

Sixty-Fifth ANNUAL REPORT

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

**For the fiscal year ending
June 30, 2020**

March 3, 2021

Great Schools ~ Strong Communities ~ Personal Success

INTER-LAKES SCHOOL BOARD ~ PHILOSOPHY OF EDUCATION

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

Adopted: May 10, 1982

INTER-LAKES SCHOOL DISTRICT ~ VISION STATEMENT

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

INTER-LAKES SCHOOL DISTRICT ~ MISSION STATEMENT

Is to inspire and sustain learning and achievement by providing:

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



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Inter-Lakes School District Officers 2020-2021

Mr. Patrick Kelly	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)	2023
Mr. Mark Billings, Vice Chair (Meredith)	2022
Mr. Craig Baker (Center Harbor)	2021
Mr. Charles Hanson (Center Harbor)	2022
Ms. Lisa Merrill, Secretary (Meredith)	2021
Mr. Duncan Porter-Zuckerman (Sandwich)	2022
Ms. Nancy Starmer	2023
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. Michael Bryant, 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. Stephanie Howard, Interim 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.

- 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 4, 2020

The Annual Meeting of the Inter-Lakes School District was held on Wednesday, March 4, 2020, at the Robert F. Pottle Memorial Auditorium of Inter-Lakes High School. At 7:00 p.m., School District Clerk Bea Wheeler called the meeting to order.

Superintendent of Schools Mary Moriarty explained that School District Moderator Christopher Boothby did not file for re-election and that as a result a Moderator Pro Tempore needed to be elected from the floor of the meeting.

Clerk Wheeler requested motions to nominate and seconds from voters for individuals to serve as the Moderator Pro Tempore.

School Board Chairman Richard Hanson, Center Harbor, moved for Pat Kelly to serve as Moderator Pro Tempore. School Board member Mark Billings, Meredith, seconded the motion. As no other no other nominations were put forward, the clerk asked voters who were in support of Kelly's election to raise their voting cards. Those opposed to his nomination were instructed to raise their cards.

Mr. Kelly was unanimously elected Moderator Pro Tempore, was sworn into office by the clerk, and stepped to the podium and assumed control of the meeting, offering an invocation.

Raven Strother, the student body representative on the Inter-Lakes School Board led the Pledge of Allegiance, and Inter-Lakes and Inter-Lakes High School Senior Abby Jutton sang the National Anthem.

The Moderator Pro Tempore stated that the meeting would not be conducted under Roberts' Rules but rather those listed in the annual report and then 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. 40:7
- b. All speakers must address the Moderator; there will be no cross-floor debates.
- c. When recognized, please go to the microphone. State your name and town of residence when making or seconding a motion.
- 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. 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. 40:4a
- h. Any Article may be legally amended; each amendment will be discussed independently and acted upon before the motion 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. You cannot restrict reconsideration before a vote is taken, but you can only restrict reconsideration after a vote is taken and you can do that any time up until the end of the meeting. 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 total must be less than 10 percent of the total votes cast) 40:4a
- 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. 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 which are the revised statutes annotates of the state, cannot be overruled by the meeting.

Article 1

The Moderator read Article 1.

It was moved by Lisa Merrill, Meredith, and seconded by Charley Hanson, Center Harbor, to see what action the District will vote relative to the reports of Agents, Committee, or Officers chosen.

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

Article 2

The Moderator read Article 2.

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

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

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

Article 3

The Moderator read Article 3.

It was moved by Howard Cunningham, Sandwich, seconded by Mark Billings, Meredith, 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 year.

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

Article 4

The Moderator read Article 4.

As the teacher contract was approved in the prior Article, the moderator passed over Article 4, that would have authorized the Inter-Lakes School Board to call one special meeting at its option, to address Article 3 cost items only.

Article 5

The Moderator read Article 5.

It was moved by Richard Hanson, Center Harbor, seconded by Howard Cunningham, Sandwich, 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 school district officials and agents, and for the payment of statutory obligations of the District.

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

Article 6

The Moderator read Article 6.

It was moved by Mark Billings, Meredith, and seconded by Duncan Porter-Zuckerman, Sandwich, 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.

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

Article 7

The Moderator read Article 7.

It was moved by Charley Hanson, Center Harbor, and seconded by Howard Cunningham, Sandwich, to see if the District would vote to raise and appropriate \$75,000 to be placed in the previously established Inter-Lakes School District Special Education Expendable Trust.

Article 7 carried in the affirmative by a show of voter cards.

Article 8

The Moderator read Article 8.

It was moved by Duncan Porter-Zuckerman, Sandwich, and seconded by Craig Baker, Center Harbor, 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.

Article 8 carried in the affirmative by a show of voter cards.

Article 9

The Moderator read Article 9, asking if there was any other business that may legally come before the Meeting.

School Board Chairman Richard Hanson recognized Howard Cunningham for his 51 years of service to the Inter-Lakes School District, noting that he was hired on September 1, 1968. When he began his tenure as a guidance counselor it was against the backdrop of violence, political turbulence and civil unrest in the wake of the slaying of Dr. Martin Luther King Jr., the assassination of Robert F. Kennedy and the peak of fighting in Vietnam, and the chaos of the Democratic National Convention in Chicago.

Mr. Cunningham went on to serve as Guidance Director and Special Education Administrator. Most recently he has served 18 years on the Inter-Lakes School Board where he has remained a zealous advocate for students.

In honor of Mr. Cunningham's service, Mr. Hanson said the School Board has created a one-time \$500 scholarship to be awarded to a graduating senior of Mr. Cunningham's choice.

Mr. Cunningham recounted how far the District has come from its humble beginnings and cited the many early administrators and educators that laid the groundwork for its success, the result of the decision by three small communities to band together and stick together.

Mr. Cunningham received a standing ovation.

At 7:29 p.m. Lisa Merrill, Meredith, moved to adjourn, seconded by Howard Cunningham, Sandwich.

The motion carried in the affirmative 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 10, 2020

Moderator
(One-Year Term)

	<u>Center Harbor</u>	<u>Meredith</u>	<u>Sandwich</u>	<u>Total</u>
Chris Kelly (Write-In)	0	27	0	27
Patrick Kelly (Write-In)	5	25	8	38
Jim Mykland (Write-In)	0	0	7	7

School Board Member At-Large
(Three-Year Term)

	<u>Center Harbor</u>	<u>Meredith</u>	<u>Sandwich</u>	<u>Total</u>
Richard E. Hanson	92	858	248	1,198

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

	<u>Center Harbor</u>	<u>Meredith</u>	<u>Sandwich</u>	<u>Total</u>
Charles G. Hanson	98	819	243	1,160

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

	<u>Center Harbor</u>	<u>Meredith</u>	<u>Sandwich</u>	<u>Total</u>
Major W. LaRowe	18	209	60	287
Nancy Starmer	47	492	240	779

Respectfully Submitted,

Bea Lewis Wheeler
School District Clerk

Inter-Lakes Cooperative School District Warrant for Election of Officers 2021 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 9, 2021, FOR RESIDENTS OF CENTER HARBOR AND MEREDITH AND ON TUESDAY, APRIL 13, 2021 FOR RESIDENTS OF SANDWICH 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 from Center Harbor
- ❖ One Member from Meredith

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 17th DAY OF FEBRUARY, 2021.

Richard E. Hanson, Chairman
Mark Billings, Vice-Chairman
Lisa Merrill, Secretary
Craig Baker
Charles G. Hanson
Duncan Porter-Zuckerman
Nancy Starmer

Inter-Lakes Cooperative School District

Warrant for 2021

The State of New Hampshire

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

YOU ARE HEREBY NOTIFIED TO MEET AT THE INTER-LAKES COMMUNITY AUDITORIUM, INTER-LAKES MIDDLE/ HIGH SCHOOL, MEREDITH, NEW HAMPSHIRE, ON WEDNESDAY, MARCH 3, 2021, AT SIX O'CLOCK IN THE EVENING (6:00 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 Support Staff 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>
2021-2022	\$207,492
2022-2023	\$70,310
2023-2024	\$80,321

And, further, to raise and appropriate the sum of \$207,492 for the 2021-2022 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 \$28,465,330 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 up to \$160,000 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, 2021 unreserved fund balance for transfer on July 1, 2021, with no amount to be raised by taxation?

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

Article 7. To see if the District will vote to raise and appropriate up to \$15,000 to be placed in the previously established Inter-Lakes School District Special Education Expendable Trust, with such amount to be funded from the June 30, 2021 unreserved fund balance for transfer on July 1, 2021, with no amount to be raised by taxation?

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

Article 8. To transact any other business that may legally come before the meeting.

GIVEN UNDER OUR HANDS AND SEALS AT SAID MEREDITH THIS 9th DAY OF FEBRUARY 2021.

Richard E. Hanson, Chair
Mark Billings, Vice-Chair
Lisa Merrill, Secretary
Craig Baker
Charley G. Hanson
Duncan Porter-Zuckerman
Nancy Starmer

Inter-Lakes Proposed Budget 2021-2022

No.	Function/Description	VOTED 2019/2020	ACTUAL 2019/2020	VOTED 2020/2021	PROPOSED 2021/2022	\$ Increase/ (Decrease) 2021/2022	% Change to Voted 20/21
1	1100 Regular Education						
2	112 Teachers' Salaries	5,883,430	5,878,826	6,075,646	6,094,231	18,585	0.31%
3	114 Paraeducators' Salaries	121,228	118,379	190,157	190,671	514	0.27%
4	121 Substitutes' Salaries	150,000	167,031	160,000	165,000	5,000	3.13%
5	122 Tutors' Salaries	14,000	9,100	9,500	9,500	-	0.00%
6	123 Activities Salaries	36,872	35,485	36,487	36,487	-	0.00%
7	211 Health Insurance	1,296,773	1,201,071	1,255,994	1,255,966	(28)	0.00%
8	212 Dental Insurance	94,662	91,359	92,822	92,172	(650)	-0.70%
9	213 Life Insurance	11,123	9,465	10,386	7,318	(3,068)	-29.54%
10	214 Long Term Disability Insurance	-	-	-	-	-	0.00%
11	215 Health Reimbursement Account	10,500	2,424	3,360	4,440	1,080	32.14%
12	216 ILSSA Flex Med	-	(376)	1,000	1,000	-	0.00%
13	220 FICA	476,476	453,859	497,727	498,501	774	0.16%
14	231 Employee Retirement	13,686	14,121	21,274	26,850	5,576	26.21%
15	232 Teacher Retirement	1,037,254	1,039,055	1,075,395	1,261,335	185,940	17.29%
16	250 Unemployment Compensation	9,586	-	-	-	-	0.00%
17	260 Workers Compensation	24,915	-	-	-	-	0.00%
18	330 Contracted Services	104,812	54,867	85,668	93,064	7,396	8.63%
19	430 Repairs & Maintenance Services	2,016	1,450	3,400	2,900	(500)	-14.71%
20	561 Tuition Other LEAs In State	-	2,082	-	-	-	0.00%
21	585 Mileage Reimbursements	162	-	174	174	-	0.00%
22	610 Supplies	124,876	83,264	129,298	97,451	(31,847)	-24.63%
23	611 AV Supplies	1,345	100	1,675	1,125	(550)	-32.84%
24	640 Books & Printed Material	45,638	27,375	52,713	49,413	(3,300)	-6.26%
25	644 Electronic Information Access	15,094	11,648	-	-	-	0.00%
26	650 Software	5,095	2,784	-	-	-	0.00%
27	731 Added Equipment	3,555	7,964	7,261	23,123	15,862	218.45%
28	734 New Computers	-	-	-	-	-	0.00%
29	735 Replacement Equipment	18,975	14,452	28,268	19,429	(8,839)	-31.27%
30	750 Capital Software	-	-	-	-	-	0.00%
31	810 Dues & Fees	415	135	110	110	-	0.00%
32							
33	Total 1100 Regular Education	9,502,488	9,225,918	9,738,315	9,930,260	191,945	1.97%
34							
35	1210 Special Education						
36	112 Teachers' Salaries	1,056,253	1,074,014	1,116,353	1,147,575	31,222	2.80%
37	114 Paraeducators' Salaries	1,356,176	1,393,650	1,552,952	1,553,023	71	0.00%
38	115 Clerical/Office Support	15,116	16,375	15,867	16,650	783	4.93%
39	122 Tutors' Salaries	22,800	8,544	22,800	22,800	-	0.00%
40	123 Temp/Part Time Salary	6,330	2,601	-	-	-	0.00%
41	124 Salary Pool	-	-	-	-	-	0.00%
42	211 Health Insurance	499,209	480,736	539,230	557,641	18,411	3.41%
43	212 Dental Insurance	16,210	15,825	17,331	16,184	(1,147)	-6.62%
44	213 Life Insurance	2,251	1,804	1,467	1,485	18	1.23%
45	215 Health Reimbursement Account	-	-	-	-	-	0.00%
46	216 ILSSA Flex Med	12,264	9,168	15,500	12,500	(3,000)	-19.35%
47	220 FICA	193,119	185,253	213,479	214,595	1,116	0.52%
48	231 Employee Retirement	152,193	155,059	171,998	218,356	46,358	26.95%
49	232 Teacher Retirement	188,012	191,172	198,712	241,220	42,508	21.39%
50	250 Unemployment Compensation	8,428	-	-	-	-	0.00%
51	260 Workers' Compensation	10,097	-	-	-	-	0.00%
52	321 Consulting Services	5,000	3,107	5,000	5,000	-	0.00%
53	330 Contracted Services	78,725	103,416	202,225	152,450	(49,775)	-24.61%
54	430 Repairs & Maintenance Services	-	-	-	-	-	0.00%
55	500 Medicaid Services	5,500	7,935	5,500	5,500	-	0.00%
56	561 Tuition - Public	48,000	36,879	-	-	-	0.00%
57	564/569 Tuition - Non-Public	170,000	128,985	135,000	80,000	(55,000)	-40.74%
58	585 Mileage Reimbursements	500	-	500	500	-	0.00%
59	610 Supplies	5,876	3,331	6,376	6,376	-	0.00%
60	611 AV Supplies	-	-	-	-	-	0.00%
61	640 Books & Printed Material	8,985	346	1,618	1,618	-	0.00%
62	644 Electronic Information Access	2,560	7,627	-	-	-	0.00%
63	650 Software	375	259	-	-	-	0.00%
64	731 Added Equipment	-	-	10,000	-	(10,000)	-100.00%
65	734 New Computers	-	-	-	-	-	0.00%
66	735 Replacement Equipment	-	-	-	-	-	0.00%
67	738 Replacement Computers	-	-	-	-	-	0.00%
68	810 Dues & Fees	-	-	-	-	-	0.00%
69							
70	Total 1210 Special Education	3,863,979	3,826,087	4,231,908	4,253,473	21,565	0.51%
71							

