

Sixty-Fourth ANNUAL REPORT

**Inter-Lakes School District
Meredith ~ Center Harbor ~ Sandwich
New Hampshire**

**For the fiscal year ending
June 30, 2019**

March 4, 2020

Great School ~ 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



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Inter-Lakes School District Officers 2019-2020

Mr. Christopher Boothby	Moderator
Ms. Bea Lewis Wheeler	Clerk
Ms. Brenda L. Vittner	Treasurer

<u>School Board Members</u>	<u>Term Expires</u>
Mr. Richard Hanson, Chair (Member-at-Large)	2020
Mr. Howard Cunningham, Vice Chair (Sandwich)	2020
Mr. Craig Baker (Center Harbor)	2021
Mr. Mark Billings (Meredith)	2022
Mr. Charles Hanson (Center Harbor)	2020
Ms. Lisa Merrill, Secretary (Meredith)	2021
Mr. Duncan Porter-Zuckerman (Sandwich)	2022
Ms. Raven Strother, Student Member	2020

Administrators

Mrs. Mary A. Moriarty, Superintendent of Schools	SAU #2
Mrs. Patricia M. Temperino, Assistant Superintendent	SAU #2
Ms. Elaine Dodge, Director of Student Services	SAU #2
Mrs. Ashley Dolloff, Human Resources Director	SAU #2
Ms. Erica Pappalardo, Curriculum Coordinator	Inter-Lakes School District
Mr. Scott Currier, Principal	Inter-Lakes Middle/High School
Ms. Kathleen Hill, Principal	Inter-Lakes Elementary School
Mr. Jeremy Hillger, Principal	Sandwich Central School
Mr. John Martin, Technology Director	Inter-Lakes School District
Mr. Mark Parsons, Assistant Principal	Inter-Lakes Middle/High School
Ms. Barbara Pope, Assistant Principal	Inter-Lakes Elementary
Ms. Michelle Robinson, Assistant Principal	Inter-Lakes Middle/High School
Mr. Brian Swanker, Facilities Director	Inter-Lakes School District
Ms. Holly Vieten, Guidance Director	Inter-Lakes School District

Office: School Administrative Unit #2
Humiston Building
103 Main Street, Suite 2
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, 2019**

The Annual Meeting of the Inter-Lakes School District was held on Wednesday, March 6, 2019, at the Robert F. Pottle Memorial Auditorium of Inter-Lakes High School. At 7:03 p.m., Moderator Christopher Boothby called the meeting to order and offered an invocation.

Inter-Lakes High School Senior Chloe Brown led the Pledge of Allegiance, and sang the National Anthem.

The moderator stated that the meeting would not be conducted under Roberts' Rules but rather those listed in the annual report and read them.

- 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 the microphone and state your 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. The motion to reconsider any Article may be made at any time prior to the final adjournment and the Article will 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 percent of the total votes cast.) (R.S.A.40:10)
- k. Only registered voters may vote.
- l. Only registered voters, school officials and 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. RSA's (Revised Statutes Annotated), which are state laws, cannot be overruled by the meeting.

Article 1

The Moderator read Article 1.

It was moved by Richard Hanson, Center Harbor, and seconded by Duncan Porter-Zuckerman, Sandwich, to accept the reports of Agents, Committee, or Officers chosen, as presented.

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 Lisa Merrill, Meredith, to approve 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)	\$1,500.00 (each)
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 Mark Billings, Meredith, seconded by Lisa Merrill, Meredith, to see if the District will vote to raise and appropriate the amount of \$26,434,658 for the support of schools for the payment of salaries for school district officials and agents, and for the statutory obligations of the District.

Ray Moritz, Meredith, asked why the district was giving retirement inducements to six people at a cost of about \$60,000 each, while only reducing staffing by two and a half people.

Superintendent Moriarty said there has been some reorganization of staffing. The district will be hiring a 7-12 principal, and have two assistant principals, one who will focus on grades 7-9 and the second on 10-12. It's not a reduction in staff, but in the number of principal positions which the district has funded in the past. Principal salaries are higher than those of assistant principals over time.

Other staffing shifts are proposed. As other retirements occur the district will look for natural transitions and alter, redefine or redesign programming. The district is facing new state standards for computer science and utilized retirements to try and refocus those positions as new hires are made to meet those standards.

In addition, there are two retirements at the 8th grade level, and the administration is proposing shifting staff from the high school level, to fill them rather than hiring. A new special education teacher at the elementary level is needed to meet the needs of students who have multiple disabilities including those who are non-verbal or require assistance learning toileting skills.

Steve Roberts, Meredith, moved and Catherine Roberts of Meredith, seconded to add \$121,130 to the budget to retain the Technology Integrator position.

Ms. Roberts said she was a 2017 graduate of Inter-Lakes High School and credited her experiences with the Technology Integrator position with helping her identify a career path that she both excelled at and enjoyed. She is now an electrical, computer and robotics engineering double major at Worcester Polytechnic Institute.

Richard Gerken, Meredith, asked why the position was cut from the budget.

Superintendent Moriarty said the position was designed to be a resource for teachers to integrate technology into their classroom, but found that it was underutilized as teachers received supports they needed through collaboration and professional training. The district is trying to create a continuum of learning in computer science and programming for students.

The current teacher would be assigned to another position left vacant by a retirement. The new staffing plan is designed to promote science, technology, engineering, art and mathematics through an integrated course structure that includes a robotics component.

Brad Rohdenberg, Meredith, said he couldn't help but observe that every year school enrollment goes down, but that the budget goes up and believes that many taxpayers believe it is time to show some restraint in spending.

Ray Mortiz, Meredith, commented that his understanding of what the Superintendent said is that the technology integrator position was no longer being taken advantage of so it was eliminated, and questioned why other retiring positions were remaining unfilled.

Superintendent Moriarty said there are two retirements, one technology education/art teacher, the second in industrial arts. Those two positions are being utilizing to revitalize the district's programming around computer science and technology so that additional staff does not need to be hired. It may be necessary to hire a part-time Art Teacher, depending on student enrollment and the complexity of building the schedule.

Julie Hayward, Meredith, spoke in support of the Technology Integrator position.

Elizabeth Rohdenberg, Meredith, asked if the new computer science/STEM teachers would also be taking on robotics and related extra curricula activities now provided by the technology integrator.

Superintendent said the new hires will develop coursework that will compliment robotics and will also have the skillset to continue to offer woodworking and electronic courses that are now offered, as well as Advanced Placement computer science.

Nancy Fredrickson, Sandwich, said the concern she was hearing is that the courses and the skills that are currently offered by the technology integrator will be lost if that position is eliminated.

Kim Spencer, Center Harbor, asked if a special education child needs an assistive technology who would be responsible for helping the teachers learn that, if the Technology Integrator now serves in that role.

The Superintendent said if a student had such a need the district would working with the Director of Student Services and would most likely contracting with an organization to make sure the student had the right technology and that the staff was properly trained.

Steve Roberts, Meredith, said he is entering his 26th year as a teacher in the District and has worked closely with the woman who now serves as the Technology Integrator. What she does is student-centered and is also beneficial to staff but not seen by the administration.

He said his son will graduate from Inter-Lakes this spring and that the only computer science education he received was from the Technology Integrator. It is hard to find people with the skill set to teach it, as computer engineers aren't interested in being educators unless they are retired, he said.

He credited the Superintendent for pushing hard to get computer science into the district, but expressed Concern that the computer science teacher will also have to teach math. The Math Teacher that is being shifted from the high school to the 8th grade taught Physics, leaving the high school Science Department to pick up Physics, he said.

The problem is one of choices, Roberts said. If students don't get on the right track they miss out. His son, Roberts said, missed out on Calculus, but was fortunate to be able to find a tutor. When staff gets removed, Roberts said, the chances of students getting off track increases. He asserted that to replace Mr. Copatch's position the District will need to hire an electrical engineer, a difficult task as someone with that education will not be interested in teaching unless they are retired.

He noted the Technology Integrator position at the elementary school will remain.

The Moderator clarified that the vote would be on whether to amend Article 3, by adding \$121,130 to the proposed operating budget to support the Technology Integrator. A yes vote supported making the increase, a no vote, opposed the amendment, the Moderator explained.

The amendment to Article 3, carried in the affirmative by a show of cards vote of 49 yes and 32 no.

The Moderator said as a result of the passage of the amendment, the total budget to be voted on in Article 3 was now \$26,555,788.

Steve Roberts, Meredith, asked if he could be assured that the Board would follow through with funding the position that has been voted from the floor.

Chairman Richard Hanson, Center Harbor, said the School Board follows the recommendations of the Superintendent and the administration.

Richard Gerken, Meredith, asked for the cost benefits of the District's energy efficiencies initiatives and was told the cost avoidance covers the cost of the Honeywell lease and that the District also receives renewable

energy credits for solar energy that it returned to the grid. Over the life of the project, the District has received revenue of just over a million dollars in State Building Aid.

Alyssa Mueller, Meredith, asked for a clarification regarding the vote on the amendment and whether the vote was to add \$121,130 to fund the Technology Integrator position or to add money to the budget that the Superintendent would decide how it would be spent.

Assistant Superintendent Temperino clarified that when an amendment is made from the floor it is to the bottom line budget and that the Board is not mandated to follow the voters' intent.

Rachel Bartlett, Sandwich, asked what the student teacher ratio will be based on the high school staffing being recommended by the administration.

The Moderator said if you vote yes you want to go back and talk more about it, if you vote no you are happy with the status quo.

The motion for reconsideration failed in a show of voting cards.

Lora Carney, Sandwich, expressed her concerns about eliminating teachers from the schools, specifically a High School Math Teacher, the impacts on class sizes, and that educators are teaching subjects they are not certified in.

Jadie Halperin, Meredith, said as a student said she felt very supported in small classes and that the learning opportunities were greatly advanced when the student to teacher ratio was small.

Bob Otis, Meredith, moved and Lora Carney, Sandwich, seconded to increase the budget by \$98,887 to restore the High School Math Teacher position that it being eliminated.

Elizabeth Rohdenberg, Meredith, asked how much enrollment has declined compared to the prior year.

The high school now has 335 students and 310 are expected in grades 9-12 next year, she was told. The administration predicts student teacher ratios in high school math classes will remain consistent as the Computer Science position will teach two sections of Math. Physics has been moved to the science department where a teacher has a statement of eligibility from the Department of Education to pursue certification in that area, the Superintendent said.

Brad Rohdenberg, Meredith, said he didn't understand how the cost per student is staying steady when enrollment is going down yet the budget keeps going up. He said he supports strong Science, Technology and Math offerings but felt that the District's resources should be allocated somewhat differently.

Richard Gerken, Meredith, said he wanted people to realize what a difficult job the School Board has and recognize the work that went into developing the staff shifting plan and the budget. That being said, Gerken commented that the Board was elected to do a balancing act between the needs of the schools and the taxpayers and that through amendments from the floor the public was continuing to second guess them and that they should be allowed to do their jobs.

Christina Touhey, Meredith, expressed concern that as a result of the new State Standards regarding computer science that there will be high demand for educators able to teach it and that the District may be hard pressed to find someone who is dual certified in computer science and mathematics.

Rachel Bartlett, Sandwich, spoke to the intensive preparation schedule and the broad skill set the District will demand of the teacher who is hired for this position and likened it to hunting for a unicorn.

Ray Moritz, Meredith, said the public should trust the Board's recommendations on staffing. He cautioned that if the Board's efforts to craft a budget that is sensitive to taxpayers continued to be ignored by repeated efforts to add money from the floor that it could invite the adoption of the provisions of Senate Bill 2, resulting in Inter-Lakes becoming a ballot vote district, which he believes would be harmful.

Suzanne Weil, Sandwich, expressed concern about the difficulty in hiring a Computer Science Teacher that would also be expected to teach two sections of Math.

The Superintendent said Inter-Lakes has a competitive salary schedule and an attractive District to work for. The goal is to hire more dual-certified or dual-eligible teachers.

The Superintendent said the numbers are fluid while the schedule is still being built but estimated class sizes would range from 12 to 21.5 in math and in English from a low of 10 to a high of 22.

Phyllis Hamblet, Meredith, said many people at the meeting feel they were deceived when they voted for the amendment to support preserving the Technology Integrator position and then were told the funds would be added to the bottom line of the budget. Hamblet said she was among those who would like the opportunity to reconsider the vote.

School District Attorney Barbara Loughman said she could appreciate that is what the voters wanted but that the law does not allow restricting the School Board to spending that increase on that particular position. The only way you can do that is through a petitioned warrant article. It's a bottom-line budget and when you increase the bottom line from the floor, I know the Board pays attention to what the voters say they want, but legally it's still a bottom-line budget.

Nathan Torr, Meredith, asked what the average annual per pupil cost was in the Inter-Lakes School District. Based on a complex formula used by the state, the assistant superintendent said it is about \$22,000 a year.

Dr. Joan Eversole, Meredith, asked if the \$50,000 cost for elementary level core reading materials was a one-time cost.

The Superintendent said the cost will be significant, for sequential core reading materials for grades K-6 likely \$150,000 that will remain in place for five to seven years, and that a request for additional funding will be made next year and that available fund balance may also be applied to complete it.

Eversole questioned the assessment methods to be used to determine the success of the materials chosen, and moved to remove \$50,000 from the budget. The motion failed to attract a second.

Nancy Fredrickson, Sandwich, asked what reading program curriculum was being considered and was told "Wonders."

Ray Moritz, Meredith, said by his math a \$22 million budget divided by enrollment of near a 1,000 resulted in an average annual student cost of \$26,000. Ms. Temperino said the state formula is not based on current enrollment but rather Average Daily Membership from the prior year and subtracts certain costs like transportation. Statewide the average per pupil cost is between \$17,000 and \$18,000 and Inter-Lakes has been higher, but has been pretty consistent over the past several years in maintaining per pupil costs.

Moritz also said he supported taking a revote on the budget amendment. The Moderator said legal counsel had advised him that he could accept a motion for reconsideration or make another motion to amend. Moritz made a motion to reconsider that was seconded by Phyllis Hamblet of Meredith.

Chairman Hanson said as the school district's attorney has pointed out, voters can not bind the Board to how the money is spent, as it goes to the bottom line. However, he said, normally it is the will of the Board to comply, although he couldn't guarantee it.

The Moderator said the vote was solely on whether or not to reconsider the prior vote.

Sonya Roberts, Meredith, said as the body ponders reconsideration, they should consider that even though there is no legal guarantee that position will be put back in or how the money will be spent, she thinks that the Board needs to be trusted to make the right decision.

The Moderator said the amendment to Article 3 would add \$98,877 to the budget and called for the vote. The motion failed in a show of cards vote of 47 No to 36 Yes.

Article #3 \$26,555,788

Rick Ballou, Sandwich, wanted a better understanding of the \$366,000 in retirement incentives included in the budget and if it could be excluded.

The Superintendent explained that incentives are part of the Collective Bargaining Agreement. After having been employed for a specific number of years, retirees are eligible to receive 50% of their salary upon retirement. This year, the High School Principal, the Middle Tier Principal and the Curriculum coordinator

retired. There will be no administrative level retirements next year. Typically, up to three teacher retirements are approved annually by the School Board.

Ashley Dunn, Meredith, asked about the status of the Elementary Spanish Program.

The Superintendent recounted that following the Public Budget Hearing during which a number of residents spoke of the benefits of multi-cultural aspects of the program, the Board agreed to restore funds to support that program with the caveat that it be redesigned. When the Spanish Program was adopted it was to be a mastery level program but meeting just once a week for 50--minutes that was not a realistic goal.

The Elementary Principals will meet with their school community and then consider how it will be redesigned.

Matthew Buteau, Meredith, said he would like the Board to explain or defend the recommendations they have made.

Chairman Richard Hanson, Center Harbor, said the School Board does not create the budget but as elected officials oversee the Superintendent, who makes recommendations that are reviewed by the Board, and who often recommend further reductions. In response to comments made during the public hearing regarding the Elementary Spanish Program, the Board listened to those concerns and in working with the administration did vote to restore some money to the budget for that.

He said it is the Board's wish that when money is put back in the budget from the floor that it is spent as the District meeting requests, but that sometimes there are other, more pressing needs.

The Moderator read Article #3 as amended to see if the District will vote to raise and appropriate the amount of \$26,555,788 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.

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

Article 4

The Moderator read Article 4.

Mark Billings, Meredith, moved and Duncan Porter-Zuckerman, Sandwich, seconded, to see if the District will vote to raise and appropriate up to \$100,000 to be placed in the previously established Inter-Lakes School District Facilities Maintenance Expendable Trust, with such amount to be funded from the June 30 unreserved fund balance available for transfer on July 1, with no amount to be raised by taxation.

