

Sixty-Seventh ANNUAL REPORT

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

**For the fiscal year ending
June 30, 2022**

March 9, 2023

Great Schools ~ Strong Communities ~ Personal Success

INTER-LAKES SCHOOL BOARD ~ PHILOSOPHY OF EDUCATION

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

Adopted: May 10, 1982

INTER-LAKES SCHOOL DISTRICT ~ VISION STATEMENT

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

INTER-LAKES SCHOOL DISTRICT ~ MISSION STATEMENT

Is to inspire and sustain learning and achievement by providing:

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



AN INVOCATION FOR THE ANNUAL SCHOOL DISTRICT MEETING

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

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

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

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Inter-Lakes School District Officers 2022-2023

Mr. Patrick Kelly	Moderator
Ms. Kerri Parker	Clerk
Ms. Brenda L. Vittner	Treasurer

<u>School Board Members</u>	<u>Term Expires</u>
Ms. Lisa Merrill, Chair (Meredith)	2024
Mr. Mark Billings, Vice Chair (Meredith)	2025
Mr. Charles Hanson, Secretary (Center Harbor)	2025
Mr. Craig Baker (Center Harbor)	2024
Mr. Duncan Porter-Zuckerman (Sandwich)	2025
Ms. Nancy Starmer (Sandwich)	2023
Mr. Howard Cunningham (Member-at-Large)	2025
Mr. Paolo Cao, Student Member	2023

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
Dr. Amanda Downing, Principal	Inter-Lakes Middle/High School
Mr. Michael Bryant, Principal	Inter-Lakes Elementary School
Mr. Jeremy Hillger, Principal	Sandwich Central School
Mr. Mark Parsons, Technology Director	Inter-Lakes School District
Mr. Charles Femia, Dean of Students & Operations	Inter-Lakes School District
Ms. Stephanie Howard, Assistant Principal	Inter-Lakes Elementary
Ms. Linda Otten, Dean of Learning	Inter-Lakes School District
Mr. Brian Swanker, Facilities Director	Inter-Lakes School District
Ms. Holly Vieten, Guidance Director	Inter-Lakes School District
Ms. Sarah Dumais, Athletic Director	Inter-Lakes Middle/High School

Office: School Administrative Unit #2
Humiston Building
103 Main Street, Suite 2
Meredith, New Hampshire 03253
Telephone: 603-279-7947

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

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

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

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

INTER-LAKES SCHOOL DISTRICT ANNUAL MEETING CENTER HARBOR, MEREDITH, SANDWICH

March 7, 2022

The Annual Meeting of the Inter-Lakes School District was held on Monday, March 7, 2022, at Inter-Lakes Middle/High School Community Auditorium. At 6:00 pm. Inter-Lakes School District Moderator Patrick Kelly called the meeting to order.

Lisa Merrill, Inter-Lakes School Board Chair shared a brief statement: Sincere appreciation extended to the efforts that all of the administrators, teachers, paraprofessionals, maintenance, technology, custodial, and cafeteria staff who helped us manage to keep our schools open so that our students could have in-person learning during most of the COVID-19 Pandemic. This meeting may seem different without former School Board Chair Richard Hanson, who unfortunately left the Board last year; he was a familiar face over many years of service and dedication to the District. Ms. Merrill extended a heartfelt thank you to Richard for all he has done for us during his tenure on the School Board.

This year's budget will show a 2.08% increase from last year; which will be discussed through Warrant Articles that will be presented this evening. The School Board can only make recommendations, it is here at our School District Meeting that the taxpayers have the ultimate authority to vote for those budgetary items. The meeting was turned over to School District Moderator Patrick Kelly.

School District Moderator Kelly offered an invocation.

Riley Towle, the student body representative on the Inter-Lakes School Board led the Pledge of Allegiance. A recording by Inter-Lakes High School Seniors Gabriel Staples, Janney Halperin, Cecily Marietta, and Alexa Lazazzera of the National Anthem was heard.

The Moderator 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.
- 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 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.
- 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.
- 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 any Article may be made at any time prior to the final adjournment and the Article would be taken up again immediately unless protected by a vote to restrict reconsideration.
- 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 the total votes cast.)

