Inter-Lakes School District or even maybe two people can register and go to that as part of this effort.

Superintendent Moriarty responded that the District will make sure to have a team that goes.

Mr. McFarlin thanked the Board and the Superintendent.

Mr. Richard Hodges of Meredith asked for clarification relative to the tax impact on a \$250,000 or \$500,000 home. There is a distinct need to bring that forward because I think a lot of people might have a \$250,000 assessment on a \$400,000 home or something of that nature. The assessments are less than the market price.

The Moderator responded not after the most recent assessment.

Superintendent Moriarty also responded stating it is on assessed value.

The Moderator thanked Mr. Hodges.

Ms. Rachel Bartlett of Meredith stated she would like to respond to Mr. McFarlin's comments. She disclosed that she is a parent, teacher, and graduate of Inter-Lakes School District. Regarding the success of Inter-Lakes schools. The measure of success that Mr. McFarlin's

at the myriad of factors that influence student's performance over time and it's very clear. The map assessment is a different assessment used here at that school which most of us are very well-trained in, and that data is not actually the data that Mr. McFarland spoke to. I would urge everyone, if they have not, to take a look at the supplementary pages in the middle of the Annual Report. On page 44, they look at children and the experience they have at Inter-Lakes, the way that administrators and staff do which is seeing them as whole children. Ms. Bartlett noted that she is not saying testing has no value, but she does take issue with saying that our schools are not doing a good job and that they are not helping our children be successful. She said the schools are doing an incredible job at that and so urged everyone to look at that data.

The Moderator thanked Ms. Bartlett.

Ms. Gene Ryer from Sandwich stated she thinks Ms. Bartlett is an excellent example of the education that the Board and District have provided for the children in the District. As a taxpayer, she thinks this has all been done at a remarkably even, steady and fair rate of taxes. She expressed gratitude to Lisa Merrill for her service as Chair. She reiterated Ms. Bartlett's point that success is not the sum of test scores. The District has dedicated staff, great expertise, and reaches each student as an individual and does the very best that it can. She thinks that this is a very fair budget and plans to vote in the affirmative.

The Moderator thanked Ms. Ryer and opened up the floor for any more discussion or clarifications. Members of the community did not have any more questions or clarifications.

Moderator put Article 5 to a vote.

Article 5 carried in the **affirmative** by a show of voter cards.

Article 6

The Moderator read Article 6.

To transact any other business that may legally come before the meeting.

The Moderator opened up the floor to discussion of the Motion. No comments were made.

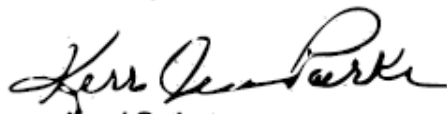
The Moderator stated if there's not further business to come before the meeting I will accept a motion to adjourn the meeting.

It was moved by Lisa Merrill, Meredith, and seconded by Siobhan Connelly, Member At Large to adjourn the meeting at 7:24 p.m.

Respectfully submitted,

Sarah Briggs
Recording Secretary

I hereby attest that this is a true copy.


Kerri Parker
School District Clerk

INTER-LAKES SCHOOL DISTRICT VOTING RESULTS
Center Harbor, Meredith,
Sandwich March 12, 2024

Moderator (One-Year Term)

	<u>Center Harbor</u>	<u>Meredith</u>	<u>Sandwich</u>	<u>Total</u>
Lousia Cartier	1	0	0	1
Charles Hanson	5	0	0	5
Patrick M. Kelly	12	20	2	24
David Locke	10	0	0	10
Jim Mykland	0	0	43	43
Kiera Russell	1	17	6	24

School Board Member Resident of Center Harbor (Three-Year Term)

	<u>Center Harbor</u>	<u>Meredith</u>	<u>Sandwich</u>	<u>Total</u>
Charles Hanson	1	0	0	1
James Locke	123	399	261	783
Kiera Russell	5	3	4	12
Kimberly Krotz	0	0	1	1

School Board Member Resident of Meredith (Three-Year Term)

	<u>Center Harbor</u>	<u>Meredith</u>	<u>Sandwich</u>	<u>Total</u>
Edward S Twaddell III	74	457	186	717
Jim Gaisser	0		2	2
Kimberly Krotz	0		1	1
Kiera Russell	36	109	92	240

Respectfully submitted,

Kerri A Parker

School District Clerk

**Inter-Lakes Cooperative School District
Warrant for Election of Officers
2025
The State of New Hampshire**

To the inhabitants of the Inter-Lakes Cooperative School District comprised of the Towns of Center Harbor, Meredith and Sandwich, qualified to vote upon District Affairs:

YOU ARE HEREBY NOTIFIED TO MEET AT THE FOLLOWING LOCATIONS:

CENTER HARBOR	Center Harbor Municipal Building, 8:00 a.m. - 7:00 p.m.
MEREDITH	Community Center, Meredith, 7:00 a.m. - 7:00 p.m.
SANDWICH	Sandwich Town Hall, Center Sandwich, 10:00 a.m. - 7:00 p.m.

ON TUESDAY, MARCH 11, 2025 TO CAST YOUR BALLOTS FOR CANDIDATES FOR THE FOLLOWING OFFICES:

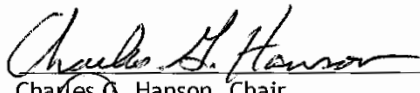

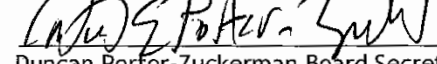
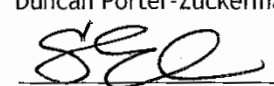
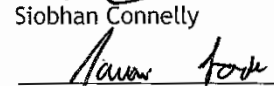
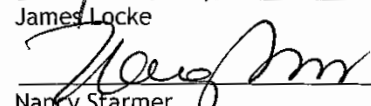
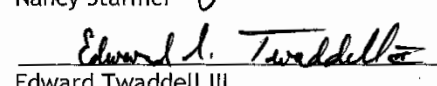
Article 1. To elect a Moderator for the ensuing year.

Article 2. To elect three (3) members to the School Board of the District for three-year terms:

- ❖ One Member from Center Harbor
- ❖ One Member from Meredith
- ❖ One Member from Sandwich

The foregoing procedure calling for the election of your District Officers at the Annual Town Meeting is authorized by Statute RSA 671.22 Supp. and was adopted by the District at its 26th Annual School District Meeting, March, 1981.

GIVEN UNDER OUR HANDS AT SAID MEREDITH THIS 14th DAY OF FEBRUARY, 2025.

	_____
Charles G. Hanson, Chair	
	_____
Mark Billings, Vice-Chairman	
	_____
Duncan Porter-Zuckerman Board Secretary	
	_____
Siobhan Connelly	
	_____
James Locke	
	_____
Nancy Starmer	
	_____
Edward Twaddell III	

Inter-Lakes Cooperative School District

Warrant for 2025

The State of New Hampshire

To the inhabitants of the Inter-Lakes Cooperative School District comprised of the Towns of Center Harbor, Meredith and Sandwich, qualified to vote upon District Affairs:

YOU ARE HEREBY NOTIFIED TO MEET AT THE INTER-LAKES COMMUNITY AUDITORIUM, INTER-LAKES MIDDLE/HIGH SCHOOL, MEREDITH, NEW HAMPSHIRE, ON WEDNESDAY, MARCH 5, 2025, AT SIX O'CLOCK IN THE EVENING (6:00 P.M.) TO ACT UPON THE FOLLOWING SUBJECTS:

Article 1. To see if the District will vote to raise and appropriate the sum of \$1,500,000 for the purpose of two boiler replacements, one at Inter-Lakes Elementary School and one at Inter-Lakes Middle High School, and HVAC improvements at Inter-Lakes Middle High School; \$1,500,000 of such sum to be raised through the issuance of bonds or notes under and in compliance with the Municipal Finance Act, RSA 33:1 et seq., as amended; to authorize the School Board to apply for, accept and expend federal, state or other aid, if any, which may be available for said project and to comply with all laws applicable to said project; to authorize the School Board to issue, negotiate, sell and deliver said bonds and notes and to determine the rate of interest thereon and the maturity and other terms thereof; and to authorize the School Board to take any other action or to pass any other vote relative thereto. Furthermore, to see if the District will vote to raise and appropriate the sum of \$367,500 (three hundred sixty seven thousand, five hundred dollars) for the first year's principal and interest payment for the said bond.

The Inter-Lakes School Board recommends this appropriation. Requires a three-fifths (3/5) ballot vote.)

Article 2. To see what action the District will vote relative to the reports of Agents, Committees, or Officers chosen.

Article 3. To see if the District will set the salaries of District officers for the coming year as follows:

Moderator	\$100.00
District Clerk	\$20.00/hour
School Board Chairperson	\$1,800.00
School Board Members (6) each	\$1,500.00
District Treasurer	\$1,500.00

Article 4. To see if the District will vote to raise and appropriate the amount of \$34,912,337 for the support of schools, for the payment of salaries for the school district officials and agents, and for the payment of statutory obligations of the District. *(This article excludes special warrant articles and other appropriations voted separately.)*


The Inter-Lakes School Board recommends this appropriation. (Majority vote required.)

Article 5. To transact any other business that may legally come before the meeting.

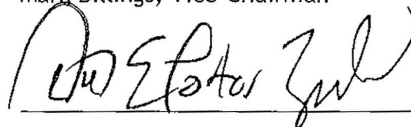
GIVEN UNDER OUR HANDS AT SAID MEREDITH THIS 14th DAY OF FEBRUARY, 2025.



Charles G. Hanson, Chair



Mark Billings, Vice-Chairman



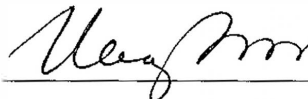
Duncan Porter-Zuckerman, Board Secretary



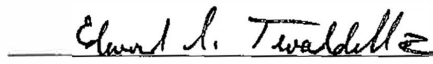
Siobhan Connelly



James Locke



Nancy Starmer



Edward Twaddell III

Inter-Lakes School District Master Budget 2025/2026

No.	Function/Description	VOTED 2023/2024	ACTUAL 2023/2024	VOTED 2024/2025	PROPOSED 2025/2026	\$ Increase/ (Decrease) 24/25 to 25/26	% Increase/ (Decrease) 24/25 to 25/26
1	1100 Regular Education						
2	112 Teachers' Salaries	6,137,091	5,946,942	6,193,617	6,207,722	14,105	0.23%
3	114 Paraeducators' Salaries	94,123	103,344	173,309	189,065	15,756	9.09%
4	121 Substitutes' Salaries	165,000	305,033	191,930	200,000	8,070	4.20%
5	122 Tutors' Salaries	33,100	49,205	33,100	33,100	-	0.00%
6	123 Activities Salaries	58,997	43,139	74,012	102,732	28,720	38.80%
7	211 Health Insurance	1,387,718	1,324,481	1,475,658	1,920,046	444,388	30.11%
8	212 Dental Insurance	92,001	89,361	72,803	103,262	30,459	41.84%
9	213 Life Insurance	7,065	7,947	7,011	6,903	(108)	-1.54%
10	214 Long Term Disability Insurance	-	-	-	-	-	0.00%
11	215 Health Reimbursement Account	3,480	4,602	4,931	3,000	(1,931)	-39.16%
12	216 ILSSA Flex Med	-	425	1,000	-	(1,000)	-100.00%
13	220 FICA	497,932	471,695	512,428	517,530	5,102	1.00%
14	231 Employee Retirement	12,820	17,306	23,533	25,100	1,567	6.66%
15	232 Teacher Retirement	1,211,078	1,180,045	1,225,245	1,202,816	(22,429)	-1.83%
16	250 Unemployment Compensation	-	-	-	-	-	0.00%
17	260 Workers Compensation	-	-	-	-	-	0.00%
18	330 Contracted Services	140,508	69,662	114,958	116,134	1,176	1.02%
19	430 Repairs & Maintenance Services	4,550	1,880	5,350	6,000	650	12.15%
20	561 Tuition Other LEAs In State	-	-	-	-	-	0.00%
21	585 Mileage Reimbursements	1,134	1,182	1,134	1,134	-	0.00%
22	610 Supplies	109,232	118,799	136,922	146,509	9,587	7.00%
23	611 AV Supplies	5,380	-	730	1,725	995	136.30%
24	640 Books & Printed Material	58,601	42,636	37,407	30,455	(6,952)	-18.58%
25	644 Electronic Information Access	-	-	-	-	-	0.00%
26	650 Software	-	-	-	-	-	0.00%
27	731 Added Equipment	19,425	8,224	10,699	6,200	(4,499)	-42.05%
28	734 New Computers	-	-	-	-	-	0.00%
29	735 Replacement Equipment	29,300	14,023	23,717	19,111	(4,606)	-19.42%
30	750 Capital Software	-	-	-	-	-	0.00%
31	810 Dues & Fees	485	25	485	485	-	0.00%
32							
33	Total 1100 Regular Education	10,069,020	9,799,956	10,319,979	10,839,029	519,050	5.03%
34							
35	1210 Special Education						
36	111Administrative Salaries	-	-	105,000	164,800	59,800	56.95%
37	112 Teachers' Salaries	1,206,879	1,219,900	1,188,933	1,337,211	148,278	12.47%
38	114 Paraeducators' Salaries	1,571,295	1,248,044	1,612,622	1,814,295	201,673	12.51%
39	115 Clerical/Office Support	18,358	21,701	19,274	20,045	771	4.00%
40	122 Tutors' Salaries	22,800	45,499	22,800	30,000	7,200	31.58%
41	123 Temp/Part Time Salary	-	13	-	-	-	0.00%
42	124 Salary Pool	-	-	-	-	-	0.00%
43	211 Health Insurance	642,322	611,804	978,385	1,258,041	279,656	28.58%
44	212 Dental Insurance	19,342	20,207	47,426	62,121	14,695	30.99%
45	213 Life Insurance	1,431	1,522	3,349	2,673	(676)	-20.19%
46	214 Disability Insurance	-	-	446	-	(446)	-100.00%
47	215 Health Reimbursement Account	-	-	2,500	1,500	(1,000)	-40.00%
48	216 ILSSA Flex Med	15,000	6,380	11,500	-	(11,500)	-100.00%
49	220 FICA	222,526	188,050	232,664	268,981	36,317	15.61%
50	231 Employee Retirement	212,596	163,976	218,187	243,919	25,732	11.79%
51	232 Teacher Retirement	237,955	238,805	254,324	257,146	2,822	1.11%
52	250 Unemployment Compensation	-	-	-	-	-	0.00%
53	260 Workers' Compensation	-	-	-	-	-	0.00%
54	321 Consulting Services	5,000	4,779	5,000	5,000	-	0.00%
55	330 Contracted Services	103,100	631,355	1,373,640	1,480,595	106,955	7.79%
56	430 Repairs & Maintenance Services	-	-	-	-	-	0.00%
57	500 Medicaid Services	10,000	4,879	10,000	10,000	-	0.00%
58	561 Tuition - Public	65,000	35,067	60,000	20,000	(40,000)	-66.67%
59	564/569 Tuition - Non-Public	172,000	169,780	103,001	106,001	3,000	2.91%
60	581 Conference and Travel	-	-	-	6,000	6,000	0.00%
61	585 Mileage Reimbursements	100	-	100	100	-	0.00%
62	610 Supplies	6,400	2,448	6,400	6,900	500	7.81%
63	611 AV Supplies	-	-	-	-	-	0.00%
64	640 Books & Printed Material	1,000	-	1,000	2,200	1,200	120.00%
65	644 Electronic Information Access	-	-	-	-	-	0.00%
66	650 Software	-	-	-	-	-	0.00%
67	731 Added Equipment	10,000	1,654	5,000	5,000	-	0.00%
68	734 New Computers	-	-	-	-	-	0.00%
69	735 Replacement Equipment	-	-	-	-	-	0.00%
70	738 Replacement Computers	-	-	-	-	-	0.00%
71	810 Dues & Fees	-	-	-	-	-	0.00%
72							
73	Total 1210 Special Education	4,543,104	4,615,863	6,261,551	7,102,528	840,977	13.43%

Inter-Lakes School District Master Budget 2025/2026

No.	Function/Description	VOTED 2023/2024	ACTUAL 2023/2024	VOTED 2024/2025	PROPOSED 2025/2026	\$ Increase/ (Decrease) 24/25 to 25/26	% Increase/ (Decrease) 24/25 to 25/26
74							
75	1215 Special Education Extended School Year						
76	112 Teachers' Salaries	43,200	37,556	43,200	48,600	5,400	12.50%
77	114 Paraeducators' Salaries	24,435	15,831	24,930	24,930	-	0.00%
78	220 FICA	5,175	4,084	5,212	5,625	413	7.92%
79	231 Employee Retirement	3,306	1,958	3,373	3,179	(194)	-5.75%
80	232 Teacher Retirement	8,484	5,084	8,484	9,346	862	10.16%
81	250 Unemployment Compensation	-	-	-	-	-	0.00%
82	260 Workers' Compensation	-	-	-	-	-	0.00%
83	330 Contracted Services	3,100	-	3,100	16,016	12,916	416.65%
84	610 Supplies	600	72	600	750	150	25.00%
85							
86	Total 1215 Extended School Year	88,300	64,586	88,899	108,446	19,547	21.99%
87							
88	1260 Bilingual						
89	112 Teacher's Salary	55,269	54,999	56,969	67,148	10,179	17.87%
90	123 Activities Salaries	-	-	-	-	-	0.00%
91	211 Health Insurance	5,861	5,124	7,749	9,247	1,498	19.33%
92	212 Dental Insurance	355	310	425	446	21	4.94%
93	213 Life Insurance	90	102	90	90	-	0.00%
94	215 Health Reimbursement Account	-	-	-	-	-	0.00%
95	220 FICA	4,229	4,092	4,359	5,137	778	17.85%
96	232 Teacher Retirement	10,899	10,802	11,189	12,913	1,724	15.41%
97	250 Unemployment Compensation	-	-	-	-	-	0.00%
98	260 Workers' Compensation	-	-	-	-	-	0.00%
99	330 Contracted Services	-	-	-	5,000	5,000	0.00%
100	585 Mileage Reimbursements	-	-	-	-	-	0.00%
101	610 Supplies	100	-	100	100	-	0.00%
102	640 Books & Printed Material	400	-	400	400	-	0.00%
103	644 Electronic Information Access	-	-	-	-	-	0.00%
104	650 Software	-	-	-	-	-	0.00%
105							
106	Total 1260 Bilingual	77,203	75,430	81,281	100,481	19,200	23.62%
107							
108	1290 Special Ed. Assigned Coach						
109	112 Coaches Salaries	-	-	-	-	-	0.00%
110	114 Paraeducators' Salaries	6,888	1,829	6,888	6,888	-	0.00%
111	220 FICA	527	140	527	527	-	0.00%
112	231 Employee Retirement	932	247	932	878	(54)	-5.79%
113	232 Teacher Retirement	-	-	-	-	-	0.00%
114	250 Unemployment Compensation	-	-	-	-	-	0.00%
115	260 Workers' Compensation	-	-	-	-	-	0.00%
116							
117	Total 1290 Special Ed. Assigned Coach	8,347	2,216	8,347	8,293	(54)	-0.65%
118							
119	1300 Vocational Education						
120	561 Tuition	115,000	177,930	115,000	185,000	70,000	60.87%
121							
122	Total 1300 Vocational Education	115,000	177,930	115,000	185,000	70,000	60.87%
123							
124	1410 Co-Curricular Activities						
125	123 Activities Salaries	136,405	131,596	136,691	140,655	3,964	2.90%
126	220 FICA	10,435	10,067	10,457	10,761	304	2.91%
127	231 Employee Retirement	-	2,825	-	-	-	0.00%
128	232 Teacher Retirement	26,790	19,593	26,846	27,048	202	0.75%
129	250 Unemployment Compensation	-	-	-	-	-	0.00%
130	260 Workers' Compensation	-	-	-	-	-	0.00%
131	330 Contracted Services	26,583	14,516	23,783	16,932	(6,851)	-28.81%
132	430 Repairs & Maintenance Services	1,500	860	700	700	-	0.00%
133	550 Printing	-	-	-	-	-	0.00%
134	585 Mileage Reimbursements	1,600	1,985	2,400	2,400	-	0.00%
135	610 Supplies	13,850	8,172	7,500	7,840	340	4.53%
136	640 Books & Printed Material	600	-	600	600	-	0.00%
137	650 Software	-	-	-	-	-	0.00%
138	731 Added Equipment	834	-	834	5,334	4,500	539.57%
139	735 Replacement Equipment	1,550	1,510	300	-	(300)	-100.00%
140	810 Dues & Fees	15,309	3,807	15,749	16,349	600	3.81%
141							
142	Total 1410 Co-Curricular Activities	235,456	194,931	225,860	228,619	2,759	1.22%