Inter-Lakes Proposed Budget 2021-2022

No.	Function/Description	VOTED 2019/2020	ACTUAL 2019/2020	VOTED 2020/2021	PROPOSED 2021/2022	\$ Increase/ (Decrease) 2021/2022	% Change to Voted 20/21
72	1215 Special Education Extended School Year						
73	112 Teachers' Salaries	22,000	28,190	22,000	22,000	-	0.00%
74	114 Paraeducators' Salaries	13,630	18,675	13,630	13,630	-	0.00%
75	220 FICA	2,726	3,585	2,726	2,726	-	0.00%
76	231 Employee Retirement	1,522	1,586	1,522	1,916	394	25.89%
77	232 Teacher Retirement	3,916	5,018	3,916	4,625	709	18.11%
78	250 Unemployment Compensation	-	-	-	-	-	0.00%
79	260 Workers' Compensation	143	-	-	-	-	0.00%
80	330 Contracted Services	1,000	3,035	2,650	2,650	-	0.00%
81	610 Supplies	600	247	600	600	-	0.00%
82							
83	Total 1215 Extended School Year	45,537	60,335	47,044	48,147	1,103	2.34%
84							
85	1260 Bilingual						
86	112 Teacher's Salary	49,669	49,669	50,569	51,243	674	1.33%
87	123 Activities Salaries	-	-	-	-	-	0.00%
88	211 Health Insurance	5,429	5,006	5,224	5,300	76	1.45%
89	212 Dental Insurance	342	342	355	355	-	0.00%
90	213 Life Insurance	138	120	90	90	-	0.00%
91	215 Health Reimbursement Account	-	-	-	-	-	0.00%
92	220 FICA	3,800	3,673	3,869	3,920	51	1.32%
93	232 Teacher Retirement	8,841	8,841	9,001	10,771	1,770	19.66%
94	250 Unemployment Compensation	112	-	-	-	-	0.00%
95	260 Workers' Compensation	221	(63)	-	-	-	0.00%
96	330 Contracted Services	-	-	-	-	-	0.00%
97	585 Mileage Reimbursements	-	45	-	-	-	0.00%
98	610 Supplies	100	-	100	100	-	0.00%
99	640 Books & Printed Material	400	-	400	400	-	0.00%
100	644 Electronic Information Access	1,050	609	-	-	-	0.00%
101	650 Software	-	-	-	-	-	0.00%
102							
103	Total 1260 Bilingual	70,102	68,242	69,608	72,179	2,571	3.69%
104							
105	1290 Special Ed. Assigned Coach						
106	112 Coaches Salaries	-	-	-	-	-	0.00%
107	114 Paraeducators' Salaries	6,888	-	6,888	6,888	-	0.00%
108	220 FICA	527	-	527	527	-	0.00%
109	231 Employee Retirement	769	-	769	969	200	26.01%
110	232 Teacher Retirement	-	-	-	-	-	0.00%
111	250 Unemployment Compensation	-	-	-	-	-	0.00%
112	260 Workers' Compensation	28	-	-	-	-	0.00%
113							
114	Total 1290 Special Ed. Assigned Coach	8,212	-	8,184	8,384	200	2.44%
115							
116	1300 Vocational Education						
117	561 Tuition	125,000	93,624	125,000	115,000	(10,000)	-8.00%
118							
119	Total 1300 Vocational Education	125,000	93,624	125,000	115,000	(10,000)	-8.00%
120							
121	1410 Co-Curricular Activities						
122	123 Activities Salaries	86,795	89,246	109,504	109,317	(187)	-0.17%
123	220 FICA	6,640	6,680	9,591	8,363	(1,228)	-12.80%
124	231 Employee Retirement	-	1,530	-	-	-	0.00%
125	232 Teacher Retirement	12,426	10,846	15,861	22,978	7,117	44.87%
126	250 Unemployment Compensation	-	-	-	-	-	0.00%
127	260 Workers' Compensation	347	-	-	-	-	0.00%
128	330 Contracted Services	20,183	4,529	18,583	20,183	1,600	8.61%
129	430 Repairs & Maintenance Services	1,550	391	650	1,000	350	53.85%
130	550 Printing	-	-	-	-	-	0.00%
131	585 Mileage Reimbursements	1,000	73	1,200	1,600	400	33.33%
132	610 Supplies	13,250	8,127	11,700	11,700	-	0.00%
133	640 Books & Printed Material	3,150	563	700	700	-	0.00%
134	650 Software	1,350	900	900	900	-	0.00%
135	731 Added Equipment	834	-	834	834	-	0.00%
136	735 Replacement Equipment	300	-	300	300	-	0.00%
137	810 Dues & Fees	8,275	5,456	8,739	14,589	5,850	66.94%
138							
139	Total 1410 Co-Curricular Activities	156,100	128,340	178,562	192,464	13,902	7.79%
140							
141	1420 Athletics						
142	112 Athletic Director Salary	51,066	58,312	55,846	56,927	1,081	1.94%

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No.	Function/Description	VOTED 2019/2020	ACTUAL 2019/2020	VOTED 2020/2021	PROPOSED 2021/2022	\$ Increase/ (Decrease) 2021/2022	% Change to Voted 20/21
143	122 Officials	-	5,043	-	-	-	0.00%
144	123 Coaching Salaries	144,118	94,580	151,160	159,159	7,999	5.29%
145	124 Salary Pool	-	-	-	-	-	0.00%
146	211 Health Insurance	3,558	8,806	10,246	10,395	149	1.45%
147	212 Dental Insurance	293	492	585	585	-	0.00%
148	213 Life Insurance	83	60	54	54	-	0.00%
149	215 Health Reimbursement Account	900	39	-	-	-	0.00%
150	220 FICA	14,932	11,908	15,836	17,034	1,198	7.57%
151	231 Employee Retirement	-	784	-	-	-	0.00%
152	232 Teacher Retirement	15,366	12,995	15,597	37,450	21,853	140.11%
153	250 Unemployment Compensation	67	-	-	-	-	0.00%
154	260 Workers' Compensation	781	-	-	-	-	0.00%
155	330 Contracted Services	113,112	88,494	112,912	114,672	1,760	1.56%
156	581 Conference and Travel	1,250	-	-	-	-	0.00%
157	585 Mileage Reimbursements	2,200	502	2,200	2,200	-	0.00%
158	610 Supplies	16,250	10,195	16,250	16,250	-	0.00%
159	640 Books & Printed Material	18	-	18	18	-	0.00%
160	731 Added Equipment	-	-	-	-	-	0.00%
161	735 Replacement Equipment	6,500	4,953	15,920	22,818	6,898	43.33%
162	810 Dues & Fees	15,497	9,559	15,497	15,497	-	0.00%
163							
164	Total 1420 Athletics	385,991	306,723	412,121	453,059	40,938	9.93%
165							
166	1430 Summer School						
167	112 Teachers' Salaries	21,760	17,080	21,760	21,760	-	0.00%
168	114 Paraeducators' Salaries	4,800	4,050	4,800	4,800	-	0.00%
169	220 FICA	2,032	1,616	2,032	2,032	-	0.00%
170	231 Employee Retirement	536	452	536	675	139	25.93%
171	232 Teacher Retirement	3,873	2,627	3,873	4,574	701	18.10%
172	250 Unemployment Compensation	-	-	-	-	-	0.00%
173	260 Workers' Compensation	106	-	-	-	-	0.00%
174	610 Supplies	1,000	231	400	400	-	0.00%
175							
176	Total 1430 Summer School	34,107	26,058	33,401	34,241	840	2.51%
177							
178	2110 Attendance						
179	Attendance	1	-	1	1	-	0.00%
180							
181	Total 2110 Attendance	1	-	1	1	-	0.00%
182							
183	2120 Guidance Services						
184	111 Director's Salary	85,488	86,155	89,155	90,337	1,182	1.33%
185	112 Counselors' Salaries	382,952	383,313	393,063	405,227	12,164	3.09%
186	123 Temp/Part Time Salary	-	-	6,240	6,240	-	0.00%
187	124 Salary Pool	-	-	-	-	-	0.00%
188	211 Health Insurance	94,126	96,080	97,218	110,953	13,735	14.13%
189	212 Dental Insurance	6,443	7,134	7,413	8,598	1,185	15.99%
190	213 Life Insurance	1,329	720	1,221	1,721	500	40.95%
191	214 Long Term Disability Insurance	354	399	366	377	11	3.01%
192	215 Health Reimbursement Account	-	-	-	-	-	0.00%
193	220 FICA	36,027	34,338	37,557	38,579	1,022	2.72%
194	232 Teacher Retirement	83,472	83,566	87,037	105,584	18,547	21.31%
195	250 Unemployment Compensation	672	-	-	-	-	0.00%
196	260 Workers' Compensation	1,885	-	-	-	-	0.00%
197	330 Contracted Services	20,820	16,652	22,820	22,820	-	0.00%
198	581 Conferences/Travel	2,250	125	2,250	3,000	750	33.33%
199	585 Mileage Reimbursements	600	504	600	600	-	0.00%
200	610 Supplies	2,300	1,347	3,130	3,130	-	0.00%
201	611 AV Supplies	-	-	-	-	-	0.00%
202	640 Books & Printed Material	1,235	308	1,235	907	(328)	-26.56%
203	731 Added Equipment	-	-	-	-	-	0.00%
204	735 Replacement Equipment	-	-	-	-	-	0.00%
205	810 Dues & Fees	604	179	604	604	-	0.00%
206							
207	Total 2120 Guidance Services	720,557	710,819	749,909	798,677	48,768	6.50%
208							
209	2129 Guidance Registrar						
210	115 Registrar's Salary	31,321	31,030	41,600	43,643	2,043	4.91%
211	124 Salary Pool	-	-	-	-	-	0.00%
212	211 Health Insurance	9,621	9,498	9,669	9,811	142	1.47%
213	212 Dental Insurance	474	474	492	492	-	0.00%

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No.	Function/Description	VOTED 2019/2020	ACTUAL 2019/2020	VOTED 2020/2021	PROPOSED 2021/2022	\$ Increase/ (Decrease) 2021/2022	% Change to Voted 20/21
214	213 Life Insurance	28	24	18	18	-	0.00%
215	220 FICA	2,396	2,323	3,182	3,338	156	4.90%
216	231 Employee Retirement	3,499	3,466	4,647	6,136	1,489	32.04%
217	250 Unemployment Compensation	112	-	-	-	-	0.00%
218	260 Workers' Compensation	125	-	-	-	-	0.00%
219	581 Conferences/Travel	800	-	800	800	-	0.00%
220							
221	Total 2129 Guidance Secretarial	48,376	46,815	60,408	64,238	3,830	6.34%
222							
223	2130 Health Services						
224	112 Nurses' Salaries	147,108	147,590	150,857	154,896	4,039	2.68%
225	114 Paraeducators' Salaries	37,975	38,577	40,669	43,171	2,502	6.15%
226	211 Health Insurance	30,206	29,889	30,392	30,805	413	1.36%
227	212 Dental Insurance	1,876	1,876	1,950	1,950	-	0.00%
228	213 Life Insurance	276	240	180	180	-	0.00%
229	216 ILSSA Flex Med	-	-	-	-	-	0.00%
230	220 FICA	14,313	13,717	14,807	15,305	498	3.36%
231	231 Employee Retirement	4,242	4,315	4,542	6,070	1,528	33.64%
232	232 Teacher Retirement	26,186	26,271	26,853	32,559	5,706	21.25%
233	250 Unemployment Compensation	448	-	-	-	-	0.00%
234	260 Workers' Compensation	749	-	-	-	-	0.00%
235	330 Contracted Services	1,150	285	1,150	1,150	-	0.00%
236	430 Repairs & Maintenance Services	150	-	150	150	-	0.00%
237	585 Mileage Reimbursements	235	40	235	235	-	0.00%
238	610 Supplies	7,140	5,839	8,040	8,190	150	1.87%
239	640 Books & Printed Material	-	-	100	100	-	0.00%
240	731 Added Equipment	-	-	-	-	-	0.00%
241	735 Replacement Equipment	800	648	1,600	6,140	4,540	283.75%
242	810 Dues & Fees	300	300	300	300	-	0.00%
243							
244	Total 2130 Health Services	273,154	269,587	281,825	301,201	19,376	6.88%
245							
246	2140 Psychological Services						
247	112 Teachers' Salaries	-	987	74,342	83,314	8,972	12.07%
248	123 Temp/Part Time Salary	-	-	-	-	-	0.00%
249	211 Health Insurance	-	-	20,149	18,884	(1,265)	-6.28%
250	212 Dental Insurance	-	-	1,693	1,334	(359)	-21.20%
251	213 Life Insurance	-	-	90	180	90	100.00%
252	220 FICA	-	74	5,687	6,373	686	12.06%
253	232 Teacher Retirement	-	176	13,233	17,512	4,279	32.34%
254	250 Unemployment Compensation	-	-	-	-	-	0.00%
255	260 Workers' Compensation	-	-	-	-	-	0.00%
256	330 Contracted Services	60,000	65,866	-	-	-	0.00%
257	585 Mileage Reimbursements	-	-	600	600	-	0.00%
258	610 Supplies	3,500	3,463	3,500	3,500	-	0.00%
259	650 Software	-	-	-	-	-	0.00%
260							
261	Total 2140 Psychological Services	63,500	70,566	119,294	131,697	12,403	10.40%
262							
263	2150 Speech Services						
264	112 Teachers' Salaries	234,916	234,963	240,328	279,258	38,930	16.20%
265	114 Paraeducators' Salaries	63,880	31,959	65,208	33,269	(31,939)	-48.98%
266	211 Health Insurance	102,488	81,833	102,836	87,965	(14,871)	-14.46%
267	212 Dental Insurance	6,708	5,797	6,969	6,328	(641)	-9.20%
268	213 Life Insurance	470	384	306	378	72	23.53%
269	215 Health Reimbursement Account	1,500	-	600	960	360	60.00%
270	220 FICA	22,858	18,881	23,373	23,908	535	2.29%
271	231 Employee Retirement	7,135	3,570	7,284	4,678	(2,606)	-35.78%
272	232 Teacher Retirement	41,815	41,823	42,778	58,700	15,922	37.22%
273	250 Unemployment Compensation	560	-	-	-	-	0.00%
274	260 Workers' Compensation	1,196	-	-	-	-	0.00%
275	330 Contracted Services	2,000	46,874	2,000	2,000	-	0.00%
276	430 Repairs & Maintenance Services	-	-	-	-	-	0.00%
277	585 Mileage Reimbursements	500	770	500	500	-	0.00%
278	610 Supplies	1,100	409	1,100	1,100	-	0.00%
279	611 AV Supplies	-	-	-	-	-	0.00%
280	640 Books & Printed Material	100	-	100	100	-	0.00%
281	644 Electronic Information Access	-	150	-	-	-	0.00%
282	650 Software	-	-	-	-	-	0.00%
283	731 Added Equipment	500	-	500	500	-	0.00%
284	734 New Computer Equipment	1,680	-	1,680	1,680	-	0.00%