Article 4 carried in the affirmative by a show of voter cards.

Article 5

The Moderator read Article 5.

Howard Cunningham, Sandwich, moved and Richard Hanson, Center Harbor, seconded to see if the District will vote to raise and appropriate up to \$25,000 to be placed in the previously established Inter-Lakes Special Education Expendable Trust, with such amount to be funded from the June 30 unreserved fund balance available for transfer on July 1, with no amount to be raised by taxation.

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

Article 6

The Moderator read Article 6.

Lisa Merrill, Meredith, moved and Howard Cunningham, Sandwich, seconded to see if the District will vote to establish a Multifunction School Activity Bus Expendable Trust per RSA 198:20-c, V for the purchase of multifunction school activity buses which are defined as a school bus whose purposes do not include transporting students to and from home or school bus stops, and to raise and appropriate up to \$20,000 with such amount to be funded from the June 30 unreserved fund balance available for transfer on July 1, with no amount to be raised by taxation. Further to name the School Board as agents to expend from the fund.

Richard Gerken, Meredith, commended the Board for having the foresight to establish a fund for this purpose commenting that the establishment of expendable trusts are important for the financial well-being and fiscal management of the community as their use prevent spikes in the tax rate.

Article 6 carried in the affirmative by a show of voter cards.

Article 7

The Moderator read Article 7, asking if there was any other business to legally come before the meeting. Hearing non, the Moderator invited a motion to adjourn.

At 8:45 p.m. Mark Billings, Meredith, moved to adjourn, seconded by Howard Cunningham, Sandwich.

The motion carried unanimously by a show of voter cards.

Respectfully Submitted



Bea Lewis Wheeler
School District Clerk

I hereby attest that this is a true copy.



Bea Lewis Wheeler
School District Clerk

INTER-LAKES SCHOOL DISTRICT VOTING RESULTS

Center Harbor, Meredith, Sandwich

MARCH 12, 2019

	<u>CTR. HARBOR</u>	<u>MEREDITH</u>	<u>SANDWICH</u>	<u>TOTAL</u>
<u>Moderator</u> (One-Year Term)				
Christopher Boothby	99	291	300	690
<u>School Board Member Resident of Center Harbor</u> (Three-Year Term)				
Write-Ins				
Jennifer Hanson	10	0	9	19
Harry Viens	0	2	1	3
<u>School Board Member Resident of Meredith</u> (Three-Year Term)				
Mark Billings	89	294	257	640
<u>School Board Resident of Sandwich</u> (Three-Year Term)				
Duncan Porter-Zuckerman	85	223	309	617

Respectfully Submitted,

Bea Lewis Wheeler
School District Clerk

Inter-Lakes Cooperative School District Warrant for Election of Officers 2020 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 10, 2020, TO CAST YOUR BALLOTS FOR CANDIDATES FOR THE FOLLOWING OFFICES:

- Article 1.** To elect a Moderator for the ensuing year.
- Article 2.** To elect two (2) members to the School Board of the District for three-year terms:
- ❖ One Member At-Large
 - ❖ One Member from Sandwich
- Article 3.** To elect one (1) member to the School Board of the District for a two-year term:
- ❖ One Member from Center Harbor

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 13th DAY OF FEBRUARY, 2020.

Richard E. Hanson, Chairman
Howard N. Cunningham, Vice-Chairman
Lisa Merrill, Board Secretary
Craig Baker
Mark Billings
Charles G. Hanson
Duncan Porter-Zuckerman

Inter-Lakes Cooperative School District

Warrant for 2020

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 ROBERT F. POTTLE MEMORIAL GYMNASIUM, INTER-LAKES MIDDLE/ HIGH SCHOOL, MEREDITH, NEW HAMPSHIRE, ON WEDNESDAY, MARCH 4, 2020, AT SEVEN O'CLOCK IN THE EVENING (7:00 P.M.) TO ACT UPON THE FOLLOWING SUBJECTS:

Article 1. To see what action the District will vote relative to the reports of Agents, Committees, or Officers chosen.

Article 2. 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 3. 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 Education Association which calls for the following increases in salaries and benefits at the current staffing levels; over those paid in the prior fiscal year.

<u>Year</u>	<u>Estimated Increase</u>
2020-2021	\$373,699
2021-2022	\$250,130
2022-2023	\$267,397

And, further, to raise and appropriate the sum of \$373,699 for the 2020-2021 fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over those of the appropriation at current staffing levels paid in the prior fiscal year.

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

Article 4. Shall the District, if Article 3 is defeated, authorize the Inter-Lakes School Board to call one special meeting, at its option, to address Article 3 cost items only?

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

- Article 5.** To see if the District will vote to raise and appropriate the amount of \$27,683,183 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 6.** To see if the District will vote to raise and appropriate \$100,000 to be placed in the previously established Inter-Lakes School District Facilities Maintenance Expendable Trust.
The Inter-Lakes School Board recommends this appropriation. (Majority vote required.)
- Article 7.** To see if the District will vote to raise and appropriate \$75,000 to be placed in the previously established Inter-Lakes School District Special Education Expendable Trust.
The Inter-Lakes School Board recommends this appropriation. (Majority vote required.)
- Article 8.** To see if the District will vote to raise and appropriate \$20,000 to be placed in the previously established Inter-Lakes School District Multifunction School Activity Bus Expendable Trust.
The Inter-Lakes School Board recommends this appropriation. (Majority vote required.)
- Article 9.** To transact any other business that may legally come before the meeting.

GIVEN UNDER OUR HANDS AND SEALS AT SAID MEREDITH THIS 13th DAY OF FEBRUARY 2020.

Richard E. Hanson, Chairman
Howard N. Cunningham, Vice Chairman
Lisa A. Merrill, Secretary
Craig Baker
Mark Billings
Charles G. Hanson
Duncan Porter-Zuckerman

Inter-Lakes Proposed Budget 2020/2021

FUNCTION/DESCRIPTION	VOTED 2018/2019	ACTUAL 2018/2019	VOTED 2019/2020	PROPOSED 2020/2021	\$ Increase/ (Decrease) 2020/2021	% Change to Voted 19/20
1100 Regular Education						
112 Teachers' Salaries	5,956,620	5,857,297	5,883,430	5,863,844	(19,586)	-0.33%
114 Paraeducators' Salaries	115,154	116,182	121,228	190,157	68,929	56.86%
121 Substitutes' Salaries	168,000	204,334	150,000	160,000	10,000	6.67%
122 Tutors' Salaries	18,318	11,470	14,000	9,500	(4,500)	-32.14%
123 Activities Salaries	48,472	36,312	36,872	36,487	(385)	-1.04%
211 Health Insurance	1,285,866	1,231,710	1,296,773	1,255,994	(40,779)	-3.14%
212 Dental Insurance	94,017	89,522	94,662	92,822	(1,840)	-1.94%
213 Life Insurance	11,652	9,456	11,123	10,386	(737)	-6.63%
214 Long Term Disability Insurance	-	-	-	-	-	0.00%
215 Health Reimbursement Account	6,601	2,188	10,500	3,360	(7,140)	-68.00%
216 ILSSA Flex Med	500	-	-	1,000	1,000	0.00%
220 FICA	484,579	455,694	476,476	481,537	5,061	1.06%
231 Employee Retirement	13,644	17,470	13,686	21,274	7,588	55.44%
232 Teacher Retirement	1,028,846	1,003,505	1,037,254	1,037,723	469	0.05%
250 Unemployment Compensation	10,069	105	9,586	-	(9,586)	-100.00%
260 Workers Compensation	25,393	15,200	24,915	-	(24,915)	-100.00%
330 Contracted Services	95,704	81,144	104,812	85,668	(19,144)	-18.27%
430 Repairs & Maintenance Services	3,560	1,849	2,016	3,400	1,384	68.65%
561 Tuition Other LEAs In State	-	24,838	-	-	-	0.00%
585 Mileage Reimbursements	162	55	162	174	12	7.41%
610 Supplies	110,499	125,212	124,876	129,298	4,422	3.54%
611 AV Supplies	2,109	450	1,345	1,675	330	24.54%
640 Books & Printed Material	45,013	30,922	45,638	52,713	7,075	15.50%
644 Electronic Information Access	8,137	773	15,094	-	(15,094)	-100.00%
650 Software	4,605	3,819	5,095	-	(5,095)	-100.00%
731 Added Equipment	5,353	14,344	3,555	7,261	3,706	104.25%
734 New Computers	998	756	-	-	-	0.00%
735 Replacement Equipment	18,975	21,784	18,975	28,268	9,293	48.97%
750 Capital Software	-	-	-	-	-	0.00%
810 Dues & Fees	270	54	415	110	(305)	-73.49%
Total 1100 Regular Education	9,563,116	9,356,441	9,502,488	9,472,651	(29,837)	-0.31%
1210 Special Education						
112 Teachers' Salaries	1,037,581	977,450	1,056,253	1,072,333	16,080	1.52%
114 Paraeducators' Salaries	1,279,779	1,379,166	1,356,176	1,552,952	196,776	14.51%
115 Clerical/Office Support	14,711	15,433	15,116	15,867	751	4.97%
122 Tutors' Salaries	22,800	16,999	22,800	22,800	-	0.00%
123 Temp/Part Time Salary	9,530	22,070	6,330	-	(6,330)	-100.00%
124 Salary Pool	-	-	-	-	-	0.00%
211 Health Insurance	496,517	464,275	499,209	539,230	40,021	8.02%
212 Dental Insurance	18,501	14,251	16,210	17,331	1,121	6.92%
213 Life Insurance	2,103	1,884	2,251	1,467	(784)	-34.83%
215 Health Reimbursement Account	1,500	-	-	-	-	0.00%
216 ILSSA Flex Med	12,706	5,429	12,264	15,500	3,236	26.39%
220 FICA	186,085	178,567	193,119	210,112	16,993	8.80%
231 Employee Retirement	145,644	155,312	152,193	171,998	19,805	13.01%
232 Teacher Retirement	180,191	169,617	188,012	190,875	2,863	1.52%
250 Unemployment Compensation	8,206	163	8,428	-	(8,428)	-100.00%
260 Workers' Compensation	9,746	6,021	10,097	-	(10,097)	-100.00%
321 Consulting Services	5,000	5,263	5,000	5,000	-	0.00%
330 Contracted Services	133,476	161,978	78,725	202,225	123,500	156.88%
430 Repairs & Maintenance Services	-	-	-	-	-	0.00%
500 Medicaid Services	5,500	12,575	5,500	5,500	-	0.00%
561 Tuition - Public	83,000	38,402	48,000	-	(48,000)	-100.00%
564/569 Tuition - Non-Public	55,000	85,497	170,000	135,000	(35,000)	-20.59%
585 Mileage Reimbursements	500	15	500	500	-	0.00%
610 Supplies	6,400	3,011	5,876	6,376	500	8.51%
611 AV Supplies	-	-	-	-	-	0.00%

Inter-Lakes Proposed Budget 2020/2021

FUNCTION/DESCRIPTION	VOTED 2018/2019	ACTUAL 2018/2019	VOTED 2019/2020	PROPOSED 2020/2021	\$ Increase/ (Decrease) 2020/2021	% Change to Voted 19/20
640 Books & Printed Material	19,900	7,653	8,985	1,618	(7,367)	-81.99%
644 Electronic Information Access	2,515	13,037	2,560	-	(2,560)	-100.00%
650 Software	375	259	375	-	(375)	-100.00%
731 Added Equipment	-	-	-	10,000	10,000	0.00%
734 New Computers	-	-	-	-	-	0.00%
735 Replacement Equipment	2,865	-	-	-	-	0.00%
738 Replacement Computers	-	-	-	-	-	0.00%
810 Dues & Fees	-	-	-	-	-	0.00%
Total 1210 Special Education	3,740,131	3,734,327	3,863,979	4,176,684	312,705	8.09%
1215 Special Education Extended School Year						
112 Teachers' Salaries	22,000	19,724	22,000	22,000	-	0.00%
114 Paraeducators' Salaries	13,630	15,110	13,630	13,630	-	0.00%
220 FICA	2,726	2,665	2,726	2,726	-	0.00%
231 Employee Retirement	1,551	1,520	1,522	1,522	-	0.00%
232 Teacher Retirement	3,819	3,393	3,916	3,916	-	0.00%
250 Unemployment Compensation	-	-	-	-	-	0.00%
260 Workers' Compensation	143	87	143	-	(143)	-100.00%
330 Contracted Services	1,000	2,556	1,000	2,650	1,650	165.00%
610 Supplies	600	356	600	600	-	0.00%
Total 1215 Extended School Year	45,469	45,411	45,537	47,044	1,507	3.31%
1260 Bilingual						
112 Teacher's Salary	48,013	48,014	49,669	49,669	-	0.00%
123 Activities Salaries	-	-	-	-	-	0.00%
211 Health Insurance	5,162	6,576	5,429	5,224	(205)	-3.78%
212 Dental Insurance	334	334	342	355	13	3.80%
213 Life Insurance	138	120	138	90	(48)	-34.78%
215 Health Reimbursement Account	-	-	-	-	-	0.00%
220 FICA	4,068	3,580	3,800	3,800	-	0.00%
232 Teacher Retirement	8,335	8,335	8,841	8,841	-	0.00%
250 Unemployment Compensation	112	2	112	-	(112)	-100.00%
260 Workers' Compensation	213	65	221	-	(221)	-100.00%
330 Contracted Services	-	-	-	-	-	0.00%
610 Supplies	100	-	100	100	-	0.00%
640 Books & Printed Material	400	-	400	400	-	0.00%
644 Electronic Information Access	1,050	1,050	1,050	-	(1,050)	-100.00%
650 Software	-	-	-	-	-	0.00%
Total 1260 Bilingual	67,925	68,076	70,102	68,479	(1,623)	-2.32%
1290 Special Ed. Assigned Coach						
112 Coaches Salaries	-	-	-	-	-	0.00%
114 Paraeducators' Salaries	6,888	3,318	6,888	6,888	-	0.00%
220 FICA	527	254	527	527	-	0.00%
231 Employee Retirement	784	378	769	769	-	0.00%
232 Teacher Retirement	-	-	-	-	-	0.00%
250 Unemployment Compensation	-	-	-	-	-	0.00%
260 Workers' Compensation	28	8	28	-	(28)	-100.00%
Total 1290 Special Ed. Assigned Coach	8,227	3,958	8,212	8,184	(28)	-0.34%
1300 Vocational Education						
561 Tuition	119,470	117,043	125,000	125,000	-	0.00%
Total 1300 Vocational Education	119,470	117,043	125,000	125,000	-	0.00%
1410 Co-Curricular Activities						
123 Activities Salaries	90,223	86,465	86,795	100,979	14,184	16.34%
220 FICA	6,902	6,615	6,640	7,725	1,085	16.34%
231 Employee Retirement	-	1,168	-	-	-	0.00%
232 Teacher Retirement	15,662	10,666	12,426	15,209	2,783	22.40%
250 Unemployment Compensation	-	-	-	-	-	0.00%
260 Workers' Compensation	361	-	347	-	(347)	-100.00%
330 Contracted Services	20,083	18,000	20,183	18,583	(1,600)	-7.93%
430 Repairs & Maintenance Services	1,550	1,016	1,550	650	(900)	-58.06%