Inter-Lakes School District Master Budget 2025/2026

No.	Function/Description	VOTED 2023/2024	ACTUAL 2023/2024	VOTED 2024/2025	PROPOSED 2025/2026	\$ Increase/ (Decrease) 24/25 to 25/26	% Increase/ (Decrease) 24/25 to 25/26
143							
144	1420 Athletics						
145	111 Athletic Director Salary	-	-	101,224	105,273	4,049	4.00%
146	112 Athletic Director Salary	96,404	96,404	-	-	-	0.00%
147	122 Officials	-	4,042	-	-	-	0.00%
148	123 Coaching Salaries	174,080	171,893	182,418	180,103	(2,315)	-1.27%
149	124 Salary Pool	-	-	-	-	-	0.00%
150	211 Health Insurance	19,849	19,849	22,965	26,671	3,706	16.14%
151	212 Dental Insurance	1,057	1,057	1,107	1,162	55	4.97%
152	213 Life Insurance	1,090	1,102	1,090	1,090	-	0.00%
153	214 Disability Insurance	390	446	410	430	20	4.88%
154	215 Health Reimbursement Account	-	-	-	-	-	0.00%
155	220 FICA	20,768	20,985	21,775	21,908	133	0.61%
156	231 Employee Retirement	19,130	14,710	13,831	13,550	(281)	-2.03%
157	232 Teacher Retirement	30,347	11,374	35,826	34,634	(1,192)	-3.33%
158	250 Unemployment Compensation	-	-	-	-	-	0.00%
159	260 Workers' Compensation	-	-	-	-	-	0.00%
160	330 Contracted Services	130,372	95,348	137,340	152,380	15,040	10.95%
161	581 Conference and Travel	2,250	2,003	2,250	2,250	-	0.00%
162	585 Mileage Reimbursements	1,900	1,610	1,900	1,900	-	0.00%
163	610 Supplies	20,750	15,600	25,200	21,500	(3,700)	-14.68%
164	640 Books & Printed Material	-	-	-	-	-	0.00%
165	731 Added Equipment	-	-	-	-	-	0.00%
166	735 Replacement Equipment	33,003	31,865	36,500	36,360	(140)	-0.38%
167	810 Dues & Fees	18,422	7,583	18,422	20,555	2,133	11.58%
168							
169	Total 1420 Athletics	569,812	495,871	602,258	619,766	17,508	2.91%
170							
171	1430 Summer School						
172	112 Teachers' Salaries	40,080	28,149	40,080	32,700	(7,380)	-18.41%
173	114 Paraeducators' Salaries	8,640	1,530	6,165	5,625	(540)	-8.76%
174	220 FICA	3,727	2,270	3,538	2,932	(606)	-17.13%
175	231 Employee Retirement	1,169	207	834	717	(117)	-14.03%
176	232 Teacher Retirement	7,872	4,550	7,872	6,288	(1,584)	-20.12%
177	250 Unemployment Compensation	-	-	-	-	-	0.00%
178	260 Workers' Compensation	-	-	-	-	-	0.00%
179	610 Supplies	6,000	-	1,000	1,000	-	0.00%
180							
181	Total 1430 Summer School	67,488	36,707	59,489	49,262	(10,227)	-17.19%
182							
183	2110 Attendance						
184	Attendance	1	-	1	1	-	0.00%
185							
186	Total 2110 Attendance	1	-	1	1	-	0.00%
187							
188	2120 Guidance Services						
189	111 Director's Salary	98,487	101,507	101,507	98,800	(2,707)	-2.67%
190	112 Counselors' Salaries	478,564	474,351	492,327	505,105	12,778	2.60%
191	123 Temp/Part Time Salary	7,680	6,212	7,680	7,680	-	0.00%
192	124 Salary Pool	-	-	-	-	-	0.00%
193	211 Health Insurance	116,945	120,869	135,601	169,951	34,350	25.33%
194	212 Dental Insurance	7,725	8,133	8,515	7,490	(1,025)	-12.04%
195	213 Life Insurance	1,765	1,612	1,630	1,630	-	0.00%
196	214 Long Term Disability Insurance	399	470	431	420	(11)	-2.55%
197	215 Health Reimbursement Account	-	-	-	-	-	0.00%
198	220 FICA	45,067	42,920	46,977	47,533	556	1.18%
199	231 Employee Retirement	-	35	-	-	-	0.00%
200	232 Teacher Retirement	107,539	105,184	111,989	109,309	(2,680)	-2.39%
201	250 Unemployment Compensation	-	-	-	-	-	0.00%
202	260 Workers' Compensation	-	-	-	-	-	0.00%
203	330 Contracted Services	152,671	20,664	194,741	229,820	35,079	18.01%
204	581 Conferences/Travel	3,000	227	3,000	4,320	1,320	44.00%
205	585 Mileage Reimbursements	500	-	500	500	-	0.00%
206	610 Supplies	4,730	2,501	7,800	7,100	(700)	-8.97%
207	611 AV Supplies	-	-	-	-	-	0.00%
208	640 Books & Printed Material	1,550	-	1,650	1,650	-	0.00%
209	644 Electronic Information Access	-	250	-	-	-	0.00%
210	731 Added Equipment	-	-	-	-	-	0.00%
211	735 Replacement Equipment	500	-	500	500	-	0.00%
212	810 Dues & Fees	400	179	400	400	-	0.00%
213							
214	Total 2120 Guidance Services	1,027,522	885,116	1,115,248	1,192,208	76,960	6.90%

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215							
216	2129 Guidance Registrar						
217	115 Registrar's Salary	48,114	48,377	50,516	52,544	2,028	4.01%
218	124 Salary Pool	-	-	-	-	-	0.00%
219	211 Health Insurance	10,848	10,848	12,550	14,576	2,026	16.14%
220	212 Dental Insurance	492	492	515	541	26	5.05%
221	213 Life Insurance	18	20	18	18	-	0.00%
222	220 FICA	3,680	3,644	3,864	4,020	156	4.04%
223	231 Employee Retirement	6,510	6,545	6,834	6,700	(134)	-1.96%
224	250 Unemployment Compensation	-	-	-	-	-	0.00%
225	260 Workers' Compensation	-	-	-	-	-	0.00%
226	581 Conferences/Travel	800	-	800	800	-	0.00%
227							
228	Total 2129 Guidance Secretarial	70,462	69,926	75,097	79,199	4,102	5.46%
229							
230	2130 Health Services						
231	112 Nurses' Salaries	164,396	166,230	170,396	162,584	(7,812)	-4.58%
232	114 Paraeducators' Salaries	51,047	54,177	68,177	71,983	3,806	5.58%
233	211 Health Insurance	30,182	30,183	34,606	72,710	38,104	110.11%
234	212 Dental Insurance	1,482	1,482	2,581	4,014	1,433	55.52%
235	213 Life Insurance	180	204	216	216	-	0.00%
236	216 ILSSA Flex Med	-	-	-	-	-	0.00%
237	220 FICA	16,635	16,692	18,405	18,097	(308)	-1.67%
238	231 Employee Retirement	6,907	7,330	9,225	9,178	(47)	-0.51%
239	232 Teacher Retirement	32,385	32,648	33,466	31,264	(2,202)	-6.58%
240	250 Unemployment Compensation	-	-	-	-	-	0.00%
241	260 Workers' Compensation	-	-	-	-	-	0.00%
242	330 Contracted Services	1,150	-	1,150	1,150	-	0.00%
243	430 Repairs & Maintenance Services	150	-	150	150	-	0.00%
244	585 Mileage Reimbursements	258	-	358	358	-	0.00%
245	610 Supplies	8,040	6,441	8,340	8,340	-	0.00%
246	640 Books & Printed Material	125	114	100	100	-	0.00%
247	731 Added Equipment	-	-	-	-	-	0.00%
248	735 Replacement Equipment	2,100	1,279	1,500	1,500	-	0.00%
249	810 Dues & Fees	300	300	300	300	-	0.00%
250							
251	Total 2130 Health Services	315,337	317,080	348,970	381,944	32,974	9.45%
252							
253	2140 Psychological Services						
254	112 Teachers' Salaries	86,168	85,191	86,087	89,100	3,013	3.50%
255	123 Temp/Part Time Salary	-	-	-	-	-	0.00%
256	211 Health Insurance	12,497	12,497	14,459	18,446	3,987	27.57%
257	212 Dental Insurance	1,100	1,100	1,152	1,209	57	4.95%
258	213 Life Insurance	180	204	180	180	-	0.00%
259	215 Self Insurance	750	3,000	1,500	1,500	-	0.00%
260	220 FICA	6,591	6,425	6,586	6,816	230	3.49%
261	232 Teacher Retirement	17,011	16,732	16,907	17,134	227	1.34%
262	250 Unemployment Compensation	-	-	-	-	-	0.00%
263	260 Workers' Compensation	-	-	-	-	-	0.00%
264	330 Contracted Services	-	-	-	-	-	0.00%
265	585 Mileage Reimbursements	600	666	600	600	-	0.00%
266	610 Supplies	3,500	4,810	3,500	3,500	-	0.00%
267	650 Software	-	-	-	-	-	0.00%
268							
269	Total 2140 Psychological Services	128,397	130,625	130,971	138,485	7,514	5.74%

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270							
271	2150 Speech Services						
272	112 Teachers' Salaries	281,233	280,041	325,705	336,367	10,662	3.27%
273	114 Paraeducators' Salaries	35,211	35,796	42,190	44,317	2,127	5.04%
274	211 Health Insurance	86,666	85,050	106,839	129,508	22,669	21.22%
275	212 Dental Insurance	5,854	5,854	6,838	7,180	342	5.00%
276	213 Life Insurance	378	428	396	378	(18)	-4.55%
277	215 Health Reimbursement Account	600	931	1,800	1,200	(600)	-33.33%
278	220 FICA	24,209	23,124	28,144	29,122	978	3.47%
279	231 Employee Retirement	4,764	4,843	5,708	5,650	(58)	-1.02%
280	232 Teacher Retirement	55,440	55,000	63,968	64,683	715	1.12%
281	250 Unemployment Compensation	-	-	-	-	-	0.00%
282	260 Workers' Compensation	-	-	-	-	-	0.00%
283	330 Contracted Services	30,000	9,152	10,000	10,000	-	0.00%
284	430 Repairs & Maintenance Services	-	-	-	-	-	0.00%
285	585 Mileage Reimbursements	500	396	500	500	-	0.00%
286	610 Supplies	2,180	1,168	2,180	3,000	820	37.61%
287	611 AV Supplies	-	-	-	-	-	0.00%
288	640 Books & Printed Material	100	-	100	100	-	0.00%
289	644 Electronic Information Access	-	-	-	-	-	0.00%
290	650 Software	100	-	-	-	-	0.00%
291	731 Added Equipment	500	312	500	500	-	0.00%
292	734 New Computer Equipment	-	-	-	-	-	0.00%
293	735 Replacement Equipment	500	-	500	500	-	0.00%
294	738 Replacement Computers	-	-	-	-	-	0.00%
295							
296	Total 2150 Speech Services	528,235	502,094	595,368	633,005	37,637	6.32%
297							
298	2160 Occupational & Physical Therapy Services						
299	112 OTR Salary	114,015	112,438	117,166	100,435	(16,731)	-14.28%
300	114 COTA Salary	-	-	-	-	-	0.00%
301	124 Salary Pool	-	-	-	-	-	0.00%
302	211 Health Insurance	21,617	21,617	25,010	14,956	(10,054)	-40.20%
303	212 Dental Insurance	1,946	1,946	2,038	836	(1,202)	-58.98%
304	213 Life Insurance	180	204	180	135	(45)	-25.00%
305	215 Health Reimbursement Account	600	1,884	600	900	300	50.00%
306	220 FICA	8,722	8,355	8,963	7,683	(1,280)	-14.28%
307	231 Employee Retirement	-	-	-	-	-	0.00%
308	232 Teacher Retirement	22,514	22,083	23,011	19,314	(3,697)	-16.07%
309	250 Unemployment Compensation	-	-	-	-	-	0.00%
310	260 Workers' Compensation	-	-	-	-	-	0.00%
311	310 Consulting Services	-	-	-	-	-	0.00%
312	330 Contracted Services	50,000	78,137	55,205	90,000	34,795	63.03%
313	581 Conference and Travel	-	-	-	-	-	0.00%
314	582 Non-Bargaining Prof. Development	-	-	-	-	-	0.00%
315	585 Mileage Reimbursements	-	-	-	-	-	0.00%
316	610 Supplies	2,548	1,096	2,548	4,098	1,550	60.83%
317	611 AV Supplies	-	-	-	-	-	0.00%
318	640 Books & Printed Material	-	-	-	-	-	0.00%
319	731 Added Equipment	-	-	-	-	-	0.00%
320	735 Replacement Equipment	350	-	350	-	(350)	-100.00%
321	738 Replacement Computers	-	-	-	-	-	0.00%
322							
323	Total 2160 OT & PT Services	222,492	247,762	235,071	238,357	3,286	1.40%

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324							
325	2210 Technology Services						
326	111 Technology Director	102,313	105,409	110,679	115,106	4,427	4.00%
327	112 Technology Technicians' Salaries	156,549	153,712	170,982	197,600	26,618	15.57%
328	115 Clerical/Office Support	15,273	19,429	19,091	19,853	762	3.99%
329	123 Temp/Part Time Salary	-	-	-	-	-	0.00%
330	124 Salary Pool	-	-	-	-	-	0.00%
331	130 Overtime	-	-	-	-	-	0.00%
332	211 Health Insurance	79,221	60,725	79,482	92,309	12,827	16.14%
333	212 Dental Insurance	5,783	2,659	3,299	3,464	165	5.00%
334	213 Life Insurance	1,150	1,160	1,150	1,150	-	0.00%
335	214 Long Term Disability Insurance	414	488	448	470	22	4.91%
336	220 FICA	22,004	21,259	23,084	25,517	2,433	10.54%
337	231 Employee Retirement	37,226	37,823	40,827	42,529	1,702	4.17%
338	232 Teacher Retirement	-	-	-	-	-	0.00%
339	250 Unemployment Compensation	-	-	-	-	-	0.00%
340	260 Workers' Compensation	-	-	-	-	-	0.00%
341	290 Course Reimbursement	-	-	-	-	-	0.00%
342	330 Contracted Services	61,968	70,790	35,000	48,900	13,900	39.71%
343	331 Contracted Services - Copiers	50,000	22,447	50,000	45,000	(5,000)	-10.00%
344	430 Repairs & Maintenance Services	18,000	7,815	8,000	8,000	-	0.00%
345	442 Equipment Rental	44,500	45,266	41,500	41,200	(300)	-0.72%
346	532 Data Communications	41,300	44,379	41,300	48,700	7,400	17.92%
347	581 Conferences/Travel/Prof. Development	3,750	2,503	5,000	5,000	-	0.00%
348	585 Mileage Reimbursements	800	2,820	1,500	1,500	-	0.00%
349	610 Supplies	12,500	5,818	12,500	12,000	(500)	-4.00%
350	644 Electronic Information Access	200,995	166,486	200,678	191,758	(8,920)	-4.44%
351	650 Non-Capital Software	-	-	-	-	-	0.00%
352	731 Added Equipment	-	4,205	-	-	-	0.00%
353	734 Technology Leases	190,574	214,952	236,200	219,200	(17,000)	-7.20%
354	735 Replacement Equipment	116,000	103,917	48,400	77,600	29,200	60.33%
355	738 Replacement Computers	-	-	-	-	-	0.00%
356	750 Capital Software	-	-	-	-	-	0.00%
357	810 Dues & Fees	565	340	565	565	-	0.00%
358							
359	Total 2210 Technology Services	1,160,885	1,094,400	1,129,685	1,197,421	67,736	6.00%
360							
361	2212 Instructional & Curriculum Development						
362	111 Coordinator's Salary	107,625	107,625	115,267	119,877	4,610	4.00%
363	112 Staff Salaries	48,000	61,667	28,000	28,000	-	0.00%
364	114 Paraeducators' Salaries	12,000	35,422	27,000	27,000	-	0.00%
365	115 Secretary's Salary	15,274	17,437	19,091	19,853	762	3.99%
366	124 Salary Pool	-	-	-	-	-	0.00%
367	211 Health Insurance	9,796	9,800	11,333	12,607	1,274	11.24%
368	212 Dental Insurance	164	164	172	180	8	4.65%
369	213 Life Insurance	1,096	1,122	1,096	1,096	-	0.00%
370	214 Long Term Disability Insurance	436	498	457	490	33	7.22%
371	220 FICA	14,464	17,498	15,033	15,491	458	3.05%
372	231 Employee Retirement	3,690	6,823	6,237	5,974	(263)	-4.22%
373	232 Teacher Retirement	30,761	32,833	28,334	28,629	295	1.04%
374	250 Unemployment Compensation	-	-	-	-	-	0.00%
375	260 Workers' Compensation	-	-	-	-	-	0.00%
376	290 Course Reimbursement	48,750	32,045	48,750	48,750	-	0.00%
377	291 ILSSA Course Reimbursement	15,000	18,663	15,000	15,000	-	0.00%
378	322 Professional Services for Program Improvements	45,000	-	-	-	-	0.00%
379	330 Contracted Services	55,000	108,087	20,000	20,000	-	0.00%
380	331 In-Service	5,000	56,209	5,000	5,000	-	0.00%
381	581 Conferences/Travel	2,250	3,000	2,250	2,250	-	0.00%
382	583 Professional Development ILEA	51,250	31,886	51,250	51,250	-	0.00%
383	584 Professional Development ILSSA	19,500	2,803	19,500	19,500	-	0.00%
384	585 Mileage Reimbursements	2,000	1,930	2,000	2,000	-	0.00%
385	586 Mileage Reimbursements ILSSA	-	706	-	-	-	0.00%
386	587 Mileage Reimbursements ILEA	-	5,190	-	-	-	0.00%
387	610 Supplies	29,460	52,664	20,000	20,000	-	0.00%
388	611 AV Supplies	-	-	-	-	-	0.00%
389	640 Books & Printed Material	19,000	3,542	10,000	10,000	-	0.00%
390	644 Electronic Information Access	-	-	-	-	-	0.00%
391	650 Software	-	-	-	-	-	0.00%
392	731 Added Equipment	-	-	-	-	-	0.00%
393	735 Replacement Equipment	-	-	-	-	-	0.00%
394	810 Dues & Fees	125	150	125	125	-	0.00%
395							
396	Total 2212 Instructional & Curriculum Development	535,641	607,766	445,895	453,072	7,177	1.61%

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397							
398	2222 School Library Services						
399	112 Library Salaries	160,946	164,027	170,027	175,227	5,200	3.06%
400	114 Paraeducators' Salaries	73,264	73,442	83,952	79,862	(4,090)	-4.87%
401	211 Health Insurance	48,723	59,322	70,999	68,962	(2,037)	-2.87%
402	212 Dental Insurance	1,693	2,638	3,277	3,941	664	20.26%
403	213 Life Insurance	180	224	234	234	-	0.00%
404	215 Health Reimbursement Account	-	-	-	-	-	0.00%
405	216 ILSSA Flex Med	500	-	-	-	-	0.00%
406	220 FICA	18,052	17,821	19,613	20,363	750	3.82%
407	231 Employee Retirement	8,274	8,264	9,688	10,183	495	5.11%
408	232 Teachers Retirement	31,707	32,215	33,394	33,695	301	0.90%
409	250 Unemployment Compensation	-	-	-	-	-	0.00%
410	260 Workers' Compensation	-	-	-	-	-	0.00%
411	330 Contracted Services	-	-	-	-	-	0.00%
412	430 Contracted Repairs	500	-	500	500	-	0.00%
413	585 Mileage Reimbursements	-	-	-	-	-	0.00%
414	610 Supplies	5,350	5,508	3,350	3,750	400	11.94%
415	611 AV Supplies	1,700	1,948	1,950	1,950	-	0.00%
416	640 Books & Printed Material	20,600	21,725	17,100	17,923	823	4.81%
417	644 Electronic Information Access	-	-	-	-	-	0.00%
418	731 Added Equipment	1,000	-	-	1,500	1,500	0.00%
419	734 New Computer Equipment	-	-	-	-	-	0.00%
420	735 Replacement Equipment	500	1,009	1,000	1,000	-	0.00%
421	810 Dues & Fees	765	592	765	770	5	0.65%
422							
423	Total 2222 School Library Services	373,754	388,735	415,849	419,860	4,011	0.96%
424							
425	2310 School Board Services						
426	118 Treasurer's Salaries	1,500	1,500	1,500	1,500	-	0.00%
427	119 School Board Salaries	10,800	10,800	10,800	10,800	-	0.00%
428	122/123 Clerk/District Officers Salary	200	144	300	300	-	0.00%
429	220 FICA	957	952	964	964	-	0.00%
430	231 Employee Retirement	-	-	-	-	-	0.00%
431	260 Workers Compensation	-	-	-	-	-	0.00%
432	313 Staff Management Services	-	-	-	-	-	0.00%
433	321 Professional Service for Instruction	5,000	2,755	5,000	5,000	-	0.00%
434	330 Contracted Services	5,000	53,024	5,000	5,000	-	0.00%
435	2317.320 Audit	31,750	21,850	31,750	28,500	(3,250)	-10.24%
436	2318.318 Legal	32,000	94,399	32,000	32,000	-	0.00%
437	331 District Meeting	1,500	-	1,500	1,500	-	0.00%
438	319 Negotiations	-	-	-	-	-	0.00%
439	520 Insurance	58,469	62,037	67,907	74,381	6,474	9.53%
440	521 Student Accident Insurance	-	-	-	-	-	0.00%
441	540 Advertising	7,000	13,144	7,000	7,000	-	0.00%
442	550 Printing	1,000	1,527	1,000	1,000	-	0.00%
443	581 Conferences/Travel	500	-	500	500	-	0.00%
444	610 Supplies	13,000	66,164	13,000	13,000	-	0.00%
445	644 Electronic Information Access	-	4,000	-	-	-	0.00%
446	810 Dues & Fees	12,941	17,997	12,941	16,941	4,000	30.91%
447							
448	Total 2310 School Board Services	181,617	350,293	191,162	198,386	7,224	3.78%
449							
450	2320 Office of the Superintendent - SAU Services						
451	330 Contracted Services	1,155,420	1,155,420	1,204,914	1,238,357	33,443	2.78%
452							
453	Total 2320 Superintendent SAU Services	1,155,420	1,155,420	1,204,914	1,238,357	33,443	2.78%