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285	735 Replacement Equipment	500	-	500	500	-	0.00%
286	738 Replacement Computers	-	-	-	-	-	0.00%
287							
288	Total 2150 Speech Services	489,906	467,414	496,062	501,824	5,762	1.16%
289							
290	2160 Occupational & Physical Therapy Services						
291	112 OTR Salary	70,955	71,030	73,703	74,953	1,250	1.70%
292	114 COTA Salary	-	-	-	-	-	0.00%
293	124 Salary Pool	-	-	-	-	-	0.00%
294	211 Health Insurance	16,007	15,971	16,258	16,495	237	1.46%
295	212 Dental Insurance	1,629	1,629	1,693	1,693	-	0.00%
296	213 Life Insurance	138	120	90	90	-	0.00%
297	215 Health Reimbursement Account	1,500	198	600	600	-	0.00%
298	220 FICA	5,428	5,343	5,638	5,734	96	1.70%
299	231 Employee Retirement	-	-	-	-	-	0.00%
300	232 Teacher Retirement	12,630	12,643	13,119	15,755	2,636	20.09%
301	250 Unemployment Compensation	112	-	-	-	-	0.00%
302	260 Workers' Compensation	284	-	-	-	-	0.00%
303	310 Consulting Services	-	-	-	-	-	0.00%
304	330 Contracted Services	135,710	91,699	135,710	135,710	-	0.00%
305	581 Conference and Travel	-	-	-	-	-	0.00%
306	582 Non-Bargaining Prof. Development	-	-	-	-	-	0.00%
307	585 Mileage Reimbursements	-	-	-	-	-	0.00%
308	610 Supplies	1,500	935	1,500	1,100	(400)	-26.67%
309	611 AV Supplies	-	-	-	-	-	0.00%
310	640 Books & Printed Material	100	-	100	100	-	0.00%
311	731 Added Equipment	-	-	-	-	-	0.00%
312	735 Replacement Equipment	-	-	-	-	-	0.00%
313	738 Replacement Computers	-	-	-	-	-	0.00%
314							
315	Total 2160 OT & PT Services	245,993	199,569	248,411	252,230	3,819	1.54%
316							
317	2210 Technology Services						
318	111 Technology Director	96,032	96,417	101,345	93,846	(7,499)	-7.40%
319	112 Technology Technicians' Salaries	97,922	97,922	102,818	107,867	5,049	4.91%
320	123 Temp/Part Time Salary	5,000	7,350	10,000	15,000	5,000	50.00%
321	124 Salary Pool	-	-	-	-	-	0.00%
322	130 Overtime	-	-	-	-	-	0.00%
323	211 Health Insurance	77,933	74,754	75,545	77,211	1,666	2.21%
324	212 Dental Insurance	4,935	4,934	5,127	5,127	-	0.00%
325	213 Life Insurance	694	168	626	1,126	500	79.87%
326	214 Long Term Disability Insurance	397	446	410	399	(11)	-2.68%
327	220 FICA	15,259	14,811	16,422	16,655	233	1.42%
328	231 Employee Retirement	21,721	21,707	23,978	29,907	5,929	24.73%
329	232 Teacher Retirement	-	-	-	-	-	0.00%
330	250 Unemployment Compensation	336	-	-	-	-	0.00%
331	260 Workers' Compensation	798	-	-	-	-	0.00%
332	290 Course Reimbursement	-	-	-	-	-	0.00%
333	330 Contracted Services	7,400	3,990	7,500	7,500	-	0.00%
334	331 Contracted Services - Copiers	45,600	62,286	61,750	50,000	(11,750)	-19.03%
335	430 Repairs & Maintenance Services	15,000	2,298	15,000	15,000	-	0.00%
336	442 Equipment Rental	38,942	36,949	35,600	35,600	-	0.00%
337	532 Data Communications	44,000	39,060	34,000	49,740	15,740	46.29%
338	581 Conferences/Travel/Prof. Development	3,750	349	3,750	3,750	-	0.00%
339	585 Mileage Reimbursements	500	228	500	500	-	0.00%
340	610 Supplies	17,500	8,039	12,500	12,500	-	0.00%
341	644 Electronic Information Access	98,630	94,159	161,459	170,756	9,297	5.76%
342	650 Non-Capital Software	-	-	-	-	-	0.00%
343	731 Added Equipment	-	-	-	-	-	0.00%
344	734 Technology Leases	275,000	274,811	290,000	287,300	(2,700)	-0.93%
345	735 Replacement Equipment	22,000	18,283	12,300	12,300	-	0.00%
346	738 Replacement Computers	-	-	-	-	-	0.00%
347	750 Capital Software	-	-	-	-	-	0.00%
348	810 Dues & Fees	525	400	525	525	-	0.00%
349							
350	Total 2210 Technology Services	889,874	859,361	971,155	992,609	21,454	2.21%
351							
352	2212 Instructional & Curriculum Development						
353	111 Coordinator's Salary	86,000	89,500	92,500	93,846	1,346	1.46%
354	112 Staff Salaries	50,000	64,470	48,000	48,000	-	0.00%
355	114 Paraeducators' Salaries	9,230	15,750	18,330	18,330	-	0.00%

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356	115 Secretary's Salary	16,298	16,843	17,117	17,956	839	4.90%
357	124 Salary Pool	-	-	-	-	-	0.00%
358	211 Health Insurance	24,063	5,414	5,512	5,592	80	1.45%
359	212 Dental Insurance	1,759	-	-	-	-	0.00%
360	213 Life Insurance	638	120	590	1,090	500	84.75%
361	214 Long Term Disability Insurance	366	380	380	391	11	2.89%
362	220 FICA	12,356	14,683	13,881	14,055	174	1.25%
363	231 Employee Retirement	1,031	1,693	2,047	2,577	530	25.89%
364	232 Teacher Retirement	24,297	26,349	25,098	30,027	4,929	19.64%
365	250 Unemployment Compensation	224	-	-	-	-	0.00%
366	260 Workers' Compensation	646	-	-	-	-	0.00%
367	290 Course Reimbursement	48,750	71,100	48,750	48,750	-	0.00%
368	291 ILSSA Course Reimbursement	15,000	5,627	15,000	15,000	-	0.00%
369	322 Professional Services for Program Improvements	-	-	-	45,000	45,000	0.00%
370	330 Contracted Services	6,000	20,118	55,000	55,000	-	0.00%
371	331 In-Service	5,000	347	5,000	5,000	-	0.00%
372	581 Conferences/Travel	2,250	1,486	2,250	2,250	-	0.00%
373	583 Professional Development ILEA	51,250	27,122	51,250	51,250	-	0.00%
374	584 Professional Development ILSSA	19,500	5,854	19,500	19,500	-	0.00%
375	585 Mileage Reimbursements	2,000	929	2,000	2,000	-	0.00%
376	586 Mileage Reimbursements ILSSA	-	446	-	-	-	0.00%
377	587 Mileage Reimbursements ILEA	-	3,830	-	-	-	0.00%
378	610 Supplies	15,000	6,861	15,000	15,000	-	0.00%
379	611 AV Supplies	-	-	-	-	-	0.00%
380	640 Books & Printed Material	55,000	95,649	94,865	4,000	(90,865)	-95.78%
381	644 Electronic Information Access	-	-	-	-	-	0.00%
382	650 Software	-	-	-	-	-	0.00%
383	731 Added Equipment	-	193	32,300	-	(32,300)	-100.00%
384	735 Replacement Equipment	-	-	-	-	-	0.00%
385	810 Dues & Fees	1,600	-	1,600	1,600	-	0.00%
386							
387	Total 2212 Instructional & Curriculum Development	448,258	474,762	565,970	496,214	(69,756)	-12.33%
388							
389	2222 School Library Services						
390	112 Library Salaries	154,093	140,854	158,841	154,044	(4,797)	-3.02%
391	114 Paraeducators' Salaries	55,806	69,653	57,830	58,794	964	1.67%
392	211 Health Insurance	49,114	40,062	48,801	49,433	632	1.30%
393	212 Dental Insurance	3,258	2,411	3,386	3,386	-	0.00%
394	213 Life Insurance	276	220	180	180	-	0.00%
395	215 Health Reimbursement Account	-	-	-	-	-	0.00%
396	216 ILSSA Flex Med	1,000	993	1,000	1,000	-	0.00%
397	220 FICA	16,455	15,609	17,003	16,710	(293)	-1.72%
398	231 Employee Retirement	5,069	5,162	5,221	6,708	1,487	28.48%
399	232 Teachers Retirement	27,429	25,072	28,274	32,380	4,106	14.52%
400	250 Unemployment Compensation	456	-	-	-	-	0.00%
401	260 Workers' Compensation	860	-	-	-	-	0.00%
402	330 Contracted Services	3,000	-	-	-	-	0.00%
403	430 Contracted Repairs	1,000	-	500	500	-	0.00%
404	585 Mileage Reimbursements	-	-	-	-	-	0.00%
405	610 Supplies	4,300	1,432	4,280	4,440	160	3.74%
406	611 AV Supplies	2,600	-	1,700	1,700	-	0.00%
407	640 Books & Printed Material	15,500	12,650	17,000	17,000	-	0.00%
408	644 Electronic Information Access	17,274	16,618	-	-	-	0.00%
409	731 Added Equipment	1,000	-	-	-	-	0.00%
410	734 New Computer Equipment	-	-	-	-	-	0.00%
411	735 Replacement Equipment	2,050	437	2,050	2,050	-	0.00%
412	810 Dues & Fees	710	607	710	710	-	0.00%
413							
414	Total 2222 School Library Services	361,250	331,781	346,776	349,035	2,259	0.65%
415							
416	2310 School Board Services						
417	118 Treasurer's Salaries	1,500	1,500	1,500	1,500	-	0.00%
418	119 School Board Salaries	10,800	10,800	10,800	10,800	-	0.00%
419	122/123 Clerk/District Officers Salary	200	133	200	200	-	0.00%
420	220 FICA	957	951	957	957	-	0.00%
421	231 Employee Retirement	-	-	-	-	-	0.00%
422	260 Workers Compensation	50	-	-	-	-	0.00%
423	313 Staff Management Services	-	-	-	-	-	0.00%
424	321 Professional Service for Instruction	5,000	-	5,000	5,000	-	0.00%
425	330 Contracted Services	6,760	28,056	6,760	6,760	-	0.00%
426	2317.320 Audit	20,250	17,000	20,250	20,250	-	0.00%

Inter-Lakes Proposed Budget 2021-2022

No.	Function/Description	VOTED 2019/2020	ACTUAL 2019/2020	VOTED 2020/2021	PROPOSED 2021/2022	\$ Increase/ (Decrease) 2021/2022	% Change to Voted 20/21
427	2318.318 Legal	20,000	65,485	75,000	37,507	(37,493)	-49.99%
428	331 District Meeting	1,500	1,688	1,500	1,500	-	0.00%
429	319 Negotiations	-	-	-	-	-	0.00%
430	520 Insurance	48,342	40,529	45,368	50,451	5,083	11.20%
431	521 Student Accident Insurance	5,718	-	-	-	-	0.00%
432	540 Advertising	4,200	6,149	4,200	4,200	-	0.00%
433	550 Printing	3,000	999	3,000	3,000	-	0.00%
434	581 Conferences/Travel	500	320	500	500	-	0.00%
435	610 Supplies	5,000	8,853	10,000	10,000	-	0.00%
436	810 Dues & Fees	10,441	9,318	10,441	10,441	-	0.00%
437							
438	Total 2310 School Board Services	144,218	191,780	195,476	163,066	(32,410)	-16.58%
439							
440	2320 Office of the Superintendent - SAU Services						
441	330 Contracted Services	839,805	839,805	889,857	985,309	95,452	10.73%
442							
443	Total 2320 Superintendent SAU Services	839,805	839,805	889,857	985,309	95,452	10.73%
444							
445	2410 Office of the Principal						
446	111 Principals' Salaries	296,974	267,443	276,943	281,916	4,973	1.80%
447	112 Assistant Principals' Salaries	249,743	254,065	264,565	260,341	(4,224)	-1.60%
448	121 Substitutes' Salaries	1,500	6,000	1,500	1,500	-	0.00%
449	123 Temp/Part Time Salary	-	-	3,000	3,000	-	0.00%
450	124 Salary Pool	-	-	-	-	-	0.00%
451	211 Health Insurance	122,864	91,502	93,576	69,373	(24,203)	-25.86%
452	212 Dental Insurance	8,718	7,488	8,551	7,494	(1,057)	-12.36%
453	213 Life Insurance	3,800	1,496	3,522	6,522	3,000	85.18%
454	214 Long Term Disability Insurance	2,346	2,425	2,311	2,332	21	0.91%
455	220 FICA	42,161	38,698	41,992	43,125	1,133	2.70%
456	231 Employee Retirement	-	-	-	-	-	0.00%
457	232 Teachers Retirement	98,099	94,039	97,706	116,146	18,440	18.87%
458	250 Unemployment Compensation	650	-	-	-	-	0.00%
459	260 Workers' Compensation	2,205	-	-	-	-	0.00%
460	330 Contracted Services	72,339	61,045	86,921	73,600	(13,321)	-15.33%
461	430 Contracted Repairs	750	79	750	750	-	0.00%
462	442 Equipment Rental	1,088	984	1,088	2,088	1,000	91.91%
463	534 Postage	7,325	4,113	7,325	7,325	-	0.00%
464	550 Printing	3,600	2,866	11,115	11,115	-	0.00%
465	581 Conferences/Travel	13,500	8,500	15,750	15,750	-	0.00%
466	585 Mileage Reimbursements	5,361	1,436	5,361	5,361	-	0.00%
467	610 Supplies	12,200	7,794	10,900	11,600	700	6.42%
468	611 AV Supplies	200	-	200	200	-	0.00%
469	640 Books & Printed Material	450	36	586	250	(336)	-57.34%
470	731 Added Equipment	1,500	1,125	-	-	-	0.00%
471	735 Replacement Equipment	-	3,478	1,000	1,000	-	0.00%
472	810 Dues & Fees	15,109	12,747	18,083	18,083	-	0.00%
473							
474	Total 2410 Office of the Principal	962,482	867,358	952,745	938,871	(13,874)	-1.46%
475							
476	2412 Principal Support						
477	115 Secretaries Salaries	271,656	264,792	251,858	250,433	(1,425)	-0.57%
478	123 Temp/Part Time Salary	-	-	-	-	-	0.00%
479	124 Salary Pool	5,288	-	-	-	-	0.00%
480	211 Health Insurance	113,376	122,318	127,785	106,346	(21,439)	-16.78%
481	212 Dental Insurance	6,854	6,817	7,083	6,138	(945)	-13.34%
482	213 Life Insurance	221	192	126	126	-	0.00%
483	215 Health Reimbursement Account	-	188	-	-	-	0.00%
484	220 FICA	22,039	19,536	19,710	20,013	303	1.54%
485	231 Employee Retirement	30,934	29,577	28,133	35,212	7,079	25.16%
486	250 Unemployment Compensation	896	-	-	-	-	0.00%
487	260 Workers' Compensation	1,153	-	-	-	-	0.00%
488	581 Conferences/Travel	4,400	-	3,650	3,650	-	0.00%
489	731 Added Equipment	-	-	-	-	-	0.00%
490							
491	Total 2412 Principal Support	456,817	443,420	438,345	421,918	(16,427)	-3.75%
492							
493	2590 Auditorium						
494	111 Director's Salary	10,500	10,500	-	-	-	0.00%
495	123 Technician's Salary	5,500	1,200	5,500	5,500	-	0.00%
496	220 FICA	1,224	895	421	421	-	0.00%
497	231 Employee Retirement	-	-	-	-	-	0.00%