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550 Printing	-	748	-	-	-	0.00%
585 Mileage Reimbursements	1,000	1,309	1,000	1,200	200	20.00%
610 Supplies	13,250	9,580	13,250	11,700	(1,550)	-11.70%
640 Books & Printed Material	2,750	1,111	3,150	700	(2,450)	-77.78%
650 Software	1,350	900	1,350	900	(450)	-33.33%
731 Added Equipment	834	-	834	834	-	0.00%
735 Replacement Equipment	300	-	300	300	-	0.00%
810 Dues & Fees	7,395	5,874	8,275	8,739	464	5.61%
Total 1410 Co-Curricular Activities	161,660	143,452	156,100	167,519	11,419	7.32%
1420 Athletics						
112 Athletic Director Salary	50,635	50,683	51,066	55,433	4,367	8.55%
122 Officials	-	4,371	-	-	-	0.00%
123 Coaching Salaries	148,940	136,488	144,118	151,160	7,042	4.89%
124 Salary Pool	-	-	-	-	-	0.00%
211 Health Insurance	3,383	3,351	3,558	10,246	6,688	187.97%
212 Dental Insurance	287	301	293	585	292	99.66%
213 Life Insurance	83	72	83	54	(29)	-34.94%
215 Health Reimbursement Account	900	907	900	-	(900)	-100.00%
220 FICA	15,268	14,646	14,932	15,804	872	5.84%
231 Employee Retirement	-	2,999	-	-	-	0.00%
232 Teacher Retirement	15,291	12,733	15,366	15,524	158	1.03%
250 Unemployment Compensation	67	1	67	-	(67)	-100.00%
260 Workers' Compensation	799	-	781	-	(781)	-100.00%
330 Contracted Services	112,212	93,472	113,112	112,912	(200)	-0.18%
581 Conference and Travel	1,250	1,129	1,250	-	(1,250)	-100.00%
585 Mileage Reimbursements	2,200	2,171	2,200	2,200	-	0.00%
610 Supplies	16,250	14,171	16,250	16,250	-	0.00%
640 Books & Printed Material	18	-	18	18	-	0.00%
731 Added Equipment	-	8,550	-	-	-	0.00%
735 Replacement Equipment	5,700	3,893	6,500	15,920	9,420	144.92%
810 Dues & Fees	15,497	12,814	15,497	15,497	-	0.00%
Total 1420 Athletics	388,780	362,753	385,991	411,603	25,612	6.64%
1430 Summer School						
112 Teachers' Salaries	21,760	14,640	21,760	21,760	-	0.00%
114 Paraeducators' Salaries	4,800	4,800	4,800	4,800	-	0.00%
220 FICA	2,032	1,487	2,032	2,032	-	0.00%
231 Employee Retirement	546	437	536	536	-	0.00%
232 Teacher Retirement	3,778	2,139	3,873	3,873	-	0.00%
250 Unemployment Compensation	106	-	-	-	-	0.00%
260 Workers' Compensation	-	-	106	-	(106)	-100.00%
610 Supplies	1,000	375	1,000	400	(600)	-60.00%
Total 1430 Summer School	34,022	23,878	34,107	33,401	(706)	-2.07%
2110 Attendance						
Attendance	1	-	1	1	-	0.00%
Total 2110 Attendance	1	-	1	1	-	0.00%
2120 Guidance Services						
111 Director's Salary	82,000	83,200	85,488	89,155	3,667	4.29%
112 Counselors' Salaries	353,782	363,927	382,952	382,953	1	0.00%
123 Temp/Part Time Salary	-	1,100	-	6,240	6,240	0.00%
124 Salary Pool	-	-	-	-	-	0.00%
211 Health Insurance	91,969	87,262	94,126	97,218	3,092	3.28%
212 Dental Insurance	6,976	6,257	6,443	7,413	970	15.06%
213 Life Insurance	1,329	1,654	1,329	1,221	(108)	-8.13%
214 Long Term Disability Insurance	340	385	354	366	12	3.39%
215 Health Reimbursement Account	1,500	241	-	-	-	0.00%
220 FICA	33,530	32,598	36,027	36,784	757	2.10%
232 Teacher Retirement	75,739	77,621	83,472	85,236	1,764	2.11%
250 Unemployment Compensation	672	13	672	-	(672)	-100.00%
260 Workers' Compensation	1,752	1,119	1,885	-	(1,885)	-100.00%

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330 Contracted Services	29,899	26,812	20,820	22,820	2,000	9.61%
581 Conferences/Travel	2,250	-	2,250	2,250	-	0.00%
585 Mileage Reimbursements	600	740	600	600	-	0.00%
610 Supplies	1,450	1,113	2,300	3,130	830	36.09%
611 AV Supplies	-	-	-	-	-	0.00%
640 Books & Printed Material	1,203	394	1,235	1,235	-	0.00%
731 Added Equipment	-	-	-	-	-	0.00%
735 Replacement Equipment	-	-	-	-	-	0.00%
810 Dues & Fees	604	251	604	604	-	0.00%
Total 2120 Guidance Services	685,595	684,689	720,557	737,225	16,668	2.31%
2129 Guidance Registrar						
115 Registrar's Salary	30,488	29,784	31,321	41,600	10,279	32.82%
124 Salary Pool	-	-	-	-	-	0.00%
211 Health Insurance	25,802	9,065	9,621	9,669	48	0.50%
212 Dental Insurance	1,553	463	474	492	18	3.80%
213 Life Insurance	28	12	28	18	(10)	-35.71%
220 FICA	2,333	2,238	2,396	3,182	786	32.80%
231 Employee Retirement	3,470	3,380	3,499	4,647	1,148	32.81%
250 Unemployment Compensation	112	2	112	-	(112)	-100.00%
260 Workers' Compensation	122	74	125	-	(125)	-100.00%
581 Conferences/Travel	800	-	800	800	-	0.00%
Total 2129 Guidance Secretarial	64,708	45,018	48,376	60,408	12,032	24.87%
2130 Health Services						
112 Nurses' Salaries	142,252	142,800	147,108	147,109	1	0.00%
114 Paraeducators' Salaries	35,450	36,223	37,975	40,669	2,694	7.09%
211 Health Insurance	26,173	28,621	30,206	30,392	186	0.62%
212 Dental Insurance	1,834	1,834	1,876	1,950	74	3.94%
213 Life Insurance	276	240	276	180	(96)	-34.78%
216 ILSSA Flex Med	500	-	-	-	-	0.00%
220 FICA	13,947	13,241	14,313	14,520	207	1.45%
231 Employee Retirement	4,034	4,122	4,242	4,542	300	7.07%
232 Teacher Retirement	24,696	24,790	26,186	26,186	-	0.00%
250 Unemployment Compensation	448	8	448	-	(448)	-100.00%
260 Workers' Compensation	730	447	749	-	(749)	-100.00%
330 Contracted Services	1,150	285	1,150	1,150	-	0.00%
430 Repairs & Maintenance Services	150	-	150	150	-	0.00%
585 Mileage Reimbursements	235	14	235	235	-	0.00%
610 Supplies	8,440	8,296	7,140	8,040	900	12.61%
640 Books & Printed Material	-	-	-	100	100	0.00%
731 Added Equipment	-	-	-	-	-	0.00%
735 Replacement Equipment	-	-	800	1,600	800	100.00%
810 Dues & Fees	300	300	300	300	-	0.00%
Total 2130 Health Services	260,615	261,222	273,154	277,123	3,969	1.45%
2140 Psychological Services						
112 Teachers' Salaries	-	-	-	69,127	69,127	0.00%
123 Temp/Part Time Salary	-	-	-	-	-	0.00%
211 Health Insurance	-	-	-	20,149	20,149	0.00%
212 Dental Insurance	-	-	-	1,693	1,693	0.00%
213 Life Insurance	-	-	-	90	90	0.00%
220 FICA	-	-	-	5,288	5,288	0.00%
232 Teacher Retirement	-	-	-	12,305	12,305	0.00%
250 Unemployment Compensation	-	-	-	-	-	0.00%
260 Workers' Compensation	-	-	-	-	-	0.00%
330 Contracted Services	100	-	60,000	-	(60,000)	-100.00%
585 Mileage Reimbursements	-	-	-	600	600	0.00%
610 Supplies	4,976	3,290	3,500	3,500	-	0.00%
650 Software	-	-	-	-	-	0.00%
Total 2140 Psychological Services	5,076	3,290	63,500	112,752	49,252	77.56%

Inter-Lakes Proposed Budget 2020/2021

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2150 Speech Services						
112 Teachers' Salaries	225,264	200,849	234,916	234,916	-	0.00%
114 Paraeducators' Salaries	61,157	31,234	63,880	65,208	1,328	2.08%
211 Health Insurance	100,436	72,117	102,488	102,836	348	0.34%
212 Dental Insurance	7,882	5,030	6,708	6,969	261	3.89%
213 Life Insurance	470	329	470	306	(164)	-34.89%
215 Health Reimbursement Account	1,500	-	1,500	600	(900)	-60.00%
220 FICA	21,912	16,425	22,858	22,959	101	0.44%
231 Employee Retirement	6,960	3,554	7,135	7,284	149	2.09%
232 Teacher Retirement	39,106	34,866	41,815	41,815	-	0.00%
250 Unemployment Compensation	560	(34)	560	-	(560)	-100.00%
260 Workers' Compensation	1,146	480	1,196	-	(1,196)	-100.00%
330 Contracted Services	2,500	-	2,000	2,000	-	0.00%
430 Repairs & Maintenance Services	-	-	-	-	-	0.00%
585 Mileage Reimbursements	500	629	500	500	-	0.00%
610 Supplies	878	418	1,100	1,100	-	0.00%
611 AV Supplies	-	-	-	-	-	0.00%
640 Books & Printed Material	437	102	100	100	-	0.00%
644 Electronic Information Access	914	330	-	-	-	0.00%
650 Software	300	-	-	-	-	0.00%
731 Added Equipment	950	-	500	500	-	0.00%
734 New Computer Equipment	1,680	1,348	1,680	1,680	-	0.00%
735 Replacement Equipment	35	-	500	500	-	0.00%
738 Replacement Computers	-	-	-	-	-	0.00%
Total 2150 Speech Services	474,587	367,677	489,906	489,273	(633)	-0.13%
2160 Occupational & Physical Therapy Services						
112 OTR Salary	68,591	68,591	70,955	70,955	-	0.00%
114 COTA Salary	-	-	-	-	-	0.00%
124 Salary Pool	-	-	-	-	-	0.00%
211 Health Insurance	15,221	15,081	16,007	16,258	251	1.57%
212 Dental Insurance	1,593	1,592	1,629	1,693	64	3.93%
213 Life Insurance	138	120	138	90	(48)	-34.78%
215 Health Reimbursement Account	1,500	1,500	1,500	600	(900)	-60.00%
220 FICA	5,247	5,165	5,428	5,428	-	0.00%
231 Employee Retirement	-	-	-	-	-	0.00%
232 Teacher Retirement	11,908	11,907	12,630	12,630	-	0.00%
250 Unemployment Compensation	112	2	112	-	(112)	-100.00%
260 Workers' Compensation	274	171	284	-	(284)	-100.00%
310 Consulting Services	-	-	-	-	-	0.00%
330 Contracted Services	135,710	124,073	135,710	135,710	-	0.00%
581 Conference and Travel	-	-	-	-	-	0.00%
582 Non-Bargaining Prof. Development	-	-	-	-	-	0.00%
585 Mileage Reimbursements	-	-	-	-	-	0.00%
610 Supplies	1,582	1,439	1,500	1,500	-	0.00%
611 AV Supplies	-	-	-	-	-	0.00%
640 Books & Printed Material	100	-	100	100	-	0.00%
731 Added Equipment	-	-	-	-	-	0.00%
735 Replacement Equipment	-	-	-	-	-	0.00%
738 Replacement Computers	-	-	-	-	-	0.00%
Total 2160 OT & PT Services	241,976	229,642	245,993	244,964	(1,029)	-0.42%
2210 Technology Services						
111 Technology Director	92,262	93,462	96,032	101,345	5,313	5.53%
112 Technology Technicians' Salaries	95,301	97,474	97,922	102,818	4,896	5.00%
123 Temp/Part Time Salary	5,000	6,000	5,000	10,000	5,000	100.00%
124 Salary Pool	-	-	-	-	-	0.00%
130 Overtime	1,000	-	-	-	-	0.00%
211 Health Insurance	75,793	71,620	77,933	75,545	(2,388)	-3.06%
212 Dental Insurance	4,824	4,824	4,935	5,127	192	3.89%
213 Life Insurance	693	168	694	626	(68)	-9.80%
214 Long Term Disability Insurance	379	433	397	410	13	3.27%
220 FICA	14,845	14,558	15,259	16,422	1,163	7.62%

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FUNCTION/DESCRIPTION	VOTED 2018/2019	ACTUAL 2018/2019	VOTED 2019/2020	PROPOSED 2020/2021	\$ Increase/ (Decrease) 2020/2021	% Change to Voted 19/20
231 Employee Retirement	21,516	21,729	21,721	23,978	2,257	10.39%
232 Teacher Retirement	-	-	-	-	-	0.00%
250 Unemployment Compensation	336	7	336	-	(336)	-100.00%
260 Workers' Compensation	772	492	798	-	(798)	-100.00%
290 Course Reimbursement	-	-	-	-	-	0.00%
330 Contracted Services	9,000	2,292	7,400	7,500	100	1.35%
331 Contracted Services - Copiers	39,800	50,487	45,600	61,750	16,150	35.42%
430 Repairs & Maintenance Services	15,000	8,794	15,000	15,000	-	0.00%
442 Equipment Rental	35,117	34,276	38,942	35,600	(3,342)	-8.58%
532 Data Communications	44,000	35,570	44,000	34,000	(10,000)	-22.73%
581 Conferences/Travel/Prof. Development	3,750	2,846	3,750	3,750	-	0.00%
585 Mileage Reimbursements	500	146	500	500	-	0.00%
610 Supplies	25,500	23,195	17,500	12,500	(5,000)	-28.57%
644 Electronic Information Access	103,370	89,344	98,630	161,459	62,829	63.70%
650 Non-Capital Software	-	(141)	-	-	-	0.00%
731 Added Equipment	-	-	-	-	-	0.00%
734 Technology Leases	275,000	286,914	275,000	290,000	15,000	5.45%
735 Replacement Equipment	17,500	33,006	22,000	12,300	(9,700)	-44.09%
738 Replacement Computers	-	-	-	-	-	0.00%
750 Capital Software	-	-	-	-	-	0.00%
810 Dues & Fees	525	435	525	525	-	0.00%
Total 2210 Technology Services	881,783	877,931	889,874	971,155	81,281	9.13%
2212 Instructional & Curriculum Development						
111 Coordinator's Salary	100,716	101,916	86,000	92,500	6,500	7.56%
112 Staff Salaries	102,000	111,030	50,000	48,000	(2,000)	-4.00%
114 Paraeducators' Salaries	12,000	12,300	9,230	18,330	9,100	98.59%
115 Secretary's Salary	15,864	16,101	16,298	17,117	819	5.03%
124 Salary Pool	-	-	-	-	-	0.00%
211 Health Insurance	18,317	16,793	24,063	5,512	(18,551)	-77.09%
212 Dental Insurance	995	994	1,759	-	(1,759)	-100.00%
213 Life Insurance	638	120	638	590	(48)	-7.52%
214 Long Term Disability Insurance	411	472	366	380	14	3.83%
220 FICA	17,640	18,066	12,356	13,881	1,525	12.34%
231 Employee Retirement	1,366	1,649	1,031	2,047	1,016	98.55%
232 Teacher Retirement	35,279	34,869	24,297	25,098	801	3.30%
250 Unemployment Compensation	224	4	224	-	(224)	-100.00%
260 Workers' Compensation	917	603	646	-	(646)	-100.00%
290 Course Reimbursement	48,750	60,462	48,750	48,750	-	0.00%
291 ILSSA Course Reimbursement	15,000	16,002	15,000	15,000	-	0.00%
330 Contracted Services	58,300	72,791	6,000	55,000	49,000	816.67%
331 In-Service	5,000	2,899	5,000	5,000	-	0.00%
581 Conferences/Travel	2,250	1,416	2,250	2,250	-	0.00%
583 Professional Development ILEA	51,250	31,441	51,250	51,250	-	0.00%
584 Professional Development ILSSA	19,500	7,360	19,500	19,500	-	0.00%
585 Mileage Reimbursements	2,000	731	2,000	2,000	-	0.00%
586 Mileage Reimbursements ILSSA	-	843	-	-	-	0.00%
587 Mileage Reimbursements ILEA	-	6,969	-	-	-	0.00%
610 Supplies	9,000	20,088	15,000	15,000	-	0.00%
611 AV Supplies	-	-	-	-	-	0.00%
640 Books & Printed Material	5,000	1,465	55,000	94,865	39,865	72.48%
644 Electronic Information Access	-	-	-	-	-	0.00%
650 Software	-	-	-	-	-	0.00%
731 Added Equipment	-	-	-	32,300	32,300	0.00%
735 Replacement Equipment	300	-	-	-	-	0.00%
810 Dues & Fees	1,600	129	1,600	1,600	-	0.00%
Total 2212 Instructional & Curriculum Development	524,317	537,512	448,258	565,970	117,712	26.26%
2222 School Library Services						
112 Library Salaries	143,995	149,067	154,093	154,093	-	0.00%
114 Paraeducators' Salaries	64,412	64,299	55,806	57,830	2,024	3.63%
211 Health Insurance	42,393	47,098	49,114	48,801	(313)	-0.64%
212 Dental Insurance	3,186	3,185	3,258	3,386	128	3.93%
213 Life Insurance	276	240	276	180	(96)	-34.78%
215 Health Reimbursement Account	1,500	-	-	-	-	0.00%
216 ILSSA Flex Med	1,001	520	1,000	1,000	-	0.00%
220 FICA	16,342	15,854	16,455	16,640	185	1.12%
231 Employee Retirement	4,756	5,397	5,069	5,221	152	3.00%
232 Teachers Retirement	24,999	25,878	27,429	27,428	(1)	0.00%