Inter-Lakes School District Master Budget 2025/2026

No.	Function/Description	VOTED 2023/2024	ACTUAL 2023/2024	VOTED 2024/2025	PROPOSED 2025/2026	\$ Increase/ (Decrease) 24/25 to 25/26	% Increase/ (Decrease) 24/25 to 25/26
454							
455	2410 Office of the Principal						
456	111 Principals' Salaries	310,879	371,755	342,279	368,335	26,056	7.61%
457	112 Assistant Principals' Salaries	274,033	275,034	284,673	298,139	13,466	4.73%
458	121 Substitutes' Salaries	1,500	1,500	1,500	3,000	1,500	100.00%
459	123 Temp/Part Time Salary	6,000	6,000	6,000	6,000	-	0.00%
460	124 Salary Pool	-	-	-	-	-	0.00%
461	211 Health Insurance	114,404	116,603	159,524	184,030	24,506	15.36%
462	212 Dental Insurance	6,723	7,025	9,336	9,803	467	5.00%
463	213 Life Insurance	6,552	5,324	6,569	6,540	(29)	-0.44%
464	214 Long Term Disability Insurance	2,098	2,356	2,537	2,704	167	6.58%
465	220 FICA	46,236	49,814	51,588	52,134	546	1.06%
466	231 Employee Retirement	-	-	-	-	-	0.00%
467	232 Teachers Retirement	117,489	102,574	125,786	131,049	5,263	4.18%
468	250 Unemployment Compensation	-	-	-	-	-	0.00%
469	260 Workers' Compensation	-	-	-	-	-	0.00%
470	330 Contracted Services	67,300	148,870	179,900	179,900	-	0.00%
471	430 Contracted Repairs	750	-	500	1,300	800	160.00%
472	442 Equipment Rental	2,088	984	2,288	2,288	-	0.00%
473	534 Postage	5,575	2,171	6,525	6,525	-	0.00%
474	550 Printing	8,400	4,391	12,100	12,100	-	0.00%
475	581 Conferences/Travel	13,773	2,016	13,773	13,773	-	0.00%
476	585 Mileage Reimbursements	3,211	2,099	3,211	3,211	-	0.00%
477	610 Supplies	14,600	11,385	14,300	14,480	180	1.26%
478	611 AV Supplies	200	-	200	-	(200)	-100.00%
479	640 Books & Printed Material	850	-	850	650	(200)	-23.53%
480	731 Added Equipment	-	-	-	-	-	0.00%
481	735 Replacement Equipment	1,800	1,546	1,000	1,000	-	0.00%
482	810 Dues & Fees	13,569	7,762	11,949	11,817	(132)	-1.10%
483							
484	Total 2410 Office of the Principal	1,018,030	1,119,209	1,236,388	1,308,778	72,390	5.85%
485							
486	2412 Principal Support						
487	115 Secretaries Salaries	317,803	333,179	346,690	355,473	8,783	2.53%
488	123 Temp/Part Time Salary	-	-	-	-	-	0.00%
489	124 Salary Pool	-	-	-	-	-	0.00%
490	211 Health Insurance	127,583	92,178	117,770	151,399	33,629	28.55%
491	212 Dental Insurance	5,510	6,186	5,294	7,871	2,577	48.68%
492	213 Life Insurance	144	160	144	144	-	0.00%
493	215 Health Reimbursement Account	-	1,500	1,500	1,500	-	0.00%
494	220 FICA	28,687	24,850	30,448	27,787	(2,661)	-8.74%
495	231 Employee Retirement	43,002	42,960	47,242	45,322	(1,920)	-4.06%
496	250 Unemployment Compensation	-	-	-	-	-	0.00%
497	260 Workers' Compensation	-	-	-	-	-	0.00%
498	331 Other Contracted Services	-	15,859	-	-	-	0.00%
499	581 Conferences/Travel	3,700	117	3,400	3,550	150	4.41%
500	731 Added Equipment	-	-	-	-	-	0.00%
501							
502	Total 2412 Principal Support	526,429	516,989	552,488	593,046	40,558	7.34%
503							
504	2590 Auditorium						
505	111 Director's Salary	-	-	-	-	-	0.00%
506	123 Technician's Salary	5,500	5,788	5,500	6,000	500	9.09%
507	220 FICA	421	443	421	459	38	9.03%
508	231 Employee Retirement	-	-	-	-	-	0.00%
509	250 Unemployment Compensation	-	-	-	-	-	0.00%
510	260 Workers' Compensation	-	-	-	-	-	0.00%
511	330 Contracted Services	-	-	-	-	-	0.00%
512	610 Supplies	3,000	3,077	3,000	3,000	-	0.00%
513	731 Added Equipment	-	-	-	-	-	0.00%
514	735 Replacement Equipment	5,000	8,750	5,000	5,000	-	0.00%
515							
516	Total 2590 Auditorium	13,921	18,057	13,921	14,459	538	3.86%
517							

Inter-Lakes School District Master Budget 2025/2026

No.	Function/Description	VOTED 2023/2024	ACTUAL 2023/2024	VOTED 2024/2025	PROPOSED 2025/2026	\$ Increase/ (Decrease) 24/25 to 25/26	% Increase/ (Decrease) 24/25 to 25/26
518	2610 Operation of Plant						
519	111 Facilities Director	107,625	107,625	115,267	119,877	4,610	4.00%
520	115 Clerical/Office Support	14,546	19,429	19,091	19,853	762	3.99%
521	116 Custodian Salaries	545,692	525,283	612,585	560,036	(52,549)	-8.58%
522	117 Maintenance Salaries	150,001	150,070	157,508	163,805	6,297	4.00%
523	121 Summer/Substitutes	-	4,023	-	-	-	0.00%
524	123 Temp/Part Time Salary	-	-	-	-	-	0.00%
525	124 Salary Pool	-	-	-	-	-	0.00%
526	130 Overtime	50,000	55,407	60,000	65,000	5,000	8.33%
527	211 Health Insurance	350,340	304,240	366,045	424,564	58,519	15.99%
528	212 Dental Insurance	17,847	14,971	16,481	20,626	4,145	25.15%
529	213 Life Insurance	1,384	1,440	1,384	1,348	(36)	-2.60%
530	214 Long Term Disability Insurance	436	498	457	490	33	7.22%
531	215 Health Reimbursement Account	1,500	-	1,500	3,000	1,500	100.00%
532	220 FICA	66,421	65,704	73,855	75,309	1,454	1.97%
533	231 Employee Retirement	117,658	115,379	130,625	118,522	(12,103)	-9.27%
534	232 Teacher Retirement	-	-	-	-	-	0.00%
535	250 Unemployment Compensation	-	-	-	-	-	0.00%
536	260 Workers' Compensation	-	-	-	-	-	0.00%
537	330 Contracted Services	9,750	6,806	11,900	15,700	3,800	31.93%
538	411 Water and Sewer	28,500	26,136	29,100	29,900	800	2.75%
539	421 Rubbish Removal	43,300	43,639	43,300	48,700	5,400	12.47%
540	430 Repairs & Maintenance Services	12,100	12,013	12,100	17,100	5,000	41.32%
541	531 Telephone	22,000	13,823	17,000	17,000	-	0.00%
542	550 Printing and Binding	-	-	-	-	-	0.00%
543	585 Conferences/Travel	2,550	975	2,550	2,550	-	0.00%
544	610 Supplies	175,000	149,500	175,000	175,000	-	0.00%
545	622 Electricity	187,400	158,664	187,400	199,000	11,600	6.19%
546	623 Propane	46,200	24,057	46,700	46,700	-	0.00%
547	624 Fuel Oil	122,860	93,358	123,560	123,560	-	0.00%
548	629 Pellet Fuel	83,475	69,263	103,950	103,950	-	0.00%
549	644 Electronic Information Access	-	-	-	-	-	0.00%
550	650 Software	-	-	-	-	-	0.00%
551	731 Added Equipment	-	-	-	-	-	0.00%
552	735 Replacement Equipment	1,000	1,257	1,000	1,000	-	0.00%
553	810 Dues & Fees	-	1,095	3,200	3,200	-	0.00%
554							
555	Total 2610 Operation of Plant	2,157,585	1,964,655	2,311,558	2,355,790	44,232	1.91%
556							
557	2620 Buildings & Equipment						
558	330 Contracted Services	132,800	139,280	133,500	134,660	1,160	0.87%
559	331 Other Contracted Services	83,500	19,550	49,500	50,300	800	1.62%
560	430 Contracted Repairs	152,800	119,527	131,050	134,950	3,900	2.98%
561	431 Maintenance Contracts	-	-	-	-	-	0.00%
562	442 Rental Equipment	4,550	6,330	8,000	8,000	-	0.00%
563	448 LED Lighting Lease	4,500	1,525	4,500	-	(4,500)	-100.00%
564	449 Honeywell Lease	575,553	575,546	581,930	588,512	6,582	1.13%
565	585 Mileage Reimbursements	2,800	2,813	2,800	3,200	400	14.29%
566	610 Supplies	63,000	47,993	63,000	58,000	(5,000)	-7.94%
567	626 Gasoline	1,200	2,739	5,250	6,250	1,000	19.05%
568	731 Added Equipment	11,600	23,849	12,600	-	(12,600)	-100.00%
569	733 New Furniture	-	1,041	-	-	-	0.00%
570	735 Replacement Equipment	444,000	820,336	279,000	50,000	(229,000)	-82.08%
571	810 Dues & Fees	-	-	-	-	-	0.00%
572							
573	Total 2620 Buildings & Equipment	1,476,303	1,760,528	1,271,130	1,033,872	(237,258)	-18.67%
574							
575	2630 Care of Grounds						
576	330 Contracted Services	20,250	27,543	21,700	21,700	-	0.00%
577	422 Snow Plowing	50,000	49,811	53,000	56,750	3,750	7.08%
578	424 Lawn Care	66,400	67,529	51,400	55,700	4,300	8.37%
579	429 Other Cleaning Services	4,400	-	5,400	5,400	-	0.00%
580	430 Repairs & Maintenance Services	200,700	121,255	111,450	39,450	(72,000)	-64.60%
581	450 Construction - Special Projects	-	-	-	-	-	0.00%
582	610 Supplies	3,500	-	3,500	3,500	-	0.00%
583	731 Added Equipment	-	-	-	-	-	0.00%
584	735 Replacement Equipment	130,500	21,230	5,500	5,500	-	0.00%
585							
586	Total 2630 Care & Upkeep of Grounds	475,750	287,368	251,950	188,000	(63,950)	-25.38%
587							

Inter-Lakes School District Master Budget 2025/2026

No.	Function/Description	VOTED 2023/2024	ACTUAL 2023/2024	VOTED 2024/2025	PROPOSED 2025/2026	\$ Increase/ (Decrease) 24/25 to 25/26	% Increase/ (Decrease) 24/25 to 25/26
588	2700 Transportation						
589	2721.519 Regular Education Transportation	974,417	911,249	865,844	962,210	96,366	11.13%
590	2722.519 Special Education Transportation	591,014	452,950	500,228	544,623	44,395	8.87%
591	2723.519 Vocational Mid-Day Run	155,342	163,056	170,964	195,770	24,806	14.51%
592	2724.519 Athletic Transportation	66,208	82,427	85,000	99,450	14,450	17.00%
593	2725.519 Field Trips & Co-Curricular	45,767	38,310	45,000	55,576	10,576	23.50%
594	2727.519 Homeless	2,500	58,815	1	1	-	0.00%
595	2728.519 Summer School	25,000	18,914	20,000	27,810	7,810	39.05%
596	2729.731 Multi-Function Activity Bus	-	-	-	-	-	0.00%
597							
598	Total 2700 Transportation	1,860,248	1,725,721	1,687,037	1,885,440	198,403	11.76%
599							
600	2840 Retirement Incentives						
601	111 Administrative Salaries	-	-	50,754	-	(50,754)	-100.00%
602	112 Professional Salaries	130,391	130,391	42,970	139,606	96,636	224.89%
603	220 FICA	9,975	9,975	7,170	10,680	3,510	48.95%
604	232 Teacher Retirement	25,609	24,662	18,407	26,846	8,439	45.85%
605	260 Workers' Compensation	-	-	-	-	-	0.00%
606							
607	Total 2840 Retirement Incentives	165,975	165,028	119,301	177,132	57,831	48.47%
608							
609	2850 Retired Employee Expenses						
610	211 Retiree Health Insurance	1,406,434	1,331,598	1,619,321	1,257,163	(362,158)	-22.36%
611	215 Self Insurance	-	-	-	-	-	0.00%
612							
613	Total 2850 Retired Employee Expenses	1,406,434	1,331,598	1,619,321	1,257,163	(362,158)	-22.36%
614							
615	2900 Costs to Distribute						
616	215 Health Reimbursement Account	3,000	465	3,000	3,000	-	0.00%
617	250 Unemployment Compensation	5,415	-	5,795	6,403	608	10.49%
618	260 Workers' Compensation	55,000	66,932	73,692	82,535	8,843	12.00%
619							
620	Total 2900 Costs to Distribute	63,415	67,397	82,487	91,938	9,451	11.46%
621							
622	3100 Transfer to Food Service						
623	930 Transfer to Food Service	-	42,644	-	-	-	0.00%
624							
625	Total 3100 Transfer to Food Service	-	42,644	-	-	-	0.00%
626							
627	5100 Debt Services						
628	830 Interest	-	-	-	-	-	0.00%
629	910 Principal	-	-	-	-	-	0.00%
630							
631	Total 5100 Debt Services	-	-	-	-	-	0.00%
632							
633	5252 Expendable Trust Transfer						
634	930 Transfer to Expendable Trust	250,000	250,000	-	-	-	0.00%
635							
636	Total 5252 Expendable Trust Transfer	250,000	250,000	-	-	-	0.00%
637							
638	Total General Fund	30,887,583	30,461,900	32,796,476	34,317,337	1,520,861	4.64%
639							
640	5220 Federal Funds						
641	930 Federal Grants	200,000	-	200,000	200,000	-	0.00%
642	5221 Food Service Fund						
643	930 Food Service Fund	395,000	-	395,000	395,000	-	0.00%
644							
645	Total Appropriations	31,482,583	30,461,900	33,391,476	34,912,337	1,520,861	4.55%

Inter-Lakes School District Revenue Information

	<u>2023-2024</u> <u>MS 24 Revised</u> <u>Revenues</u>	<u>2024-2025</u> <u>MS 24 Revised</u> <u>Revenues</u>	<u>2025-2026</u> <u>Estimated Budget</u> <u>Revenues</u>
General Fund Revenue			
Unreserved Fund Balance (Fiscal Year End)	862,547	486,895	250,000
Retained Fund Balance To Be Used		325,063	
Amounts Voted from Fund Balance	250,000		
 Revenue From State Sources			
403111 Adequate Education Aid			
403190 Other State Aid			
403290 Other State Sources	780		
403230 Special Education Aid	60,000	53,577	50,000
403210 Building Aid			
403242 Vocational Aid	5,000	7,500	10,000
 Revenue From Federal Sources			
404580 Medicaid	100,000	100,000	100,000
404590 Retirees Drug Subsidy	40,000	20,000	0
 Local Revenue Other Than Taxes			
Tuition	60,000	120,000	100,000
Earnings on Investments	5,000	2,000	4,000
Student Activities	2,000	2,000	0
Auditorium Rent	12,500	12,500	25,000
Other Rent (SAU & LRPC)	12,000	12,000	11,000
Other Local Sources	500	500	500
ERate Reimbursement	66,000	0	0
Total General Fund Revenues	1,476,327	1,142,035	550,500
 Transfer from Expendable Trust Fund	0	0	0
 Federal Fund Revenue			
Other Federal/State Grants	200,000	200,000	200,000
 Food Service Revenue			
Child Nutrition/Hot Lunch Program	395,000	395,000	395,000
 Total School Revenue & Credits	2,071,327	1,737,035	1,145,500
District Appropriation	31,482,583	33,391,476	34,912,337
District Assessment	29,411,256	31,654,441	33,766,837
Less Federal Forest Sandwich	-8,013	-8,552	-8,552
Less State Grant Meredith	0	0	0
Less Kindergarten Center Harbor	0	0	0
Less Kindergarten Meredith	0	0	0
Less Kindergarten Sandwich	0	0	0
Net Assessment to Apportion	29,403,243	31,645,889	33,758,285
	3,398,232	2,242,646	2,112,396
	13.07%	7.63%	6.68%

Formula for Assessing Cost to Individual Towns

The formula for pro-rating the cost of capital outlay operation of the Cooperative School District shall by fifty percent (50%) apportioned on the basis of the ratio that the equalized valuation of each pre-existing district bears to the Cooperative School District and fifty percent (50%) apportioned on the average daily membership for the preceding year (pursuant to RSA 195:7-11).

After the expiration of the first five-year period measured from the date of the first annual meeting and after the expiration of each subsequent five-year period measured from the last date of change thereto, the basis of the apportionment of all such cost may be reviewed pursuant to an article for the purpose inserted into the warrant for a District Meeting, Basis for Formula II voted at the Annual District Meeting, March 7, 1961, and at the Annual District Meeting on March 7, 1967.

Tax Assessment Calculation

Based on ½ Equalized Valuation (2022) and ½ ADM (2022-2023)

1. Equalized Valuation

	<u>2022</u>	<u>Valuation %</u>
Center Harbor	813,038,794	14.1320%
Meredith	4,191,337,583	72.8528%
Sandwich	748,784,448	13.0152%
	5,753,160,825	100.0000%

2. Average Daily Membership 2022-2023 as published by Dept. of Education

	<u>ADM</u>	<u>ADM %</u>
Center Harbor	99.80	11.2280%
Meredith	657.77	74.0024%
Sandwich	131.28	14.7696%
	888.85	100.0000%

3. Combined ADM and Equalized Valuation

	<u>Valuation %</u>	<u>ADM %</u>	<u>Combined %</u>
Center Harbor	14.1320%	11.2280%	12.6800%
Meredith	72.8528%	74.0024%	73.4276%
Sandwich	13.0152%	14.7696%	13.8924%
	100.0000%	100.0000%	100.0000%

4. Apportionment of Appropriation 2024-2025 School Year

Appropriations Voted	33,391,476
Less Revenue	1,745,587
Tax Assessment	31,645,889

Town	% Rate	Apportionment	Forest Land	Net Assessment
Center Harbor	12.6800%	4,013,783	-	4,013,783
Meredith	73.4276%	23,243,096	-	23,243,096
Sandwich	13.8924%	4,397,562	8,552	4,389,010
Total	100.0000%	31,654,441	8,552	31,645,889

Inter-Lakes School District
Annual Report
Fiscal Year Ending

June 30, 2024

RSA 32:11-a Actual Expenditures for Special Education Programs and Services

	Fiscal Year 2022-2023	Fiscal Year 2023-2024
<u>Expenditures</u>		
<u>General Fund</u>		
Instructional	4,410,484.85	4,758,095.40
Related Services	1,313,245.92	1,389,329.24
Administration	141,735.05	149,073.23
Legal	3,080.00	13,660.49
Transportation	505,442.40	452,950.25
<u>Special Revenue Funds</u>		
Instructional	151,004.18	82,528.51
Speech Services	-	-
Preschool Services	9,122.30	9,106.17
Co-curricular Activities	-	-
Consulting Services	-	-
Health Services	-	140.00
Psychological Services	75,099.19	110,016.56
OT/PT Therapy Services	40,186.39	43,942.50
Administration	-	31,616.81
Transportation	-	508.08
Total	6,649,400.28	7,040,967.24
<u>Revenues</u>		
<u>General Fund</u>		
Medicaid	109,971.09	118,581.00
Special Education Aid	90,930.54	113,810.00
Special Education Tuition	61,122.54	138,160.00
State Adequacy	-	-
<u>Special Revenue Funds</u>		
Instructional	151,004.18	82,528.51
Speech Services	-	-
Preschool Services	9,122.30	9,106.17
Co-curricular Activities	-	-
Consulting Services	-	-
Health Services	-	140.00
Psychological Services	75,099.19	110,016.56
OT/PT Therapy Services	40,186.39	43,942.50
Administration	-	31,616.81
Transportation	-	508.08
Total	537,436.23	648,409.63
Net Cost of Special Education	6,111,964.05	6,392,557.61
estimated portion related to special education		

Expendable Trust Funds Annual Report

	Facilities	Special Education	Multi Function Bus	Student Transportation	la ground	Health	Total
Balance 7 01 2023	344,711.20	327,840.81	41,662.55	5,008.26	55.62	78,587.55	797,865.99
arrant Article 6	250,000.00						250,000.00
Income less fees	25,814.67	3,707.45	470.90	56.62	0.65	4,720.51	34,770.80
ithdrawal							-
Balance 6 30 2024	620,525.87	331,548.26	42,133.45	5,064.88	56.27	83,308.06	1,082,636.79

Important Notes

Facilities Fund Established 3/8/2000 Warrant Article 2

Special Education Fund Established 3/6/2002 Warrant Article 2

Playground Fund Established 3/12/2011 Warrant Article 6

Multi Function Bus Fund Established 3/6/2019 Warrant Article 6

Student Transportation Fund Established 3/9/2023 Warrant Article 4

SCHOOL ADMINISTRATIVE UNIT #2

Ashland School District

Inter-Lakes School District

Humiston Building • 103 Main Street Suite 2 • Meredith, New Hampshire 03253

Main Office Tel: (603) 279-7947 • Special Education Tel: (603) 279-3144 • Fax: (603) 279-3044

Mary A. Moriarty
Superintendent of Schools

Ashley Dolloff
Business Administrator

Lisa Holiday
Director of Student Services

STATUS OF FINANCIAL STATEMENTS AND INDEPENDENT AUDITOR'S REPORT

January 2025

To the Members of the School Board
Inter-Lakes School District
Meredith, New Hampshire

The fiscal year ending June 30, 2024 Annual Audit Report for the Inter-Lakes School District will be available in the SAU #2 Business Office in the Humiston Building, 103 Main Street - Suite 2, Meredith, NH.