Inter-Lakes Proposed Budget 2021-2022

No.	Function/Description	VOTED 2019/2020	ACTUAL 2019/2020	VOTED 2020/2021	PROPOSED 2021/2022	\$ Increase/ (Decrease) 2021/2022	% Change to Voted 20/21
498	250 Unemployment Compensation	-	-	-	-	-	0.00%
499	260 Workers' Compensation	64	-	-	-	-	0.00%
500	330 Contracted Services	-	-	-	-	-	0.00%
501	610 Supplies	3,000	2,449	3,000	3,000	-	0.00%
502	731 Added Equipment	-	-	-	-	-	0.00%
503	735 Replacement Equipment	5,000	5,550	5,000	5,000	-	0.00%
504							
505	Total 2590 Auditorium	25,288	20,594	13,921	13,921	-	0.00%
506							
507	2610 Operation of Plant						
508	111 Facilities Director	102,920	97,550	92,500	93,846	1,346	1.46%
509	116 Custodian Salaries	399,564	392,547	408,160	491,832	83,672	20.50%
510	117 Maintenance Salaries	107,147	108,969	128,489	136,056	7,567	5.89%
511	121 Summer/Substitutes	33,000	17,125	38,000	-	(38,000)	-100.00%
512	124 Salary Pool	-	-	-	-	-	0.00%
513	130 Overtime	30,000	40,908	50,000	50,000	-	0.00%
514	211 Health Insurance	319,228	277,626	293,132	330,545	37,413	12.76%
515	212 Dental Insurance	18,813	15,479	16,485	17,924	1,439	8.73%
516	213 Life Insurance	1,185	440	842	1,378	536	63.66%
517	214 Long Term Disability Insurance	437	380	380	391	11	2.89%
518	215 Health Reimbursement Account	1,500	388	600	1,500	900	150.00%
519	220 FICA	51,506	48,701	54,898	58,862	3,964	7.22%
520	231 Employee Retirement	74,162	70,358	79,015	108,644	29,629	37.50%
521	232 Teacher Retirement	-	-	-	-	-	0.00%
522	250 Unemployment Compensation	1,867	-	-	-	-	0.00%
523	260 Workers' Compensation	21,780	-	-	-	-	0.00%
524	330 Contracted Services	7,600	14,282	7,600	8,000	400	5.26%
525	411 Water and Sewer	18,700	13,687	18,700	18,700	-	0.00%
526	421 Rubbish Removal	38,500	37,976	53,900	38,300	(15,600)	-28.94%
527	430 Repairs & Maintenance Services	5,800	22,387	10,600	12,100	1,500	14.15%
528	531 Telephone	20,000	18,751	20,000	20,000	-	0.00%
529	532 Information Access Fees	-	-	-	-	-	0.00%
530	585 Conferences/Travel	2,250	75	2,550	2,550	-	0.00%
531	610 Supplies	135,103	133,140	150,000	165,000	15,000	10.00%
532	622 Electricity	103,512	104,244	110,192	110,192	-	0.00%
533	623 Propane	7,000	5,609	7,000	33,235	26,235	374.79%
534	624 Fuel Oil	59,552	83,289	65,713	41,608	(24,105)	-36.68%
535	629 Pellet Fuel	70,970	32,699	70,970	69,158	(1,812)	-2.55%
536	644 Electronic Information Access	-	-	-	-	-	0.00%
537	650 Software	-	-	-	-	-	0.00%
538	731 Added Equipment	-	-	-	-	-	0.00%
539	735 Replacement Equipment	-	-	-	-	-	0.00%
540	810 Dues & Fees	-	391	-	-	-	0.00%
541							
542	Total 2610 Operation of Plant	1,632,096	1,537,000	1,679,726	1,809,821	130,095	7.75%
543							
544	2620 Buildings & Equipment						
545	330 Contracted Services	107,854	108,530	114,854	120,094	5,240	4.56%
546	331 Other Contracted Services	1,500	-	40,900	8,500	(32,400)	-79.22%
547	430 Contracted Repairs	217,400	188,385	134,900	117,700	(17,200)	-12.75%
548	431 Maintenance Contracts	-	10,529	-	-	-	0.00%
549	442 Rental Equipment	750	2,266	2,750	2,000	(750)	-27.27%
550	448 LED Lighting Lease	4,500	4,268	4,500	4,500	-	0.00%
551	449 Honeywell Lease	536,679	536,672	549,818	563,351	13,533	2.46%
552	585 Mileage Reimbursements	2,500	2,291	2,500	2,500	-	0.00%
553	610 Supplies	60,000	57,201	55,000	60,000	5,000	9.09%
554	626 Gasoline	-	-	980	1,100	120	12.24%
555	731 Added Equipment	-	123,729	64,300	31,000	(33,300)	-51.79%
556	735 Replacement Equipment	116,000	229,787	625,100	399,500	(225,600)	-36.09%
557	810 Dues & Fees	-	116	-	-	-	0.00%
558							
559	Total 2620 Buildings & Equipment	1,047,183	1,263,774	1,595,602	1,310,245	(285,357)	-17.88%
560							
561	2630 Care of Grounds						
562	330 Contracted Services	10,000	3,680	18,550	19,550	1,000	5.39%
563	422 Snow Plowing	41,700	34,278	42,000	45,300	3,300	7.86%
564	424 Lawn Care	41,000	37,972	41,000	56,400	15,400	37.56%
565	429 Other Cleaning Services	4,000	-	4,900	4,400	(500)	-10.20%
566	430 Repairs & Maintenance Services	16,400	11,731	12,450	176,400	163,950	1316.87%
567	450 Construction - Special Projects	-	-	-	-	-	0.00%
568	610 Supplies	10,000	9,536	5,500	3,500	(2,000)	-36.36%

Inter-Lakes Proposed Budget 2021-2022

No.	Function/Description	VOTED 2019/2020	ACTUAL 2019/2020	VOTED 2020/2021	PROPOSED 2021/2022	\$ Increase/ (Decrease) 2021/2022	% Change to Voted 20/21
569	731 Added Equipment	-	-	-	-	-	0.00%
570	735 Replacement Equipment	6,530	1,189	5,500	5,500	-	0.00%
571							
572	Total 2630 Care & Upkeep of Grounds	129,630	98,385	129,900	311,050	181,150	139.45%
573							
574	2700 Transportation						
575	2721.519 Regular Education Transportation	912,092	826,301	938,747	966,484	27,737	2.95%
576	2722.519 Special Education Transportation	279,058	315,837	372,592	369,658	(2,934)	-0.79%
577	2723.519 Vocational Mid-Day Run	61,812	56,249	68,343	60,000	(8,343)	-12.21%
578	2724.519 Athletic Transportation	63,406	51,269	74,600	63,662	(10,938)	-14.66%
579	2725.519 Field Trips & Co-Curricular	58,683	21,038	46,473	42,267	(4,206)	-9.05%
580	2727.519 Homeless	25,000	17,484	29,268	29,268	-	0.00%
581	2728.519 Summer School	8,000	12,352	14,301	14,000	(301)	-2.10%
582							
583	Total 2700 Transportation	1,408,051	1,300,530	1,544,324	1,545,339	1,015	0.07%
584							
585	2840 Retirement Incentives						
586	111 Administrative Salaries	168,039	168,039	-	-	-	0.00%
587	112 Professional Salaries	122,974	200,240	70,049	87,143	17,094	24.40%
588	220 FICA	22,263	28,173	5,358	6,667	1,309	24.43%
589	232 Teacher Retirement	51,800	60,684	12,469	18,318	5,849	46.91%
590	260 Workers' Compensation	1,164	-	-	-	-	0.00%
591							
592	Total 2840 Retirement Incentives	366,240	457,136	87,876	112,128	24,252	27.60%
593							
594	2850 Retired Employee Expenses						
595	211 Retiree Health Insurance	1,216,593	1,116,757	1,185,571	1,199,585	14,014	1.18%
596	215 Self Insurance	-	-	-	-	-	0.00%
597							
598	Total 2850 Retired Employee Expenses	1,216,593	1,116,757	1,185,571	1,199,585	14,014	1.18%
599							
600	2900 Costs to Distribute						
601	215 Health Reimbursement Account	-	-	6,000	-	(6,000)	-100.00%
602	250 Unemployment Compensation	-	-	6,633	6,633	-	0.00%
603	260 Workers' Compensation	-	24,296	51,952	57,511	5,559	10.70%
604							
605	Total 2900 Costs to Distribute	-	24,296	64,585	64,144	(441)	-0.68%
606							
607	5100 Debt Services						
608	830 Interest	-	-	-	-	-	0.00%
609	910 Principal	-	-	-	-	-	0.00%
610							
611	Total 5100 Debt Services	-	-	-	-	-	0.00%
612							
613	5252 Expendable Trust Transfer						
614	930 Transfer to Expendable Trust	145,000	145,000	195,000	-	(195,000)	-100.00%
615							
616	Total 5252 Expendable Trust Transfer	145,000	145,000	195,000	-	(195,000)	-100.00%
617							
618	Total General Fund	26,105,788	25,471,836	27,656,882	27,870,330	213,448	0.77%
619							
620	5220 Federal Funds						
621	930 Federal Grants	200,000	-	200,000	200,000	-	0.00%
622	5221 Food Service Fund						
623	930 Food Service Fund	395,000	-	395,000	395,000	-	0.00%
624							
625	Total Appropriations	26,700,788	25,471,836	28,251,882	28,465,330	213,448	0.76%

Inter-Lakes School District Revenue Information

	<u>2019-2020</u> <u>MS 24 Revised</u> <u>Revenues</u>	<u>2020-2021</u> <u>MS 24 Revised</u> <u>Revenues</u>	<u>Operating Budget</u> <u>2021-2022</u> <u>Estimated Budget</u> <u>Revenues</u>
General Fund Revenue			
Unreserved Fund Balance (Fiscal Year End)	49,704	333,580	150,000
Retained Fund Balance To Be Used	0	0	300,000
Amounts Voted from Fund Balance	145,000	0	0
Revenue From State Sources			
403230 Special Education Aid	25,435	30,616	25,000
403210 Building Aid	98,947	106,779	115,064
403242 Vocational Aid	13,500	5,000	5,000
Revenue From Federal Sources			
404580 Medicaid	50,000	75,000	75,000
404590 Retirees Drug Subsidy	40,000	40,000	40,000
Local Revenue Other Than Taxes			
Tuition	15,000	13,000	0
Earnings on Investments	2,000	2,000	2,000
Student Activities	1,500	2,000	2,000
Auditorium Rent	15,000	0	0
Other Rent	13,000	11,172	11,172
Other Local Sources	500	500	500
Total General Fund Revenues	<u>469,586</u>	<u>619,647</u>	<u>725,736</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>1,064,586</u>	<u>1,214,647</u>	<u>1,320,736</u>
District Appropriation	26,700,788	28,251,882	28,465,330
District Assessment	25,636,202	27,037,235	27,144,594
Less Federal Forest Sandwich	-8,496	-8,293	-8,293
Less State Grant Meredith	0	0	0
Less Kindergarten Center Harbor	0	0	0
Less Kindergarten Meredith	0	0	0
Less Kindergarten Sandwich	0	0	0
Net Assessment to Apportion	<u>25,627,706</u>	<u>27,028,942</u>	<u>27,136,301</u>
	25,627,706	1,401,236 5.47%	107,359 0.40%

Inter-Lakes School District Tax Assessment Worksheet Fall 2020

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 (2018) and ½ ADM (2018-2019)

1. Equalized Valuation

	<u>2018</u>	<u>Valuation %</u>
Center Harbor	484,138,498	15.3150%
Meredith	2,246,261,402	71.0572%
Sandwich	430,803,676	13.6278%
	3,161,203,576	100.0000%

2. Average Daily Membership 2018-2019 as published by Dept. of Education

	<u>ADM</u>	<u>ADM %</u>
Center Harbor	109.39	10.7600%
Meredith	761.42	74.8957%
Sandwich	145.83	14.3443%
	1,016.64	100.0000%

3. Combined ADM and Equalized Valuation

	<u>Valuation %</u>	<u>ADM %</u>	<u>Combined %</u>
Center Harbor	15.3150%	10.7600%	13.0375%
Meredith	71.0572%	74.8957%	72.9765%
Sandwich	13.6278%	14.3443%	13.9860%
	100.0000%	100.0000%	100.0000%

4. Apportionment of Appropriation 2020-2021 School Year

Appropriations Voted	28,251,882
Less Revenue	1,214,647
Tax Assessment	27,037,235

Town	% Rate	Apportionment	Less Forest Land	Less Kindergarten Aid	Net Assessment
Center Harbor	13.0375%	\$3,524,980	-	-	\$3,524,980
Meredith	72.7965%	\$19,730,814	-	-	\$19,730,814
Sandwich	13.9860%	\$3,781,441	\$8,293	-	\$3,773,148
	100.0000%	\$27,037,235	8,496	-	\$27,028,942

SPECIAL EDUCATION EXPENDITURES/REVENUES
RSA 32:11-a Actual Expenditures for Special
Education Programs and Services

	Fiscal Year 2018-2019	Fiscal Year 2019-2020
<u>Expenditures</u>		
<u>General Fund</u>		
Instructional	\$ 3,851,772.53	\$ 3,982,260.00
Related Services	\$ 987,873.01	\$ 1,149,994.00
Administration	\$ 119,041.60	\$ 121,797.00
Legal	\$ 15,377.50	\$ 4,342.00
Transportation	\$ 304,833.71	\$ 315,838.00
<u>Special Revenue Funds</u>		
Instructional	\$ 74,363.62	\$ 153,583.01
Speech Services	\$ 18,669.66	\$ 11,979.50
Preschool Services	\$ -	\$ 6,593.65
Co-curricular Activities	\$ -	
Consulting Services	\$ 60,538.12	\$ 1,850.00
Psychological Services	\$ 83,100.02	\$ 109,270.72
Contracted Liaison	\$ 5,760.00	\$ 1,048.00
Total	\$ 5,521,329.77	\$ 5,858,555.88
<u>Revenues</u>		
<u>General Fund</u>		
Medicaid	\$ 141,162.85	\$ 84,926.00
Catastrophic Aid	\$ -	\$ 33,030.00
Special Education Tuition	\$ 34,240.63	\$ 26,139.00
State Adequacy *	\$ -	
<u>Special Revenue Funds</u>		
Instructional	\$ 74,363.62	\$ 153,583.01
Speech Services	\$ 18,669.66	\$ 11,979.50
Preschool Services	\$ -	\$ 6,593.65
Co-curricular Activities	\$ -	
Consulting Services	\$ 60,538.12	\$ 1,850.00
Psychological Services	\$ 83,100.02	\$ 109,270.72
Contracted Liaison	\$ 5,760.00	\$ 1,048.00
Total	\$ 417,834.90	\$ 428,419.88
Net Cost of Special Education	\$ 5,103,494.87	\$ 5,430,136.00

* estimated portion related to special education

Expendable Trust Funds Annual Report

	3073	3072	3077	3074
	Facilities	Special Education	Multi Function Bus	Playground
Balance 6/30/2019	\$476,126.89	\$183,174.07	-	\$52.46
Warrant Article 4	\$100,000.00			
Warrant Article 5		\$25,000.00		
Warrant Article 6			\$20,000.00	
Income less fees	\$7,837.58	\$3,891.39	\$304.88	
Balance 6/30/2020	\$583,964.47	\$212,065.46	\$20,304.88	\$52.46

Important Notes

Fund 3073 Established 3/8/2000 Warrant Article 2
Fund 3072 Established 3/6/2002 Warrant Article 2
Fund 3077 Established 3/6/2019 Warrant Article 6
Fund 3074 Established 3/12/2011 Warrant Article 6

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

February 9, 2021

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

The fiscal year ending June 30, 2020 Annual Audit Report for the Inter-Lakes School District is available in the SAU #2 Business Office in the Humiston Building.