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

Article 1

The Moderator read Article 1.

It was moved by Howard Cunningham, Member-At-Large and seconded by Mark Billings, Meredith to see what action the District will vote relative to the reports of Agents, Committees or Officers chosen.

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

Article 2

The Moderator read Article 2.

It was moved by Nancy Starmer, Sandwich and seconded by Lisa Merrill, Meredith 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 Lisa Merrill, Meredith, and seconded by Charles Hanson, Center Harbor to see if the District will vote to raise and appropriate the amount of \$29,446,576 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.)*

Jeff Hubbell of Center Harbor asked where the \$2 million that was not spent last year was reflected. Mrs. Temperino responded that the School Board voted to retain \$506,000 which you will see on the revenue page for next year's budget; and they also encumbered money. Funds were returned to offset taxes in the amount of \$240,361 and \$506,793 was retained to move forward to this year's budget.

Karen Sticht of Meredith, thanked the League of Women Voters for hosting the Candidate's Night. Ms. Sticht asked why a full-time educator position was being cut while the budget reflects increases for administration. With an increased budget it seems more money is being put into the administration section of the budget and not so much into teachers and things directly impacting students. What will the position cut entail?

Mrs. Moriarty responded that the position being cut will come from the Middle/High School; the specific position has not been finalized until after a review of course selections and enrollment.

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

Article 4

The Moderator read Article 4.

It was moved by Charles Hanson, Center Harbor, and seconded by Nancy Starmer, Sandwich to see if the District will vote to establish a Student Transportation Expendable Trust per RSA 198:20-c, for the purpose of student transportation costs and to raise and appropriate up to \$5,000 to be placed in a fund, with such amount to be funded from the June 30, 2022 unreserved fund balance for transfer on July 1, 2022, with no amount to be raised by taxation; further to name the School Board as agents to expend from the fund.

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

Article 5

The Moderator read Article 5.

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 up to \$150,000 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, 2022 unreserved fund balance for transfer on July 1, 2022, with no amount to be raised by taxation?

Richard Gerken of Meredith asked about funding for Articles 4, 5, and 6; fund balances are unspent funds on June 30th how do we know that we are going to have those funds. Are you confident that the funds are available now, and hasn't yet been spent?

Mrs. Temperino responded that funds will come from anticipated surplus or monies that were not spent this year. If funds are not available at end of year then the Warrant Articles will not be funded or approved by DRA. The Warrant Articles are funded through available funds in the order through which they appear on the warrant.

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

Article 6

The Moderator read Article 6.

It was moved by Duncan Porter-Zuckerman, Sandwich and seconded by Howard Cunningham, Member-At-Large 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, 2022 unreserved fund balance for transfer on July 1, 2022, with no amount to be raised by taxation.

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

Article 7

The Moderator read Article 7.

It was moved by Andi Martin, Sandwich and seconded by Mark Anderson, Meredith to see if the registered votes in the Inter-Lakes School District will vote to approve optional masking, (indoor/outdoor/busing/sports/co-curricular) based solely on parental guidance, for grades Pre-K through 12, during the remainder of the 2021-2022 school year.

Rick Demark, Meredith feels that this Article and petition while is textually focused on masks, its purpose is anti-mandate. He has a problem with using the word "solely"; "should" and "likely" used to enable the School District to react as they have in the past. Guidance should come from accredited sources that understand and practice medicine, administrators, elected School Board members and parents. Which is actually exactly how the School Board did and is addressing this pandemic.

Keith Champagne of Meredith asked when the COVID Task Force ends for appointed members; will it end will new members be appointed; where is the requirement that is being quoted – is it a Federal or State requirement?

Mrs. Moriarty responded that there is currently a COVID-19 Team in place, part of the Opening Plan was to have a team to review and monitor where we are and what we may do in response to the pandemic. She noted that it is difficult to tell things will look like for next school year; as there are so many uncertainties. Mrs. Moriarty clarified having the COVID-19 Team in place was part of the requirement to receive ESSER 3 Funds. ESSER 3 Funds are Federal funds that are funneled into the state.