Respectfully submitted,

Ashley Dolloff
Business Administrator

SAU #2 Central Office Budget 2025-2026
Budget Adopted December 10, 2024

Account Number	Description	Adopted 2023/2024	From FY 2022/2023	Expended 2023/2024	Adopted 2024/2025	Proposed 2025/2026	Change from 24/25	
							Increase/ (Decrease)	% Change
11023201	Executive & General SAU Administration							
500100	Superintendent	140,000		140,000	147,000	151,410	4,410	3.00%
500102	Assistant Superintendent	138,500		23,083	-	-	-	0.00%
500103	Business Administrator	-		115,000	120,750	125,580	4,830	4.00%
500107	Director of Student Services	115,000		115,000	120,750	125,580	4,830	4.00%
500112	Accountant	-		60,192	70,350	78,000	7,650	10.87%
500113	Business Office Staff	171,005		171,203	189,995	181,883	(8,112)	-4.27%
500114	Human Resources Coordinator	90,000		46,127	63,003	74,880	11,877	18.85%
500115	Administrative Support	102,648		95,888	111,925	119,226	7,301	6.52%
500118	Treasurer	1,000		1,000	1,000	1,000	-	0.00%
500123	Part Time Professional Support	51,000		39,146	20,000	20,000	-	0.00%
500124	Recognition of Service	41,000		66,431	-	-	-	0.00%
500210	Retirees Health & Dental Insurance	48,056		50,625	59,301	49,961	(9,341)	-15.75%
500211	Health Insurance	166,754		168,829	196,411	189,908	(6,502)	-3.31%
500212	Dental Insurance	11,953		11,279	11,734	12,321	587	5.00%
500213	Life Insurance	3,188		656	2,306	2,306	-	0.00%
500214	Long Term Disability Insurance	2,770		3,097	3,041	3,199	158	5.19%
500220	FICA	62,798		64,615	62,582	64,921	2,339	3.74%
500231	NHRS-E	92,546		95,335	78,782	93,200	14,418	18.30%
500232	NHRS-T	22,586		22,586	23,715	24,149	434	1.83%
500250	Unemployment Comp. Ins.	500		500	500	516	16	3.20%
500260	Workers Compensation Ins.	1,599		1,599	1,636	1,944	308	18.83%
500290	Other Employee Benefits	850		142	-	-	-	0.00%
500318	Legal Fees	400		165	400	400	-	0.00%
500320	Audit	7,250		5,225	7,250	7,250	-	0.00%
500330	Software Support Contract	55,991		53,113	58,791	61,731	2,940	5.00%
500331	Other Support Contracts	4,683		12,901	4,683	4,683	-	0.00%
500430	Repairs	300		671	300	300	-	0.00%
500441	Rent	2,000		2,000	2,000	2,000	-	0.00%
500442	Equipment Lease	720		720	1,102	1,102	-	0.00%
500520	Insurance	500		500	500	500	-	0.00%
500531	Telephone	1,250		1,236	1,500	1,500	-	0.00%
500534	Postage	3,000		3,000	3,000	3,000	-	0.00%
500540	Advertising	1,350		3,489	1,350	1,350	-	0.00%
500550	Printing & Binding	350		-	350	350	-	0.00%
500582	Staff Development/Trainings	9,000		474	9,000	9,000	-	0.00%
500585	Mileage Reimbursement	2,500		943	2,500	2,000	(500)	-20.00%
500610	Supplies	6,500		6,909	6,500	6,500	-	0.00%
500640	Books	-		-	-	-	-	0.00%
500650	Miscellaneous Software	-		-	-	-	-	0.00%
500731	New Equipment	-		-	-	-	-	0.00%
500737	Replacement Furniture	-		-	-	-	-	0.00%
500738	Replacement Equipment	-		-	10,109	-	(10,109)	-100.00%
500810	Dues & Fees	4,717		3,673	4,717	4,939	222	4.71%
	Total General Fund	1,364,264	-	1,387,352	1,398,832	1,426,587	27,755	1.98%
	Federal Funds							
	IDEA/Preschool/Other Grants	50,000			50,000	50,000	-	0.00%
	Federal Total	50,000			50,000	50,000	-	0.00%
	Total Appropriations General Fund & Federal Fund	1,414,264			1,448,832	1,476,587	27,755	1.92%

SAU #2 Central Office Budget 2025-2026
Budget Adopted December 10, 2024

							Change from 24/25	
Account Number	Description	Adopted 2023/2024		Actual 2023/2024	Adopted 2024/2025	Proposed 2025/2026	Increase/ (Decrease)	% Change
	Revenue	Budget		Actual	Budget	Budget		
	Federal Funds	50,000		50,000	50,000	50,000	-	0.00%
	Indirect Costs	60,000		55,103	40,000	40,000	-	0.00%
	Interest Earned	500		780	500	500	-	0.00%
	Other Income	-		-	-	-	-	
	Fund Balance	-			-	-	-	
	Total Revenue	110,500		105,882	90,500	90,500	-	0.00%
	Assessment							
	Total Appropriations	1,414,264		1,414,264	1,448,832	1,476,587	27,755	1.92%
	Total Revenue	110,500		105,882	90,500	90,500	-	0.00%
	Encumbrances							
	General Fund Assessment	1,303,764		1,308,382	1,358,332	1,386,087	27,755	2.04%
	Fund Balance			(4,618)				
	Net Assessment	1,303,764		1,303,764	1,358,332	1,386,087	27,755	2.04%

Distribution of District Shares for 2025-2026

The School Administrative Unit #2 budget for the 2025-2026 school year was pro-rated to the two districts on the basis of the 2023 Equalized Valuations for the 2023-2024 Average Daily Membership as follows:

District	2023 Equalized Valuation	Valuation Percent	2023-2024 Pupil A.D.M.	Pupil Percent	Average of Equal Val & A.D.M.	District Share
Ashland	\$454,611,880	7.024%	149.45	14.292%	10.658%	\$147,730
Inter-Lakes	\$6,017,424,485	92.976%	896.25	85.708%	89.342%	\$1,238,357
TOTAL	\$6,472,036,365	100.000%	1,045.70	100.000%	100.000%	\$1,386,087

Distribution of District Shares for 2024-2025

The School Administrative Unit #2 budget for the 2024-2025 school year was pro-rated to the two districts on the basis of the 2022 Equalized Valuations for the 2022-2023 Average Daily Membership as follows:

District	2022 Equalized Valuation	Valuation Percent	2022-2023 Pupil A.D.M.	Pupil Percent	Average of Equal Val & A.D.M.	District Share
Ashland	\$459,603,182	7.398%	159.51	15.191%	11.295%	\$153,418
Inter-Lakes	\$5,753,160,825	92.602%	890.49	84.809%	88.705%	\$1,204,914
TOTAL	\$6,212,764,007	100.000%	1,050.00	100.000%	100.000%	\$1,358,332

2024-2025 Inter-Lakes Salary Schedule

Step	BA	BA+15	MA	MA+15	MA+30	MA+45
1	47,298	50,368	53,437	54,970	56,635	58,460
2	50,368	53,437	56,507	58,039	59,704	61,530
3	53,437	56,507	59,577	61,109	62,774	64,600
4	56,507	59,577	62,646	64,179	65,843	67,669
5	59,577	62,646	65,716	67,248	68,913	70,739
6	62,646	65,716	68,785	70,318	71,983	73,808
7	65,716	68,785	71,855	73,388	75,052	76,878
8	68,785	71,855	74,925	76,457	78,122	79,948
9	71,855	74,925	77,994	79,527	81,192	83,017
10	74,925	77,994	81,064	82,596	84,261	86,087

Off Step = \$3,000.

Administrative Personnel - School Administrative Unit #2

<u>Name</u>	<u>Position</u>	<u>Educational Information</u>
Mary A. Moriarty, M.Ed., C.A.G.S.	Superintendent of Schools	Plymouth State University
Ashley Dolloff, M.B.A.	Business Administrator	Plymouth State University
Lisa Holiday, M.Ed.	Director of Student Services	Plymouth State University
Kayla Allen, B.S.	Accountant	Eastern Nazarene College
Sarah Briggs, B.S.	Administrative Assistant	Mitchell College
Heather Bullimore, M.A.	Executive Administrative Assistant	University of Chichester
Karen Koch, A.S.	Human Resources Coordinator	Thompson School of Applied Science
Destiny Medici, A.S., A.S.	Accounting Specialist	Lakes Region Community College
Rebecca Stopyra, B.S.	Accounting Specialist	Southern New Hampshire University
Christine Taggett, A.S.	Federal Funds Specialist	New Hampshire Technical College

Sandwich Central School - Grades K - 6

<u>Name</u>	<u>Position</u>	<u>Educational Information</u>
Jeremy Hillger, M.Ed.	Principal	Southern New Hampshire University
Lucy Cunningham, LNA	Administrative Assistant	LNA Program
Emma Dassori, Ph.D.	Performing Arts Teacher/Library Media Assistant	Tufts University
Lijiao Fang, B.A.	Paraeducator	Sichuan University of Science & Engineering
Rebekah Gulla, B.S.	Grade 6 Teacher	Plymouth State University
Kaitlin Hart, B.M.	Instrumental Music Teacher	Keene State College
Sarah "Sally" Johnston, M.Ed.	Middle Multi-Age (2/3) Teacher	Plymouth State University
Andrew Lau, B.A.	Special Education Paraeducator	Colby College
Elisabeth Merchant, A.S.	Special Education Paraeducator	Rhode Island College
Angela Morton, B.S.	Special Education Paraeducator/Art Teacher	Montana State University
Edgar Patten	Lead Custodian	n/a
Jennifer Petitti, B.A.	Primary Multi-Age (K-1) Teacher	Gwynedd Mercy College
Danielle Ralston, M.A.T.	Special Education/Intervention Teacher	Towson University
Denise Read, M.Ed.	Multiage Specialist	Plymouth State University
Sandra Spiro, M.Ed.	Guidance Counselor	Plymouth State University
Stephen Watson, M.Ed.	Upper Multi-Age (4/5) Teacher	Antioch University
Lyndsey Wilcox, B.S.	Physical Education Teacher	State University of New York

Inter-Lakes Elementary School - Grades Pre-K - 6

<u>Name</u>	<u>Position</u>	<u>Educational Information</u>
Richard Biche, M.S., C.A.G.S.	Principal	University of New Hampshire
Hillary Martin, M.Ed.	Assistant Principal	University of New Hampshire
Kendal Ames, B.F.A.	Special Education Paraeducator	New England College
Norman Anderson	Lead Custodian	n/a
Julia Averill, M.S.	Occupational Therapist	University of New Hampshire
Kim Bannon, M.Ed.	Grade 1 Teacher	American College of Education
Janelle Batchelder	Special Education Paraeducator	n/a
Mary Beaudoin, M.Ed.	Grade 3/4 Teacher	Regis College
Donna Berwick	Office Paraeducator	n/a
Nancy Bickford, M.S.	Physical Education Teacher	Pennsylvania Western University
Judith Bird, B.S.	World Language Integrator	Bridgewater State University
Rebecca Bladecki, B.S.	Art Teacher	Plymouth State University
Cynthia Boucher	Special Education Paraeducator	n/a
Susan Bousquet, M.Ed.	Special Education Teacher	Antioch University
Jane Brogan, M.S.	Program Assistant	Springfield College
Kelly Bunnell, M.A.	Grade 1 Teacher	Antioch of New England
Janet Burbank	Special Education Paraeducator	n/a
Jessica Bussiere, B.S.	Special Education Teacher	Ithaca College
Timothy Calandra	Custodian	n/a
Elaine Campbell, B.S.	Special Education Paraeducator	University of Maine
Maria Capone, M.Ed.	Special Education Teacher	Cambridge College
Gaudencio Carranza, Jr.	Custodian	n/a
Andrea Caulder, M.Ed.	Library Media Specialist	Plymouth State University
Wendy Chappuis, A.A.	Speech Language Assistant	Granite State College
Kate Clark, M.Ed.	School Counselor	Plymouth State University
Ashley Connolly	Special Education Paraeducator	n/a
Jessica Connolly, B.S.	Grade 2 Teacher	Plymouth State University
Kirby Corliss, B.A.	Special Education Teacher	Western Governors University
John Cormier, B.S.	Grade 3 Teacher	Salem State College
ValerieAnn Correia, M.Ed.	Pre-School/Special Education Teacher	Plymouth State University
Leslie Daigneau, B.S.	Special Education Paraeducator	Plymouth State University
Laurie Damon, M.Ed.	Grade 4 Teacher	New England College
Kathleen DeCamp, Ed.D.	Technology Integration Teacher	Plymouth State University
Lea Despres, B.A.	Title I Paraeducator	Assumption College
Kathleen DeTolla, M.S.	Intervention Teacher	Adelphi University
Sali Diamond, M.Ed.	Special Education Teacher	American International College
Christine Dionne	Special Education Paraeducator	n/a
Elizabeth Doda, M.Ed.	Kindergarten Teacher	Framingham State College
Virginia Donaldson, M.Ed.	Grade 3 Teacher	Antioch of New England
Melissa Douglas	Special Education Paraeducator	n/a
Brendan Dowd, B.S.	Music Teacher	Plymouth State University
Rebecca Dowd, M.S.	Academic Intervention Teacher	University of New Hampshire

Inter-Lakes Elementary School - Grades Pre-K - 6 Continued

<u>Name</u>	<u>Position</u>	<u>Educational Information</u>
Sara Dubois	Health Room Assistant	n/a
Kathryn Earl, M.Ed.	Grade 1 Teacher	Antioch University New England
Chelsea Fand, M.S.	Kindergarten Teacher	Western Governors University
Jessica Ferguson	Special Education Paraeducator	n/a
Travis Frost	Special Education Paraeducator	n/a
Erin Geib, M.Ed.	Kindergarten Teacher	Plymouth State University
Danielle Gintof, A.S.	Title 1 Paraeducator	Champlain College
Paige Halsey	Special Education Paraeducator	n/a
Kaitlin Hart, B.M.	Instrumental Music Teacher	Keene State College
Megan Hayman, M.Ed.	Grade 6 Teacher	Antioch of New England
Margaret Healey, M.Ed.	Grade 6 Teacher	Antioch of New England
Emily Hebron, B.S.	Student Services Coordinator	Boston University
Olyvia Hodapp, B.S., B. A.	Special Education Paraeducator	Palm Beach Atlantic University, Southern NH University
Amanda Housden	Special Education Paraeducator	n/a
Kristen Jenkerson	Receptionist	n/a
Corrine Jutton	Administrative Assistant	n/a
Hailey LaBelle	Special Education Paraeducator	n/a
Cameron LaBonte	Special Education Paraeducator	n/a
Austin Learned	Special Education Paraeducator	n/a
Alyce LeBlanc	Special Education Paraeducator	n/a
Courtney Lutz	Special Education Paraeducator	n/a
Julie Mahoney, B.S.	Special Education Teacher	Bridgewater State University
Carolyn Mallahan, M.Ed.	Reading Specialist	Northeastern University
Melissa Manville, M.Ed.	Grade 5 Teacher	Antioch University New England
Malinda Mason	Special Education Paraeducator	n/a
Scott McCann, B.S.	Grade 4 Teacher	Keene State College
Katherine McCarthy, A.A.	Special Education Paraeducator	Green Mountain College
Teresa McCormack, R.N., M.Ed.	School Nurse	Cambridge College
Dawne McNutt, B.S.	Kindergarten Teacher	Plymouth State College
Jamie Moore	Special Education Paraeducator	n/a
Michael Moore, B.A.	Grade 6 Teacher	Plymouth State University
Meredith Moriarty, M.Ed.	Special Education Teacher	Simmons College
Rebeka Nesbitt	Special Education Paraeducator	n/a
Robin O'Rourke	Custodian	n/a
Patricia Parsons, M.Ed.	Grade 5/6 Teacher	Plymouth State University
Lauren Pelletier, B.S.	Title I Paraeducator	Plymouth State University
Lori Perry, B.S.	Special Education Teacher	Bridgewater State University

Inter-Lakes Elementary School - Grades Pre-K - 6 Continued

<u>Name</u>	<u>Position</u>	<u>Educational Information</u>
Stephanie Pigott	Paraeducator	n/a
Daniel Reidy, M.S.T.	Grade 5 Teacher	Pace University
Carolyn Rideout, A.S.	Special Education Paraeducator	New Hampshire Technical College
Jennifer Salamanca, M.Ed.	Grade 2 Teacher	Plymouth State University
Juliana Salamanca, B.A.	Library Media Assistant	University of New Hampshire
Amy Sheldon, M.Ed.	Grade 6 Teacher	Plymouth State University
Ashley Shuffleton, M.Ed.	School Counselor	Plymouth State University
Lenore Sousa, B.S.	Title 1 Paraeducator	Dickinson College
Patricia Sparks	Paraeducator	n/a
Erin Stokes, B.A.	Special Education Paraeducator	University of Massachusetts
Mackenzie Stokes, B.A.	Special Education Paraeducator	Norwich University
Betsy Swanker, B.S.	Title I Teacher	Kutztown University
Zachary Swanson, M.Ed.	Physical Education Teacher	Plymouth State University
Erin Towle, M.Ed.	Grade 2 Teacher	New England College
Sonja Trainham	Special Education Paraeducator	n/a
Ronda Young, B.S.	Pre-School/Special Education Teacher	Plymouth State College

Inter-Lakes Middle/High School - Grades 7 - 12

<u>Name</u>	<u>Position</u>	<u>Educational Information</u>
Amanda Downing, D.A.	Principal	Franklin Pierce University
Charles Femia, M.A.	Dean of Students & Operations	Montclair State University
Brady Alosa, M.S.	School Nurse	Lesley College
Heather Anderson, B.S.	Special Education Paraeducator	Castleton State College
Roy Arceno	Custodian Supervisor	n/a
David Ballou	Special Education Paraeducator	n/a
James Ballou, B.S.	Special Education Paraeducator	Southern Connecticut State University
Rachel Bartlett, M.Ed.	Grade 7 Science Teacher	University of Southern Maine
Mary-Margaret Bedford, M.Ed.	World Language Teacher	Antioch University New England
Monique Belair	Special Education Paraeducator	n/a
Patricia Bogert	Library Media Assistant	n/a
Angela Bouley	Custodian	n/a
Lily Caroline Bourque, B.S.	Administrative Assistant	Lipscomb University
James Bullitt, B.S.	Special Education Paraeducator	Plymouth State University
Tracey Burhoe, M.Ed.	Student Services Coordinator	Plymouth State University
Laurie Cahill, B.S.	Special Education Paraeducator	Northeastern University
Meagan Campbell, M.Ed.	English Teacher	Plymouth State University
Lora Carney, M.Ed.	Mathematics Teacher	Plymouth State College
Ashley Clark, LNA	Health Room Assistant	LNA Program
Jaclyn Clark, M.Ed.	Special Education Teacher	Plymouth State University