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FUNCTION/DESCRIPTION	VOTED 2018/2019	ACTUAL 2018/2019	VOTED 2019/2020	PROPOSED 2020/2021	\$ Increase/ (Decrease) 2020/2021	% Change to Voted 19/20
250 Unemployment Compensation	559	10	456	-	(456)	-100.00%
260 Workers' Compensation	855	533	860	-	(860)	-100.00%
330 Contracted Services	2,000	1,540	3,000	-	(3,000)	-100.00%
430 Contracted Repairs	1,000	-	1,000	500	(500)	-50.00%
585 Mileage Reimbursements	-	-	-	-	-	0.00%
610 Supplies	3,800	3,387	4,300	4,280	(20)	-0.47%
611 AV Supplies	2,300	1,131	2,600	1,700	(900)	-34.62%
640 Books & Printed Material	23,000	14,943	15,500	17,000	1,500	9.68%
644 Electronic Information Access	15,221	15,801	17,274	-	(17,274)	-100.00%
731 Added Equipment	1,700	247	1,000	-	(1,000)	-100.00%
734 New Computer Equipment	-	-	-	-	-	0.00%
735 Replacement Equipment	4,020	3,053	2,050	2,050	-	0.00%
810 Dues & Fees	710	564	710	710	-	0.00%
Total 2222 School Library Services	358,025	352,745	361,250	340,819	(20,431)	-5.66%
2310 School Board Services						
118 Treasurer's Salaries	1,500	2,000	1,500	1,500	-	0.00%
119 School Board Salaries	10,800	10,800	10,800	10,800	-	0.00%
122/123 Clerk/District Officers Salary	200	99	200	200	-	0.00%
220 FICA	957	987	957	957	-	0.00%
231 Employee Retirement	-	-	-	-	-	0.00%
260 Workers Compensation	50	32	50	-	(50)	-100.00%
313 Staff Management Services	-	-	-	-	-	0.00%
321 Professional Service for Instruction	5,000	-	5,000	5,000	-	0.00%
330 Contracted Services	6,760	40,250	6,760	6,760	-	0.00%
2317.320 Audit	20,250	20,450	20,250	20,250	-	0.00%
2318.318 Legal	20,000	57,376	20,000	75,000	55,000	275.00%
331 District Meeting	1,500	1,442	1,500	1,500	-	0.00%
319 Negotiations	-	-	-	-	-	0.00%
520 Insurance	44,351	44,351	48,342	45,368	(2,974)	-6.15%
521 Student Accident Insurance	5,718	5,718	5,718	-	(5,718)	-100.00%
540 Advertising	3,500	6,494	4,200	4,200	-	0.00%
550 Printing	3,000	1,640	3,000	3,000	-	0.00%
581 Conferences/Travel	500	160	500	500	-	0.00%
610 Supplies	5,000	10,014	5,000	10,000	5,000	100.00%
810 Dues & Fees	10,441	9,786	10,441	10,441	-	0.00%
Total 2310 School Board Services	139,527	211,598	144,218	195,476	51,258	35.54%
2320 Office of the Superintendent - SAU Services						
330 Contracted Services	849,307	849,307	839,805	889,857	50,052	5.96%
Total 2320 Superintendent SAU Services	849,307	849,307	839,805	889,857	50,052	5.96%
2410 Office of the Principal						
111 Principals' Salaries	400,185	411,358	296,974	276,943	(20,031)	-6.75%
112 Assistant Principals' Salaries	200,305	247,908	249,743	264,565	14,822	5.93%
121 Substitutes' Salaries	1,500	3,000	1,500	1,500	-	0.00%
123 Temp/Part Time Salary	-	600	-	3,000	3,000	0.00%
124 Salary Pool	-	-	-	-	-	0.00%
211 Health Insurance	137,005	109,606	122,864	93,576	(29,288)	-23.84%
212 Dental Insurance	9,247	9,614	8,718	8,551	(167)	-1.92%
213 Life Insurance	3,801	4,486	3,800	3,522	(278)	-7.32%
214 Long Term Disability Insurance	2,370	2,607	2,346	2,311	(35)	-1.49%
220 FICA	46,275	49,956	42,161	41,992	(169)	-0.40%
231 Employee Retirement	-	-	-	-	-	0.00%
232 Teachers Retirement	105,008	115,181	98,099	97,706	(393)	-0.40%
250 Unemployment Compensation	652	13	650	-	(650)	-100.00%
260 Workers' Compensation	2,376	1,655	2,205	-	(2,205)	-100.00%
330 Contracted Services	60,550	74,508	72,339	86,921	14,582	20.16%
430 Contracted Repairs	750	-	750	750	-	0.00%
442 Equipment Rental	1,088	984	1,088	1,088	-	0.00%
534 Postage	9,325	7,399	7,325	7,325	-	0.00%
550 Printing	5,900	3,927	3,600	11,115	7,515	208.75%
581 Conferences/Travel	13,500	9,092	13,500	15,750	2,250	16.67%

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585 Mileage Reimbursements	5,361	2,809	5,361	5,361	-	0.00%
610 Supplies	12,000	9,973	12,200	10,900	(1,300)	-10.66%
611 AV Supplies	200	100	200	200	-	0.00%
640 Books & Printed Material	450	121	450	586	136	30.22%
731 Added Equipment	-	-	1,500	-	(1,500)	0.00%
735 Replacement Equipment	400	314	-	1,000	1,000	0.00%
810 Dues & Fees	15,109	11,367	15,109	18,083	2,974	19.68%
Total 2410 Office of the Principal	1,033,357	1,076,577	962,482	952,745	(9,737)	-1.01%
2412 Principal Support						
115 Secretaries Salaries	224,458	255,997	276,944	251,858	(25,086)	-9.06%
123 Temp/Part Time Salary	-	-	-	-	-	0.00%
124 Salary Pool	-	-	-	-	-	0.00%
211 Health Insurance	104,205	93,756	113,376	127,785	14,409	12.71%
212 Dental Insurance	5,774	6,236	6,854	7,083	229	3.34%
213 Life Insurance	168	190	221	126	(95)	-42.99%
220 FICA	17,578	20,041	22,039	19,710	(2,329)	-10.57%
231 Employee Retirement	25,544	29,065	30,934	28,133	(2,801)	-9.05%
250 Unemployment Compensation	672	13	896	-	(896)	-100.00%
260 Workers' Compensation	918	639	1,153	-	(1,153)	-100.00%
581 Conferences/Travel	4,400	1,871	4,400	3,650	(750)	-17.05%
731 Added Equipment	-	-	-	-	-	0.00%
Total 2412 Principal Support	383,717	407,808	456,817	438,345	(18,472)	-4.04%
2590 Auditorium						
111 Director's Salary	10,500	10,500	10,500	-	(10,500)	-100.00%
123 Technician's Salary	5,500	3,494	5,500	5,500	-	0.00%
220 FICA	1,224	1,071	1,224	421	(803)	-65.60%
231 Employee Retirement	-	-	-	-	-	0.00%
250 Unemployment Compensation	-	-	-	-	-	0.00%
260 Workers' Compensation	64	35	64	-	(64)	-100.00%
330 Contracted Services	-	-	-	-	-	0.00%
610 Supplies	3,000	1,067	3,000	3,000	-	0.00%
731 Added Equipment	-	2,994	-	-	-	0.00%
735 Replacement Equipment	5,000	3,938	5,000	5,000	-	0.00%
Total 2590 Auditorium	25,288	23,098	25,288	13,921	(11,367)	-44.95%
2610 Operation of Plant						
111 Facilities Director	82,400	83,600	102,920	92,500	(10,420)	-10.12%
116 Custodian Salaries	378,768	360,537	399,564	408,160	8,596	2.15%
117 Maintenance Salaries	102,037	105,054	107,147	128,489	21,342	19.92%
121 Summer/Substitutes	33,000	41,833	33,000	38,000	5,000	15.15%
124 Salary Pool	-	-	-	-	-	0.00%
130 Overtime	30,000	54,541	30,000	50,000	20,000	66.67%
211 Health Insurance	307,948	276,748	319,228	293,132	(26,096)	-8.17%
212 Dental Insurance	17,235	15,888	18,813	16,485	(2,328)	-12.37%
213 Life Insurance	1,028	1,440	1,185	842	(343)	-28.95%
214 Long Term Disability Insurance	326	387	437	380	(57)	-13.04%
215 Health Reimbursement Account	-	305	1,500	600	(900)	-60.00%
220 FICA	47,945	47,558	51,506	54,898	3,392	6.59%
231 Employee Retirement	70,311	67,358	74,162	79,015	4,853	6.54%
232 Teacher Retirement	-	-	-	-	-	0.00%
250 Unemployment Compensation	1,751	34	1,867	-	(1,867)	-100.00%
260 Workers' Compensation	20,710	15,752	21,780	-	(21,780)	-100.00%
330 Contracted Services	4,600	6,429	7,600	7,600	-	0.00%
411 Water and Sewer	20,700	17,151	18,700	18,700	-	0.00%
421 Rubbish Removal	37,500	42,112	38,500	53,900	15,400	40.00%
430 Repairs & Maintenance Services	5,800	2,985	5,800	10,600	4,800	82.76%
531 Telephone	33,000	17,426	20,000	20,000	-	0.00%
532 Information Access Fees	-	-	-	-	-	0.00%
585 Conferences/Travel	2,250	392	2,250	2,550	300	13.33%
610 Supplies	114,600	152,144	135,103	150,000	14,897	11.03%
622 Electricity	106,568	133,609	103,512	110,192	6,680	6.45%

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623 Propane	7,000	6,503	7,000	7,000	-	0.00%
624 Fuel Oil	55,637	45,442	59,552	65,713	6,161	10.35%
629 Pellet Fuel	67,950	27,991	70,970	70,970	-	0.00%
644 Electronic Information Access	-	559	-	-	-	0.00%
650 Software	-	-	-	-	-	0.00%
731 Added Equipment	-	-	-	-	-	0.00%
735 Replacement Equipment	-	-	-	-	-	0.00%
810 Dues & Fees	-	10	-	-	-	0.00%
Total 2610 Operation of Plant	1,549,064	1,523,786	1,632,096	1,679,726	47,630	2.92%
2620 Buildings & Equipment						
330 Contracted Services	96,815	103,705	107,854	114,854	7,000	6.49%
331 Other Contracted Services	1,500	-	1,500	40,900	39,400	2626.67%
430 Contracted Repairs	102,700	160,085	217,400	134,900	(82,500)	-37.95%
431 Maintenance Contracts	-	-	-	-	-	0.00%
442 Rental Equipment	750	278	750	2,750	2,000	266.67%
448 LED Lighting Lease	4,500	4,490	4,500	4,500	-	0.00%
449 Honeywell Lease	523,922	523,915	536,679	549,818	13,139	2.45%
585 Mileage Reimbursements	2,500	1,764	2,500	2,500	-	0.00%
610 Supplies	60,000	52,734	60,000	55,000	(5,000)	-8.33%
626 Gasoline	-	-	-	980	980	0.00%
731 Added Equipment	-	103,823	-	64,300	64,300	0.00%
735 Replacement Equipment	84,450	335,473	116,000	625,100	509,100	438.88%
Total 2620 Buildings & Equipment	877,137	1,286,265	1,047,183	1,595,602	548,419	52.37%
2630 Care of Grounds						
330 Contracted Services	10,000	6,123	10,000	18,550	8,550	85.50%
422 Snow Plowing	40,800	44,251	41,700	42,000	300	0.72%
424 Lawn Care	39,975	67,816	41,000	41,000	-	0.00%
429 Other Cleaning Services	4,000	1,800	4,000	4,900	900	22.50%
430 Repairs & Maintenance Services	9,400	6,275	16,400	12,450	(3,950)	-24.09%
450 Construction - Special Projects	-	-	-	-	-	0.00%
610 Supplies	8,000	18,334	10,000	5,500	(4,500)	-45.00%
731 Added Equipment	-	-	-	-	-	0.00%
735 Replacement Equipment	20,000	7,451	6,530	5,500	(1,030)	-15.77%
Total 2630 Care & Upkeep of Grounds	132,175	152,049	129,630	129,900	270	0.21%
2700 Transportation						
2721.519 Regular Education Transportation	893,715	886,207	912,092	938,747	26,655	2.92%
2722.519 Special Education Transportation	358,811	304,834	279,058	372,592	93,534	33.52%
2723.519 Vocational Mid-Day Run	60,012	60,012	61,812	68,343	6,531	10.57%
2724.519 Athletic Transportation	67,840	80,352	63,406	74,600	11,194	17.65%
2725.519 Field Trips & Co-Curricular	52,181	46,854	58,683	46,473	(12,210)	-20.81%
2727.519 Homeless	30,000	31,438	25,000	29,268	4,268	17.07%
2728.519 Summer School	8,000	6,001	8,000	14,301	6,301	78.76%
Total 2700 Transportation	1,470,559	1,415,698	1,408,051	1,544,324	136,273	9.68%
2840 Retirement Incentives						
111 Administrative Salaries	-	-	168,039	-	(168,039)	
112 Professional Salaries	-	-	122,974	70,049	(52,925)	
220 FICA	-	-	22,263	5,358	(16,905)	
232 Teacher Retirement	-	-	51,800	12,469	(39,331)	
260 Workers' Compensation	-	-	1,164	-	(1,164)	
Total 2840 Retirement Incentives	-	-	366,240	87,876	(278,364)	-76.01%
2850 Retired Employee Expenses						
211 Retiree Health Insurance	1,059,801	981,862	1,216,593	1,185,571	(31,022)	-2.55%
215 Self Insurance	-	-	-	-	-	
Total 2850 Retired Employee Expenses	1,059,801	981,862	1,216,593	1,185,571	(31,022)	-2.55%
2900 Costs to Distribute						
215 Health Reimbursement Account	-	5,859	-	6,000	6,000	
250 Unemployment Compensation	-	-	-	6,633	6,633	
260 Workers' Compensation	-	-	-	51,952	51,952	
Total 2900 Costs to Distribute	-	5,859	-	64,585	64,585	0.00%

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FUNCTION/DESCRIPTION	VOTED 2018/2019	ACTUAL 2018/2019	VOTED 2019/2020	PROPOSED 2020/2021	\$ Increase/ (Decrease) 2020/2021	% Change to Voted 19/20
5100 Debt Services						
830 Interest	-	-	-	-	-	
910 Principal	-	-	-	-	-	
Total 5100 Debt Services	-	-	-	-	-	0.00%
5222 Federal Funds Transfer						
930 Transfer to Federal Funds	-	-	-	-	-	
Total 5222 Federal Funds Transfer	-	-	-	-	-	0.00%
5252 Expendable Trust Transfer						
930 Transfer to Expendable Trust	125,000	125,000	145,000	-	(145,000)	-100.00%
Total 5252 Expendable Trust Transfer	125,000	125,000	145,000	-	(145,000)	-100.00%
Total General Fund	25,270,415	25,273,971	26,105,788	27,088,183	982,395	3.76%
5220 Federal Funds						
930 Federal Grants	200,000	-	200,000	200,000	-	0.00%
5221 Food Service Fund						
930 Food Service Fund	395,000	-	395,000	395,000	-	0.00%
Total Appropriations	25,865,415	25,273,971	26,700,788	27,683,183	982,395	3.68%

Inter-Lakes School District Revenue Information

	2018-2019 <u>Actual MS 24</u>	2019-2020 <u>Actual MS 24</u>	2020-2021 <u>Estimated</u>
General Fund Revenue			
Unreserved Fund Balance (Fiscal Year End)	448,700	49,704	13,350
Voted amendment to return	0	0	121,130
Amounts Voted from Fund Balance	125,000	145,000	0
 Revenue From State Sources			
403230 Special Education Aid	0	25,435	50,000
403210 Building Aid	91,545	98,947	106,779
403242 Vocational Aid	13,202	13,500	13,500
 Revenue From Federal Sources			
404580 Medicaid	100,000	50,000	50,000
404590 Retirees Drug Subsidy	0	40,000	40,000
 Local Revenue Other Than Taxes			
Tuition	31,047	15,000	2,500
Earnings on Investments	2,000	2,000	2,000
Student Activities	1,500	1,500	2,000
Auditorium Rent	15,000	15,000	19,800
Other Rent	13,000	13,000	13,366
Other Local Sources	500	500	500
Total General Fund Revenues	<u>841,494</u>	<u>469,586</u>	<u>434,925</u>
 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	<u>1,436,494</u>	<u>1,064,586</u>	<u>1,029,925</u>
District Appropriation	25,865,415	26,700,788	27,683,183
District Assessment	24,428,921	25,636,202	26,653,258
Less Federal Forest Sandwich	-8,017	-8,496	-8,496
Less State Grant Meredith	0	0	0
Less Kindergarten Center Harbor	-6,740	0	0
Less Kindergarten Meredith	-70,050	0	0
Less Kindergarten Sandwich	-8,800	0	0
Net Assessment to Apportion	<u><u>24,420,904</u></u>	<u><u>25,627,706</u></u>	<u><u>26,644,762</u></u>
 <i>Increase \$</i>		<i>1,206,802</i>	<i>1,017,056</i>
<i>Increase %</i>		<i>4.94%</i>	<i>3.97%</i>