Andi Martin of Sandwich asked what the Federal Government asked for the District to put in place within the Mitigation Plan to receive those funds.

Mrs. Moriarty responded that there was nothing specific, the requirement was to have a plan in place that was reviewed and approved by the NH Department of Education with certain components in place. Ms. Martin asked if masking was a requirement. Mrs. Moriarty responded that it was not. The Mitigation Plan and ESSER requirements can all be found on the website at interlakes.org

Ms. Martin asked how safety concerns on busses would be addressed regarding how the bus drivers know when picking up students who they are with their faces covered; where to drop them off and who they are being picked up by.

Mrs. Moriarty responded that this concern had not been brought up. A review of the process in place for requesting transportation, assigning seats and the relationship the Bus Driver develops with students and their families. Mrs. Moriarty stated that if any parent has a concern or issue regarding transportation the can and should bring it directly to her.

Karen Sticht of Meredith stated that last spring, many drivers just didn't show up and busses were packed; drivers could not know all kids with the need to combine routes. Ms. Sticht asked if the COVID Task force had the responsibility of making decisions for the Board. Ms. Sticht questioned letter written by Mr. Hanson to the Taskforce mask mandate could be lifted a week earlier than the original date of March 28th; it sounded like the taskforce made the decision. It was not notices that the Board voted on this decision.

Mrs. Moriarty explained that the COVID-19 Team did not make decisions for the Board; they are not a committee of the Board they are a committee of the School District. Within the Mitigation Plan it gives the Superintendent the authority, when there is not an opportunity for the Board to vote to make decisions relative to COVID-19 mitigation. The COVID-19 Team acts as an advisory group in terms of reviewing and talking about the data; and if a decision is made on the interim come from the Superintendent's office. Mr. Hanson's letter was relative to being a citizen.

Garrett Marshall of Sandwich asked what the criteria are you using to decide whether to demand people are to mask up or not.

Mrs. Moriarty responded that the Mitigation Plan posted on the website, voted on by the School Board, has a continuum relative to data points. Mr. Marshall asked if the data looks at the efficacy of masking up, is what you are requiring is doing any good at all. Mrs. Moriarty explained that is not part of the plan the plan references CDC, American Pediatrics Association, and NH DHHS relative to recommended level of mitigation. Mr. Marshall suggested when the time comes to make decisions this data should be looked at.

Keith Champagne of Meredith asked how it was known that Mr. Hanson's letter was as a citizen?

Mrs. Moriarty responded that he indicated that on the letter.

Mark Anderson of Meredith asked if any of the COVID Panel meetings or discussions made public.

Mrs. Moriarty responded that the notes from each COVID-19 Team Meeting are posted on the website; the meetings are not Board meetings but School District meetings.

Mr. Anderson suggested sharing recordings of the meeting would provide a little more clarity to members of the community. Providing more information other than a brief summary would be helpful to better understand decisions.

Cayla Peaslee of Sandwich brought attention to the change in the plan right before school started; masks were not going to be required and then last minute the whole strategy and chart changed to requiring masks. She was surprised by the immediate change; it would be nice for parents to have a say and be able vote on that before changes are made. What's to say that the chart is not going to be changed again, based on what your agenda is.

Article 7 failed by a show of voter cards.

Article 8

The Moderator read Article 8.

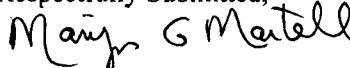
It was moved by Lisa Merrill, Meredith and seconded by Mark Billings, Meredith to transact any other business that may legally come before the meeting.

Jeff Hubbell of Center Harbor asked what the item was in the Grounds Budget for \$125,000? Mrs. Moriarty responded that those funds were budgeted to do site work for accessibility to make our buildings more accessible and ADA Compliant.

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

It was moved by Lisa Merrill, Meredith and seconded by Mark Billings, Meredith to adjourn the meeting at 6:48 p.m.

Respectfully Submitted,



Marilyn G. Martell
Recording Secretary

I hearby attest that this is a true copy.