Inter-Lakes Middle/High School - Grades 7 - 12 Continued

<u>Name</u>	<u>Position</u>	<u>Educational Information</u>
Destiny Clifford	Special Education Paraeducator	n/a
John Connell, Ph.D.	Special Education Paraeducator	Colombia Pacific University
Katherine Criscone, B.A.	Art Teacher	Lewis and Clark College
Michelle Custance, M.Ed.	Special Education Teacher	Plymouth State University
Haley Dennis, B.S.	Physical Education / Health Teacher	Plymouth State University
Joseph Derrick, M.Ed.	STE(A)M Teacher	Plymouth State University
Chelsea Divers, M.Ed.	Biology/Chemistry Teacher	Plymouth State University
Lori Donahue, M.Ed.	English Teacher	Plymouth State University
Kaitlyn Dubois	Paraeducator	n/a
Emily Eynon, M.A.T.	Music Teacher	University of the Arts, Philadelphia
Jessica Ferren, M.Ed.	Social Studies Teacher	Plymouth State University
Colleen Forkell, M.Ed.	English Teacher	Franklin Pierce College
Nicholas Gagnon, B.S.	Mathematics Teacher	Plymouth State University
Stacey Gagnon, M.Ed.	Guidance Counselor	Plymouth State University
Daizha Gatherum, M.Ed.	World Language Teacher	Antioch University New England
Christopher Gonzalez, B.S.	Special Education Paraeducator	Plymouth State University
Linda Haskins	Special Education Paraeducator	n/a
Timothy Hayman, M.S.	Library Media Specialist	University of New Hampshire
Joshua Hill, B.S.	Special Education Teacher	Plymouth State College
Julia Hird, M.Ed.	Grade 7 Social Studies Teacher	Antioch of New England
Erin Hoag-Wasko	Special Education Paraeducator	n/a
Diane Hueber	Special Education Paraeducator	n/a
Joanne Joy, B.A.	Program Assistant	North Adams State College
Jocelyn Judge, M.Ed., C.A.G.S.	World Language Teacher	University of New England
Katalin Kovacs, M. Ed.	Special Education Teacher	Plymouth State University
Jeffrey Langevin, M.S.	Mathematics/Physics Teacher	Bentley College
Melissa LaPan, M.Ed.	Guidance Counselor	Plymouth State University
Jennifer Larson, M.Ed.	Special Education Teacher	Plymouth State University
Cristina LaRue, M.Ed.	Social Studies Teacher	John Carroll University
Joanne Lau, M.S.T.	Computer Science Teacher	University of New Hampshire
Natalie Lyons, M.Ed., C.A.G.S.	Special Education Teacher	Fitchburg State College
Jennifer Malagrida, M.Ed.	Special Education Teacher	Plymouth State University
Natalia Martel, A.S.	Special Education Paraeducator	Middlesex Community College
Shannon McCarty Drapcho, B.S.	Grade 7 Humanities	University of New Hampshire
Kristine McGurkin, M.A.	Science Teacher	University of Phoenix
Joshua McLeod, B.S.	Social Studies Teacher	Plymouth State College
Sara Miller, B.S.	Special Education Paraeducator	Norwich University
Leslie Nesbitt	Receptionist	n/a

Inter-Lakes Middle/High School - Grades 7 - 12 Continued

<u>Name</u>	<u>Position</u>	<u>Educational Information</u>
Griffin Nyhan	Grade 7 Language Arts Teacher	Plymouth State University
Mary Nyhan, M.Ed.	English Teacher	Saint Anselm College
Melissa Otis, M.Ed.	Physical Science Teacher	Plymouth State University
Rebecca Otis, M.Ed.	Grade 8 Mathematics Teacher	Plymouth State University
Robert Otis, Ph.D.	Special Education Paraeducator	University of Notre Dame
Sarah Otis, M.Ed.	Mathematics Teacher	Plymouth State University
Theresa Otis, B.S.	Special Education Paraeducator	Southern New Hampshire University
Linda Otten, M.Ed.	Dean of Learning	Plymouth State University
Nancy Page	Special Education Paraeducator	n/a
Patrick Quinn, B.F.A.	Industrial Arts/Technology Teacher	Plymouth State University
Daniel Poodiack, B.S.	Athletic Paraeducator	Springfield College
Margot Redway, B.S.	Special Education Paraeducator	University of Vermont
Jennifer Simon, B.A.	Reading Intervention Paraeducator	Keene State College
Adrienne Smart, B.S.	Academic/Personal Competency Support	Plymouth State University
Jonathon Snyder, M.A.	Grade 8 Science Teacher	Plymouth State University
Alex Sobolov, M.Ed.	Physical Education Teacher	Plymouth State University
Whitney Sullivan, M.Ed.	Business Education Teacher	Southern New Hampshire University
Kenneth Taylor, Jr.	Custodian	Antioch University New England
Wendy Taylor, M.Ed.	Grade 8 Social Studies Teacher	Antioch University New England
Alicia Tichy, B.S.	Special Education Paraeducator	Plymouth State University
Terri Tole, B.A.	Special Education Paraeducator	University of Miami
Wesley Turner	Custodian	n/a
Judith Van Velsor	Special Education Paraeducator	n/a
Jillian Vanasse	Special Education Paraeducator	n/a
Steven Wedick, A.S.	STE(A)M Teacher	Dean College
Johanna Weed, B.A.	Special Education Teacher	University of New Hampshire
Alicia White, A.S.	Guidance Registrar	Dowling College
Gregory Wood, B.A.	English Teacher	Bishop's University
Heather Wood, Ed.D.	Reading and Writing Specialist	Plymouth State University
Rebecca Zumbach, M.Ed., C.A.G.S.	Mathematics Teacher	University of New Hampshire

District-Wide Personnel

<u>Name</u>	<u>Position</u>	<u>Educational Information</u>
Joel Altavesta	Custodian	n/a
Stuart Benton, A.S.	Maintenance Level II	NH Vocational Institute
Renee Brothers	Special Education Secretary	n/a

District-Wide Personnel Continued

<u>Name</u>	<u>Position</u>	<u>Educational Information</u>
Jordan Carney, B.A.	Administrative Assistant	University of Colorado at Colorado Springs
Patricia Coes, A.S.	Systems Administrator	New Hampshire Technical College
Nicholas Connell, M.Ed.	Director of School Counseling	Plymouth State University
Jason Cornelissen	Building Automation Technician	n/a
Karen Cotreau, C.A.G.S.	School Psychologist	Capella University
Christopher Crosbie, B.A.	Network Assistant Technician	Westfield State University
Brandi Drinkwine, E.D.S.	School Psychologist	Plymouth State University
Sarah Dumais, M.Ed.	Athletic Director	Southern New Hampshire University
Alice Hervey, M.A.	Speech Language Pathologist	University of Maine
Lisa Hibbert, M.S.	Speech Language Pathologist	Boston University
Maura King, B.S.	ESOL Teacher	Plymouth State University
Shannon May Najem, M.A.	Speech Language Pathologist	Northwestern University
James O'Rourke, B.A.	Integration Assistant/Technician	University of New Hampshire
Erica Pappalardo, M.S. Ed.	Curriculum Coordinator	Saint Joseph's College
Mark Parsons, M.Ed.	Director of Technology	Plymouth State University
Laurie Raymond, M.A.	School Outreach Counselor	University of New Hampshire
Tyler Santucci, M.S.	Occupational Therapist	University of New Hampshire
Brian Swanker, B.S.	Director of Facilities	East Stroudsburg University



Inter-Lakes High School Class of 2024



Lily Richardson, Co - President

Liam Richards, Co - President

Cole McIntosh, Vice-President

Ethan Stinson, Treasurer

Justin Knowles, Student Representative

Eloise Moore, Student Representative

Dominic Conforti, Class Marshall

Garrett Hayward, Class Marshall

Ms. Kaitlyn Dubois, Class Advisor

Alana Adrien Ames
Ayden Jerald Anderson
Brayden Z. Arruda
Elijah Shawn James Bacote
Benoit Xavier Beaudoin
Cameron Bernier
Preston Keith Blair
Rileigh Boyle
Ian Brown
Zachary Cole Cafarella
Eli N. Cao
Tyler Paul Cataldo
James Copeland
Stephanie Marie Cote *In Memoriam*
Calvin Despres
Hayley Elizabeth Doda
Alexis Josephine Dow
Emma Marie Dubois
Josephine Alice Duflos
Lincoln Keenan Ferrante
Riley Lynn Ferrante
Jesse Francisco Foran
Kyper Paul Garrison
Xander R. Gonzalez

Caiden Joshua Graves
Lake Phelan Hackett
Alexander Napoleon Harbour
Dana Harding
Brodin Michael Hart
Nathan K. Hillger
Ronan Stephen Hird
Daniel Hodge
Lola Rae Hodgman
Peyton C. Hoyt
Makaylah E. Johnson
Olivia Kayann Johnson
Tristan Michael Kamann
Addison Kernen
Sage Nolan Kim
Olivia Kimball
Larkin Fern Kjellberg
Justin T. Knowles
Kamryn Riley Lamarre
Lucien Alexander LaPlante
Michael J. Laura
Jack T. Laura
Darienne Ellie Laviolette
Marissa Ray-Anne Learned

Aidan Edward Lincoln
Dean Kenneth Mason
Cole McIntosh
Robert Francis McPherson II
Eloise Grace Moore
Caleb Matthew Nesbitt
Ruby Perez
Nicholas Phinney
Allana Poehler
Roman Douglas Quagliaroli
Cailyn Elizabeth Richard
William Richards IV
Lily Margaret Richardson
Michael D. Robinson
Justin Rola
Juan G. Rubio Colon
Noah Salamanca
Ethan James Stinson
Victoria Anne Stuart
Brian Ciotto Uylenbroeck
Andrew N. Weiss
Jaya Lynn Wesson
Everett Charles Whitcher
Carter Wilmot
Etta Nash Wobber



Inter-Lakes High School 2024 Awards and Scholarships



Student

Ayden Anderson
Brayden Arruda
Elijah Bacote
Benoit Beaudoin
Preston Blair
Lindsay Chamberlain
James Copeland
Calvin Despres
Hayley Doda
Emma Dubois
Lincoln Ferrante
Riley Ferrante
Alexander Harbour
Brodin Hart
Ronan Hird
Daniel Hodge
Peyton Hoyt
Makaylah Johnson
Addison Kernen
Olivia Kimball
Larkin Kjellberg
Justin Knowles
Kamryn Lamarre
Dean Mason
Eloise Moore
Allana Poehler
Cailyn Richard
William (Liam) Richards
Lily Richardson
Noah Salamanca
Victoria Stuart
Andrew Weiss
Jayda Wesson
Etta Wobber

Award/Scholarship

Mack McNamara, Jan Adams Mem. Scholarship, Charles E. George, Schreiter Family
Winni Grange, ILMA Booster
Tiffany Richards, Rotary, Wamesit, Meredith Fire Auxiliary
Heart & Hands, Meredith Lions Club, Chocorua, Rotary, Doris Donovan
M/M Smith
2yr Trade I-L Alumni, Clyde Dolly
Martin Heffernan
American Legion Post #33 History Prize
Edgar A. Kenney, Rotary
Huntress All Around Award, Alumni Award, Joseph F. Smith Award
Norma Marshall, Lakeside Rebekah
The Faculty Award, Babe Ruth Award
Martin Heffernan, Rotary, MVSJ James D. Sutherland Memorial Scholarship
Annalee Scholarship, Rotary, Kiwanis, ILMA Booster
M/M Smith, Rotary
English Achievement Award
Edgar A. Kenney, Gnerre Memorial Scholarship
Garnett Hill Grange
Charles E. George, Warner Plummer, Kiwanis, Sandwich Fair
Alan Hann, Rotary, M'boro Lions Club, Sandwich Fair
Tommy DeTolla, Donovan Tree
M/M Smith
Student Council, M/M Smith, Rotary, ILMA Booster
The Faculty Award
Meredith Rotary
Math Award
Moultonborough Lions Club, Sandwich Fair
Technology Award, DAR Recipient,
American Legion Post #33 Citizen Award
M/M Smith, Rotary, LR Board of RE
Roger H. Wyatt Memorial Trophy Award
M/M Smith, Bravo Scholarship (awarded 5/22), ILMA Booster
4yr School (I-L Alumni), Charles E. George, LR Board of RE, Kiwanis
M/M Smith
Chocorua
Moultonborough United Methodist Church (William D. Wilderman Memorial School), Charles E. George
CHCC, Marjorie Lee (IL Alumni), Sandy Blake, Diane Kline Memorial
Robert Valliere Memorial, Ken Boucher, Rotary, ILMA booster
Babe Ruth Award
Tiffany Richards, Schreiter Family
EM Heath
Meredith Rotary Business Award
Winni Grange
CHCC, Rotary, Greater Ossipee Area Chamber of Commerce



INTER-LAKES SCHOOL DISTRICT

2023 - 2024 School Year Highlights



Donations/Scholarships



\$67,993

Donated to SCS, ILES, ILM/HS, & ILSD from 54 unique donations from individuals, businesses, organizations, and accepted by the Inter-Lakes School Board

\$11,827

Raised by Inter-Lakes for the Special Olympics through the Winni-Dip

\$81,475

Worth of scholarships for 36 seniors through Inter-Lakes Scholarship Foundation & local organizations, donors

Athletics

293

Rostered athletic spots for grades 9-12

281

Rostered athletic spots for grades 6-8

19

Athletes in Unified Sports

"Unified Sports joins people with and without intellectual disabilities on the same team. It was inspired by a simple principle: training together and playing together is a quick path to friendship and understanding." Special Olympics

349

Games/races/matches that IL High School students participated

169

Games/races/matches that IL Middle School students participated

6

Students qualified for various championships across New England



Girls Varsity Volleyball won the State Championship

7

NH Scholar-Athletes - qualified students were multisport athletes, participated in community service, and earned above a GPA 3.5

Awards

2nd

Place for ILHS Mathematics Team
Competed and earned 2nd Place in the Small Schools category in the Lakes Region

1

Destination Imagination Regional Placement
ILM/HS placed 2nd overall

1

Destination Imagination State Championship Placement
ILM/HS placed 4th overall

7

Destination Teams (Grades K-12) including a K-2 Rising Stars Team, 6 teams qualified for State, and two of those teams qualified for Globals

59th

Place for Lakerbots at New England District out of 187;
Division Finalist at District Championships;
Recognized with the Sustainability Award

39

Students won Scholastic Art & Writing Awards
10 Gold Keys, 13 Silver Keys, 14 Honorable Mentions, 2 Best-in-Show
1 student received the prestigious Scholastic Arts American Vision Award
1 student received the honor of Top Senior Portfolio for NH

1

SCS Teacher selected for Oratory Fellowship Ford's Theater - Washington, DC
2 SCS students provided the opportunity to attend with
SCS Teacher the programming in Washington, DC

Band & Chorus

6

SCS, ILES & ILM/HS Band & Chorus Performances

4

ILM/HS Marching Band Parade Performances

Band & Chorus continued

2

All New England Choral Festivals

2

Lakes Region Music Festivals
6 Band/Chorus ILHS Performers and
7 Band/Chorus ILMS Performers

Other Interesting Numbers

4

Out of 4 Schools - SCS, ILES, ILMS & ILHS - in Good Standing
for Federal Accountability

112

Students from SCS, ILES, and ILM/HS participated in
Summer Learning 2024

634.7

Hours of Professional Development provided “in-house”

2,034

Educator engagements in “in-house” professional learning

34

Educator engagements in a hard launch of Personalized Pathways (PP)
PP is a unique opportunity between Antioch University & ILSD which
removes artificial barriers between professional development and
graduate credits

1,234

Miles of area to cover for daily bus routes

48,218

Total meals served (breakfast & lunch)



Inter-Lakes Middle/High School Accreditation

“Grounded in the experience and expertise of practicing educators since 1885, NEASC Accreditation is a respected, effective, and time-tested methodology for school improvement and growth.”

32

Principles Using the NEASC Scale

Not Yet Evident → Initiating → Developing → Implementing → Transforming

ILM/HS Ratings:

12 Developing

20 Implementing

Dual Enrollment/Early College

Early College (formerly known as Running Start) – A high school course approved and runs in conjunction with a college or university. Students may earn both high school and college credit.

544
Course Credits

163
Courses

107
Learners
→ **48% of Grades 10-12**

30

Juniors and Seniors took 37 Advanced Placement (AP) Exams

33

Exams had a score of 3 or above



Future Plans Class of 2024



45

College: 4 year - 35; 2 year - 10

14

Entering Workforce

6

Apprenticeships/Training Programs

3

Gap Semester/Year

3

Other

1

Military Service

★ \$81,475 in local scholarships awarded to 36 graduates ★

47

Colleges/Universities included in the Class of 2024 college/university acceptances



1. Alaska Pacific University
2. Anna Maria College
3. Bishop's University
4. Bryant University
5. Coastal Carolina University
6. Colby Sawyer College
7. Colorado State University
8. Concordia University
9. Eckerd College
10. Endicott College
11. Franklin Pierce College
12. Hofstra University
13. Johnson & Wales University
14. Keene State College
15. Lakes Region Community College
16. Manchester Community College (CT)
17. Mass College of Pharmacy
18. McGill University
19. Merrimack College
20. New England College
21. New Hampshire Technical Institute
22. North Carolina State University
23. Ozark Technical Community College
24. Plymouth State University
25. Providence College
26. Quinnipiac University
27. Rhode Island College
28. Rivier University
29. Roger Williams College
30. Saint Thomas University
31. Southern NH University
32. St. Michael's College
33. SUNY Cobleskill
34. Thomas College
35. University of Maine - Machias
36. University of Maine - Orono
37. University of Nevada - Reno
38. University of New England
39. University of New Hampshire
40. University of Rhode Island
41. University of South Florida
42. University of Southern Maine
43. University of Southern New Hampshire
44. University of Tampa
45. University of Utah
46. University of Vermont
47. Western New England University

Huot Career & Technical Center



The Huot Career and Technical Center, a regional program for students at Laconia, Gilford, Belmont, Inter-Lakes, Franklin, Newfound, and Winnisquam Regional High Schools, provides Career and Technical Education programs that offer:

- New and different learning experiences which combine theory with hands-on learning.
- An opportunity to experience a variety of career choices.
- Instruction using up-to-date equipment and technology.
- The opportunity to develop positive work habits such as self-discipline, responsibility, self-esteem and teamwork.
- Connections to colleges and universities for advanced placement through Running Start and articulation.
- Opportunities to participate in field sites and internships.
- The option to earn industry recognized credentials.

HUOT programs are open to students in grades 10- 12.

- | | |
|---|---|
| • Automotive Technology - 6 | • Health Science Nursing - 1 |
| • Building Construction - 4 | • Law Enforcement & EMS - 2 |
| • Culinary Arts - 3 | • Manufacturing - 1 |
| • Digital Media - 2 | • Marketing - 2 |
| • Engineering - 3 | • Plumbing, Heating & HVAC - 4 |
| • Health Science - 6 | • Teacher Prep - 3 |
| • Health Science/Allied Health - 2 | |

**41 ILHS
students
enrolled**

Industry Recognized Certifications Earned

Industry Recognized Certifications are certifications which demonstrate a student's industry recognized skill and knowledge in a particular subject area. Student's can earn many of these certifications while attending the Huot program.

**35 IRCs
earned**

Some examples include OSHA (Occupational Safety and Health Administration), CPR/First Aid, Certified Clinical Medical Assistant (CCMA) Examination and Paraeducator Certification.

Animal & Plant Science Winnisquam Agricultural Program

Winnisquam is home to a regional program in agricultural education. The Agriculture Center serves students from WRHS as well as Belmont, Franklin, Gilford, Inter-Lakes, Laconia and Merrimack Valley high schools. Our classes offer students the opportunity to learn about our world's food, fiber and natural resource systems. The program provides:

- Practical application of academic concepts
- Instruction using equipment standard to the industry
- Exposure to the numerous career options in agriculture
- Assistance in making college and career choices
- Leadership development through participation in the country's premier agricultural youth organization
- Development of skills vital to success in any place of employment
- Authentic connections to the community

**7 ILHS
students
enrolled**

Career Partnership Program



The Career Partnership Program (CPP) is an initiative co-sponsored by The Greater Meredith Program and the Inter-Lakes School District that links local businesses and Inter-Lakes Middle/High School students, opening up new realms of possibility for students by allowing them to explore different career paths. CPP provides students with the opportunity to explore future career opportunities through job shadowing and internships with hands-on working experience. In addition, we bring local community business members into the classrooms as guest speakers as well as to our two Fall College/Trade Fairs and Spring Job Fair.

In 2023/2024 seven students signed up for long-term internships. One of these students was hired on after graduating and one student earned her Licensed Nursing Assistant (LNA) certification. Three students participated in job shadows. In addition, many students were introduced to volunteer opportunities. At the Career Fair held on April 30, 2024, 34 local businesses were represented and 18 students found summer employment. Three field trips were held. CPP offered 3 workshops covering interviewing, resumes, proper attire, punctuality and more. Guest speakers were brought in to share their expertise in finance, land planning and engineering.

Career partnerships is just one of the many programs we offer to students to extend their learning outside of the Inter-Lakes classes and classrooms.