Respectfully submitted,

Patricia Temperino
Assistant Superintendent

SAU #2 Central Office Budget 2021-2022

Account Number	Description	Adopted 2019/2020	From FY 2018/2019	Expended 2019/2020	Adopted 2020/2021	Proposed 2021/2022	Change from 20/21	
							Increase/ (Decrease)	% Change
11023201	Executive & General SAU Administration							
500100	Superintendent	126,000		126,000	126,000	128,394	2,394	1.90%
500102	Assistant Superintendent	121,000		121,000	124,510	126,876	2,366	1.90%
500107	Director of Student Services	99,000		99,000	102,000	103,938	1,938	1.90%
500112	Accountant	-		-	-	-	-	-
500113	Business Office Staff	132,254		135,831	137,280	141,419	4,139	3.02%
500113	Business Office Staff Over-Time	-		3,689	-	5,000	5,000	
500114	Human Resources Director	68,226		68,226	73,226	75,423	2,197	3.00%
500115	Administrative Support	61,240		61,520	62,996	64,886	1,890	3.00%
500118	Treasurer	750		750	750	750	-	0.00%
500119	Available Salary	-		-	2,600	-	(2,600)	
500123	Part Time Professional Support	20,000		20,000	35,000	45,000	10,000	0.00%
500210	Retirees Health & Dental Insurance	42,384		37,684	34,374	38,131	3,757	10.93%
500211	Health Insurance	102,135		103,073	118,174	136,818	18,644	15.78%
500212	Dental Insurance	8,178		8,366	8,693	9,929	1,236	14.22%
500213	Life Insurance	3,651		1,284	3,651	3,651	0	0.01%
500214	Long Term Disability Insurance	2,370		2,684	2,456	2,441	(15)	-0.59%
500220	FICA	48,120		46,869	51,778	54,905	3,127	6.04%
500231	NHRS-E	56,919		57,801	59,055	76,732	17,677	29.93%
500232	NHRS-T	17,622		17,622	18,156	21,440	3,284	18.09%
500250	Unemployment Comp. Ins.	750		-	504	500	(4)	-0.79%
500260	Workers Compensation Ins.	1,860		879	1,865	1,539	(326)	-17.48%
500290	Other Employee Benefits	850		850	850	850	-	0.00%
500318	Legal Fees	400		150	400	400	-	0.00%
500320	Audit	5,500		5,500	7,250	7,250	-	0.00%
500330	Software Support Contract	33,481		48,835	48,796	50,782	1,986	4.07%
500331	Other Support Contracts	2,500		2,500	2,500	2,500	-	0.00%
500430	Repairs	300		656	300	300	-	0.00%
500441	Rent	2,000		2,000	2,000	2,000	-	0.00%
500442	Equipment Lease	720		720	720	720	-	0.00%
500520	Insurance	500		500	500	500	-	0.00%
500531	Telephone	2,280		1,683	1,735	1,692	(43)	-2.48%
500534	Postage	2,500		2,500	3,000	3,000	-	0.00%
500540	Advertising	2,000		850	1,500	1,000	(500)	-33.33%
500550	Printing & Binding	250		-	250	-	(250)	0.00%
500582	Staff Development/Trainings	9,000		1,845	9,000	9,000	-	0.00%
500585	Mileage Reimbursement	5,000		1,987	5,000	5,000	-	0.00%
500610	Supplies	6,500		4,080	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	5,231		4,552	4,956	4,539	(417)	-8.41%
	Total General Fund	991,471	-	991,486	1,058,325	1,133,805	75,480	7.13%
	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	1,216,471		1,216,486	1,283,325	1,358,805	75,480	5.88%
	Revenue	Budget		Actual	Budget	Budget		
	Federal Funds	225,000		225,000	225,000	225,000	-	0.00%
	Indirect Costs	35,000		36,897	35,000	35,000	-	0.00%
	Interest Earned	250		1,468	250	500	250	100.00%
		-		-	-	-	-	
	Other Income	-		601	-	-	-	
	Fund Balance	25,000		21,299	30,000	-	(30,000)	-100.00%
	Total Revenue	285,250		285,265	290,250	260,500	(29,750)	-10.25%

SAU #2 Central Office Budget 2021-2022

Account Number	Description	Adopted 2019/2020	From FY 2018/2019	Expended 2019/2020	Adopted 2020/2021	Proposed 2021/2022	Change from 20/21	
							Increase/ (Decrease)	% Change
	Assessment							
	Total Appropriations	1,216,471		1,216,486	1,283,325	1,358,805	75,480	5.88%
	Total Revenue	285,250		285,265	290,250	260,500	(29,750)	-10.25%
	Encumbrance FY21							
	General Fund Assessment	931,221		931,221	993,075	1,098,305	105,230	10.60%
	Fund Balance							
	Net Assessment	931,221		931,221	993,075	1,098,305	105,230	10.60%

Distribution of District Shares for 2021-2022

The School Administrative Unit #2 budget for the 2021-2022 school year was pro-rated to the two districts on the basis of the 2019 Equalized Valuations for the 2018-2019 Average Daily Membership as follows:

District	2019 Equalized Valuation	Valuation Percent	2018-2019 Pupil A.D.M.	Pupil Percent	Average of Equal Val & A.D.M.	District Share
Ashland	\$259,646,463	7.286%	157.05	13.290%	10.288%	\$112,996
Inter-Lakes	\$3,303,765,665	92.714%	1024.66	86.710%	89.712%	\$985,309
TOTAL	\$3,563,412,128	100.000%	1,181.71	100.000%	100.000%	\$1,098,305

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

The Superintendent's salary for the 2021-2022 school year is estimated at \$ 128,394.00 . The School Administrative Unit #2's share is \$128,394.00 of which \$ 13,209.17 is Ashland's share and \$ 115,184.83 is Inter-Lakes' share.

The Assistant Superintendent's salary for the 2021-2022 school year is estimated at \$ 126,876.00. The School Administrative Unit #2's share is \$ 126,876.00, of which \$ 13,053.00 is Ashland's share and \$113,823.00 is Inter-Lakes' share.

Distribution of District Shares for 2020-2021

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

District	2018 Equalized Valuation	Valuation Percent	2016-2017 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 at \$ 126,000.00. The School Administrative Unit #2's share is \$126,000.00, of which \$ 13,096.44 is Ashland's share and \$ 112,903.56 is Inter-Lakes' share.

The Assistant Superintendent's salary for the 2019-2020 school year is at \$ 124,510.00. The School Administrative Unit #2's share is \$ 124,510.00 of which \$ 12,941.57 is Ashland's share and \$ 111,568.43 is Inter-Lakes' share.



Superintendent's Report 2020 - 2021



It is an honor and privilege to share the Inter-Lakes School District Annual Report with the citizens of Center Harbor, Meredith and Sandwich. For future readers of this documented point in time, it feels important to set the stage - our local communities, the state, nation and world have been experiencing a global pandemic for close to a year. Throughout this event our schools - Inter-Lakes Elementary School, Sandwich Central School, Inter-Lakes Middle/High School and Inter-Lakes Virtual Pathways (new) - have continued to be exemplary models of learner-centered school communities. 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.”*** This past year's events have certainly validated the importance of this vision and reinforced the need to be responsible and contributing citizens locally, nationally and globally.

On March 15, 2020 our world as we knew it changed abruptly with a Governor's Order to shift in person learning to full remote learning; it further changed on April 16, 2020, when Governor Sununu announced all schools in New Hampshire would complete the school year remotely. This was done to flatten the curve and slow the spread of COVID-19. Our partnerships with families grew as kitchen tables became classrooms. Family members started the school day from the safety of their homes and by virtually joining in the Pledge of Allegiance and morning meetings. The Team of Educators working with the children of Inter-Lakes was greatly multiplied. Every Parent, Guardian, Grandparent, Aunt, Uncle, Older Sibling who participate in supporting the remote learners of Inter-Lakes deserves recognition, sincere gratitude and applause. Our learners, who continue to persevere through the challenges, disappointments and unpredictability warrant tremendous accolades as well - this is hard on them, yet they remain resilient; they share their compassion, joy and hope with each other, our schools and greater communities. Daily they remind us, that because of who they are, current and future challenges are surmountable.

Meeting the primary needs of our learners was readily on our minds last March. This focus required an almost overnight change to how breakfast and lunch meals were prepared for and served to our students. Ms. Patricia Temperino, Assistant Superintendent and Mrs. Holly Vieten, Director of Guidance, eagerly took on the responsibility of coordinating this crucial effort. Parent Volunteers, Mrs. Lindsey Weiner and Mrs. Danielle Gintof, shared their amazing gifts, talents and tenacity which powered this important work forward throughout the remainder of the school year and through June. Mrs. Gintof and Mrs. Weiner organized numerous volunteers to distribute over forty-eight thousand five hundred (48,500) meals. Mrs. Lisa (Ransom) Martin, Outreach Counselor, brought her heart, soul and manpower to ensuring any family in need was connected to this support. Athletic Director, Ms. Sarah Dumais, brought her skills for organizing and scheduling to this field and helped ensure things went without a hitch. Menu planning, procurement of supplies, and preparation of the actual meals, were led by Ms. Deedee Howard, Café Services Food Service Director. Other members of the Café Services Team worked tirelessly with Ms. Howard to prepare and pack the meals using safe handling methods and adding that special ingredient of care. Like a finely tuned engine, meals were packed and then, custodial staff

loaded First Student buses with meals for distribution by the accompanying volunteers. The stories shared by volunteers had a common theme that families valued the food received and equally (if not more) the human connection and stability provided by the regular visits from volunteers and bus drivers. Got Lunch! Inter-Lakes, a significant financial supporter of this effort, has provided thousands of dollars of Hannaford Gift Cards for families; this generosity is essential for filling in the gaps and helping to avoid food insecurity for families. Additionally, Got Lunch! Inter-Lakes contributed numerous volunteer hours to distribute food during the summer months; personal vehicles were loaded by volunteers and food was delivered to various pickup points. A special thank you to Mr. Tom Witham of Got Lunch! Inter-Lakes for leading this important community work. The communities of Inter-Lakes are so rich with exemplars and role models of community service. The collaborative effort of Community/Parent Volunteers, Got Lunch! Inter-Lakes, Café Services, First Student and the Inter-Lakes School District to feed our children is such a model.

As we shifted to remote learning for the final third of the 2019 - 2020 school year, learning continued and so did expenses. Although, there were areas with savings as a result of being in a remote environment, which included field experiences - \$53,345, library books and supplies - \$20,000, regular education supplies - \$38,986, co-curricular activities - \$27,060, athletics - \$79,268, and co-curricular, athletic, homeless, and regular transportation - \$143,089. The savings amounted to \$393,124. Another area of savings for the 2019 - 2020 school year, not related to the pandemic, included health insurance - \$339,408. Overages for a multitude of reasons included in the area of special education salaries, extended school year program, special education transportation and psychological services (\$115,574), curriculum books (\$40,649), legal services (\$45,485) and building and equipment (\$114,000). The savings and overages resulted in a total fund equity of \$957,141; \$323,561 was reserved for encumbrances. Additionally, \$300,000 was retained to reduce the amount of taxes raised for the 2021 - 2022 school year assessment; and \$333,580 was used to reduce the tax dollars to be raised for the 2020 - 2021 school year assessment.

The disruption to critical milestones for the Class of 2020 and Class of 2021 is real; the limited time with both classes has resulted in voids, which we are not able to makeup. The need to pause on some of our traditions gave way for the creation of new ideas which I venture to guess will become future traditions long after the pandemic. One thing was for sure from the start, the community of Inter-Lakes and the School District were committed to providing the Class of 2020 with their moment to celebrate their accomplishments with a graduation ceremony. The task before us was to find a balance for the celebration, the unknown health risks in front of us and the ever changing guidance. After-Prom parent organizers and volunteers shifted their focus from a prom that would not take place to executing a three town car procession of seniors from the Sandwich Fair Grounds to the shores of Winnepesaukee in Center Harbor to the Inter-Lakes Middle/High School campus in Meredith. Decorated vehicles, roads lined with signs of encouragement and congratulations, honking horns, and cheers created a joy in the air which radiated through the three communities. Thank you to all the volunteers for their many efforts to make this time positive and memorable for the entire Class of 2020. Special thank you to Ms. Corrine Jutton for leading this effort and fellow contributors Ms. Tiana Adams, Ms. Leah Ambrose, Ms. Miami Blake, Ms. Susan Bousquet, Ms. Kathy DeTolla, Ms. Renee Dunlap, Ms. Monica

Edgar, the Pendergast Family, Ms. Kristen Poehler, Ms. Kathleen Ports, and Ms. Jennifer Salamanca.

A graduation ceremony, new, yet familiar, blossomed - the first ever (and let's hope only) Inter-Lakes High School Graduation with families seated in their cars. A goal was set to make it as traditional of an experience as possible - there was a processional with Pomp and Circumstance (recorded), the Star-Spangled Banner was sung, student speeches shared, a commencement address delivered, the conferral of diplomas, tassels were turned, and a recessional with music entitled Fire Works (recorded). There was that special hard earned moment of walking across the stage. A total of seventy-five (75) seniors were honored. There was also incredibly skilled directing of the procession of cars, the moving of rows of cars and skilled driving on everyone's part. Special thank you to Meredith Police Officer Keith True and Mr. Brian Swanker, Facilities Director, for the extensive planning ahead of time to make the actual implementation seamless and smooth. A critical part of the celebration was preparing the venue, the "south" parking lot. Generous donations/loans of flowers and trees gave new definition to the space; congratulatory banners and a beautiful American Flag distinguished the environment. It was not what families dreamed when their children started kindergarten nor was it what the students in the Senior Class could ever have imagined. It was different; however, it was special and it was their moment. It is with sincere hope that it will be a lasting positive memory of their resilience, tenacity and uniqueness. Additionally, I hope we have demonstrated to and reassured the Class of 2021 that we are equally committed to ensuring they have their moments this June.

Our daily operations, celebrations and safety of our school environments would not be possible without the Center Harbor, Meredith, and Sandwich Police and Fire Departments. The Inter-Lakes School District is the beneficiary of the remarkable service and commitment of each of these entities who are always at the ready to assist whether it be an emergency moment of need, community wellness concern, opportunity to teach and inspire, clearing the way for a Senior Car Procession, hanging banners and flags, or directing traffic. Words are not available to properly express our level of gratitude.

In our "new" school year, one's inclination might be to focus on what we do not have, however, that "glass half empty" approach is unfair to our learners, families, educators, staff, School Board, and greater community who are working tirelessly to "fill our glasses". Inter-Lakes has demonstrated an ability to adapt, pivot, and work together to ensure the children served by the Inter-Lakes School District have continuous and productive learning experiences - no matter the pathway for learning. Approximately, forty (40) percent of schools within the State of New Hampshire are providing a full physically in-person model for learning this school year. The Inter-Lakes School District represents four (4) of them. Inter-Lakes is also providing full remote learning for families electing this option as well as a combination between in-person and virtual. As preferences adjusted, so did the School District; staff were reassigned to provide smaller in-person classes to allow for social distancing and the limiting of exposure; staff were shifted from face-to-face learning and teaching assignments increased to create our own Inter-Lakes Virtual Learning Pathway. As quarantine needs increased, a Quarantine Teacher was added to support learners from kindergarten through eighth grade. Our goal throughout has been to meet the needs of our learners, which requires a willingness by all stakeholders to adapt and change course.

Our Team of Educators strongly desired to do whatever needed to be done to support our learners with the coming school year despite so many unknowns. The mindset of Inter-

Lakes educators for opening school for the 2020 - 2021 school year was unique; their learner-centered attitude is making the critical difference and allows for positive and productive collaboration on how to meet the needs of our learners while balancing mitigation of risk to our school communities. The individuals making up this Team are proudly highlighted on pages 48-54 of this Annual Report; their service and dedication is extraordinary.