Inter-Lakes School District Tax Assessment Worksheet Fall 2019

Formula for Assessing Cost to Individual Towns

The formula for pro-rating the cost of capital outlay operation of the Cooperative School District shall be 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 (2016) and ½ ADM (2017-2018)

1. Equalized Valuation

	<u>2017</u>	<u>Valuation %</u>
Center Harbor	437,575,927	14.9399%
Meredith	2,040,970,867	69.6836%
Sandwich	450,363,393	15.3765%
	2,928,910,187	100.0000%

2. Average Daily Membership 2017-2018 as published by Dept. of Education

	<u>ADM</u>	<u>ADM %</u>
Center Harbor	116.53	11.6055%
Meredith	755.79	75.2712%
Sandwich	131.77	13.1233%
	1,004.09	100.0000%

3. Combined ADM and Equalized Valuation

	<u>Valuation %</u>	<u>ADM %</u>	<u>Combined %</u>
Center Harbor	14.9399%	11.6055%	13.2727%
Meredith	69.6836%	75.2712%	72.4774%
Sandwich	15.3765%	13.1233%	14.2499%
	100.0000%	100.0000%	100.0000%

4. Apportionment of Appropriation 2019-2020 School Year

Appropriations Voted	26,700,788
Less Revenue	1,064,586
Tax Assessment	25,636,202

Town	% Rate	Apportionment	Less Forest Land	Less Kindergarten Aid	Net Assessment
Center Harbor	13.2727%	3,402,616	-	-	3,402,616
Meredith	72.4774%	18,580,440	-	-	18,580,440
Sandwich	14.24998%	3,653,133	8,496	-	3,644,637
	100.0000%	25,636,189	8,496	-	25,627,693

Special Education Expenditures/Revenues

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

	Fiscal Year 2017-2018	Fiscal Year 2018-2019
<u>Expenditures</u>		
<u>General Fund</u>		
Instructional	\$ 3,566,534.83	\$ 3,851,772.53
Related Services	\$ 1,042,390.83	\$ 987,873.01
Administration	\$ 119,643.89	\$ 119,041.60
Legal	\$ 818.00	\$ 15,377.50
Transportation	\$ 273,567.92	\$ 304,833.71
<u>Special Revenue Funds</u>		
Instructional	\$ 52,391.33	\$ 74,363.62
Speech Services	\$ 17,201.70	\$ 18,669.66
Preschool Services	\$ 3,513.48	\$ -
Co-curricular Activities	\$ -	\$ -
Consulting Services	\$ 32,385.87	\$ 60,538.12
Psychological Services	\$ 95,916.76	\$ 83,100.02
Contracted Liaison	\$ 4,924.51	\$ 5,760.00
Total	\$ 5,209,289.12	\$ 5,521,329.77
<u>Revenues</u>		
<u>General Fund</u>		
Medicaid	\$ 115,117.30	\$ 141,162.85
Catastrophic Aid	\$ -	\$ -
Special Education Tuition	\$ 49,770.64	\$ 34,240.63
State Adequacy *	\$ -	\$ -
<u>Special Revenue Funds</u>		
Instructional	\$ 52,391.33	\$ 74,363.62
Speech Services	\$ 17,201.70	\$ 18,669.66
Preschool Services	\$ 3,513.48	\$ -
Co-curricular Activities	\$ -	\$ -
Consulting Services	\$ 32,385.87	\$ 60,538.12
Psychological Services	\$ 95,916.76	\$ 83,100.02
Contracted Liaison	\$ 4,924.51	\$ 5,760.00
Total	\$ 371,221.59	\$ 417,834.90
Net Cost of Special Education	\$ 4,838,067.53	\$ 5,103,494.87

* estimated portion related to special education

Expendable Trust Funds Annual Report

Date	Description	Health Insurance Reserve	Special Education	Facilities	ILES Playground
6/30/2015	Balance	\$ 70,983.45	\$ 150,327.35	\$ 359,984.18	\$ 50.85
2015/2016	Transfer In			\$ 75,000.00	
2015/2016	Interest YTD	\$ 218.69	\$ 305.61	\$ 752.48	\$ 0.12
6/30/2016	Balance	\$ 71,202.14	\$ 150,632.96	\$ 435,736.66	\$ 50.97
2016/2017	Transfer In			\$ 75,000.00	
2016/2017	Transfer out			\$ (250,000.00)	
2016/2017	Interest YTD	\$ 484.48	\$ 2,205.38	\$ 2,518.00	\$ 0.39
6/30/2017	Balance	\$ 71,686.62	\$ 152,838.34	\$ 263,254.66	\$ 51.36
2017/2018	Transfer In			\$ 100,000.00	
2017/2018	Transfer out				
2017/2018	Interest YTD	\$ 946.32	\$ 2,404.74	\$ 4,013.92	\$ 0.55
6/30/2018	Balance	\$ 72,632.94	\$ 155,243.08	\$ 367,268.58	\$ 51.91
2018/2019	Transfer In		\$ 25,000.00	\$ 100,000.00	
2018/2019	Transfer Out				
2018/2019	Interest YTD	\$ 1,638.94	\$ 2,930.99	\$ 8,858.31	\$ 0.55
6/30/2019	Balance	\$ 74,271.88	\$ 183,174.07	\$ 476,126.89	\$ 52.46

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

Patricia Temperino
Assistant Superintendent

Elaine Dodge
Director of Student Services

Ashley Dolloff
Human Resources Director

STATUS OF FINANCIAL STATEMENTS AND INDEPENDENT AUDITOR'S REPORT

June 30, 2019

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

At the time of the printing of the Fiscal Year End 2019 Annual Report for the Inter-Lakes School District, our auditors, Grzelak and Company, P.C., will be finishing their audit. The final audited financial statements and independent auditor's report will be made available in the SAU #2 Business Office in the Humiston Building.

Respectfully submitted,

Patricia Temperino
Assistant Superintendent

SAU #2 Central Office Budget 2020-2021
Budget Adopted December 17, 2019

Account Number	Description	Adopted 2018/2019	Actual 2018/2019	Adopted 2019/2020	Adopted 2020/2021	Change from 19/20	
						Increase/ (Decrease)	% Change
11023201	Executive & General SAU Administration						
500100	Superintendent	123,000	123,250.44	126,000	128,000	2,000	1.59%
500102	Assistant Superintendent	118,000	118,338.09	121,000	124,000	3,000	2.48%
500107	Director of Student Services	96,000	96,000.00	99,000	102,000	3,000	3.03%
500112	Accountant	63,776	-	-	-	-	
500113	Business Office Staff	80,454	132,042.22	132,254	139,880	7,626	5.77%
500114	Human Resources Director	66,476	66,476.00	68,226	73,226	5,000	7.33%
500115	Administrative Support	59,740	59,935.14	61,240	62,740	1,500	2.45%
500118	Treasurer	750	750.00	750	750	-	0.00%
500119	Available Salary	3,953	-	-	-	-	
500123	Part Time Professional Support	-	12,128.76	20,000	35,000	15,000	0.00%
500210	Retirees Health & Dental Insurance	22,899	36,867.76	42,384	34,374	(8,010)	-18.90%
500211	Health Insurance	95,580	93,565.28	102,135	116,940	14,805	14.50%
500212	Dental Insurance	9,341	8,137.09	8,178	8,693	515	6.30%
500213	Life Insurance	3,651	1,282.00	3,651	3,651	0	0.01%
500214	Long Term Disability Insurance	2,315	2,558.90	2,370	2,456	86	3.65%
500220	FICA	50,497	51,719.01	48,120	51,778	3,658	7.60%
500231	NHRS-E	75,074	56,880.72	56,919	59,055	2,136	3.75%
500232	NHRS-T	-	24,903.04	17,622	18,156	534	
500250	Unemployment Comp. Ins.	895	500.00	750	504	(246)	-32.80%
500260	Workers Compensation Ins.	2,176	1,770.00	1,860	1,865	5	0.27%
500290	Other Employee Benefits	48,300	48,300.00	850	850	-	0.00%
500318	Legal Fees	400	147.00	400	400	-	0.00%
500320	Audit	7,075	7,250.00	5,500	7,250	1,750	31.82%
500330	Software Support Contract	31,928	31,926.98	33,481	48,796	15,315	45.74%
500331	Other Support Contracts	2,500	767.50	2,500	2,500	-	0.00%
500430	Repairs	300	-	300	300	-	0.00%
500441	Rent	2,000	2,000.00	2,000	2,000	-	0.00%
500442	Equipment Lease	950	752.00	720	720	-	0.00%
500520	Insurance	500	500.00	500	500	-	0.00%
500531	Telephone	2,280	1,616.07	2,280	1,735	(545)	-23.90%
500534	Postage	2,500	2,410.40	2,500	3,000	500	20.00%
500540	Advertising	2,000	-	2,000	1,500	(500)	-25.00%
500550	Printing & Binding	250	-	250	250	-	0.00%
500582	Staff Development/Trainings	9,000	11,059.90	9,000	9,000	-	0.00%
500585	Mileage Reimbursement	5,000	2,050.90	5,000	5,000	-	0.00%
500610	Supplies	6,000	5,921.82	6,500	6,500	-	0.00%
500640	Books	-	-	-	-	-	0.00%
500650	Miscellaneous Software	-	-	-	-	-	0.00%
500733	New Furniture & Fixtures	-	-	-	-	-	0.00%
500737	Replacement Furniture	-	-	-	-	-	0.00%
500738	Replacement Computers	-	-	-	-	-	0.00%
500810	Dues & Fees	4,791	4,470.25	5,231	4,956	(275)	-5.26%
	Total General Fund	1,000,351	1,006,277	991,471	1,058,325	66,854	6.74%
	Federal Funds						
	IDEA/Preschool	225,000	225,000	225,000	225,000	-	0.00%
	Federal Total	225,000	225,000	225,000	225,000	-	0.00%
	Total Appropriations General Fund & Federal Fund	1,225,351	1,231,277	1,216,471	1,283,325	66,854	5.50%

SAU #2 Central Office Budget 2020-2021
Budget Adopted December 17, 2019

Account Number	Description	Adopted 2018/2019	Actual 2018/2019	Adopted 2019/2020	Adopted 2020/2021	Change from 19/20	
						Increase/ (Decrease)	% Change
	Revenue	Budget	Actual	Budget	Budget		
	Federal Funds	225,000	225,000	225,000	225,000	-	0.00%
	Indirect Costs	30,000	41,718	35,000	35,000	-	0.00%
	Interest Earned	250	817	250	250	-	0.00%
	Assessment	-	935,101	-	-	-	
	Other Income	-	20	-	-	-	
	Fund Balance	35,000	28,621	25,000	30,000	5,000	20.00%
	Total Revenue	290,250	1,231,277	285,250	290,250	5,000	1.75%
	Assessment						
	Total Appropriations	1,225,351		1,216,471	1,283,325	66,854	5.50%
	Less Total Revenue	290,250		285,250	290,250	5,000	1.75%
	General Fund Assessment	935,101	-	931,221	993,075	61,854	6.64%
	Fund Balance						
	Net Assessment	935,101	-	931,221	993,075	61,854	6.64%

Distribution of District Shares for 2020-2021

The School Administrative Unit #2 budget for the 2020-2021 school year was pro-rated to the two districts on the basis of the 2017 Equalized Valuations for the 2018-2019 Average Daily Membership as follows:

District	2018 Equalized Valuation	Valuation Percent	2017-2018 Pupil A.D.M.	Pupil Percent	Average of Equal Val & A.D.M.	District Share
Ashland	252,301,229	7.391%	156.96	13.396%	10.394%	103,218
Inter-Lakes	3,161,203,576	92.609%	1014.71	86.604%	89.606%	889,857
TOTAL	\$3,413,504,805	100.000%	1,171.67	100.000%	100.000%	\$ 993,075

Distribution of District Shares for Salaries of the Superintendent of Schools and Assistant Superintendent

The Superintendent's salary for the 2020-2021 school year is estimated at \$ 128,000. The School Administrative Unit #2's share is \$128,000, of which \$ 13,304.32 is Ashland's share and \$ 114,695.68 is Inter-Lakes' share.

The Assistant Superintendent's salary for the 2020-2021 school year is estimated at \$ 124,000. The School Administrative Unit #2's share is \$ 124,000, of which \$ 12,888.56 is Ashland's share and \$ 111,111.44 is Inter-Lakes' share.

Distribution of District Shares for 2019-2020

The School Administrative Unit #2 budget for the 2019-2020 school year was pro-rated to the two districts on the basis of the 2017 Equalized Valuations for the 2017-2018 Average Daily Membership as follows:

District	2017 Equalized Valuation	Valuation Percent	2016-2017 Pupil A.D.M.	Pupil Percent	Average of Equal Val & A.D.M.	District Share
Ashland	172,708,756	5.568%	164.49	14.065%	9.817%	91,416
Inter-Lakes	2,928,910,187	94.432%	1004.99	85.935%	90.183%	839,805
TOTAL	\$3,101,618,943	100.000%	1,169.48	100.000%	100.000%	\$ 931,221

Distribution of District Shares for Salaries of the Superintendent of Schools and Assistant Superintendent

The Superintendent's salary for the 2019-2020 school year is at \$ 126,000. The School Administrative Unit #2's share is \$126,000, of which \$ 12,369.42 is Ashland's share and \$ 113,630.58 is Inter-Lakes' share.

The Assistant Superintendent's salary for the 2019-2020 school year is at \$ 121,000. The School Administrative Unit #2's share is \$ 121,000, of which \$ 11,878.57 is Ashland's share and \$ 109,121.43 is Inter-Lakes' share.

Superintendent's Report

It is an honor and privilege to share the Inter-Lakes School District Annual Report with the citizens of Center Harbor, Meredith and Sandwich. I am pleased to report that each of our schools - Inter-Lakes Elementary School, Sandwich Central School, and Inter-Lakes Middle/High School continue to be exemplary models of learner-centered environments. Our schools are places where students feel valued, respected, supported and challenged *“to achieve academic excellence in order to reach their highest potential and to succeed as responsible, contributing citizens in a global society.”*

The 2019 - 2020 school year started with new administrators at the helm of Inter-Lakes Elementary School and Inter-Lakes Middle/High School; Ms. Kathleen Hill, Interim Principal Inter-Lakes Elementary School and Mr. Scott Currier, Principal Inter-Lakes Middle/High School. Ms. Hill was scheduled to retire as the Inter-Lakes School District Curriculum Coordinator at the end of the 2018 - 2019 school year. When approached with a need to support the Inter-Lakes School District by taking on the role of Interim Principal at Inter-Lakes Elementary School, Ms. Hill did not hesitate, she simply said, “yes, whatever I can do to help”. In only minutes of assuming her new role, Ms. Hill’s principal skillset was quickly reactivated along with a true spring in her step as she was excited to be working directly with children, families and the team of educators at Inter-Lakes Elementary School. Ms. Hill’s willingness to step up and provide leadership in our time of need has allowed our community of learners to have a productive and meaningful school year. On behalf of the Inter-Lakes School District, I extend sincere gratitude and appreciation to Ms. Hill and Mrs. Barbara Pope, Inter-Lakes Elementary Assistant Principal, for their teamwork and invaluable support during this transition period.

Mr. Currier along with Assistant Principals Dr. Michelle Robinson and Mr. Mark Parsons opened the first official year of our 7 - 12 learning community at Inter-Lakes Middle/High School. Opening day was marked by a celebratory welcome for all members of the Inter-Lakes Middle/High School community; this festive opening was designed by a collaborative effort of students, teachers, volunteers and school administrators. The momentum of the opening day has carried through the school year as new 7 - 12 traditions are created and past ones are reworked to be inclusive of 7 - 12. This reflects their mottos for the school year of “I’m in 7 - 12” and “All in”!