18

Summer employed
from Spring job fair

7

Long term internships
(1 hired after
graduating;
1 earned LNA)

3

**Job
shadows**

3

Workshops covering
interviewing, resumes,
proper attire,
punctuality and more

3

Field trips

2024 School Year Learner Recognition

The purpose of learner recognition is to acknowledge and honor our learners who have achieved outstanding success while being enrolled in courses on the Inter-Lakes campus. This recognition acknowledges studious dedication and hard work in the areas of Academic and Personal Competencies. Personal Competency Recognition is conferred for learners in grades 7-12 at the end of semester 1 **and** at the end of semester 2. Academic Competency Recognition is conferred for learners in grades 9-12 at the end of semester 1 **and** at the end of semester 2.

Personal Competency Recognition				
	S1 HONORS	S1 HIGH HONORS	S2 HONORS	S2 HIGH HONORS
Grades 7 - 12	76	233	51	254



Time Management



Cooperation



Preparation and Organization



Engagement



Perseverance



Reflection

Academic Competency Recognition				
	S1 HONORS	S1 HIGH HONORS	S2 HONORS	S2 HIGH HONORS
Grades 9 - 12	91	78	81	81

2024 Graduation Recognition

Learners who consistently receive **both** Academic **and** Personal Competency recognition throughout their four-year high school experience may be eligible for graduation honors.

This recognition is a new practice; last school year was our first year implementing graduation recognition.

Summa Cum Laude – With Highest Praise	Magna Cum Laude – With Great Praise	Cum Laude - With Praise
3	9	13



Inter-Lakes School District Class of 2024



65 Seniors
+ 2 Early Grads = 67 Seniors
+ 4 Adult Education Diplomas



71 Diplomas



1 HiSet Completer



2 Certificates of Attendance
(Foreign Exchange Students)



2 Drop Outs



2 Returning for 5th Year

Youth Risk Behavior Survey (YRBS)

2023 Results



The Center for Disease Control designs and administers the YRBS with New Hampshire Department of Education and New Hampshire Department of Health and Human Services

Who takes the survey? All students grade 9-12, bi-annually (next survey will be April 2025)

AREAS OF POSITIVE CHANGE:

- + Of Inter-Lakes students who used tobacco products in the prior 12 months of completing the survey, 56.1% indicated that they attempted to quit using all tobacco products
- + On average students at Inter-Lakes spend less time on screens than the region or state
- + 75.6% of survey respondents recall hearing, reading, or seeing a public message about avoiding alcohol or other illegal drugs during the past 12 months. This is a higher percentage than the region (63.4%) or the state (62.7%)
- + Percentage of survey respondents who thought it would be very easy for them to get some marijuana if they wanted to has decreased since 2013 (47.4%) to 2023 (33.3%)
- + Percentage of survey respondents (50.0% in 2023) who indicated that they approve or strongly approve of someone their age having one or two drinks of alcohol nearly every day has had a trend toward decreased approval since 2019 (60.0%)

AREAS OF CONCERN:

- **Sad/helpless (for more than two weeks):**
Inter-Lakes % was 30% in 2017, 40% in 2019, 48% in 2021, and 48.4% in 2023 (Region 44.7%, NH 39.6%)
- **Learners who have considered suicide:**
Inter-Lakes 36.8% (Region 24.7%, NH 21.3%)
- **Learners who were offered, sold, or given an illegal drug on school property during the past 12 months:**
Inter-Lakes 24.9% (Region 20.4%, NH 19.9%)



Inter-Lakes Technology Devices



1,091



CHROMEBOOKS

244



HP LAPTOP COMPUTERS

125



WIRELESS ACCESS POINTS

111



LENOVO THINKCENTRE DESKTOPS

99



AMPLIFICATION SYSTEMS

98



IPADS

87



NEWLINE INTERACTIVE PANELS

30



PRINTERS

13



MULTIFUNCTION PRINTERS



INTER-LAKES SCHOOL DISTRICT

Growth & Proficiency Goals 2024-2025 School Year



EXECUTIVE SUMMARY

The Inter-Lakes School District strives to enhance the overall quality of education to better prepare all learners for future success. It is through analyzing our data, setting goals, and tracking our progress that we adjust strategies to ensure all learners are meeting high expectations of achievement. This continuous cycle of improvement provides a process that supports incremental improvements over time. ***The Inter-Lakes School District is making consistent progress, over time, as we strive toward excellence.***

Our overall proficiency was slightly above the state average in the spring of 2024. We have been making gradual, incremental gains in overall proficiency in English Language Arts (ELA), Mathematics, and Science over the past three school years. Within the averages, there are many bright spots, the most important one being participation. Although the federal government requires a participation rate of 95% per school, the the **New Hampshire Department of Education, NHED** allows families to opt out of statewide assessment. Any school falling below this rate receives a score of 0 for each learner falling below this threshold, impacting a school's achievement score. Last spring, the district average participation rate was 95% in ELA and Math.

We continue our commitment to academic excellence, which includes:

- Deep analysis of local and state data
- Targeted facilitation of professional development opportunities
- Increased preparation for statewide assessment
- Rigorous progress monitoring and responsive practices

We are confident this continued commitment will deliver the aggressive growth targets we have set, and the achievement of the established accountability goals set by **NHED**. The School District has set the following growth and proficiency goals for the 2024-25 school year:

- [NHED Accountability 2025 Goals](#): ELA 67.69% & Math 52.70%
 - as measured by NH SAS (Grades 3-8 & 11) and the SAT (Grade 11)
 - as measured by NWEA MAP Growth Spring RIT scores falling within or beyond the 61st percentile (Grades K-2)
- 70% of learners will meet their growth target as measured by the NWEA: Spring to Spring (K-8) and pre- and post- (Grade 9)
 - Actions to Support Continuous Growth: **pages 3-5**
 - Goals, Demographics, and Recent Performance: **pages 6-12**
 - Federal Accountability: **pages 13-16**
 - Definitions of Key Terminology: **pages 17-18**

DISTRICT-WIDE ACTIONS **TO SUPPORT CONTINUED GROWTH & PROFICIENCY**



- All staff responsible for supporting the administration of the **NH SAS** completed the Test Administration Certification in the fall of 2024 in order to facilitate increased integration of **NH SAS** practice modulars.
- Professional development during the school year opening engaged all staff members in a 4-year historical **NH SAS** Deep Data Dive. This historical data analysis resulted in the creation of **SMART** goals in each school, grade-level, and content area.
- Regular district communication of engagement opportunities for staff to attend state-sponsored professional development events in the areas of math, science, English language arts, **NH SAS** modulars, data analysis, etc.
- The Curriculum Coordinator has joined the State Assessment Advisory Group and NH Accountability Task Force to deepen understanding, engage, and support changes to state and federal practices.
- District and School Administrators attended the second annual Statewide Assessment and Accountability Conference.
- District and school staff attended the Content Advisory Committee to deepen understanding of and provide technical feedback to the development of test questions used on the **NH SAS**.
- Routine integration of the **NH SAS** modulars is integrated into the 2024-2025 Assessment Menu.
- Facilitated **Collaborative Planning Blocks**, Faculty Meeting time, and **Principal Advisory Council** agendas to focus on statewide assessment strategies, calibration, and professional learning.
- District leadership engaged in action research of statewide assessment data from districts of comparable demographics with higher proficiency levels than Inter-Lakes.
- Creation of educator resources to support statewide assessment.
- Integration of content leads from the Department of Education to support and facilitate professional development time in the areas of science and mathematics.
- Facilitation of science curriculum review.
- Year three of offering opportunities to engage in **Math Empowered** professional development focused on developing engaging teaching practices.
- Following the development of the [Mathematics Learning Communities](#).
- Administrative Team Members attended renewed professional development in NWEA during the spring of 2024.
- Expanded integration of **Self-Regulated Strategy Development** for writing, **SRSD** in all schools.
- Year three of supporting the state-sponsored **Language Essentials for Teachers of Reading and Spelling (LETRS)** professional learning courses.
- Reallocation of human resources to support student growth and achievement in grade 7 during the 2024-25 school year to support targeted instruction and smaller class sizes.
- Creation of the position of Student Services Coordinator at Inter-Lakes Elementary School and Inter-Lakes Middle High School.
- Realignment of the position of Dean of Learning to the Inter-Lakes Middle High School.
- Deepening our commitment to excellence through building new and fostering stronger existing relationships with the support of **NH Listens**.
- Focusing on meeting *and exceeding* our legal responsibilities in the areas of special education, 504 plans, and student supervision.

INTER-LAKES ELEMENTARY SCHOOL ACTIONS TO SUPPORT CONTINUED GROWTH & PROFICIENCY



- Grades 3 through 6 are routinely practicing **modulars** with their students in class prior to the spring summative assessment.
- Maintained 30-minute daily block for practice and intervention in English Language Arts and Mathematics.
- Each grade level established a yearlong **SMART** goal based on trend data from a 4-year historical analysis of our statewide assessment results.
- Year three of implementing Master Track as a diagnostic tool to identify and remediate gaps in mathematics skills.
- Year five of the core program, Wonders, to support a coherent English Language Arts scope and sequence in grades K-6.
- Year five of calibrating on the implementation of evidence-based instructional practices in the area of literacy.
- Year two of implementing a systematic core phonics program, 95% Group, in grades K-2 and year one in grade 3.
- Professional learning for all K-3 educators to support the implementation of a new systematic core phonics program.
- Year two of in-house **data wall** management, overseen by the Reading Specialist.
- Strategic assessment calendars at each grade level are designed collaboratively by educators and administrators.
- Increased literacy oversight and instructional support provided by the Reading Specialist and administration during **Collaborative Planning Blocks** and Professional Development days.
- Year one of implementing **Self Regulated Strategy Development**, **SRSD** writing strategies.
- Growing Roots provides increased access to mental health services.
- School counseling lessons designed to proactively and responsively support school-wide needs; lessons are integrated for all learners.

SANDWICH CENTRAL SCHOOL ACTIONS TO SUPPORT CONTINUED GROWTH & PROFICIENCY



- Grades 3 through 6 are routinely practicing **modulars** with their students in class prior to the spring summative assessment.
- Each grade level established a yearlong **SMART** goal based on trend data from a 4-year historical analysis of our statewide assessment results.
- Year five of calibrating on the implementation of effective instructional practices in the area of literacy.
- Year two of implementing a systematic core phonics program, the University of Florida, in grades K-2 as well as in our intervention programming. Year one of including grade three in these instructional practices.
- Professional learning for all K-2 educators to support the implementation of a new systematic core phonics program.
- Year two of in-house **data wall** management overseen by the school Reading Specialist.
- Strategic assessment calendars at each grade level are designed collaboratively by educators and administrators.
- Increased literacy oversight and instructional support provided by Reading Specialists and administration during **Collaborative Planning Blocks** and Professional Development days.
- Year two of implementing **Self Regulated Strategy Development**, **SRSD** writing strategies.
- School counseling lessons designed to proactively and responsively support school-wide needs; lessons are integrated for all learners.

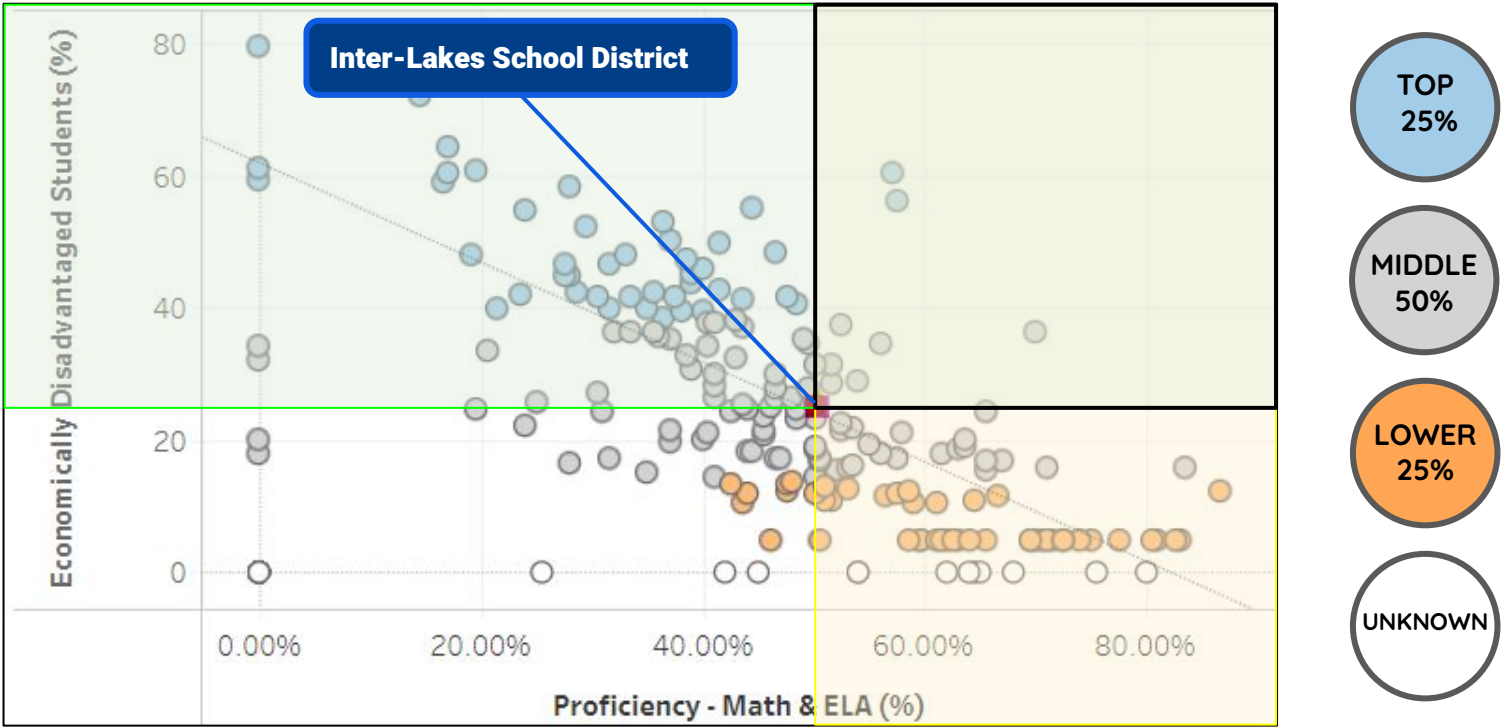
INTER-LAKES MIDDLE HIGH SCHOOL ACTIONS TO SUPPORT CONTINUED GROWTH & PROFICIENCY



- Expanded integration of **Self-Regulated Strategy Development** for writing, **SRSD** in 7th grade classes across all subject areas.
- Each grade level established a yearlong **SMART** goal based on trend data from a 4-year historical analysis of our statewide assessment results.
- Full-time Reading Intervention Paraeducator working directly with the Reading Specialist delivering literacy interventions.
- The Reading Specialist and Special Educators are working directly with 7th grade ELA teachers to provide differentiated instruction.
- We are incentivizing **NH SAS** practice hours for our students in grades 7-8 and 11.
- Grades 7 & 8 teachers are routinely practicing between 5-7 **modulars** with their students in class prior to the spring summative assessment.
- One day weekly time during Office Hours is being used to prepare grade 11 learners for the **NH SAS** Science assessment and the testing platform.
- Targeted alignment of science units in K-12 to align with the blueprint of the **NH SAS**.
- Growing Roots provides increased access to mental health services.
- School counseling lessons designed to proactively and responsively support school-wide needs; lessons are integrated for all learners.

DEMOGRAPHICS - ECONOMICALLY DISADVANTAGED

During the 2024 school year, the Inter-Lakes School District fell within the Middle 50% of the State for the percentage of **economically disadvantaged** learners, at 25.32%. This fell at about the state average of 26.2%. Each dot in the graph below represents a district within New Hampshire. Each district shown in the quadrant highlighted has a higher percentage of **economically disadvantaged** learners *and* a higher percentage of overall proficiency than Inter-Lakes.

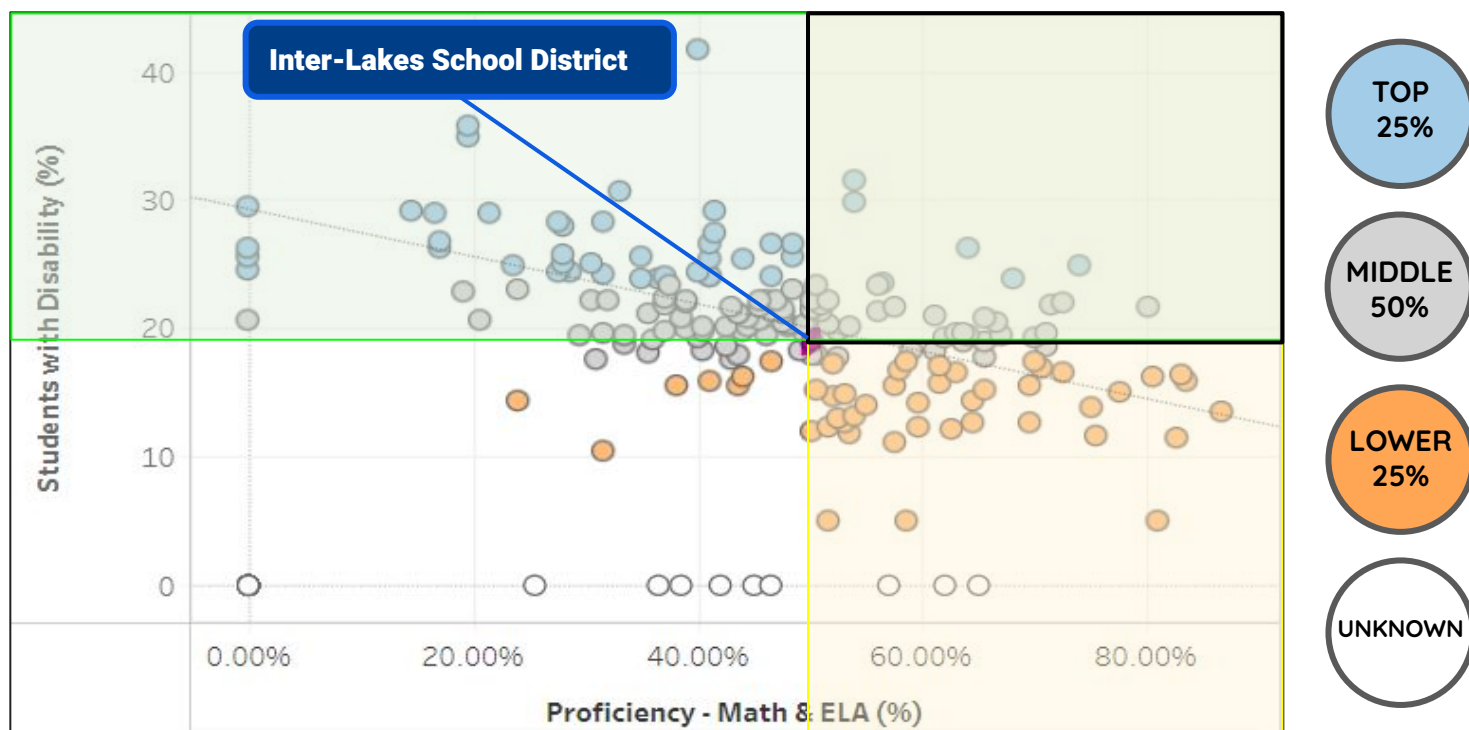


The following chart shows how each school's percentage of economically disadvantaged learners contributes to our district's average.

Economically Disadvantaged by School 2023-2024			
ILES	SCS	ILMS	ILHS
31.38%	SUPRESSED DUE TO SAMPLE SIZE	22.97%	20.85%

DEMOGRAPHICS - LEARNERS WITH A DISABILITY

During the 2024 school year, the Inter-Lakes School District fell within the Middle 50% of the State for the percentage of **learners with a disability**, at 19.07%. This fell at about the State average of 20.3%. Each dot in the graph below represents a district within New Hampshire. Each district shown in the quadrant highlighted has a higher percentage of **learners with a disability** and a higher percentage of overall proficiency than Inter-Lakes.