Approximately eighty percent (80%) of our learners are physically in-person; approximately seventeen percent (17%) of our learners are online in the Virtual Pathway; and approximately three percent (3%) of our learners are learning through a combination of in-person and virtual. At the time of this writing, our physically in-person learning model has had ninety-nine (99) days of school. Inter-Lakes Middle/High School has had eighty-one (81) days in person, eight (8) days shifted to full remote as a response to COVID-19 cases, and ten (10) days full remote as pre-emptive adjustments due to potential holiday impacts on the wellness of the school community. Inter-Lakes Elementary School has had eighty-four (84) days in person, five (5) days shifted to full remote as a response to COVID-19 cases, and ten (10) days full remote as pre-emptive adjustments. Sandwich Central School has had eighty-three (83) days in person, six (6) days shifted to full remote as a response to COVID-19 cases, and ten (10) days full remote as pre-emptive adjustments.

Preparations to adapt to remote learning began long before one could even imagine where our schools and society might be one day. The backbone of remote learning are devices and online tools. The vision to have one-to-one devices and the community support to fund such devices created the infrastructure and the necessary framework for our new reality of “anytime and anywhere learning”. The leadership and dedication of Director of Technology and Innovation, Mr. John Martin, and DoIT Team Members, Ms. Patty Coes, Mr. Brendan Hardy and Ms. Mina Wilbanks (March 2020 - June 2020), kept us continuously operating and connected. The DoIT Team addressed close to seven hundred fifty (750) technology related issues from March 2020 until June 2020 and close to two thousand two hundred ninety (2,290) help tickets from July 2020 through January 2021. There are not enough words to express the sincere gratitude Inter-Lakes has to the DoIT Team for priming and preparing us before the pandemic and sustaining us throughout it. Thank you, DoIT!

Inter-Lakes is fortunate to have the community commitment to ensure well cared for and maintained facilities. The work done years ago to improve the ventilation in all the school buildings was instrumental to our ability to offer in person learning as an option. The mechanical exchange of air coupled with new cleaning protocols has ensured our learning environments are healthy and able to receive learners. Mr. Brian Swanker, Facilities Director, has provided essential leadership and direction on procuring hundreds of masks, gloves and gallons of Vital Oxide and hand sanitizer as well as establishing procedures to ensure all spaces are sanitized, ready for learning and able to receive people. The tireless efforts of Mr. Roy Arceno, Mr. Norman Anderson, Ms. Angela Bouley, Mr. Gaudencio Carranza, Mr. Roger Copp, Ms. Victoria Glover, Mr. Stephen McBrian, Mr. Justin Nichols, Ms. Kathy Nichols, Mr. Edgar Patten, Mr. Kenneth Taylor, Jr., Mr. Wesley Turner, and Mr. Gene Wilmot have kept us going. This Team has cleaned, re-cleaned and deep cleaned every surface of our buildings over and over again. In addition to sanitizing our physical spaces, our building systems were adapted to manage daily health screening assessments, doors were adjusted to open automatically to limit touching surfaces, furniture was moved, and essential maintenance continued and expanded as needed through the skill and dedication

of Mr. Stuart Benton and Mr. Jason Cornelissen. The professional manner in which our Facilities Department has undertaken their responsibilities is beyond commendable.

The pandemic is a public health crisis and locally, our School Nurses and Health Assistants have been on our frontlines. Mrs. Teresa McCormack, Inter-Lakes Elementary School Nurse, Mrs. Jodi Pendexter, Inter-Lakes Middle/High School Nurse, and Ms. Lora Colten, Sandwich Central School Nurse have more than risen to the daunting task before us this year. The critically important responsibilities of our Health Offices are admirably supported by Nurse Assistants, Ms. Ashley Clark, Inter-Lakes Middle/High School, and Ms. Sara Dubois, Inter-Lakes Elementary School. The commitment of these skilled medical professionals has been beyond phenomenal; they have approached caring for the health and wellness of our community with courage, perseverance, and tenacity.

Ongoing monitoring of COVID-19 within our local communities and counties has become part of our regular practice. This arduous task is supported through a COVID-19 Team made up of our School Nurses; School Board Members, Chair Richard Hanson, Vice-Chair Mark Billings and Secretary Lisa Merrill; School Principals, Mr. Michael Bryant, Mr. Scott Currier, and Mr. Jeremy Hillger; Mr. Brian Swanker, Director of Facilities; Mrs. Ashley Dolloff, Human Resource Director; Teachers, Mr. Brendan Mathieu, Mrs. Patricia Parsons, and Mr. Matt Towle; Student Representatives, Ms. Danielle Donahue, Mr. Joshua Felch, and Ms. Raven Strother; Parent Representatives, Mrs. Bronwen Donnelly, Mr. Reed Leberman, and Dr. Eric Shelov, Pediatrician; Community Volunteers, Dr. Kenneth Hill and Dr. Cindy Stanton, public health experts; and myself. This “brain trust” is exceptional; the review of data, exchange of knowledge, and understanding of conditions, have allowed for intentional recommendations and subsequent courses of actions to be taken. The work of everyone is recognized, however, I venture to guess that other members of the Team will agree with me that the professional insights provided by Dr. Shelov, Dr. Hill and Dr. Stanton are invaluable and their generosity with their time and willingness to share their expertise is worthy of the highest acknowledgment.

At the time of this report, Inter-Lakes School District has received \$156,594 in Elementary and Secondary School Emergency Relief Funds I, \$256,135 in Supplemental Public School Response Funds, and is projected to receive \$821,305 in Elementary and Secondary School Emergency Relief Funds II. The ESSER I and SPSRF funds were used to prepare to open and continuously run school with risks mitigated and to support learning during the active pandemic. Additionally, entitlement grants Title IIA and Title IVA were used to support additional staffing. Examples of how the EESER I and SPSRF funds were used include purchasing furnishings that support social distancing and outdoor learning spaces, increasing staffing to allow for small class cohorts, virtual classrooms, and additional onsite nursing, technology to support remote learning, and cleaning supplies and materials. Decisions on for how the additional funds from ESSER II will be made later this spring as we prepare for summer programming and next school year.

A bright spot for the community occurred during the less bright days of April 2020. The Inter-Lakes School Board approved establishing an Inter-Lakes Middle School Football Team at the request of Mr. and Mrs. Michael and Julie Hayward and Mr. Guy Donnelly. The approval is for a three (3) year period as a club which is fully funded through outside support; following the three (3) year period, if a sustainable student interest is demonstrated, the continued costs of the program will be included within the School

District budget. The Team's opening season was a success with thirty-two (32) seventh and eighth grade students participating. Coach Guy Donnelly and Assistant Coach Rob Jutton did a fantastic job building the program, teaching the fundamentals including safety and beginning an important continuum for the Inter-Lakes Football Program. Mr. and Mrs. Hayward are leading the fundraising charge and have done an exceptional job in financially positioning the program.

Future financial planning beyond an additional athletic program, include replacement of the Inter-Lakes Track and Turf Field. This is anticipated for the 2022 - 2023 budget; the Facilities Expendable Trust has been earmarked (pending no unplanned emergencies) to assist with this substantial financial investment. It is important for the community to remember that building aide of approximately \$100,000 which offsets the previously approved Honeywell lease expense will cease in June 2022. This will reduce revenues used to offset the local assessment.

A strength of the Inter-Lakes School District continues to be a learner-centered, thoughtful and engaged School Board. The School Board's responsible and courageous leadership plays an essential role in the many positive outcomes experienced for all of the Inter-Lakes School District during this time. Thank you to Mr. Richard Hanson, Chair, Mr. Mark Billings, Vice-Chair, Mrs. Lisa Merrill, Secretary, Mr. Craig Baker, Mr. Charley Hanson, Mr. Duncan Porter-Zuckerman, and Mrs. Nancy Starmer for their tireless dedication and outstanding service to the Inter-Lakes School District. Joining the elected members of the School Board for over the past twenty (20) years, has been a Student Representative to the Board. Since August 2019, Raven Strother, Inter-Lakes Middle/High School Senior, has represented the students of the Inter-Lakes School District. Ms. Strother's service and leadership has been exemplary. 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.

As a School District, we extend our deep and sincere gratitude to the members of *Team Inter-Lakes* who are retiring - Ms. Kay Marini, Special Education Teacher (33 years), Mrs. Donna Oliver (21.5 years), Mrs. Cheryl Widman, Special Education Teacher (35 years), and Mr. Gene Wilmont, Custodian (13 years). The over one-hundred (100) years of collective service from these dedicated individuals have had and will continue to have a lasting positive impact on our entire school 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 submitted,

Mary A. Moriarty
Superintendent of Schools



Inter-Lakes Middle/High School Principal's Report 2020 - 2021



The past year has provided many challenges for the Inter-Lakes Middle/High School community as it has for communities across the country. Our community has taken on the task of developing, and evolving new strategies to provide learning opportunities within the context of a global pandemic. While that has certainly been a significant component of our year, I am proud to share that the work that our school community has done has kept the needs of all of our learners at the forefront. We have remained committed to fostering diverse and engaging learning opportunities for both students and staff, and the growth of all throughout this unprecedented time has been inspiring.

Before our school year began our middle and high school staff spent time planning what the school year would look like as we had to rethink our school through an entirely different lens. Our Guidance staff worked extremely hard to reshuffle the master schedule multiple times, and helped to develop a schedule that provided learners with a variety of opportunities, while also keeping mitigation efforts as a focal point. Our middle school teams also developed curricular opportunities within a new set of parameters as we also needed to pivot and adjust to remain with distancing requirements. Their creativity and flexibility were on full display as they developed ways to engage learners at all levels. Finally, as a testament to our middle/high school community coming together as a team, we had multiple staff members take on entirely new roles within the school to help us adapt to the upcoming year. This willingness to be flexible and dedication to all of our learners are examples of what it means to be part of our Laker Community.



Throughout the year we have also made strides in the area of competency based education and moving our practices forward as articulated in the Inter-Lakes School District's Design Principles, Practices, and Procedures for Learning, Assessing Learner Progress, and Using Grades to Report Learner Progress document. This year we transitioned our freshmen team to a competency based grading scale as the

Class of 2024 moved into the high school. The team has worked as a collective group to implement this at the high school level and to refine their practices. This has provided for avenues for learners to take a greater degree of ownership within their academic work and is a catalyst for constructive conversations regarding what a grade truly means, and what steps can be taken for a learner to improve and grow.

We have continued to offer Professional Development opportunities for our staff throughout the year with a focus on teaching within both a virtual and in-person environment. As a school, we have devoted time and resources towards the implementation of Schoology, which is our learning management system. This platform has been our next step in engaging with learners regardless if we are in-person or within a virtual setting. Teachers have also been able to develop expectations and lessons for both synchronous and asynchronous learning. This kind of flexibility has been critical for our school year, but it has also allowed us to explore new ways for us to engage our students.



Our co-curricular and athletics programs have continued this year, although they certainly have looked different than before. Our Athletics Department has worked hard to provide opportunities for student-athletes while keeping our mitigation efforts in mind. Coaches and athletes have received classes on distancing protocols, and we have made adjustments to how we run athletic events in an effort to provide these opportunities for kids. This has been a collective effort of community members, students, coaches, and school district staff. Even

though it has been new and different, our student-athletes have been resilient with the goal that they still get to play.

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 about 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-curriculars, 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 - our students are engaged citizens who want to make the world a better place.

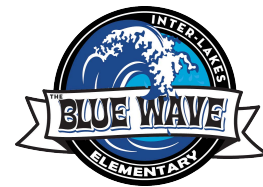
I am honored to have the opportunity to be the Principal here at Inter-Lakes Middle/High School and am grateful for the chance to work with such supportive communities, amazing students, and outstanding educators. I thank you for all that you do for all of our learners as your support is even more important now than ever.

Respectfully submitted,

Scott Currier
Principal



Inter-Lakes Elementary School Principal's Report 2020-2021



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 over 400 learners in preschool through sixth grade. Educators work tirelessly to address the academic and social/emotional needs of all children. As our society continues to constantly change, our learners will still 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. Academic Competencies drive our curriculum, teaching practices and define our expectations for all learners. These 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 2020-2021 school year, technology played a key role in helping guide our instructional practice. Educators used Schoology as the new Learning Management System for the administration, documentation, tracking, reporting, and delivery of educational courses and content. It allows teachers to easily provide students with digital resources and is an interactive platform where students can complete assignments and assessments, safely engage in discussions, and participate in online help sessions, or even create portfolios.

Inter-Lakes Elementary School continued to implement the Wonders literacy program. This 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. Along with the implementation of Wonders, Carrie and Micah Thurston, Consulting with CSS, continue to provide their expertise in the area of reading through restructuring Response to Intervention (RtI). The goal of the work is to improve the RtI process, align literacy instruction in classrooms to research based practices and implement interventions that are driven by data. The focus is on growth and proficiency, with accelerated growth for students who are below grade level. A target goal is to create a centralized data hub with this growth model in mind. Working with teachers, they model strategies, provide lesson components, create and share resources specific to student needs while providing feedback on a consistent basis. In working with administrators, the goal is to improve data analysis at the student, teacher, grade and school level. In doing so, trends are able to be analyzed to impact instructional practices and facilitate professional learning for teachers and staff based on these trends.

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.



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, real-world learning and facilitate 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.



Making use of our community resources was showcased in our first ever Page Pond Field Experiences field trips. Staff members in collaboration with many community organizations and supports were able to offer students PK-6 outdoor learning opportunities right in our own backyard. Page Pond is a terrific natural resource for our communities. It contains hiking trails that border Page Pond, as well as a beaver pond. There is a historic mill site and a small cemetery. Students were involved in activities related to the

biology and ecology of the Page Pond area. Learners

also engaged in activities designed to promote physical health as they explored the natural beauty of the Page Pond trails, all while getting an overview of the history of the area that dates back thousands of years.





In what was a year of firsts due to COVID restrictions, on Friday, October 30th at 6:00 pm Mrs. Howard and I opened the gate to the ILES Pumpkin Patch Drive Thru community event. What transpired after that was an amazing display of support from our ILSD families. What seemed like easily over 200 cars filled with learners and their families journeyed down the bus loop and around ILES to view close to 100 intricately carved unique pumpkins. At the end of the brightly lit patch were PTO members and parents Ashley Suckling, Kerry Dubois and Liza Epstein handing out goodie bags to each and every child who visited the patch. We greatly appreciate all those who visited and those who helped to

plan, organize, and set up this community event. I would also like to acknowledge the Meredith Police Department for helping with traffic and the Gumpert family for loading up pumpkins after the event. The evening was filled with positive comments, smiling children, and a true sense of community spirit, even during these challenging times. Who knows... maybe this will become a new Halloween tradition for ILES and the greater community.



This year Inter-Lakes Elementary School has two retirements. We will greatly miss special education teacher, Kay Marini, and special education teacher, Cheryl Widman. We thank them for their years of service and dedication to the learners of the Inter-Lakes School District.

I can't thank you all enough for your warm welcome to Inter-Lakes Elementary School. Even in the midst of these challenging times, I feel very privileged to work with so many invested staff members, parents, and community members that care so deeply for our learners. Our ability to face this pandemic straight on with the dedication to provide students with the social, emotional, and academic support they need is something I greatly admire. I want to thank our learners, teachers, parents, and the School Board for this great opportunity.

Respectfully submitted,

Michael A. Bryant
Principal, ILES



Sandwich Central School Principal's Report 2020-2021



The 2020-2021 school year has unfolded like no other. This was the year that COVID-19 challenged Sandwich Central School (SCS) and the Inter-Lakes School District (ILSD) to adapt and overcome. Beginning in the summer of 2020, ILSD offered multiple pathways for learning to students and families. Some students and families chose to remain in-person at SCS, while others chose to learn through the Inter-Lakes Virtual Pathway (ILVP) or home-schooling. At the time of this report sixty (60) students are enrolled at SCS in grades kindergarten through six.