During the current and previous school years, *Inter-Lakes School District’s Design Principles, Practices, and Procedures for: Learning, Assessing Learner Progress, and Using Grades to Report Learner Progress*, was crafted to reflect our commitment to ensure high quality learning for all students. Throughout the 2019 - 2020 school year, the Inter-Lakes School District has hosted a learning series made up of four sessions: *Rigorous Learning & Assessment Practices; Standards for Learning, Instructional Practices; Pathways to Learning; Personal Competencies; Growth Mindset, Grading Practices; Reporting Learner Progress; Recognition, and Putting All the Pieces Together*. The purpose of the learning series is to raise awareness about high quality practices related to instruction, assessment, competencies, and reporting learner progress. The goal is to adopt, by June 2020, a final version of the *Inter-Lakes School District’s Design Principles, Practices, and Procedures for: Learning, Assessing Learner Progress, and Using Grades to Report Learner Progress*.

Primary years of learning (PK - 3) have many educational milestones, most certainly, learning to read is at the top of the list. There is a saying that describes this important undertaking best *“first you learn to read and then, you read to learn”* (unknown). Our elementary educators are engaging in deep professional learning to ensure that the most up-to-date practices for teaching reading are in place. Additionally, every classroom in grades K - 6 have been provisioned with new reading materials to support this critical work.

Superintendent's Report cont.

Another curricula area that is gaining traction is our offerings in Science Technology Engineering Art Mathematics (STEAM). STEAM is powering minds K - 12 through such experiences as designing robots. Creativity, collaboration, problem solving, perseverance and resilience are all activated when designing STEAM projects.

Over the past few years, our School District has worked to expand programming in the area of special needs. Specifically, two years ago an Early Childhood Special Education Teacher was hired to provide significant interventions for our earliest learners. At the start of the 2019 - 2020 school year, the Personal and Academic Life Skills Program (PALS) was implemented at Inter-Lakes Elementary School and the Life Skills Program at the high school level was extended to include grades 7 and 8. This expansion of such programming means as a School District we have developed the resources and increased access for learners who require significant levels of modifications and services. Additionally, utilizing a combination of grant and district funds, the Laker Learner Lab was launched in 2019 - 2020. The services provided by the Laker Learning Lab are designed for learners who require necessary social emotional interventions in order to be able to engage in learning. Program development is allowing us to build stronger systems of support for our learners in a more efficient manner.

The challenge we continue to face as a School District is that our pre-kindergarten to twelfth grade enrollment has declined from 1,340 students in the 2000 - 2001 school year to 1,021 today. Ultimately, this decline in enrollment increases the per pupil cost to continue meeting the goal of providing students with *“outstanding educational opportunities and resources”*. Therefore, with a keen eye for continuing to ensure high quality learning experiences for ALL our students, but also an attentive eye towards balancing the financial impact on our communities, we continue to look for ways we can adapt as a School District that have cost savings, but that do not sacrifice the learning experiences for today's and tomorrow's students. Such examples are - the strong commitment to powering our own energy and selling the extra dividends of this effort, “self-insuring” our one-to-one computing devices, the shift to a one tiered transportation system, reorganization of administrative responsibilities, and using natural transitions, such as retirements, to maximize opportunities while maintaining costs.

An updated and well-maintained facility is essential to providing a quality learning environment. The Inter-Lakes School District's Capital Improvement Plan is an important guide for balancing and supporting ongoing efforts to maintain and improve our infrastructure. In addition, the Facilities Expendable Trust provides financial means to balance the impact of project costs as well as plan for the unexpected. The proposed facilities budget for 2020-2021 strives to put the District back on track with repairs, updates, and maintenance. All three school buildings will have sections of roof replaced. The girls' locker room at the Middle/High School will be updated. The music room renovations at the Middle/High School will be completed; and other smaller but important updates will be made such as cafeteria sink replacements, window treatments, and classroom carpet replaced with vinyl tile.

As a School District and greater community it is recognized that the safety of our schools is not only about the infrastructure of our facilities; it is most certainly rooted in the wellness of our community. This awareness has grown today to year two of our implementation of the ***Choose Love Enrichment Program***, provided for free through the Jesse Lewis Choose Love Movement, which was founded by Scarlet Lewis, Mother of Jesse Lewis, Sandy Hook victim, to spread Jesse's message of, *“Nurturing Healing Love”*. The ***Choose Love Formula*** teaches the foundational concepts and skills of social and emotional learning and is informed by current brain research and neuroscience. The goal of the ***Choose Love Enrichment Program*** is to provide children with the knowledge, attitude, and skills they need to choose love in any

Superintendent's Report cont.

situation. These abilities include - understanding and managing emotions (self-awareness and self-management), setting and achieving positive goals, feeling and showing empathy and compassion for others (social awareness), establishing and maintaining positive relationships, and making responsible decisions.

“Although we can’t always choose what happens to us, we can always choose how to respond. Children can learn to choose a loving thought over an angry one. When a child realizes that they have the power to positively impact themselves as well as those around them, it is empowering and perpetuates their positive actions and interactions.” -Scarlett Lewis, Founder of the Jesse Lewis Choose Love Movement™ and Jesse’s mother. School cultures are improved when students are able to productively and positively respond to the myriad of social and emotional situations encountered on a daily basis in life. This essential skillset readies and opens the mind for learning.

As a School District, we extend our deep and sincere gratitude to Mona Hoefs, Dolores Humiston, and Sandy Spiro as they prepare to retire at the end of the school year. Over 71 plus collective years of service from these dedicated educators has been shared with the Inter-Lakes School District.

Our students, staff and all three communities are fortunate to have a dedicated and learner-centered School Board. Joining them over the past twenty (20) years, has been a Student Representative to the Board. Since August 2019, Raven Strother, Inter-Lakes Middle/High School Junior, has represented the students of the Inter-Lakes School District. A Student Representative on the School Board is just one of many examples of how our educational system fosters current and future civic responsibility and commitment to one’s community.

The Inter-Lakes School District has had the great fortune to benefit from exemplars of community service on the Inter-Lakes School Board. One of these individuals is certainly Mr. Howard Cunningham. Although we are saddened that Mr. Cunningham’s tenure of service of 18 years on the Inter-Lakes School Board is coming to a close, his many positive contributions will continue on for our learners of today and into the future. Mr. Cunningham’s outstanding knowledge, thoughtful approach and courage to make difficult decisions have contributed to the positive and productive work of the School Board. There are truly no words that can adequately express the gratitude due to Mr. Cunningham for his exceptional service and commitment to the community.

The communities of Inter-Lakes continue to provide unparalleled support for today and tomorrow’s learners. It represents one of the strongest civic lessons for our students, that supporting one’s community and education matter. As a School District, we greatly value this support and match it daily with an equal commitment to provide the highest quality learning opportunities for the students and families we serve.

Respectfully,

Mary A. Moriarty
Superintendent of Schools

Inter-Lakes Middle/High School Principal's Report 2019-2020

Inter-Lakes Middle/High School has seen great growth and change over the course of the year as we have continued with a focused effort to build and grow our 7-12 community. Throughout the restructuring process, we have remained committed to fostering diverse and engaging opportunities for both students and staff here at our school while keeping the spirit of our 7-12 community at the forefront of everything that we do.

Our 7-12 community began to come together within the previous school year as a group of student leaders and staff worked to change how we would begin our year. The goal was simple: create a welcoming culture and climate from day one for all learners within our community. This leadership group set out to coordinate with students, staff, administration, and outside resources to create an opening day of school that was welcoming, but also ushered in a new path for our school community. From this came much of the work that we have pursued as we embark on our next challenge.



In developing a whole school 7-12 school community, we strive to foster diverse academic opportunities for all learners. This has been apparent with the advent of our S.T.E.A.M. (Science, Technology, Engineering, Arts, and Mathematics) Department and course offerings. Course offerings have and are being developed for all learners' grades 7-12 that encompass Computer Science, Industrial Arts, Engineering, Digital Arts, and Robotics. Engaging students early and often to hands on learning experiences helps to foster engagement and growth in how they interact with school. Another example is with our continued work through the Running Start program to align our course offerings with Lakes Region Community College. This alignment allows students the opportunity to earn college credit, and give them an advantage within the college classroom.



Our middle school team have been pioneers for the work we have done around competency based education and providing diverse academic opportunities for all

learners. Middle school students have the opportunity to not only work within their normal set of classes, but are afforded opportunities for both extra support and academic advancement through the support of their classroom teachers. This kind of flexibility and thinking allows us to engage all learners no matter where they are in their educational process. We are also continuing our work within the middle school grades of providing field experiences for all of our learners. These educational opportunities bring the learning process for our students outside of our school and allow them to interact with our world in a truly different way.



We strive to foster diverse extracurricular opportunities for all learners here at Inter-Lakes Middle/High School.

This is yet another driver of the culture and climate work being done here to help build our 7-12 school community. Our Athletic Director, Sarah Dumais, has spearheaded initiatives to increase student participation and community involvement throughout our athletics offerings and program. While beginning her work in the summer, Ms. Dumais coordinated with community resources to reshape our homecoming weekend. Through



the work of our Facilities and Athletics departments, as well as generous community support, our school was able to host a Homecoming weekend that included middle school and high school soccer games, the annual Pink Game for our high school volleyball teams, and a Friday night football game under the lights. Attendance for the event was outstanding and the Pink Game raised over \$1,400 dollars in donations for the American Cancer Society in support of research for a cure for breast cancer.

I share this as both an example of the tremendous support that our community provides, but also the opportunities that we have as our 7-12 community continues to develop.

We strive to foster diverse professional development opportunities for our staff. It is with great intention that we talk about opportunities for all learners. It is that term that is inclusive of both our students and staff, as we not only want to foster continued learning for all, but we as educators need to model what life-long learning looks like for our students. Throughout the year numerous educators have participated in professional development provided by their own colleagues. As we continue our work developing best practices around curriculum, instruction, and assessment through competency based learning, it is our instructional staff that has taken the lead on what works within their classrooms with focuses on: social-emotional learning, culturally relevant teaching, and executive functioning.

One such opportunity has been through vertical team meetings held throughout the school year. This has allowed for teachers in grades 7-12 to have dedicated time to share instructional practices, the development of goals, and provide personalized professional development with teacher teams collaborating on curricular alignment. It also is a community builder for our school, as it allows for teachers to share out what is happening in their classrooms, where this opportunity for discussion might not have existed before. Teachers have taken this work and have been participants within the Inter-Lakes Learning Series, in which they are sharing out best practices with the community across grade levels and content disciplines. Finally, teachers presenting are gaining valuable experience within a leadership capacity while supporting their colleagues.

Inter-Lakes Middle/High School is very fortunate to have the support of three amazing communities in Meredith, Center Harbor, and Sandwich. It is with that support that we are able to accomplish many of the items that I have written of here, and countless others that are too many to list. The support of families and community are what provide the foundation for any successful student or group of students, and we are very fortunate to have just that. We also have an outstanding student body that works to not only succeed in both academics and co-curricular, but they are a group that are truly advocates for what they believe is right. This is the part that I am the most proud of, as our students are engaged citizens who want to make the world a better place.



I am honored to have the opportunity to be the Principal here at Inter-Lakes Middle/High School and am grateful for the chance to work with such supportive communities, amazing students, and outstanding educators. I thank you for all that you do for all of our learners, and I am excited to continue our important work.

Respectfully Submitted,

Scott Currier
Principal

Inter-Lakes Elementary School Principal's Report 2019-2020

It is my pleasure to submit the annual report for Inter-Lakes Elementary School. Inter-lakes Elementary School continues to be a center of learning and growth for 471 learners in preschool through sixth grade. Educators work tirelessly to address the academic and social/emotional needs of all children.

The current kindergarten class will graduate in 2032, it will undoubtedly be a very different looking work force and society that will require problem solving skills, independent thinking, and the ability to overcome abstract challenges. We believe that teaching and modeling these skills through our extensive work on our district Personal Competencies will best prepare learners for that future. These work habits are so important to us that they are the first item listed on our progress reports.

Academic Competencies drive our curriculum and teaching practices. Competencies define our expectations for all learners. The competencies have been prioritized and mastery of skills and concepts is a top priority. While the competencies guide instruction, they also allow for flexibility to meet the needs of learners at their current level and they allow for learners to “move when ready” as they progress.



During the 2019-2020 school year, Inter-Lakes Elementary School implemented the Wonders literacy program. The program uses complex fiction and nonfiction texts, and writing resources to help to develop English/language arts skills and concepts. This resource provides a systematic scope and sequence for reading and writing.

Our guidance department continues to work with learners using the Choose Love program. The program focuses on four important character values

- Courage, Gratitude, Forgiveness, and Compassion in Action - which cultivates optimism, resilience, and personal responsibility. Developed by Scarlett Lewis, the mother of a Sandy Hook victim, and educators across the country, Choose Love is part of monthly school-wide meetings and classroom lessons.

The Studio model for learning was active again this year. Teacher and learners practiced flexible grouping for instruction and Voice and Choice for activities throughout the year. In addition, classrooms throughout the school began to flexibly group to meet the needs of learners. Flexible grouping will expand as we continue to implement the Academic Competencies.

The Personal/Academic/Life Skills (PALS) program launched this school year. The PALS program meets the needs of learners with a wide variety of learning needs. Led by teacher, Natalie Lyons, the program continues to grow and evolve as learners grow and mature.

The World Cultures program began in the fall. Students in kindergarten through grade six participate in weekly lessons in language, customs, traditions, and geography. Learners in World Cultures classes worked with the Inter-Lakes PTO to create a tree for the Altrusa Club

Festival of Trees in December. In March, World Cultures will be integrated into classrooms and learners will attend computer science classes. September through March technology has been integrated. This schedule has allowed Inter-Lakes Elementary School to maintain a focus on the world and introduce coding instruction.

Inter-Lakes Elementary School teachers and learners continue to work with Jake, the Naturalist from Prescott Farm Environmental Education Center. The Naturalist works directly with teachers to integrate curriculum requirements into lesson plans that utilize the resources at hand. These lessons create opportunities for hands-on, placed-based learning and facilitating an enhanced understanding and respect for nature, natural systems, the natural history of the area, and the adoption of environmental stewardship practices. Thank you to the Inter-lakes PTO and the GERALYNN Fountain Foundation for supporting this terrific program.



Robotics continues to be an exciting after school activity. Teams of learners program their robots and attend weekend competitions to show off their skills. Thank you to teacher, Kathleen DeCamp for writing grants to help fund the program and organizing coaches and teams. One of our biggest after school activities is Destination Imagination (DI). Learners work as teams to solve problems without adult input. Each multi-step problem requires cooperation, collaboration, problem-solving, and fun. Thank you to teacher, Meg Hayman for organizing our many DI teams and helping students to exercise their personal competencies.

Security systems and procedures were updated during summer 2019. Plans and infrastructure to keep learners and staff safe have been implemented and practiced throughout the school year. We continue to make safety a top priority.

This year Inter-Lakes Elementary School has three retirements. We will sorely miss guidance counselor, Sandy Spiro, band director, Mona Hoefs, and teacher, Dolores Humiston. We thank them for their years of service and dedication to learners.

The 2019-2020 school year has been a great year for me. This unexpected year as principal has turned out to be wonderful. I want to thank our learners, teachers, parents, and the School Board for this great opportunity.

Respectfully submitted,

Kathleen M. Hill
Principal, ILES

Sandwich Central School Annual Report 2019-2020

As we ring in 2020 we celebrate the hard work and progress of students and faculty at Sandwich Central School (SCS). The past year has been full of challenges, problem solving, success and growth. Currently, we have seventy-eight (78) students in grades kindergarten through sixth. We remain a multiage school with students grouped in Primary Multiage (K-1), Middle Multiage (2-3), Upper Multiage (4-5), and Sixth Grade. Our dedicated staff is a veteran group of educators with decades of experience and a plethora of skills. New to our staff this year is Mrs. Sarah “Sally” Johnston and Mrs. Kim Massaro. Mrs. Johnston has taken on the role of our Middle Multiage teacher and is doing wonderful things. Mrs. Massaro is our new art teacher and as a result the walls of SCS have come alive with student work.

As part of the Inter-Lakes School District (ILSD), SCS remains dedicated to a competency based learning experience. Instructional scope and sequence is designed using the ILSD competency documents, standards and learning goals. Faculty strive to provide students with lessons and projects that are intentionally designed to show evidence based proficiency. In addition, students are given opportunities to explore topics at the various levels of Mazarno’s Taxonomy which ranges from information retrieval and comprehension to the analysis and utilization of data and concepts. New this year is a Computer Science course led by Ms. Lyndsey Wilcox. This course focuses on digital literacy, citizenship and computer coding.