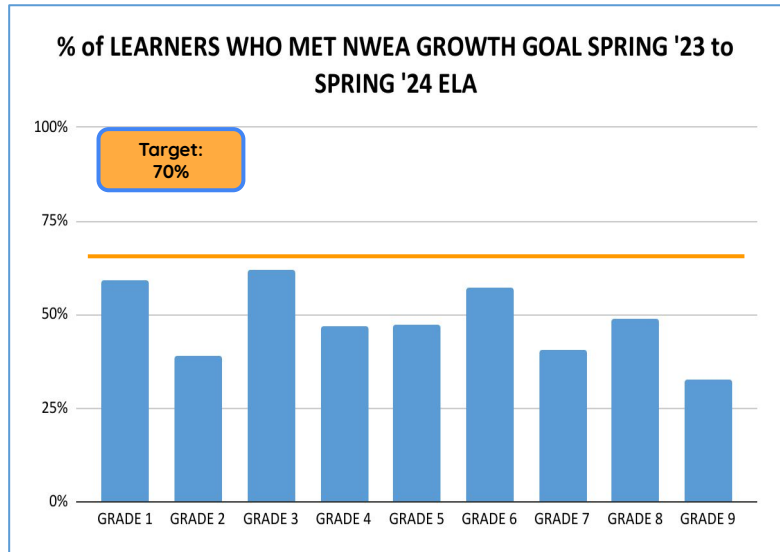
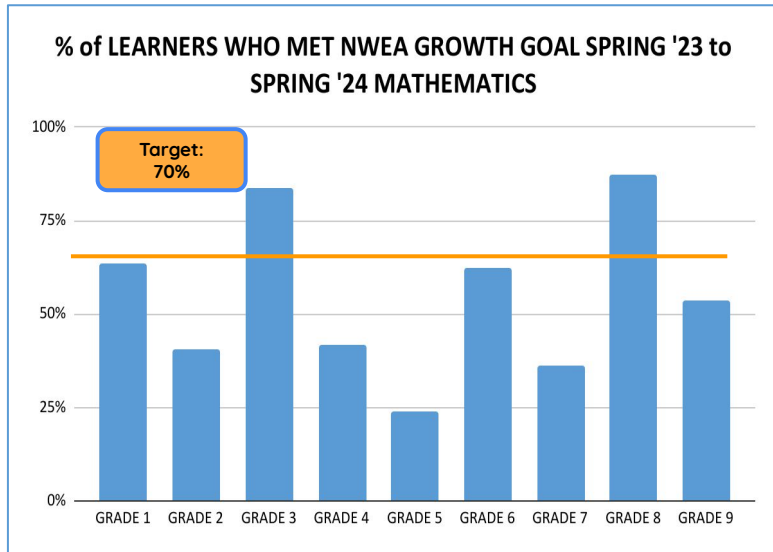
The following chart shows how each school's percentage of learners with a disability contributes to our district's average.

Learners with Disability by School			
ILES	SCS	ILMS	ILHS
23.99%	15.79%	17.57%	13.43%

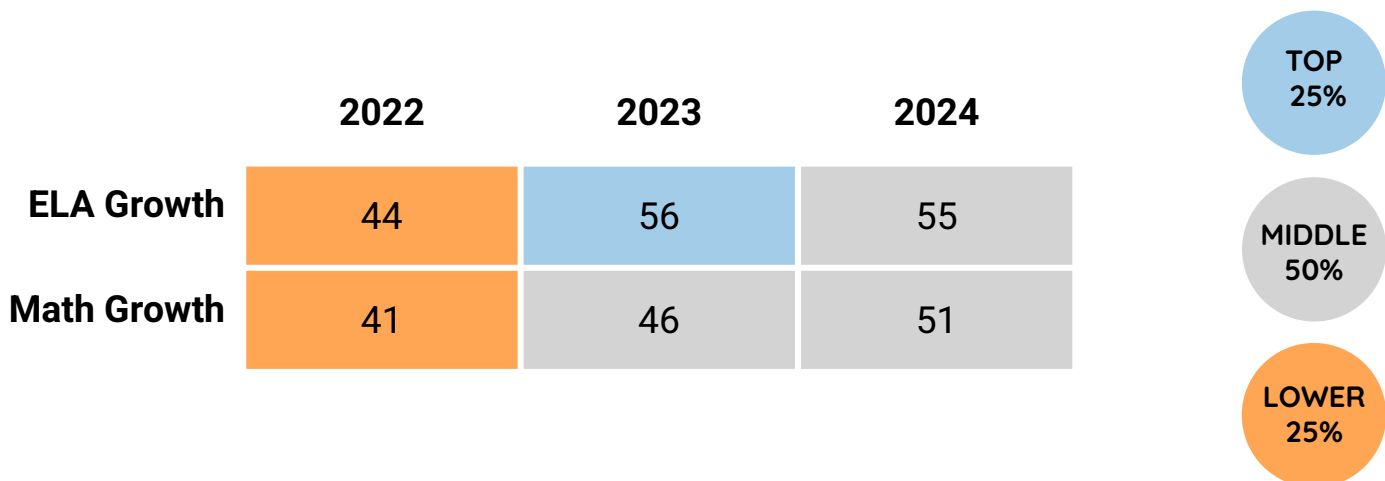
Measurements of GROWTH

Our district has created growth goals, in addition to proficiency goals.

- **70% of learners will meet their growth target as measured by the NWEA: Spring to Spring (K-8) and pre- and post-course (Grade 9)**



Each year the **NHED**, analyzes the Mean Growth Percentile, a measurement of academic growth, which compares students' growth with that of their academic peers. The chart below shows our district's growth in ELA and mathematics over a three-year history.



Within our growth averages, there are many bright spots, including:

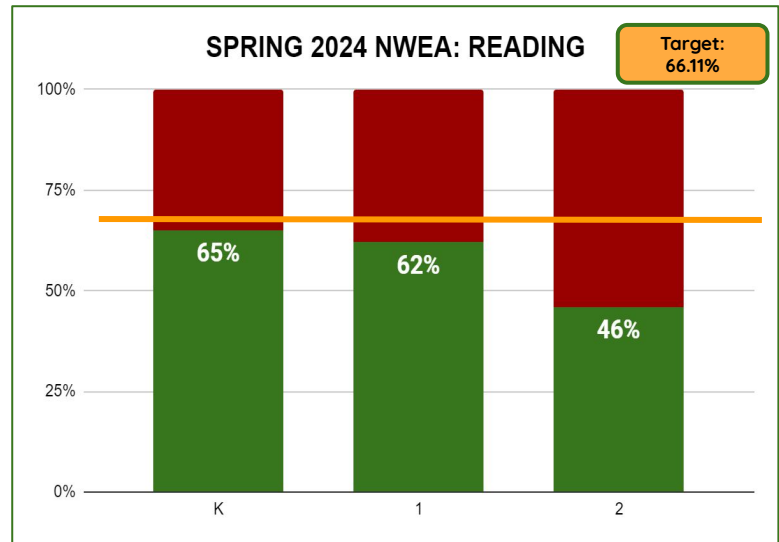
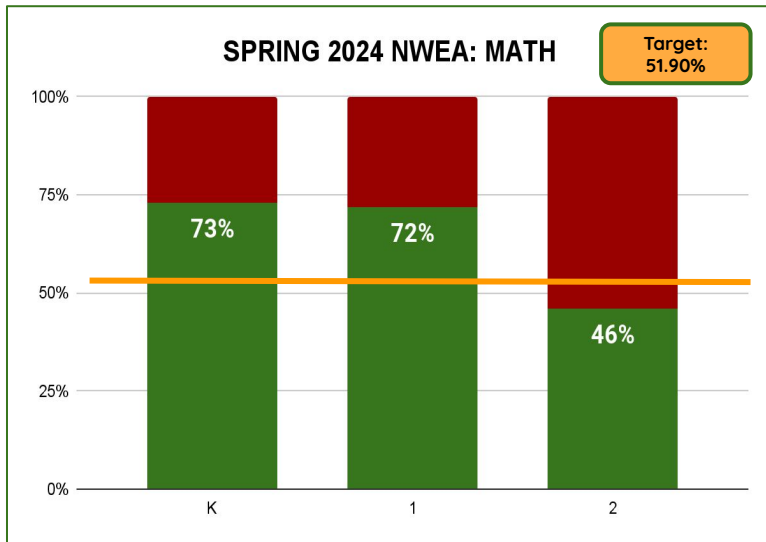
- In mathematics, learners in grades 3 and 8 exceeded the NWEA growth goal.
- On the NH SAS, in ELA, few learners fell into the lowest mean growth percentile in each grade level; no learners fell into the lowest percentile in grade 7.
- On the NH SAS, in mathematics, our grade 8 cohort experienced *significant growth*, with 60% of learners falling into the highest mean growth percentile.

Measurements of PROFICIENCY

Our district proficiency goals are in alignment with the targets set forth by the **NHED**. In grades K-3 we measure proficiency by the **NWEA MAP** assessments. Historically we have defined proficiency by reaching the 41st percentile; last spring we raised this benchmark to the 61st percentile to align with emergent research from the field showing the correlation between **RIT scores** and statewide assessment proficiency in grade 3 and beyond.

- **By spring 2024, 51.90% of K-2 learners will demonstrate proficiency in Mathematics.**
- **By spring 2024, 66.11% of K-2 learners will demonstrate proficiency in Reading.**

The graph below reflects the proficiency targets as well as our results from spring of 2024.



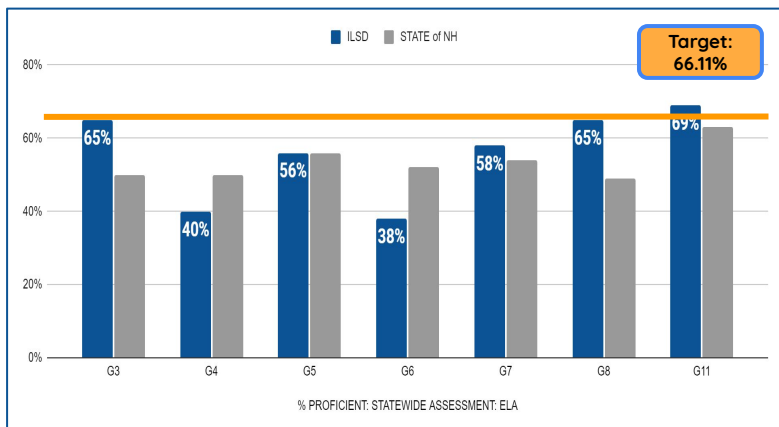
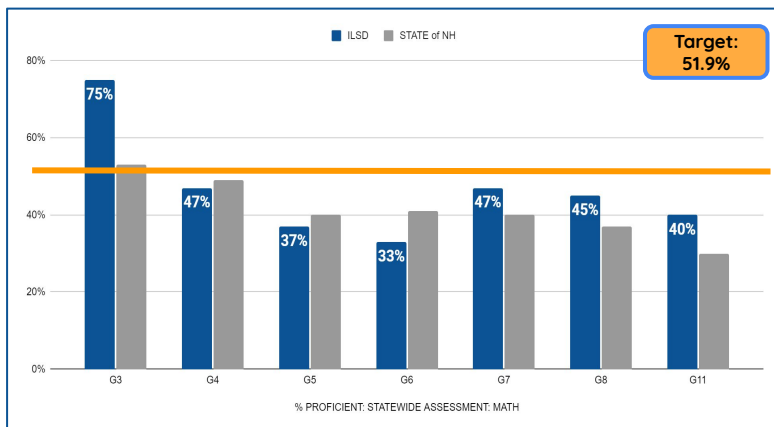
By spring 2024, learners in grades 3-8 & 11 will demonstrate proficiency as measured by the NH statewide assessment, NH SAS & SAT:

- **51.9% in Mathematics**
- **66.11% in English Language Arts**

Last spring, in Mathematics, grade 3 exceeded the statewide proficiency goal. Grades 3, 7, 8, and 11 exceeded the statewide average proficiency. In ELA, grade 11 exceeded the statewide proficiency goal. Grades 3, 5, 7, 8, and 11 met or exceeded the statewide average proficiencies.

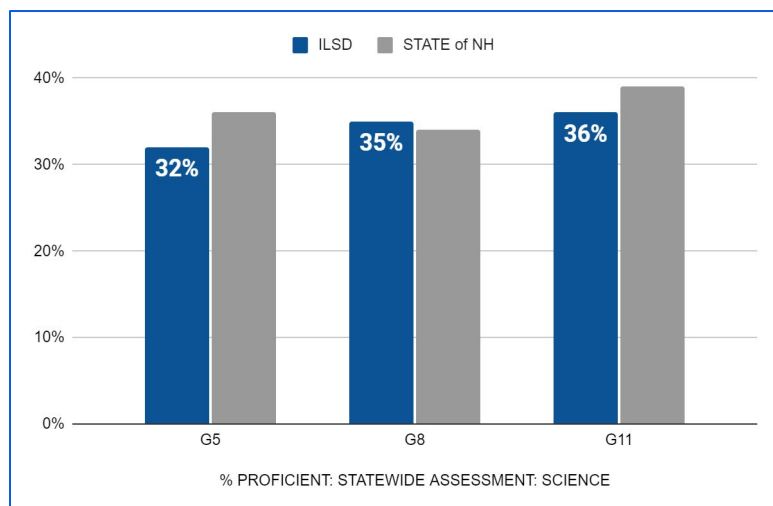
Within our proficiency averages, there are many bright spots, including:

- The performance of learners in grades 3, 7, 8, and 11 was higher than the statewide averages in both ELA and mathematics.
- Grade 3 exceeded the federal accountability proficiency goal in mathematics.
- Grade 11 *far* exceeded the federal accountability proficiency goal in ELA.
- In Grade 11, 40% of learners met proficiency in *both* ELA and mathematics benchmarks as measured by the SAT; the statewide average was 29%.

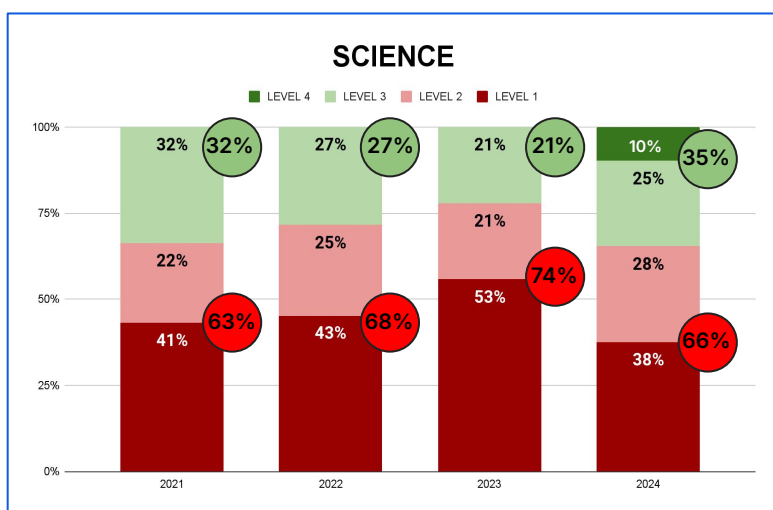


Science Snapshots of GROWTH & PROFICIENCY

While the State of New Hampshire assesses learners in Science in grades 5, 8, and 11, these results are not part of Federal Accountability reporting requirements. We routinely analyze our proficiency performance as measured by the NH SAS to inform decisions and promote continuous improvement. Looking back at our 2024 results, grade 8 exceeded the statewide average.



The bar chart to the right shows the School District's four-year, historical results on the NH SAS. While the percentage of learners scoring a level 2 has increased over time, the percentage of those scoring a level 1 has significantly decreased. The percentage of learners meeting or exceeding proficiency in 2024 is the highest percentage in our four-year history.



NH SAS Score Key



Students who nearly met the achievement standard

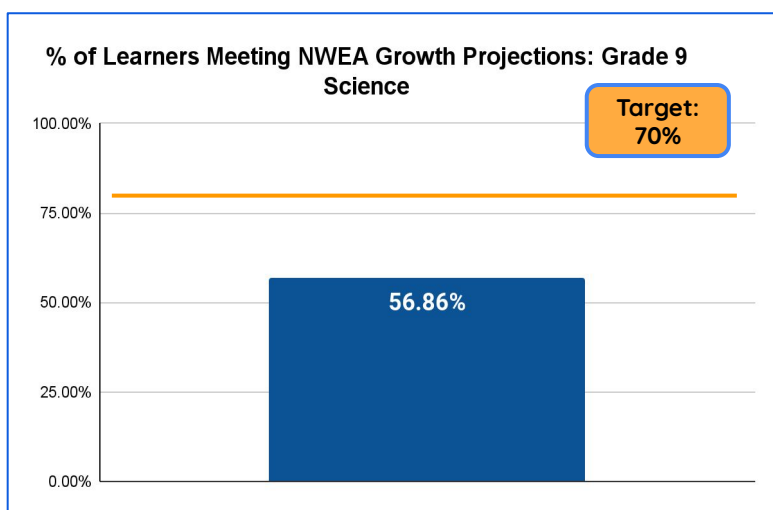
Students who are approaching the achievement standard



Students who met the achievement standard

Students who exceeded the achievement standard

In addition to proficiency goals, we also monitor learner growth as measured by the NWEA. The bar chart to the right shows the percentage of learners who met their growth projections from spring 2023 to spring 2024.



Within our science averages, there are many bright spots, including:

- 10% of learners scored a level 4 (the highest level) on the statewide assessment in 2024; no learners scored a level 4 the three years prior.
- Grade 8 performed higher than the statewide average.
- District performance made a considerable improvement from the 22-23 school year to last year, increasing overall proficiency levels by 8%.

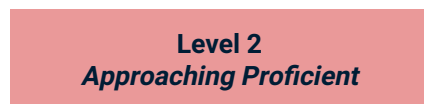
HISTORICAL MEASUREMENTS OF PROFICIENCY

In addition to analyzing performance each school year, we engage in historical analysis to inform decisions made throughout the School District. The following graphs provide a four-year, historical view of our results on the NH SAS in ELA and Mathematics. Similar to our trend in Science, the percentage of learners earning a level 4 has increased in both content areas.

NH SAS Score Key



Students who nearly met the achievement standard



Students who are approaching the achievement standard

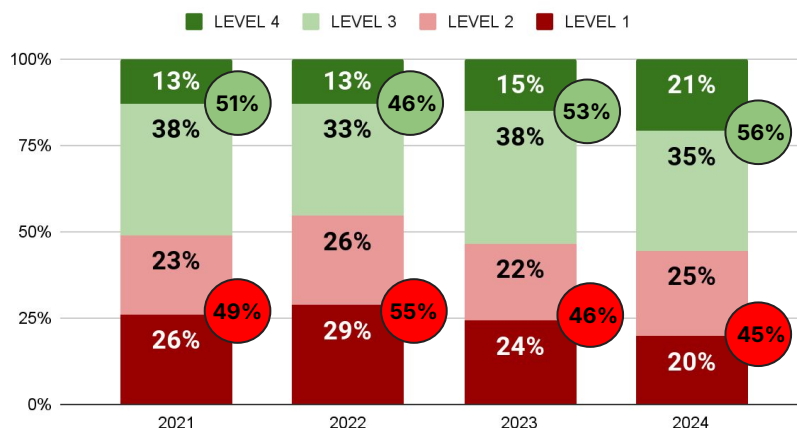


Students who met the achievement standard

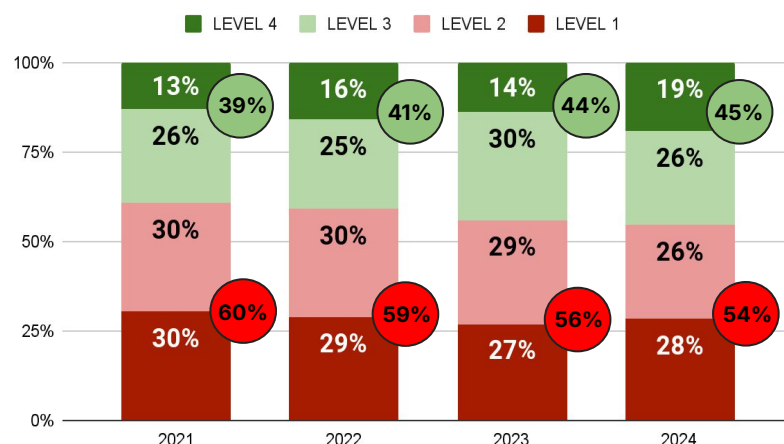


Students who exceeded the achievement standard

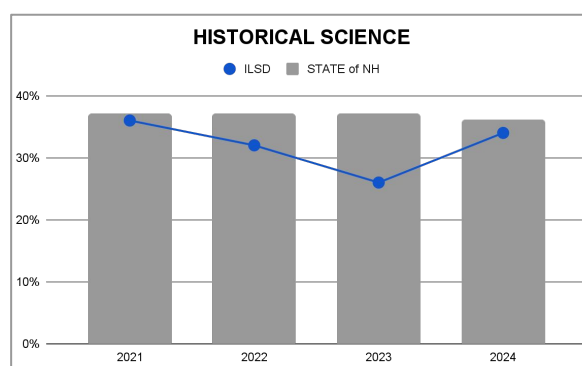
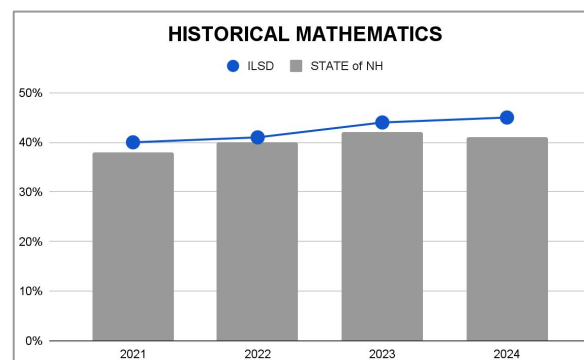
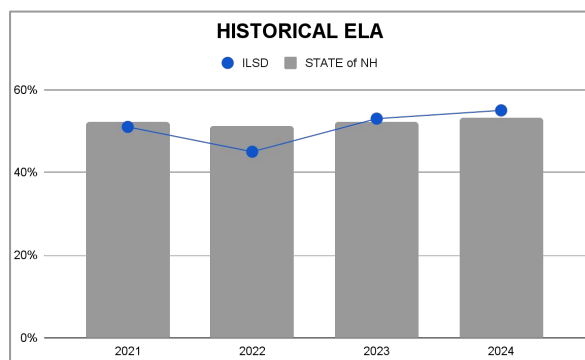
ENGLISH LANGUAGE ARTS



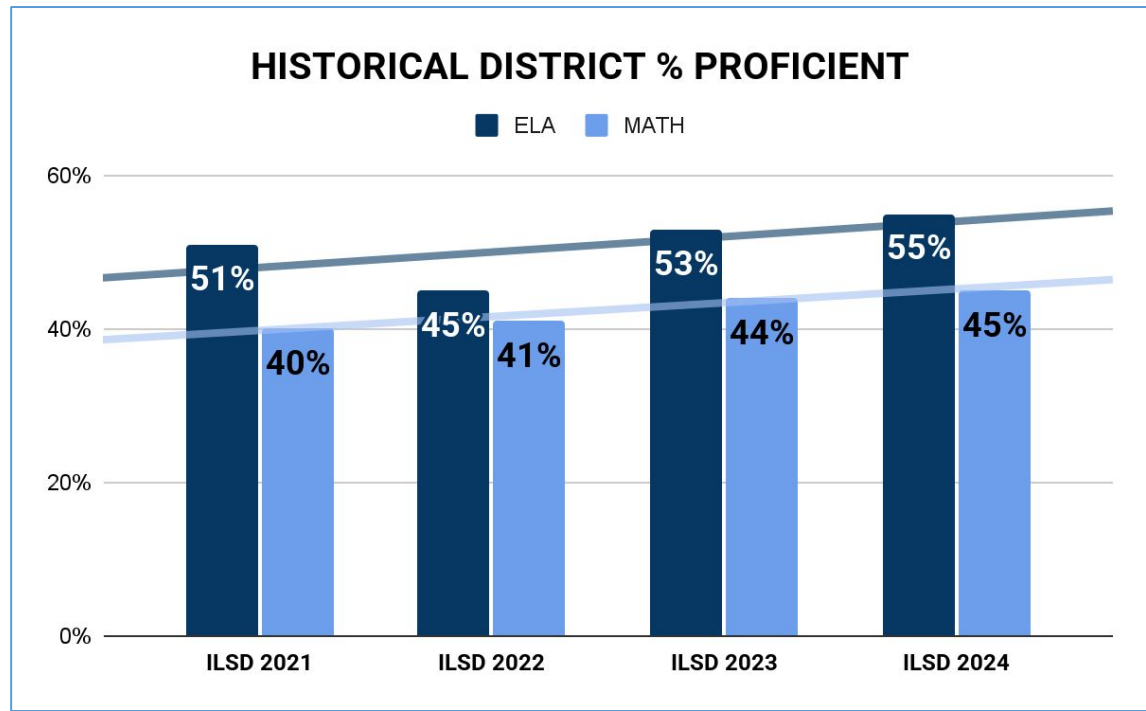
MATHEMATICS



Analyzing our district's four year history, in comparison to the state averages we can complement our consistent progress story. Not only are we making consistent progress over time, but we are also making increased gains above the state in math and ELA.