Our highly dedicated SCS staff remained mostly unchanged with a few exceptions. This year we welcomed Mrs. Kate Clark (guidance counselor), Mr. Tom Robinson (band), Mr. Edgar “JR” Patten (custodian) and Lora Colten (school nurse). These talented professionals have fit right into the fabric of our school community and are helping to make SCS a great place to learn and grow.

The challenges of the pandemic prompted changes to our established multi-age model. These changes allowed us the flexibility to make risk-mitigation a high priority while maintaining high-quality in-person learning. Mrs. Petitti was assigned a kindergarten and first grade classroom (Paugus Den). Mrs. Johnston taught first and second grade (Whiteface Den). Mrs. Read stepped out of her multiage specialist job to teach third and fourth grade (Wonnalancet Den), and Mr. Chapman expanded his assignment to fifth and sixth grade (Passaconaway Den).



Mrs. Massaro continued in her role as art teacher, while Dr. Dassori reimagined the music program and kept our school library open. Ms. Wilcox led outdoor PE classes throughout the school year and taught computer science on Mondays. Mr. Mathieu maintained his role as special educator and interventionist, and the front office was managed by Mrs. Adriance, with help from our permanent substitute Mrs. Brown. Our students and teachers were supported by our invaluable team of paraprofessionals: Diane Decker-Booty, Beth Merchant, and Angela

Morton. Finally, our students received prepared snacks and lunches, delivered to their classrooms, from Mrs. Greene.



In order to enhance our ability to teach remotely, students and faculty adopted the learning management system, Schoology. This software allowed SCS a consistent platform for sharing lessons, materials, schedules and meetings. Each student was outfitted with a 1:1 Chromebook and headphone combination. When remote learning was necessary, students, faculty and families were able to pivot with minimal disruption. The need to adapt our practices brought changes to routines and structure such as classroom seating, hallway movement, traffic patterns, and morning announcements. Students participate in virtual

concerts and the hallways are alive with artwork. I would like to take this moment to acknowledge *all* of the hard work and support that has gone toward keeping learning alive in a constantly changing landscape.

In the fall, SCS was fortunate to partner with the Sandwich Fair Association. This neighboring organization granted us the use of their expansive property and buildings. These resources were used by teachers and students in a variety of ways. Socially distant classes were taught from the large open air building, while programs like the Hawk Watch took place on their beautiful fields. They also helped us by allowing our annual Halloween Parade to take place in a safe and distant manner. SCS students also spent a day at Page Pond in Meredith. While it was the first cold and wet day of the fall, the students enjoyed a day of adventure and learning under the supervision of retired Inter-Lakes principal, Everett Bennett. Lastly, students in grades five and six continued our decade-long study of macro-invertebrates at the Cold River in North Sandwich with Green Mountain Conservation.





As I write this report, I can hear students and teachers busy in the classrooms and hallways of Sandwich Central School. We are actively engaged in our 1000 Hours Outside Challenge, as well as our annual Winter Activities program. We are staying healthy and happy. Despite the hurdles and obstacles, hard work, respect, and having fun remain the guiding principles of SCS. The educators are working tirelessly, the families are offering unwavering support, and the students are learning with vigor and enthusiasm. There is something calming and uplifting about being at an elementary school each day, and I am, more than ever, appreciative of the opportunity to work here and for the support of the Sandwich Central School Community.

Respectfully submitted,

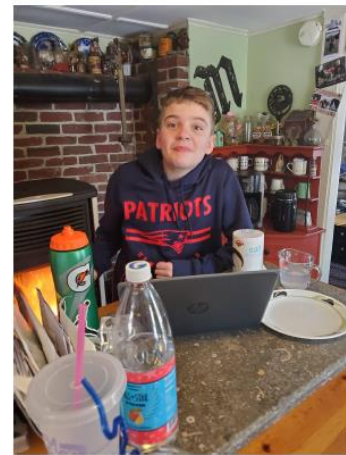
Jeremy Hillger
SCS Principal

Inter-Lakes Virtual Pathway - Kindergarten through Twelfth Grade Principal's Report 2020 - 2021



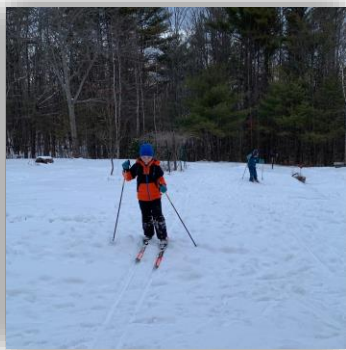
In an effort to meet the diverse needs of our school community and address concerns related to the COVID-19 pandemic, The Inter Lakes-School District established the Inter-Lakes Virtual Pathway (ILVP) in the summer months of 2021. This alternative pathway allows Inter-Lakes students in grades kindergarten through twelve access to their education while remote. This option provides students and families with a consistent delivery of services while mitigating concerns and risks. The following is a snapshot summary of our virtual learning environment.

Prior to the pandemic, the ILVP did not exist; therefore, structure and staffing became our first priority. Based on an initial survey of families, we anticipated approximately two hundred students would take advantage of this option. As a result the following educators stepped into new positions and welcomed students from Center Harbor, Meredith and Sandwich. At the elementary level, Mrs. Kim Bannon and Mrs. Kathy DeTolla established a kindergarten through second grade multi-age co-teaching classroom. Mrs. Karolbeth Glover became our third and fourth grade multi-age teacher, Mr. Steve Watson created a fourth and fifth grade learning environment, and Mrs. Amy LaFavre moved into a full time position as our fifth and sixth grade teacher. Dr. Emma Dassori, Ms. Lyndsey Wilcox, and Mrs. Kim Massaro added virtual specials to their in-person repertoire, giving our remote students opportunities to explore art, music and PE. Mrs. Ashley Shuffleton and Mrs. Kate Clark worked in tandem to make sure that our remote learners received any guidance support that they or their families may need. Mrs. Brenda Thibeault and Mrs. Carrie Cornelissen provided continuous support to teachers and students as para-professionals. Our front office responsibilities were shared by Mrs. Alex Adriance, Mrs. Debbie Doten and Mrs. Anglea Stutzman. Together this team of people was able to build a kindergarten through sixth grade school that has allowed students to thrive from home.



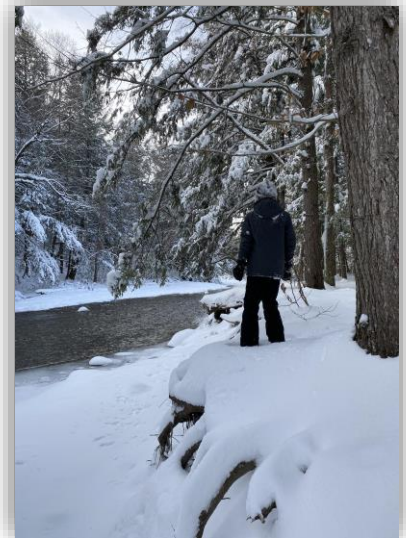
At the Inter-Lakes Middle High School, Mr. Steve Roberts (science), Mrs. Lora Carney (mathematics), and Mr. Jeff Langevin (mathematics) added asynchronous courses to their in-person schedules to create virtual pathways for a range of learners. Mr. Brian Contorchick was hired as our full time virtual Humanities teacher and Mrs. Cindy Reid offered a virtual Biology course. Mrs. Alicia Tichy, Mrs. Lyn Maxwell and Mrs. Lisa Ransom provided consistent support to students and families. Classes and schedules were organized and maintained by the hardworking guidance department made up of Mrs. Holly Vieten, Mrs. Stacey Gagnon, Mr. Nick Connell and Mrs. Alicia White.

As the year unfolded, each of these talented educators transferred their years of in-person experience to a new platform. Using our new learning management system, Schoology, as their anchor, teachers built virtual classrooms, schedules, resources and channels of communication. To deliver on-line learning efficiently, a tremendous amount of prior planning and front-loading is required. In addition, a strong commitment from home is also necessary for success. The families of virtual pathway students have worked incredibly hard alongside their learners and teachers to make this endeavor a success.



In the fall, Virtual Pathway students in grades K-8 participated in a remote experience day. This included a virtual visit from author/illustrator, Marty Kelley, as well as a presentation from the naturalist at Prescott Farm. Students enjoyed live meets and asynchronous projects on that day. In addition, our talented faculty and students delivered the New Hampshire State Assessment (NH-SAS), the Dynamic Indicators of Basic Early Literacy (DIBELS), the Measure of Academic Progress (MAP) Reading Fluency assessment, and the MAP Growth

Assessment, remotely. This was no small undertaking and is a great example of the Inter-Lakes School Community's ability to be flexible problem solvers. At the time of this report the Virtual Pathway is working their way through the 1000 Hours Outside Challenge. In an effort to balance our remote work load with exercise and fresh air, the students and faculty are logging their outdoor time in hopes of collecting 1000 or more hours of time outside.



I would like to take this opportunity to acknowledge and thank all of the people who have made our remote pathway a possibility. This is truly a community endeavor that includes students, faculty, administration, families and our school board. The challenges of delivering remote instruction day in and day out are unique and at times unpredictable. The levels of perseverance, creativity, and flexibility required to make this all a success are high and deserve recognition. Thank you to all!

Respectfully submitted,

Jeremy Hillger
ILVP Principal

2020-2021 Inter-Lakes Salary Schedule

Step	BA	BA+15	MA	MA+15	MA+30	MA+45
1	42,340	45,088	47,836	49,208	50,584	52,332
2	45,088	47,836	50,584	51,955	53,331	55,080
3	47,836	50,584	53,331	54,703	56,079	57,828
4	50,584	53,331	56,079	57,451	58,827	60,576
5	53,331	56,079	58,827	60,199	61,575	63,324
6	56,079	58,827	61,575	62,947	64,323	66,072
7	58,827	61,575	64,323	65,695	67,071	68,819
8	61,575	64,323	67,071	68,443	69,819	71,567
9	64,323	67,071	69,819	71,190	72,566	74,315
10	67,071	69,819	72,566	73,938	75,314	77,063

Off Step = \$1,000.

Important Notes Regarding the Salary Schedule:

1. Off step adjustments for staff who were step 10 and beyond in the 2019/2020 school year.
2. Staff that are BA or BA+15 and track change will receive the track change amount only.
3. Staff that are MA, MA+15, MA+45 and track change will receive the track change amount plus the off step amount.



Inter-Lakes Personnel 2020 - 2021 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
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
Christine Taggett, A.S	Special Programs Accounting Asst.	New Hampshire Technical 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
Kate Clark, M.Ed.	Guidance Counselor	Plymouth State University
Lora Colten, B.S.N	School Nurse	University of Southern Maine
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
Sarah "Sally" Johnston, M.Ed.	Middle Multi-Age (2/3) 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
Edgar Patten	Lead Custodian	
Jennifer L. Petitti, B.A.	Primary Multi-Age (K-1) Teacher	Gwynedd Mercy College
Thomas Robinson, B.M.	Instrumental Music Teacher	Capital University
Denise Read, M.Ed.	Primary/Middle Multi-Age (K-3) Teacher	Plymouth State University
Stephen D. Watson, M.Ed.	Virtual Pathways Teacher	Antioch University
Lyndsey Wilcox, M.Ed.	Physical Education/Spanish Teacher	State University of NY College at Cortland



Inter-Lakes Personnel 2020 - 2021 School Year

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

<u>Name</u>	<u>Position</u>	<u>Educational Information</u>
Michael Bryant, M. Ed.	Principal	Plymouth State University
Stephanie P. Howard, M.Ed.	Assistant Principal	New England College
Rebecca Adorno, B.A.	Title I Paraeducator	Bradford College
Kim B. Bannon, B.S.	Virtual Pathways Teacher	Plymouth State College
Mary Beaudoin, M.Ed.	Grade 3 Teacher	Regis College
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, B.S.	Special Education Paraeducator	Plymouth State University
Janet Brogan, M.S.	Support Center Paraeducator	Springfield College
Kelly Bunnell, M.A.	Grade 1 Teacher	Antioch of New England
Janet Burbank	Special Education Paraeducator	
Tracey Burhoe, M.Ed.	Special Education Teacher	Plymouth State University
Elaine K. Campbell, B.S.	Special Education Paraeducator	University of Maine
Maria Capone, M.Ed.	Special Education Teacher	Cambridge College
Andrea Caulder, M.Ed.	Library Media Specialist	Plymouth State University
Wendy L. Chappuis, A.A.	Speech Language Assistant	Granite State College
Kate Clark, M.Ed.	Guidance Counselor	Plymouth State University
Jessica Connolly, B.S.	Grade 2 Teacher	Plymouth State University
Kirby Cortiss	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, M.Ed.	Special Education Paraeducator	Southern NH 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.	Virtual Pathways Teacher	Adelphi University
Stacey L. Dickinson, A.S.	Library Media Assistant	NH Community Technical College
Heather Donahue	Special Education Paraeducator	
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



Inter-Lakes Personnel 2020 - 2021 School Year

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

<u>Name</u>	<u>Position</u>	<u>Educational Information</u>
Erin Geib, M.Ed.	Kindergarten Teacher	Plymouth State University
Daniel Gilbert, M.Ed.	Special Education Teacher	Plymouth State University
KarolBeth Glover, M.S.	Virtual Pathways 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
Amanda Hayes, B.S.	Special Education Paraeducator	Southern NH University
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, M.Ed.	Early Childhood Special Education Teacher	University of New Hampshire
Heather R. Hoag, M.Ed.	Grade 1 Teacher	Southern NH University
Amanda Housden	Special Education Paraeducator	
Devin Kimball, A.S.	Special Education Paraeducator	NH Technical Institute
Amy Lafavre, M.Ed.	Virtual Pathways Teacher	Plymouth State University
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
Morgan Markley, M.Ed.	Grade 2 Teacher	Plymouth State University
Angela Marsh, M.Ed.	Grade 5 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.	School 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	Lead Custodian	
Kathy Nichols	Lead Custodian	
Donna K. Oliver, M.S.	Grade 1 Teacher	Wheelock College
Caroline Paquette, B.S., B.A.	Grade 5 Teacher	Keene State College
Alesia J. Parks, M.Ed.	Reading Specialist/Title I Coordinator	Plymouth State College
Patricia Parsons, M.Ed.	Grade 5 Teacher	Plymouth State University
Tracey Pratt, B.S.	Special Education Paraeducator	Granite State College
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



Inter-Lakes Personnel 2020 - 2021 School Year

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

<u>Name</u>	<u>Position</u>	<u>Educational Information</u>
Thomas Robinson, B.M.	Instrumental Music Teacher	Capital University
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.	Grade 3 Teacher	University of New Hampshire
Ashley Shuffleton, M.Ed.	Guidance Counselor	Plymouth State University
Rebecca Siek, B.S.	Special Education Paraeducator	Plymouth State University
Saralyn Smith	Special Education Paraeducator	
Melisa South, M.Ed.	Special Education Paraeducator	UMass Boston
Danielle Spaulding, B.S.	Special Education Paraeducator	Springfield College
Angela Stutzman	Receptionist	
Betsy Swanker, B.S.	Title I Teacher	Kutztown University
John P. Swift, B.S.	Physical Education Teacher	Plymouth State College
Kenneth Taylor, JR	Custodian	
Brenda Thibeault	Special Education Paraeducator	
Erin L. Towle, M.Ed.	Grade 2 Teacher	New England College
Sonja Trainham	Special Education Paraeducator	
Joan S. Very	Special Education Paraeducator	
Cheryl B. Widman, M.Ed.	Special Education Teacher	Antioch of New England
Heather Wood, Ph.D.	Special Education Teacher	Walden University
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 Middle/High School - Grades 7 - 12