Kerri Parker
School District Clerk

INTER-LAKES SCHOOL DISTRICT VOTING RESULTS
Center Harbor, Meredith, Sandwich
March 2022

Moderator (One-Year Term)

	<u>Center Harbor</u>	<u>Meredith</u>	<u>Sandwich</u>	<u>Total</u>
Patrick M. Kelly	147	745	332	1224

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

	<u>Center Harbor</u>	<u>Meredith</u>	<u>Sandwich</u>	<u>Total</u>
Charles G. Hanson	134	471	302	907
Jamie A. Moore	28	225	47	300

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

	<u>Center Harbor</u>	<u>Meredith</u>	<u>Sandwich</u>	<u>Total</u>
Mark B. Billings	58	386	271	715
Kirsten E. Williams	46	208	24	278
Mark D. Anderson	49	215	48	312

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

	<u>Center Harbor</u>	<u>Meredith</u>	<u>Sandwich</u>	<u>Total</u>
Duncan E. Porter-Zuckerman	114	486	332	932
Andi Martin	0	141	44	185

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

	<u>Center Harbor</u>	<u>Meredith</u>	<u>Sandwich</u>	<u>Total</u>
Howard N. Cunningham	63	317	308	688
Rachel A. Xavier	94	444	55	593
Stacy L. Bivolcic	3	40	6	49

Respectfully Submitted,

Kerri A. Parker
School District Clerk

Inter-Lakes Cooperative School District Warrant for Election of Officers 2023 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 14, 2023 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 Sandwich
- ❖ One Member At-Large

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 21st DAY OF FEBRUARY, 2023.

Lisa Merrill, Chair
Mark Billings, Vice-Chairman
Charles Hanson, Board Secretary
Craig Baker
Howard Cunningham
Duncan Porter-Zuckerman
Nancy Starmer

Inter-Lakes Cooperative School District

Warrant for 2023

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 THURSDAY, MARCH 9, 2023, 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 school district will vote to approve the cost items included in the collective bargaining agreement reached between the Inter-Lakes Cooperative School District and the Inter-Lakes Education Association which calls for the following increases in salaries and benefits at the current staffing level:

	Estimated Increase
Year 2023-2024	\$ 566,332
Year 2024-2025	\$ 496,645
Year 2025-2026	\$ 443,730

and further to raise and appropriate \$566,332 for the 2023-2024 fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over those that would be paid at current staffing levels.

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

Article 4. To see if the school district, if WARRANT ARTICLE 3 is defeated, will authorize the governing body to call one special meeting, at its option, to address WARRANT ARTICLE 3 cost items only?

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

Article 5. To see if the District will vote to raise and appropriate the amount of \$30,666,251 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 \$250,000 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, 2023 unreserved fund balance for transfer on July 1, 2023, with no amount to be raised by taxation?

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

Article 7. To transact any other business that may legally come before the meeting.

GIVEN UNDER OUR HANDS AND SEALS AT SAID MEREDITH THIS 21st DAY OF FEBRUARY 2023.

Lisa Merrill, Chair
Mark Billings, Vice-Chair
Charles G. Hanson, Secretary
Craig Baker
Howard Cunningham
Duncan Porter-Zuckerman
Nancy Starmer