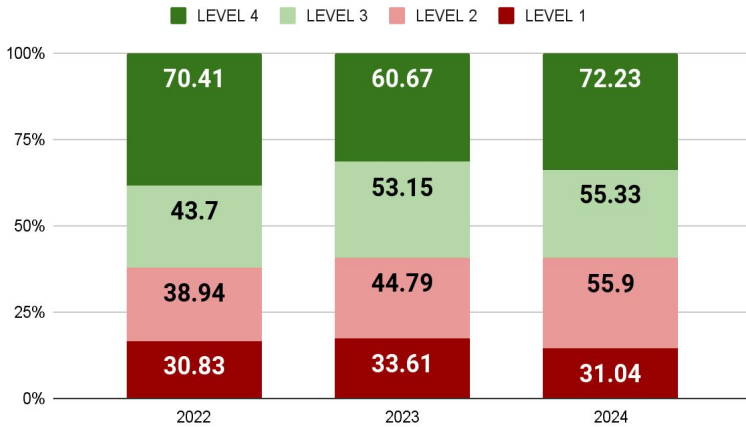


The Inter-Lakes School District is making consistent progress, over time, as we strive toward excellence as evidenced in our four-year history. The trendlines reflect our consistent progress in both ELA and mathematics. School improvement efforts through a gradual, continuous approach is strongly backed by research, which shows that schools thrive when they prioritize incremental, data-informed changes over rapid reforms.

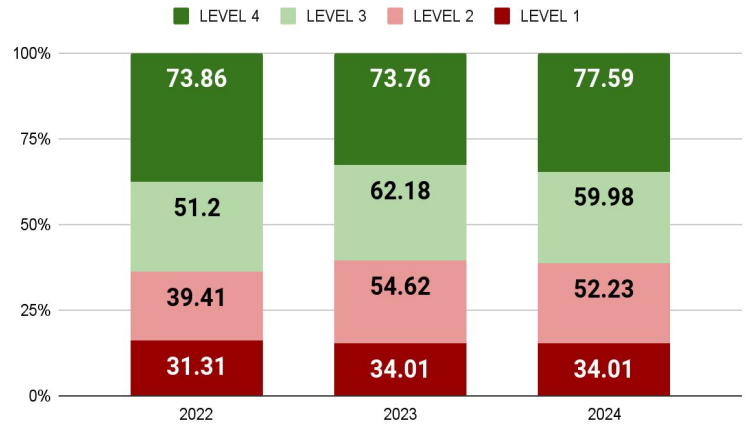


The following graphs provide a three-year, historical view of our School District's Mean Growth Percentile trends on the NH SAS in ELA and Mathematics.

MATHEMATICS

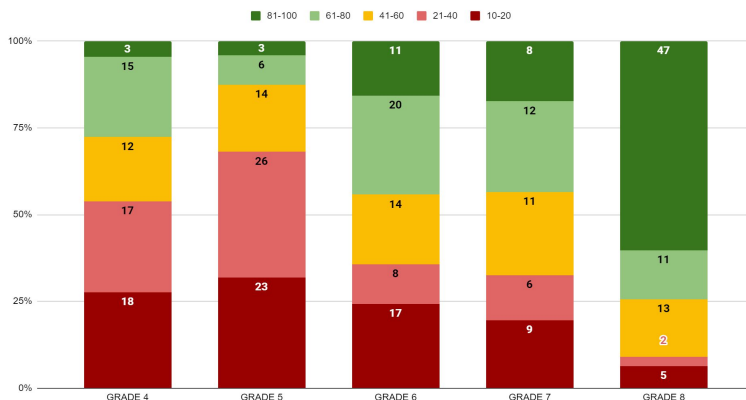


ENGLISH LANGUAGE ARTS

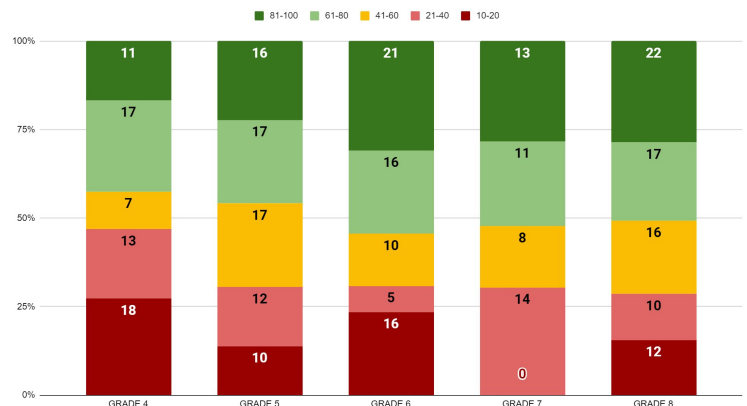


The following graphs provide a breakdown of our School District's Mean Growth Percentile trends on the NH SAS in ELA and Mathematics from our 2024 results by grade level.

MATHEMATICS GROWTH BY GRADE LEVEL 2024



ENGLISH LANGUAGE ARTS GROWTH BY GRADE LEVEL 2024



NHED FEDERAL ACCOUNTABILITY

PROFICIENCY GOALS

ELA

70.61%

MATH

54.21%

STATE: 51%
INTER-LAKES: 45%

2022 GOALS

ELA: 62.54%
MATH: 50.14%

STATE: 40%
INTER-LAKES: 41%

STATE: 52%
INTER-LAKES: 53%

2023 GOALS

ELA: 64.40%
MATH: 51.05%

STATE: 42%
INTER-LAKES: 44%

STATE: 53%
INTER-LAKES: 55%

2024 GOALS

ELA: 66.11%
MATH: 51.90%

STATE: 41%
INTER-LAKES: 45%

STATE: TBD
INTER-LAKES: TBD

2025 GOALS

ELA: 67.69%
MATH: 52.70%

STATE: TBD
INTER-LAKES: TBD

STATE: TBD
INTER-LAKES: TBD

2026 GOALS

ELA: 69.19%
MATH: 53.47%

STATE: TBD
INTER-LAKES: TBD

STATE: TBD
INTER-LAKES: TBD

2027 GOALS

ELA: 70.61%
MATH: 54.21%

STATE: TBD
INTER-LAKES: TBD

NHED FEDERAL ACCOUNTABILITY

PROFICIENCY GOALS

ELA

70.61%

MATH

54.21%

STATE: 51%
INTER-LAKES: 45%

2022 GOALS
ELA: 62.54%
MATH: 50.14%

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2023 GOALS
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STATE: 42%
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2024 GOALS
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MATH: 51.90%

STATE: 41%
INTER-LAKES: 45%

STATE: TBD
INTER-LAKES: TBD

2025 GOALS
ELA: 67.69%
MATH: 52.70%

STATE: TBD
INTER-LAKES: TBD

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INTER-LAKES: TBD

2026 GOALS
ELA: 69.19%
MATH: 53.47%

STATE: TBD
INTER-LAKES: TBD

STATE: TBD
INTER-LAKES: TBD

2027 GOALS
ELA: 70.61%
MATH: 54.21%

STATE: TBD
INTER-LAKES: TBD

FEDERAL ACCOUNTABILITY

The Every Student Succeeds Act (ESSA) requires states to develop an accountability system that measures the academic progress of students and identifies schools in need of the most support. There are many components of the federal accountability system. The long-term and interim goals guide the statewide effort to support all New Hampshire schools and students. Schools in need of the most support are identified by measuring certain indicators required under ESSA. The indicator data are reported publicly on the State Report Card for all students and subgroups. Identified schools receive technical assistance and other support to improve their performance. To protect students' personally identifiable information, data points that do not meet the minimum n-size of 11 are suppressed.

ESSA requires states to identify three types of schools and for each level, identification criteria have been established. The NHED has created an evaluation tool to help streamline the identification process. This tool takes each of the indicators used and translates ranges of performance into one of four levels. Each school receives four level ratings, one for each criterion. The same indicators are used for subgroups, for example, economically disadvantaged, racial/ethnic groups, students with disabilities, and English language learners. Ratings are then populated into a decision matrix that is used to make decisions regarding needed support by rank-ordering schools. It is important to note that some performance criteria can immediately flag a school in need of support, an example being the graduation rate. Any high school whose graduation rate falls at or below 67% is identified as in need of comprehensive support and improvement.

ESSA requires states to establish and measure indicators for academic achievement, growth, graduation rate, progress in achieving English language proficiency (ELP), and school quality and student success. New Hampshire measures the achievement and ELP indicators for all schools. The additional indicators are growth and equity for elementary/middle schools, and graduation rate, and college and career readiness (CCR) for high schools. While the Inter-Lakes Middle High School includes grades 7 through 12, our data is separated into two separate schools for federal accountability.

Resource: [The NHED, Bureau of Assessment and Accountability](#)

The following page shows each of our schools' criteria ratings over a three-year history for each of the indicators used to determine school quality and student success.

FEDERAL ACCOUNTABILITY INDICATORS: ELEMENTARY & MIDDLE SCHOOLS

Academic Achievement
Student performance
(Grades 3-8) on ELA & Math
on the NH SAS or
alternate assessments

Growth
Measure of how students
are improving annually in
comparison to students with
similar achievement histories

**English Language
Proficiency (ELP)**
English Learners'
growth on the WIDA
ACCESS 2.0 assessment

Equity
Measure indicating how the
lowest achieving students
are improving

Level 1				Level 2				Level 3				Level 4			
Level		Range		Level		Range		Level		Range		Level		Range	
Level 1		0.0 - < 2.11		Level 1		1 - < 40.01		Level 1		0.0 - < 50		Level 1		0 - < 45	
Level 2		2.11 - < 2.60		Level 2		40.01 - < 50.00		Level 2		50 - < 60		Level 2		45 - < 55	
Level 3		2.60 - < 3.01		Level 3		50.00 - < 61.00		Level 3		60 - < 70		Level 3		55 - < 66	
Level 4		3.01 - 4.00		Level 4		61.00 - 99.99		Level 4		70 - 99.99		Level 4		66 - 99.99	

	2022	2023	2024		2022	2023	2024	N/A DUE TO SAMPLE SIZE		2022	2023	2024
ILES	2.5	2.29	2.28	ILES	43.97	48.65	46.05		ILES	49.00	51.68	48.86
SCS	2.45	2.41	2.87	SCS	44.58	54.20	52.92		SCS	42.46	49.98	56.13
ILMS	2.09	2.41	2.55	ILMS	41.14	53.15	62.94		ILMS	46.22	57.26	65.61

FEDERAL ACCOUNTABILITY INDICATORS: HIGH SCHOOLS

Academic Achievement
Student performance
(Grade 11) on ELA & Math on
the SAT or alternate
assessments

Graduation Rate
Mean of a school's
4- & 5-year Adjusted Cohort
Graduation Rate (ACGR)

**English Language
Proficiency (ELP)**
English Learners'
growth on the WIDA
ACCESS 2.0 assessment

**College & Career Readiness
(CCR)**
Percentage of 12th graders
meeting ≥ two CCR
requirements (i.e. AP courses,
ACT scores, CTE programs)





Level 1			Level 2			Level 3			Level 4		
Level	Range		Level	Range		Level	Range		Level	Range	
Level 1	0.0 - < 2.11		Level 1	0 - < 70%		Level 1	0 - < 50		Level 1	0 - < 53%	
Level 2	2.11 - < 2.60		Level 2	70% - < 90%		Level 2	50 - < 60		Level 2	53 - < 65%	
Level 3	2.60 - < 3.01		Level 3	90% - < 94%		Level 3	60 - < 70		Level 3	65 - < 80%	
Level 4	3.01 - 4.00		Level 4	≥ 94%		Level 4	70 - 99.99		Level 4	≥ 80%	

2022	2023	2024	2022	2023	2024	N/A DUE TO SAMPLE SIZE	2022	2023	2024
2.26	2.29	2.51	86.45%	86.08%	88.74%		31%	65%	78%

2024 FEDERAL ACCOUNTABILITY STANDING





FEDERAL ACCOUNTABILITY INDICATORS: ELEMENTARY & MIDDLE SCHOOLS



	 Academic Achievement Student performance (Grades 3-8) on ELA & Math on the NH SAS or alternate assessments	 Growth Measure of how students are improving annually in comparison to students with similar achievement histories	 English Language Proficiency (ELP) English Learners' growth on the WIDA ACCESS 2.0 assessment	 Equity Measure indicating how the lowest achieving students are improving	Overall Level
SCS	LEVEL 3	LEVEL 3	N/A DUE TO SAMPLE SIZE	LEVEL 3	GOOD STANDING
ILES	LEVEL 2	LEVEL 2	N/A DUE TO SAMPLE SIZE	LEVEL 2	GOOD STANDING
ILMS	LEVEL 2	LEVEL 4	N/A DUE TO SAMPLE SIZE	LEVEL 3	GOOD STANDING

FEDERAL ACCOUNTABILITY INDICATORS: HIGH SCHOOLS



	 Academic Achievement Student performance (Grade 11) on ELA & Math on the SAT or alternate assessments	 Graduation Rate Mean of a school's 4- & 5-year Adjusted Cohort Graduation Rate (ACGR)	 English Language Proficiency (ELP) English Learners' growth on the WIDA ACCESS 2.0 assessment	 College & Career Readiness (CCR) Percentage of 12th graders meeting ≥ two CCR requirements (i.e. AP courses, ACT scores, CTE programs)	Overall Level
ILHS	LEVEL 2	LEVEL 2	N/A DUE TO SAMPLE SIZE	LEVEL 3	GOOD STANDING

Within our federal accountability ratings, there are many bright spots, including:

- Academic proficiency has increased at Sandwich Central School, the Middle School, and the High School.
- Academic growth at the Middle School has significantly and consistently increased over the last three years.
- Equity ratings at Sandwich Central School and the Middle School have significantly and consistently increased over the last three years.
- The percentage of learners meeting two or more college and career readiness markers at the High School has significantly and consistently increased over the last three years.

Definitions of Key Terminology

DATA WALL: The data wall is a grade-level, organized collection of each of our learner's historical assessment results from all required and recommended assessments that are administered. The wall is visually coded to reflect areas of celebration as well as of concern and is used to focus reflections and conversations with our educators. Our Reading Specialists manage our data walls in each of our schools.

GROWTH TARGET: The growth target is an individualized goal that is set for each learner based on their historical performance data. The target is a prediction of how much a learner will grow over a specified period of time. The prediction is based on the average performance of learners and considers the baseline score, grade level, and when in the academic year the two tests used to estimate growth are administered.

LANGUAGE ESSENTIALS for TEACHERS of READING and SPELLING, LETRS: LETRS training is comprehensive professional learning designed to provide early childhood and elementary educators with deep knowledge of literacy and language experts. Teachers learn the skills needed to master the foundational fundamentals of reading and writing instruction: phonological awareness, phonics, fluency, vocabulary, comprehension, and written language.

MATH EMPOWERED: Carolyn Wurster, Founder of Math Empowered, has applied the research of Dr. Peter Liljedahl's Building Thinking Classrooms in Mathematics in a wraparound professional development experience for educators organized across the state; this includes active instructional modeling, coaching, and feedback as well as resource development.

NHED: The New Hampshire Education Department oversees the state's public school system and is headquartered in Concord, NH. The NHED is led by the Commissioner of Education.

NH Listens: A community engagement initiative of the Carsey School of Public Policy at the University of New Hampshire. The district's Culture & Climate Committee made the recommendation to partner with NH Listens with the goal of building new and fostering stronger existing relationships.

NH SAS: The New Hampshire Statewide Assessment System refers to the general assessment of English Language Arts, Mathematics, and Science used across the state of New Hampshire. The NH SAS is developed by Cambium Assessment and has been the statewide assessment since 2016. This assessment is administered in grades 3-8 in English Language Arts and Mathematics as well as in grades 5, 8, and 11 in Science. The **Scholastic Aptitude Test**, or **SAT**, became the statewide assessment in 2016 and this is administered during grade 11 as an assessment of English Language Arts and Mathematics. The statewide assessment system includes alternative assessments which are used to measure the growth and proficiency of learners who receive specialized educational services. These assessments include the **World-class Instructional Design and Assessment, WIDA** to measure the language proficiency of our multilingual learners and the **Dynamic Learning Maps, DLM** which measures what our learners with the most significant cognitive disabilities know and can do in the areas of English Language Arts, Mathematics, and Science.

Definitions of Key Terminology

NH SAS MODULAR: The New Hampshire Department of Education works to provide our educators with resources to help prepare our learners for the statewide assessment, such as scoring rubrics, standard blueprints, sample student work, and key vocabulary lists. The modular is a practice environment on the computer that mirrors the statewide assessment experience. These practice questions help our learners understand how to navigate the computer and all of the various tools available to support them, such as spellcheck, embedded calculator, and dictionary access. For our learners on a 504 or IEP, this is also a great way to practice any accommodations that are set up on the platform. Teachers receive the results of learner performance and can use that information to continue to drive instruction.

NWEA: The Northwest Evaluation Assessment is used as a local assessment tool that helps educators identify unique student learning needs, track skill mastery, and measure academic growth over time. The suite of assessments includes the **Measures of Academic Progress, MAP** Growth, and the MAP Reading Fluency assessments. These assessments are used in grades K through 9 in Reading and Mathematics as well as in grade 9 Science.

RIT SCORE: The **Rasch Unit** score is a measurement of a student's academic achievement and growth that is used in the NWEA MAP Growth test. It is an estimate of a learner's instructional level or the level at which they are likely to answer questions correctly 50% of the time.

SMART GOAL: The SMART Goal is a structure used by many organizations to help construct clear goals that are specific, measurable, and actionable. The acronym SMART provides guidance on the construct of the goal statement, identifying the 5 criteria:
Specific, Measurable, Achievable, Relevant, and Time-Bound.

SELF-REGULATED STRATEGY DEVELOPMENT for WRITING, SRSD: The **Self-Regulated Strategy Development** is an approach geared to improve students' academic skills through a six-step process that teaches learners specific academic strategies and self-regulation skills. This process is designed to help students learn, use, and adopt the strategies used by skilled writers.