<u>Name</u>	<u>Position</u>	<u>Educational Information</u>
Scott Currier, M.A.	Principal	Earlham College
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	Lead Custodian	
Roy D. Arceno	Lead Custodian	
Rachel Bartlett, M.Ed.	Grade 7 Science Teacher	University of Southern Maine
Mary-Margaret Bedford, M.Ed.	World Language Teacher	Antioch University of New England
Rebecca Billin	Special Education Paraeducator	
Patricia A. Bogert	Library Media Assistant	
Janice Borsh, M.Ed.	Reading Specialist	State University of New York
Laura Brusseau, M.Ed.	Social Studies Teacher	Antioch University of New England
James Bullitt, B.S.	Special Education Paraeducator	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	



Inter-Lakes Personnel 2020 - 2021 School Year

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

<u>Name</u>	<u>Position</u>	<u>Educational Information</u>
Gaudencio Carranza	Custodian	
Ashley Clark	Health Room Assistant	
Jaclyn Clark, M.Ed.	Special Education Teacher	Plymouth State University
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
Brian Contorchick, M.Ed.	Humanities Teacher	Plymouth State University
Roger Copp	Custodian	
Katherine Criscone, B.A.	Art Teacher	Lewis and Clark College
Michelle Custance, M.Ed.	Special Education Teacher	Plymouth State University
Leslie Daigneau, B.S.	Receptionist	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	
Sarah Dumais, M.Ed.	PE Teacher / Athletic Director	Southern NH University
Emily Eynon, M.A.T.	Music Teacher	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, M.Ed.	World Language Teacher	Antioch University of New England
David Gillies	Special Education Paraeducator	
Kimberly Gillies, A.S.	Special Education Paraeducator	Greenfield Community College
Michael Griffin, B.A.	Special Education Paraeducator	Granite State College
Stephanie Guerin	Special Education Paraeducator	
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
Julia Hird, M.Ed.	Grade 7 Social Studies Teacher	Antioch of New England
Patricia R. Hodges	Special Education Paraeducator	
Diane I. Hueber	Special Education Paraeducator	
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
Patrick LaFreniere, M.Ed.	Special Education Teacher	Plymouth State University
Jeffrey Langevin, M.S.	Mathematics/Physics Teacher	Bentley College
Melissa Lapan, M.Ed.	Grade 8 Language Arts Teacher	Plymouth State University
Joanne Lau, M.S.T.	Computer Science/Math Teacher	University of New Hampshire
Susan Long, B.S.	Grade 7 Math Teacher	University of Vermont
Lisa Lorch, M.Ed.	English Teacher	Southern Conn State University
Melissa J.B. Manville, M.Ed.	Grade 7 Language Arts Teacher	Antioch of New England



Inter-Lakes Personnel 2020 - 2021 School Year

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

<u>Name</u>	<u>Position</u>	<u>Educational Information</u>
Lorilyn Mariano, A.S.	Special Education Paraeducator	Lakes Region Community College
Amanda Marquis	Special Education Paraeducator	
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.	Library Media Specialist	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.
Sarah Otis, B.S.	Mathematics Teacher	Plymouth State University
Nancy C. Page	Special Education Paraeducator	
Jodi L. Pendexter, B.S.N.	School 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
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	
Michelle Smith, B.S.	Special Education Paraeducator	Salem State College
Jonathon Snyder, M.A.	Physical Science Teacher	Plymouth State University
Billie Jo Sweeney, M.B.A.	Business Education Teacher	Southern NH University
Wendy C. Taylor, M.Ed.	Grade 8 Social Studies Teacher	Antioch University of New England
Alicia Tichy	Special Education Paraeducator	
Matthew Towle, B.S.	STE(A)M Teacher	Plymouth State University
Wesley Turner	Custodian	
Deborah L. Ulm	Special Education Paraeducator	
Judith Van Velsor	Special Education Paraeducator	
Jillian Vanasse	Special Education Paraeducator	
Brenda Vance	Administrative Assistant	
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



Inter-Lakes Personnel 2020 - 2021 School Year

District-Wide Personnel

Name

Stuart Benton, A.S.
 Renee Brothers
 Sandra Burns, B.S.
 Patricia Coes, A.S.
 Jason Cornelissen
 Karen Cotreau, C.A.G.S.
 Kathleen DeCamp, M.Ed.
 Trisha Griffin, M.A.
 Brendan Hardy, A.S.
 Emily Hebron, B.S.
 Alice Hervey, M.A.
 Lisa C.W. Hibbert, M.S.
 Maura King, B.S.
 Mary R. Mailand, M.A.
 John Martin, M.Ed.
 Lisa Martin, M.Ed.
 Stephen McBrian
 Erica Pappalardo, M.S. Ed.
 Barbara Pope, M.Ed.
 Brian Swanker, B.S.
 Samantha True, M.Ed.
 Holly Vieten, M.S., C.A.G.S.

Position

Maintenance Level II
 Special Education Secretary
 Secretary-Curriculum/Facilities Department
 Technology Technician I
 Building Automation Technician
 School Psychologist
 Technology Integration Teacher (K-6)
 Speech Language Pathologist
 Network and Systems Administrator
 Occupational Therapist
 Speech Language Pathologist
 Speech Language Pathologist
 ESOL Teacher
 Speech Language Pathologist
 Technology Director
 School Outreach Counselor
 Custodian
 Curriculum Coordinator
 School Psychologist
 Director of Facilities
 Quarantine Teacher
 Guidance Director

Educational Information
 NH Vocational Institute

Plymouth State College
 NH Technical College

 Capella University
 Plymouth State University
 University of Massachusetts
 Plymouth State College
 Boston University
 University of Maine
 Boston University
 Plymouth State University
 University of Colorado
 Plymouth State University
 Boston College

 Saint Joseph's College
 University of New Hampshire
 East Stroudsburg University
 Walden University
 Plymouth State University



Inter-Lakes High School Class of 2020



Taylor Ambrose & Joseph DeTolla, Presidents
Juliana Salamanca, Vice-President
Ava Lazazzera, Secretary
Georgiana Ducsay, Treasurer

Jasmine Morrisette, Fundraising Chair
Rebecca Leberman, Fundraising Chair
Lucas Scharankov, Marketing Chair
Maeve Torrey, Social Chair

Mr. Tim Hayman, Class Advisor

Mrs. Elizabeth Savage, Class Advisor

Alannah Marie Ahlquist
Grayson Autumn Alosa
Taylor Jade Ambrose
Katelyn Theresa Bousquet
Liam Jeffery Brown
Reagan Claire Buhrman
Gwen Earol Carranza
Brenna Margaret Chrusciel
Lydia Elise Clapp
Julie Conner
Haven Sanborn Cook
Blace Elizabeth Day
Joeseeph Brady DeTolla
Victoria Snoe Donahue
Aiden Daniel Dube
Georgiana Elizabeth Ducsay
Blake Fraser Dunlap
Isabelle Marie Dunn
Jacob Ryan Dunn
Mollie Marie Dunn
Ava Anne Duymazlar
Makenna Hale Edgar
Kaitlyn Elise Folsom
Mason John Giles
Riley Danielle Goulet
Tristan Haddock

Evelyn Hicks
Phoebe Adele Hoag
Ethan Edward Jackson
Abigail Louise Jutton
Molly Jane Kern
Samantha Kern
Emma Jean Knowles
Angelica Isabelle Lara
Helen Elizabeth LaRowe
Jade LaSalle
Ava Madeline Lazazzera
Rebecca Leberman
Brandon Michael Lennox
Katherine Losada
Drew McIntosh
Hailey Loretta Minkle
Eli Misavage
Tucker Davis Moore
Jasmine Elaine Morrisette
Cape Mulsow
Nicholas James Murphy
Rebecca Sylvia Nedeau
Erik Robert Neggers
Matthew Adam Nichols
Samuel Forest Noe

Damon Gage Patraw
Olivia Jeanne Pendergast
Brady Poehler-Sands
Thomas Joseph Polo
Samuel Ports
Gavin Maxwell Ralston
Juliana Catherine Salamanca
Christian L. Sayegh
Lucas Wiley Scharankov
Aria Marie Shufelt
Jacob E. Simpson
Ella Madeline St. Cyr
Olivia Gail Swingle
Branden William Taggett
Rachel Elizabeth Taggett
Haley Thomas
Andrew Rylan Tolles
Maeve McCarthy Torrey
John Robert Vaughn
Justine Patricia Vogeeler
Olivia Marie Walker
Maya Robie Weil-Cooley
Emma Louise Wheeler
Lucas M. Whitcomb





Inter-Lakes High School 2020 Graduation Awards



Student

Eli Misavage

Emma Wheeler

Georgiana Ducsai

Haven Cook

Helen LaRowe

Jasmine Morrisette

Joseph DeTolla

Maya Weil-Cooley

Reagan Buhrman

Taylor Ambrose

Award

Inter-Lakes High School Technology Award

Babe Ruth Award

Daughters of the American Revolution
Alumni Loyalty Cup

Meredith Rotary Math Award

NHS English Achievement Award

American Legion Post No. 33 Citizen Prize
Roger H. Wyatt Memorial Trophy
Joseph F. Smith, Jr. Award

American Legion Post No. 33 Prize
Babe Ruth Award
Faculty Award

Huntress All Around Achievement Award
Helen E.H. Pynn Award
Chris Gibb Award

Meredith Rotary Business A Award

Erin Perkins Soccer Award
Faculty Award



Inter-Lakes High School 2020 Awards



Student

Aalianna Marietta

Abbie Sanders

Abigail Jutton

Aislinn Hird

Alannah Ahlquist

Amos Wobber

Andrew Tolles

Aria Shufelt

Ava Duymazlar

Ava Lazazzera

Ben Nye

Branden Taggett

Brandon Lennox

Brenna Chrusciel

Cape Mulsow

Award

Rensselaer Medal

Saint Michael's College Book Award

President's Award for Educational Excellence
New Hampshire Scholars
Excellence in English 12

University of Rochester Fredrick Douglass &
Susan B. Anthony Award

President's Award for Educational Excellence
New Hampshire Scholars

Suffolk University Book Award

President's Award for Educational Excellence
New Hampshire Scholars

President's Award for Educational Excellence
New Hampshire Scholars

New Hampshire Scholars

President's Award for Educational Excellence
New Hampshire Scholars

Personal Finance Award

President's Award for Educational Excellence
New Hampshire Scholars

Excellence in English 12

President's Award for Educational Excellence
New Hampshire Scholars

President's Award for Educational Excellence



Inter-Lakes High School 2020 Awards



Student

Danielle Donahue

Danielle Lynch

Devyn Vaal

Eli Misavage

Ella St. Cyr.

Emma Knowles

Emma Wheeler

Evelyn Hicks

Gabrielle Bean

Gavin Ralston

Georgiana Ducsa

Greta Achenbach

Award

Clarkson University Book Award

Wells College Book Award

Saint Michael's College Book Award

President's Award for Educational Excellence
Marine Corp Distinguished Athlete
Robotics Mechanical Award
New Hampshire Scholars

President's Award for Educational Excellence
New Hampshire Scholars

President's Award for Educational Excellence
New Hampshire Scholars

President's Award for Educational Excellence
New Hampshire Scholars

President's Award for Educational Excellence
New Hampshire Scholars

Wells College Book Award

President's Award for Educational Excellence
New Hampshire Scholars
Excellence in English 12
Physics Torque Award

President's Award for Educational Excellence
New Hampshire Scholars
AP Poet Laureate
Physics Energy Award
Spanish 4/5 Award

Clarkson University Book Award
Bates College Book Award



Inter-Lakes High School 2020 Awards



Student

Gwen Carranza

Hailey Minkle

Haley Pimley

Haley Thomas

Haven Cook

Helen LaRowe

Isabelle Dunn

Jade LaSalle

Jasmine Morrisette

Jason Keysar

Joseph DeTolla

Joshua Felch

Award

President's Award for Educational Excellence
New Hampshire Scholars

President's Award for Educational Excellence
Marine Corp Semper Fidelis Music Award
New Hampshire Scholars

Robotics Business/Outreach Award

New Hampshire Scholars

President's Award for Educational Excellence
New Hampshire Scholars
Robotics Design Award

Academic Excellence in AP English Literature
President's Award for Educational Excellence
New Hampshire Scholars

New Hampshire Scholars

President's Award for Educational Excellence
New Hampshire Scholars

President's Award for Educational Excellence
Marine Corp Scholastic Excellence
New Hampshire Scholars

Yearbook Award

Exemplary Work Ethic in AP English Literature
President's Award for Educational Excellence
Marine Corp Semper Fidelis Music Award
New Hampshire Scholars

University of Rochester XEROX Award for
Innovation & Information Technology



Inter-Lakes High School 2020 Awards



Student

Juliana Salamanca

Kaitlyn Folsom

Katelyn Bousquet

Katherine Losada

Kayla Sasson

Kyle Gable

Liam Brown

Lucas Scharankov

Lydia Clapp

Maeve Torrey

Makenna Edgar

Matthew Nichols

Maya Weil-Cooley

Award

President's Award for Educational Excellence
New Hampshire Scholars

President's Award for Educational Excellence
New Hampshire Scholars

President's Award for Educational Excellence
New Hampshire Scholars
Yearbook Award

President's Award for Educational Excellence
New Hampshire Scholars

George Washington University Book Award

University of Rochester Bausch & Lomb Award
University of Michigan Book Award
Physics Voltage Award
Science Award

President's Award for Educational Excellence

New Hampshire Scholars
Business Award

New Hampshire Scholars

Academic Excellence in AP English Literature
President's Award for Educational Excellence
Excellence in Art History
New Hampshire Scholars

New Hampshire Scholars
President's Award for Educational Excellence

President's Award for Educational Excellence
New Hampshire Scholars

President's Award for Educational Excellence
Excellence in Art History
New Hampshire Scholars



Inter-Lakes High School 2020 Awards



Student

Award

Mollie Durand

President's Award for Educational Excellence
New Hampshire Scholars

Molly Kernen

New Hampshire Scholars

Mykyle Merrill

University of New Hampshire Book Award
Leadership Award

Olivia Pendergast

President's Award for Educational Excellence
New Hampshire Scholars

Olivia Richards

Robotics Programming Award

Olivia Swingle

Perfect Attendance

Olivia Walker

New Hampshire Scholars

Phoebe Hoag

New Hampshire Scholars

Rachel Taggett

Academic Excellence in AP English Literature
President's Award for Educational Excellence
New Hampshire Scholars

Raven Strother

University of Rochester George Eastman Young
Leaders Award

Rebecca Leberman

President's Award for Educational Excellence
New Hampshire Scholars
Perfect Attendance

Rebecca Nedeau

President's Award for Educational Excellence
New Hampshire Scholars

Reagan Buhrman

President's Award for Educational Excellence
Excellence in English 12

Riley Goulet

President's Award for Educational Excellence
Advanced Placement English Literature Scholar
Excellence in Art History



Inter-Lakes High School 2020 Awards



Student

Samantha Kernen

Samuel Noe

Samuel Ports

Taylor Ambrose

Award

President's Award for Educational Excellence
New Hampshire Scholars

New Hampshire Scholars

New Hampshire Scholars

President's Award for Educational Excellence
Marine Corp Distinguished Athlete
New Hampshire Scholars
Excellence in English 12