This year SCS was fortunate to work alongside local artist Ashley Bullard as part of an artist in residence program that was sponsored by Sandwich Home Industries. Ms. Bullard worked with students, faculty and community volunteers to create paper lanterns that were displayed proudly at the annual winter concert. The concert itself was a wonderful collaboration that also included students, faculty and community members. Dr. Emma Dassori and Ms. Mona Hoefs led the chorus, band and classrooms through a spectacular ensemble of music and movement.

In the classrooms, teachers and students are working with the brand new Wonders reading resource. This resource is designed to provide our district with a K-6 English Language Arts scope and sequence. It also provides students with a wide range of books and materials that meet the needs of our learners through differentiated experiences. In addition, Everyday Mathematics and FOSS Science are resources that students access during their academic routine. Our faculty works hard to integrate projects and field experiences into each of these subjects. These include but are not limited to “In Town” field experiences, the New Hampshire

State House, the Christa McAuliffe Planetarium, the Cold River, Washington, D.C. and work with the American Youth Foundation.

Educating the “whole child” is always at the forefront of our focus at SCS. To complement our academic pursuits SCS works alongside the Sandwich Parks and Recreation Department to provide students with extracurricular opportunities. It is through this partnership that we offer Nordic and downhill skiing to students in grades first through six for six Tuesdays in January and February. This is a great way to get the students outside and exercising during the coldest months.



Finally, I want to celebrate the work of our facilities and grounds department. Our new custodian, Mr. Roger Copp, is a one man show who works tirelessly to keep the school clean and safe. Our new facilities director, Brian Swanker, was an integral player in getting our new gym floor installed earlier this year. The floor is complete with our fox logo proudly on display at mid-court.

Being part of a small school community is a wonderful gift. While we may have to get creative from time to time, the level of personal care we

can provide is truly special and the unwavering support of the community is always appreciated. Here's looking forward to another great year.

Respectfully submitted by,

Jeremy Hillger
SCS Principal

2019-2020 Inter-Lakes Salary Schedule

Step	BA	MA	MA+30
1	41,921	47,362	50,083
2	44,641	50,083	52,803
3	47,362	52,803	55,524
4	50,083	55,524	58,245
5	52,803	58,245	60,965
6	55,524	60,965	63,686
7	58,245	63,686	66,407
8	60,965	66,407	69,127
9	63,686	69,127	71,848
10	66,407	71,848	74,569

2019-2020 Inter-Lakes Longevity Salary Schedule

Step	BA	MA	MA+30
11	67,056	72,498	75,218
12	67,706	73,148	75,868
13	68,356	73,797	76,518
14	69,006	74,447	77,168
15	69,656	75,097	77,818
16	70,305	75,747	78,467
17	70,955	76,396	79,117
18	71,605	77,046	79,767
19	72,255	77,696	80,417
20	72,904	78,346	81,066
21	73,554	78,996	81,716
22	74,204	79,645	82,366
23	74,854	80,295	83,016
24	75,504	80,945	83,665
25	76,153	81,595	84,315
26	76,803	82,244	84,965
27	77,453	82,894	85,615
28	78,103	83,544	86,265
29	78,752	84,194	86,914
30	79,402	84,843	87,564
31	80,052	85,493	88,214
32	80,702	86,143	88,864
33	81,351	86,793	89,513
34	82,001	87,443	90,163
35	82,651	88,092	90,813
36	83,301	88,742	91,463
37	83,951	89,392	92,113
38	84,600	90,042	92,762
39	85,250	90,691	93,412
40	85,900	91,341	94,062
41	86,550	91,991	94,712
42	87,199	92,641	95,361
43	87,849	93,290	96,011
44	88,499	93,940	96,661
45	89,149	94,590	97,311
46	89,798	95,240	97,960
47	90,448	95,890	98,610
48	91,098	96,539	99,260
49	91,748	97,189	99,910
50	92,398	97,839	100,560
51	93,047	98,489	101,209
52	93,697	99,138	101,859
53	94,347	99,788	102,509
54	94,997	100,438	103,159
55	95,646	101,088	103,808

Inter-Lakes Personnel 2019-2020 School Year

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
Patricia M. Temperino, M.B.A., C.A.G.S.	Assistant Superintendent of Schools	Plymouth State University
Kayla Allen, B.S.	Accounting Specialist	Eastern Nazarene College
Allison Caron, M.S.	Federal Accounting/HR Coordinator	Southern NH University
Elaine Dodge, M. Ed.	Director of Student Services	University of NH
Ashley L. Dolloff, M.B.A.	Human Resources Director	Plymouth State University
Sandra S. Glavey, B.S.	Accounting Specialist	Plymouth State College
Marilyn G. Martell, A.S.	Executive Administrative Assistant	Granite State College

Sandwich Central School - Grades K - 6

<u>Name</u>	<u>Position</u>	<u>Educational Information</u>
Jeremy H. Hillger, M.Ed.	Teaching Principal	Southern NH University
Alexandra J. Adriance	Secretary	
Justin Chapman, M.Ed.	Grade 6 Teacher	UNH/Cornell
Roger Copp	Custodian	
Emma Dassori, Ph.D.	Music Teacher/Library Media Assistant	Tufts University
Diane H. Decker-Booty, A.S.	Special Education Paraeducator	State University of New York
Mona Rae Hoefs, M.Ed.	Instrumental Music Teacher	Lesley University
Sarah "Sally" Johnston, M.Ed.	Middle Multi-Age (2/3) Teacher	Plymouth State University
Morgan Markley, M.Ed.	Elementary Teacher	Plymouth State University
Kimberly Massaro, M.F.A.	Art Teacher	University of New Hampshire
Brendan Mathieu, M.Ed.	Special Education/Intervention Teacher	Plymouth State University
Elisabeth Merchant	Special Education Paraeducator	
Angela Morton, B.S.	Special Education Paraeducator	Montana State University
Alesia Parks, M.Ed.	Reading Specialist/Title I Coordinator	Plymouth State College
Jodi Pendexter, B.S.N.	Nurse	St. Anselm College
Jennifer L. Petitti, B.A.	Primary Multi-Age (K-1) Teacher	Gwynedd Mercy College
Denise Read, M.Ed.	Primary/Middle Multi-Age (K-3) Teacher	Plymouth State University
Stephen D. Watson, B.A.	Upper Multi Age (4/5) Teacher	Antioch University
Lyndsey Wilcox, M.Ed.	Physical Education/Spanish Teacher	State University of NY College at Cortland

Inter-Lakes Personnel 2019-2020 School Year

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

<u>Name</u>	<u>Position</u>	<u>Educational Information</u>
Kathleen Hill, M. Ed.	Interim Principal	Plymouth State College
Barbara Pope, M.Ed.	Assistant Principal	University of New Hampshire
Rebecca Adorno, B.A.	Title I Assistant	Bradford College
Kim B. Bannon, B.S.	Grade 2 Teacher	Plymouth State College
Mary Beaudoin, M.Ed.	Grade 3/4 Teacher	Regis College
Patricia Bergeron	Special Education Paraeducator	
Nancy Bickford, B.S.	Physical Education Teacher	Plymouth State College
Judith Bird, B.S.	World Language Integrator	Bridgewater State University
Cynthia A. Boucher	Special Education Paraeducator	
Angela Bouley	Custodian	
Susan Bousquet	Special Education Paraeducator	
Janet Brogan, M.S.	Support Center Paraeducator	Springfield College
Kelly Bunnell, M.A.	Kindergarten Teacher	Antioch of New England
Janet Burbank	Special Education Paraeducator	
Elaine K. Campbell, B.S.	Special Education Paraeducator	University of Maine
Maria Capone, M.Ed.	Special Education Paraeducator	Cambridge College
Andrea Caulder, M.Ed.	Library Media Specialist	Plymouth State University
Wendy L. Chappuis, A.A.	Speech Language Assistant	Granite State College
Jaclyn Clark, M.Ed.	Special Education Teacher	Plymouth State University
Jessica Connolly, B.S.	Grade 2 Teacher	Plymouth State University
Kirby Corliss	Special Education Paraeducator	
Carrie Cornelissen	Special Education Paraeducator	
ValerieAnn Correia, A.S.	Special Education Paraeducator	Lakes Region Community College
Melissa Cribbie, B.S.	Special Education Paraeducator	Southern NH University
Amanda Cross, B.A.	Special Education Paraeducator	Southern Conn State University
Leslie Daigneau, B.S.	Special Education Paraeducator	Plymouth State University
Demetra P. Daly, M.Ed.	Kindergarten Teacher	New England College
Laurie Damon, M.Ed.	Grade 4 Teacher	New England College
Jennifer Davis	Paraeducator	
Lea Despres, B.A.	Title I Paraeducator	Assumption College
Kathleen DeTolla, M.S.	Intervention Teacher	Adelphi University
Stacey L. Dickinson, A.S.	Library Media Assistant	NH Community Technical College
Heather Donahue	Special Education Paraeducator (Preschool)	
Virginia M. Donaldson, M.Ed.	Grade 3 Teacher	Antioch of New England
Debra A. Doten	Administrative Assistant	
Brendan Dowd, B.S.	Music Teacher	Plymouth State University
Rebecca Dowd, M.S.	Grade 1 Teacher	University of New Hampshire
Sara Dubois	Health Room Assistant	
Kathryn Earl, M.Ed.	Kindergarten Teacher	Antioch University New England
Megan Fairbanks, B.S.	Special Education Paraeducator	Plymouth State University
Erin Geib, M.Ed.	Kindergarten Teacher	Plymouth State University

Inter-Lakes Personnel 2019-2020 School Year

Inter-Lakes Elementary School - Grades Pre-K - 6 (*continued*)

<u>Name</u>	<u>Position</u>	<u>Educational Information</u>
Daniel Gilbert, M.Ed.	Special Education Teacher	Plymouth State University
KarolBeth Glover, M.S.	Grade 1 Teacher	Lesley College
Victoria Glover	Custodian	
Christopher Gonzalez, B.S.	Special Education Paraeducator	Plymouth State University
Aaron Greene, A.S.	Special Education Paraeducator	Antioch of New England
Megan E. Hayman, M.Ed.	Grade 6 Teacher	Antioch of New England
Margaret A. Healey, M.Ed.	Grade 6 Teacher	Antioch of New England
Caitlin Henchey, B.S.	Early Childhood Special Education Teacher	Granite State College
Julia Hird, M.Ed.	Grade 5/6 Learning Studio Teacher	Antioch of New England
Heather R. Hoag, M.Ed.	Grade 1 Teacher	Southern NH University
Mona Rae Hoefs, M.Ed.	Music Teacher	Lesley University
Amanda Housden	Special Education Paraeducator	
Stephanie P. Howard, M.Ed.	Grade 3/4 Teacher	New England College
Dolores F. Humiston, B.S.	Special Education Teacher	College for Lifelong Learning
Gabrielle Hurd, M.Ed.	Special Education Teacher	Plymouth State University
Devin Kimball, A.S.	Special Education Paraeducator	NH Technical Institute
Noelle Lakis, B.S.	Title I Paraeducator	Plymouth State University
Austin Learned	Special Education Paraeducator	
Lindsay Learned	Special Education Paraeducator	
Natalie Lyons, M.Ed., C.A.G.S.	Life Skills Teacher	Fitchburg State College
Sheryl A. MacMillan, B.A.	Art Teacher (K-6)	Regis College
Elizabeth Madigan	Special Education Paraeducator	
Kay V. Marini, M.S.	Special Education Teacher	Long Island University
Angela Marsh	Grade 5/6 Teacher	University of St. Joseph
Scott McCann, B.S.	Grade 4 Teacher	Keene State College
Katherine McCarthy, A.A.	Special Education Paraeducator	Green Mountain College
Teresa McCormack, R.N., B.S.	Nurse	Granite State College
Dawne M. McNutt, B.S.	Grade 3 Teacher	Plymouth State College
Wanda H. Miller, M.Ed.	Grade 4 Teacher	Plymouth State University
Michael Moore, B.A.	Grade 6 Teacher	Plymouth State University
Justin Nichols	Custodian	
Kathy Nichols	Lead Custodian	
Donna K. Oliver, M.S.	Grade 1 Teacher	Wheelock College
Alesia J. Parks, M.Ed.	Reading Specialist/Title I Coordinator	Plymouth State College
Patricia Parsons, M.Ed.	Grade 5/6 Teacher	Plymouth State University
Edgar Patten	Custodian	
Jennifer Pelczar Connell	Special Education Paraeducator	
Tracey Pratt, B.S.	Special Education Paraeducator	Granite State College

Inter-Lakes Personnel 2019-2020 School Year

Inter-Lakes Elementary School - Grades Pre-K - 6 (*continued*)

<u>Name</u>	<u>Position</u>	<u>Educational Information</u>
Danielle Ralston, M.Ed.	Special Education Paraeducator	Towson University
Daniel Reidy, M.S.T.	Grade 5 Teacher	Pace University
Mary Richardson	Special Education Paraeducator	
Carolyn E. Rideout, A.S.	Special Education Paraeducator	New Hampshire Technical College
Jennifer Salamanca, M.Ed.	Grade 2 Teacher	Plymouth State University
Leona M. Schultz, B.A.	Special Education Paraeducator	Castleton State
Ariane A. Shuffleton, M.Ed.	Intervention Teacher K-4	University of New Hampshire
Ashley Shuffleton, M.Ed.	Guidance Counselor	Plymouth State University
Saralyn Smith	Special Education Paraeducator	
Melisa South, M.Ed.	Special Education Paraeducator	UMass Boston
Sandra J. Spiro, M.Ed.	Guidance Counselor	Plymouth State University
Christine Springer	Special Education Paraeducator	
Angela Stutzman	Receptionist	
Paula Sullivan, B.S.	Special Education Teacher	Bridgewater State College
Betsy Swanker, B.S.	Title I Teacher	Kutztown University
John P. Swift, B.S.	Physical Education Teacher	Plymouth State College
Brenda Thibeault	Special Education Paraeducator	
Lynn R. Tobin	Paraeducator	
Erin L. Towle, M.Ed.	Grade 2 Teacher	New England College
Sonja Trainham	Special Education Paraeducator	
Joan S. Very	Paraeducator - Support Center	
Cheryl B. Widman, M.Ed.	Special Education Teacher	Antioch of New England
Tracy L. Woodaman, A.S.	Title I Paraeducator	Endicott College
Ronda L. Young, B.S.	Pre-School/Special Education Teacher	Plymouth State College

Inter-Lakes Personnel 2019-2020 School Year

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

<u>Name</u>	<u>Position</u>	<u>Educational Information</u>
Scott Currier	Principal	
Mark Parsons, M.Ed	Assistant Principal	Plymouth State University
Michelle Robinson, Ph.D.	Assistant Principal	Plymouth State University
Heather Anderson, B.S.	Special Education Paraeducator	Castleton State College
Norman Anderson	Custodian	
Roy D. Arceno	Lead Custodian	
Diana Ashley, A.S.	Administrative Assistant	Fisher Junior College
Rachel Bartlett, M.Ed.	Grade 7 Science Teacher	University of Southern Maine
Shaun Bean, B.S.	Library Media Specialist	Plymouth State University
Mary-Margaret Bedford, B.A.	World Language Teacher	University of Tennessee
Rebecca Billin	Special Education Paraeducator	
Patricia A. Bogert	Library Media Assistant	
Janice Borsh, M.Ed.	Reading Specialist	State University of New York
Laura Brusseau, B.S.	Social Studies Teacher	Plymouth State University
Catharine Campbell, B.A.	Mathematics Teacher	Plymouth State University
Lora Carney, M.Ed.	Mathematics Teacher	Plymouth State College
Brigitte B. Carpenter	Special Education Paraeducator	
Gaudencio Carranza	Custodian	
Ashley Clark	Health Room Assistant	
Heather Clogston, M.Ed.	Family and Consumer Science Teacher	Plymouth State University
Alexander Connell, B.S.	Special Education Paraeducator	Plymouth State University
Nicholas Connell, M.Ed.	Guidance Counselor	Plymouth State University
Katherine Criscone, B.A.	Art Teacher	Lewis and Clark College
Michelle Custance, M.Ed.	Special Education 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 L. Donahue, M.Ed.	English Teacher	Plymouth State University
Kaitlyn Dubois	Special Education Paraeducator	
Emily Eynon, M.A.T.	Music Teacher (7-12)	Univ. of the Arts, Philadelphia
Jessica L. Ferren, M.Ed.	Social Studies Teacher	Plymouth State University
Colleen Forkell, M.Ed.	English Teacher	Franklin Pierce College
Stacey Gagnon, M.Ed.	Guidance Counselor	Plymouth State University
Daizha Gatherum, B.S.	World Language Teacher	American University
David Gillies	Special Education Paraeducator	
Kimberly Gillies, A.S.	Special Education Paraeducator	Greenfield Community College
Haley Goodwin, B.S.	Grade 8 Social Studies Teacher	Olivet Nazarene University
Ian Graustein	Special Education Paraeducator	
Michael Griffin	Special Education Paraeducator	
Stephanie Guerin	Special Education Paraeducator	

Inter-Lakes Personnel 2019-2020 School Year

Inter-Lakes Middle/High School - Grades 7 - 12 (continued)

<u>Name</u>	<u>Position</u>	<u>Educational Information</u>
Linda Haskins	Special Education Paraeducator	
Timothy E. Hayman, M.S.	English Teacher	University of New Hampshire
Joshua Hill, B.S.	Special Education Teacher	Plymouth State College
Patricia R. Hodges	Special Education Paraeducator	
Diane I. Hueber	Special Education Paraeducator	
Cheralyn Jewell, M.S.	Special Education Social/Behavior Teacher	Granite State College
Joanne Joy, B.A.	Admin. Assistant in Student Support Services	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
Kayla Lacasse, B.A.	Special Education Paraeducator	University of New Hampshire
Jeffrey Langevin, M.S.	Mathematics/Physics Teacher	Bentley College
Melissa Lapan, M.Ed.	Grade 8 Reading/Lit Teacher	Plymouth State University
Joanne Lau, B.S.	Computer Science/Math Teacher	University of New Hampshire
Sarah Locke, B.S.	Mathematics Teacher	Plymouth State University
Susan Long, B.S.	Grade 7 Math Teacher	University of Vermont
Lisa Lorch, M.Ed.	Library Assistant	Southern Conn State University
Melissa J.B. Manville, M.Ed.	Grade 7 Language Arts Teacher	Antioch of New England
Lorilyn Mariano, A.S.	Special Education Paraeducator	Lakes Region Community College
Linn Maxwell, M.Ed.	Special Education Paraeducator	Central Conn State University
Kristine McGurkin, M.A.	Science Teacher	University of Phoenix
Joshua McLeod, B.S.	Social Studies Teacher	Plymouth State University
Angie Miller, M.Ed.	English Teacher	Plymouth State University
Tianna Moore Adams	Special Education Paraeducator	
Robert Nelson	Custodian	
Leslie Nesbitt	Special Education Paraeducator	
Tammy Noyes, B.S.	Paraeducator	Lyndon State College
Mary E. Nyhan, M.Ed.	English Teacher	Plymouth State College
Robert Otis, Ph.D.	Special Education Paraeducator	Pennsylvania College of Podiatric Med.
Nancy C. Page	Special Education Paraeducator	
Jodi L. Pendexter, B.S.N.	Nurse	Saint Anselm College
Andrea Preston, B.A.	Academic/Personal Competency Support	Rivier University
Patrick Quinn, B.F.A.	Industrial Arts/Technology Teacher	Plymouth State University
Caroline Raymond, M.Ed.	Special Education Teacher	Plymouth State University
Steven T. Roberts, M.S.	Grade 8 Science Teacher	Antioch of New England
Maribeth Ryan, B.S.	Administrative Assistant	Emmanuel College
Elizabeth Savage, B.S.	Physical Education Teacher	Plymouth State College
Larry Schultz, B.A.	Special Education Paraeducator	University of New York
Kimberly Seitzinger, M.A.	Special Education Teacher	University of Massachusetts
Melanie Siek	Special Education Paraeducator	
Jonathon Snyder, M.A.	Physical Science Teacher	Plymouth State University
Billie Jo Sweeney, M.B.A.	Business Education Teacher	Southern NH University

Inter-Lakes Personnel 2019-2020 School Year

Inter-Lakes Middle/High School - Grades 7 - 12 (continued)

<u>Name</u>	<u>Position</u>	<u>Educational Information</u>
Christine Taggett, A.S.	Receptionist	New Hampshire Technical College
Wendy C. Taylor, B.A.	Grade 7 Social Studies Teacher	Keene State College
Alicia Tichy	Special Education Paraeducator	
Matthew Towle, B.S.	STE(A)M Teacher	Plymouth State University
Samantha True, M.Ed.	Special Education Paraeducator	Walden University
Wesley Turner	Custodian	
Deborah L. Ulm	Special Education Paraeducator	
Jillian Vanasse	Special Education Paraeducator	
Judith Van Velsor	Special Education Paraeducator	
Alicia A. White, A.S.	Guidance Registrar	Dean College
Gene Wilmot	Custodian	
Rebecca Zumbach, M.Ed., C.A.G.S.	Mathematics Teacher	Plymouth State University

District-Wide Personnel

<u>Name</u>	<u>Position</u>	<u>Educational Information</u>
Stuart Benton, A.S.	Maintenance Level II	NH Vocational Institute
Renee Brothers	Special Education Secretary	
Sandra Burns, B.S.	Secretary-Curriculum/Facilities Department	Plymouth State College
Patricia Coes, A.S.	Technology Technician I	NH Technical College
Jason Cornelissen	Maintenance Level I/Auditorium Manager	
Karen Cotreau, C.A.G.S.	School Psychologist	Capella University
Kathleen DeCamp, M.Ed.	Technology Integration Teacher (K-6)	Plymouth State University
Sarah Dumais, M.Ed.	Athletic Director	Southern NH University
Lisa Gagne Ransom, M.Ed.	School Outreach Counselor	Boston College
Trisha Griffin, M.A.	Speech/Language Pathologist	University of Massachusetts
Brendan Hardy, A.S.	Network and Systems Administrator	Plymouth State College
Emily Hebron, B.S.	Occupational Therapist	Boston University
Lisa C.W. Hibbert, M.S.	Speech/Language Pathologist	Boston University
Maura King, B.S.	ESOL Teacher	Plymouth State University
Mary R. Mailand, M.A.	Speech/Language Pathologist	University of Colorado
John Martin, M.Ed.	Technology Director	Plymouth State University
Stephen McBrian	Custodian	
Erica Pappalardo, M.S. Ed.	Curriculum Coordinator	Saint Joseph's College
Brian Swanker, B.S.	Director of Facilities	East Stroudsburg University
Holly Vieten	Guidance Director	Plymouth State University

Inter-Lakes High School Class of 2019

Willow Strother & Patrick Kelly, Presidents
Alyssa Floyd, Vice-President

Brendan Bunnell, Secretary
Jaydie Halperin, Treasurer

Tréy L. Albair
Gina Elizabeth Aquilla
Benjamin Joseph Baker
Patrick Thomas Barry
Eliza Monique Beaudoin
Anna Bergendahl
Keagan James Bickford
Owen Michael Billin
Edward Bird
Simon Alexander Bird
Jessica Braley
Chloe Lael Brown
Brendan Michael Bunnell
Brett Montgomery Burns
Thor Wilder Burr
Gable Shepherd Busby
Jessica Ann Caputo
Martin Aidan Carney
Ryan Clay Caswell
Madison Ashleigh Cook
Grant Matthew Copatch
Jacob Christopher Dodge
Olivia Rayne Donahue
Elijah Dupigny
Lincoln Connor Fedikovich
Marek Ferdinand
Alyssa Joanne Floyd
Kim Su Fowler

Baylee Loring Frizzell
Natasha Fryou
Logan James George
Julia Grace Gintof
Alexander Patrick Goodearl
Thomas Lee Grubbs III
Ryan William Hale
Jaydie Becket Halperin
Kody Charles Hamel
BreyAnna Lynn Hanson
Jared Thomas Harper
Hailey Mae Hart
Clayton Tonnes Hornkohl
Samantha Elizabeth Jenness
Joshua Jenot
Patrick James Kelly
Nevis Robinjan King
Kayla Evelyn Kipp
Laurie LaPan
Michael J. Langley
Austin Cody Learned
Lillian Rose Libbey
Alyson Lines
Erin Pamela Lynch
Ian McFarland Toates
McCabe
Juliet Minor McCrudden
Deandre Jevon Miller

Deante Keivon Miller
Brandyn Michael Mock
Emerson J. Moore
Jacob A. Mulsow
Noah Joseph Michael
Patterson
Juan Anthony Perez
Alice Ashely Quinn
Garrett Reid Ralston
Ryan Arthur Reed
Grace Elizabeth Richardson
Jack C. Ritchie
Calvin T. Roberts
Patricia Amber St. Jacques
Hunter Mark Sanders
Emma Catherine Sedgley
Sienna Shanelaris
Hadley Margaret South
Julia E. Staples
Adam James Stinson
Willow Larcom Strother
Connor Sullivan
Quinn Freeman Taylor
Lillian Joy Tearno
Carlos Florentino Vasquez
Morgan Grace White
Madisyn Sherie Wilson
Anthony Baron Yopp



Inter-Lakes High School 2019 Graduation Awards

Martin Aidan Carney	Alumni Loyalty Cup
Martin Aidan Carney	Inter-Lakes High School Technology Award
Alyssa Floyd	Roger H. Wyatt Memorial Trophy
Jaydie Halperin	Huntress All Around Achievement Award
Alyssa Floyd	Daughters of the American Revolution
Owen Billin	Robert Pottle Memorial Trophy
Morgan White	Robert Pottle Memorial Trophy
Brendan Bunnell	Meredith Rotary Business Award
Jaydie Halperin	Meredith Rotary Math Award
Julia Gintof	Faculty Award
Patrick Kelly	Faculty Award
Juan Perez	Faculty Award
Alice Quinn	Joseph F. Smith, Jr. Award
Quinn Taylor	Joseph F. Smith Jr. Award
Jaydie Halperin	NHS English Achievement Award
Owen Billin	Chris Gibb Award
Edward Bird	Ernie Perkins Soccer Award
Ian McCabe	Helen E.H. Pynn Award
Ryan Reed	Senior Drama Award
Patrick Barry	Senior Drama Award

Inter-Lakes High School 2019 Awards

<u>Student</u>	<u>Award</u>
Aalianna Marietta	Spanish Honors Geometry Elie Wiesel Award
Adam Roubo	Exemplary Work Ethic in Reading & Writing
Adam Stinson	New Hampshire Scholars
Aidan Carney	Artistic
Aidan Carney	Scholastic Arts
Aislinn Hird	Renaissance Award Scholastic Arts Charlotte Bronte Award
Alice Quinn	New Hampshire Scholars
Alyson Lines	President's Award for Educational Excellence New Hampshire Scholars
Alyssa Floyd	NHAWLT Excellence in French Marine Corp Distinguished Athlete Marine Corp Scholastic Excellence Red Cross Scholarship President's Award for Educational Excellence New Hampshire Scholars
Amelia Brown	Algebra IIA
Anna Bergendahl	President's Award for Educational Excellence
Anna Carpentier	Physical Education
Anthony Yopp	New Hampshire Scholars
Ava Duymaziar	Video Production
Ava Lazazzera	Excellence in the Arts Spoken French
Baylee Frizzell	President's Award for Educational Excellence
Ben Nye	Introduction to Business
Benjamin Baker	New Hampshire Scholars
Brendan Bunnell	Leadership President's Award for Educational Excellence New Hampshire Scholars
Brett Burns	New Hampshire Scholars
BreyAnna Hanson	Red Cross Scholarship President's Award for Educational Excellence New Hampshire Scholars

Inter-Lakes High School 2019 Awards

<u>Student</u>	<u>Award</u>
Chloe Brown	President's Award for Educational Excellence New Hampshire Scholars
Clayton Hornkohl	Marine Corp Distinguished Athlete President's Award for Educational Excellence New Hampshire Scholars
Danielle Donahue	French
Edward Bird	Ernie Perkins Soccer Award
Elijah Dupigny	Graphic Design Outstanding Performance in World Literature President's Award for Educational Excellence New Hampshire Scholars
Eliza Beaudoin	Future Art Teacher Perfect Attendance
Emerson Moore	Graphic Arts President's Award for Educational Excellence
Emma Knowles	Spanish 1A Spoken French
Emma Sedgley	Outstanding Performance in English President's Award for Educational Excellence New Hampshire Scholars
Emma Wheeler	Wells College 21st Century Leadership Award
Erin Lynch	President's Award for Educational Excellence New Hampshire Scholars
Evelyn Hicks	Holy Cross Book Award
Gable Busby	President's Award for Educational Excellence New Hampshire Scholars
Garrett Ralston	New Hampshire Scholars
Gavin Ralston	University of Rochester - Xerox Award Medal
Georgiana Ducsa	Spanish Academic Excellence in AP English University of Rochester Bausch & Lomb Medal Rensselaer Medal
Gina Aquilla	President's Award for Educational Excellence New Hampshire Scholars
Grace Richardson	Marine Corp Semper Fidelis Music Award President's Award for Educational Excellence New Hampshire Scholars

Inter-Lakes High School 2019 Awards

<u>Student</u>	<u>Award</u>
Hadley South	President's Award for Educational Excellence New Hampshire Scholars
Hailey Hart	President's Award for Educational Excellence New Hampshire Scholars
Hailey Minkle	Suffolk University Book Award
Harrison Hicks	Spanish 1A - Communication
Helen LaRowe	Saint Michael's College Book Award
Hunter Sanders	New Hampshire Scholars
Ian McCabe	Helen E.H. Pynn Award President's Award for Educational Excellence New Hampshire Scholars Marine Corp Scholastic Excellence
Jacob Mulsow	New Hampshire Scholars
Jade LaPlante	Craftsmanship
Jaime Woodaman	Geometry
Janney Halperin	Physical Education Spanish
Jasmine Morrisette	St. Anselm
Jaydie Halperin	Frostbite NHAWLT Excellence in Spanish AP English Literature & Composition President's Award for Educational Excellence New Hampshire Scholars
Jessica Braley	New Hampshire Scholars
John Martin	Excellence in the Arts
Joseph DeTolla	Academic Excellence in AP English St. Paul's Saint Michael's College Book Award
Joshua Felch	Honors Algebra IIA
Juan Perez	President's Award for Educational Excellence New Hampshire Scholars
Julia Gintof	President's Award for Educational Excellence New Hampshire Scholars
Juliet McCrudden	Outstanding Performance in World Literature New Hampshire Scholars
Katherine Losada	St. Paul's
Kayla Sassan	J.D. Salinger Award

Inter-Lakes High School 2019 Awards

<u>Student</u>	<u>Award</u>
Kim Fowler	Drawing AP Poet Laureate President's Award for Educational Excellence
Kim Su Fowler	New Hampshire Scholars
Kody Hamel	Project Management - Yearbook Award New Hampshire Scholars
Kyle Gable	Spanish Honors Algebra IIB Honors Precalculus
Laurie LaPan	New Hampshire Scholars
Lillian Tearno	New Hampshire Scholars
Maeve Torrey	Academic Excellence in AP English St. Paul's
Martin Carney	President's Award for Educational Excellence New Hampshire Scholars
Matthew Nichols	Digital Art
Maya Weil-Cooley	Academic Excellence in AP English St. Paul's University of Rochester - Frederick Douglass Medal
Mollie Durand	University of Rochester - George Eastman Medal
Molly Mason	Academic Excellence in Sophomore English
Morgan White	AP English Literature & Composition President's Award for Educational Excellence New Hampshire Scholars
Mykyle Merrill	Academic Excellence in Sophomore English
Natasha Fryou	Geometry President's Award for Educational Achievement
Nevis King	Accounting/CFO President's Award for Educational Excellence New Hampshire Scholars
Olivia Swingle	Algebra IIA Perfect Attendance
Owen Billin	Chris Gibb Award President's Award for Educational Excellence New Hampshire Scholars
Patrick Barry	Senior Drama

Inter-Lakes High School 2019 Awards

<u>Student</u>	<u>Award</u>
Patrick Kelly	Spanish Outstanding Writing in English President's Award for Educational Excellence New Hampshire Scholars Marine Corp Semper Fidelis Music Award
Quinn Taylor	New Hampshire Scholars
Rebecca Leberman	Harvard Book Award
Riley Towle	Physical Education Spanish
Ryan Hale	New Hampshire Scholars
Ryan Reed	Senior Drama
Sadie O'Neil	Spanish
Sam Ports	Academic Excellence in Art History
Sienna Shanelaris	New Hampshire Scholars
Simon Bird	President's Award for Educational Achievement
Taylor Alibrio	Spanish 1A - Enthusiasm & Creativity
Thomas Cillo	Geometry
Thomas Grubbs	President's Award for Educational Excellence New Hampshire Scholars
Thomas White	Physical Education
Trey Albair	New Hampshire Scholars
Willow Strother	President's Award for Educational Excellence New Hampshire Scholars