**Inter-Lakes School District
Master Budget 2023/2024**

No.	Function/Description	VOTED 2021/2022	ACTUAL 2021/2022	VOTED 2022/2023	PROPOSED 2023/2024	\$ Increase/ (Decrease) 2023/2024	% Change to Voted 22/23
1	1100 Regular Education						
2	112 Teachers' Salaries	6,094,231	5,975,201	6,133,626	5,829,391	(304,235)	-4.96%
3	114 Paraeducators' Salaries	197,161	85,937	131,360	94,123	(37,237)	-28.35%
4	121 Substitutes' Salaries	165,000	162,764	165,000	165,000	-	0.00%
5	122 Tutors' Salaries	9,500	5,600	9,500	33,100	23,600	248.42%
6	123 Activities Salaries	36,487	20,397	33,997	58,997	25,000	73.54%
7	211 Health Insurance	1,261,900	1,030,488	1,265,080	1,387,718	122,638	9.69%
8	212 Dental Insurance	92,172	81,058	89,258	92,001	2,743	3.07%
9	213 Life Insurance	7,318	8,079	7,213	7,065	(148)	-2.05%
10	215 Health Reimbursement Account	4,440	5,428	3,720	3,480	(240)	-6.45%
11	216 ILSSA Flex Med	1,000	-	-	-	-	-
12	220 FICA	498,998	461,323	497,370	474,393	(22,977)	-4.62%
13	231 Employee Retirement	27,762	12,641	16,535	12,820	(3,715)	-22.47%
14	232 Teacher Retirement	1,261,335	1,241,695	1,272,145	1,146,521	(125,624)	-9.87%
15	250 Unemployment Compensation	-	-	-	-	-	0.00%
16	260 Workers Compensation	-	-	-	-	-	0.00%
17	330 Contracted Services	93,064	94,854	91,762	140,508	48,746	53.12%
18	430 Repairs & Maintenance Services	2,900	570	4,350	4,550	200	4.60%
19	561 Tuition Other LEAs In State	-	-	-	-	-	0.00%
20	585 Mileage Reimbursements	174	28	174	1,134	960	551.72%
21	610 Supplies	97,451	69,070	97,015	109,232	12,217	12.59%
22	611 AV Supplies	1,125	118	200	5,380	5,180	2590.00%
23	640 Books & Printed Material	49,413	27,033	55,867	58,601	2,734	4.89%
24	644 Electronic Information Access	-	1,400	-	-	-	0.00%
25	731 Added Equipment	23,123	32,724	20,254	19,425	(829)	-4.09%
26	734 New Computers	-	-	-	-	-	0.00%
27	735 Replacement Equipment	19,429	10,980	30,497	29,300	(1,197)	-3.92%
28	750 Capital Software	-	-	-	-	-	0.00%
29	810 Dues & Fees	110	-	425	485	60	14.12%
30							
31	Total 1100 Regular Education	9,944,093	9,327,388	9,925,348	9,673,224	(252,124)	-2.54%
32							
33	1210 Special Education						
34	112 Teachers' Salaries	1,147,575	1,086,448	1,150,024	1,139,949	(10,075)	-0.88%
35	114 Paraeducators' Salaries	1,624,887	1,301,717	1,555,470	1,571,295	15,825	1.02%
36	115 Clerical/Office Support	16,650	18,960	17,483	18,358	875	5.00%
37	122 Tutors' Salaries	22,800	19,247	22,800	22,800	-	0.00%
38	123 Temp/Part Time Salary	6,330	2,601	-	-	-	0.00%
39	124 Salary Pool	-	-	-	-	-	0.00%
40	211 Health Insurance	649,618	474,417	571,068	642,322	71,254	12.48%
41	212 Dental Insurance	16,184	14,937	17,187	19,342	2,155	12.54%
42	213 Life Insurance	1,485	1,363	1,467	1,431	(36)	-2.45%
43	215 Health Reimbursement Account	-	-	-	-	-	0.00%
44	216 ILSSA Flex Med	12,500	5,768	9,500	15,000	5,500	57.89%
45	220 FICA	220,091	181,753	214,689	217,406	2,717	1.27%
46	231 Employee Retirement	228,518	179,882	218,699	212,596	(6,103)	-2.79%
47	232 Teacher Retirement	241,220	229,632	241,735	223,886	(17,849)	-7.38%
48	250 Unemployment Compensation	-	-	-	-	-	0.00%
49	260 Workers' Compensation	-	-	-	-	-	0.00%
50	321 Consulting Services	5,000	6,675	5,000	5,000	-	0.00%
51	330 Contracted Services	146,850	118,690	145,250	103,100	(42,150)	-29.02%
52	430 Repairs & Maintenance Services	-	-	-	-	-	0.00%
53	500 Medicaid Services	5,500	14,267	5,500	10,000	4,500	81.82%
54	561 Tuition - Public	-	34,999	20,000	65,000	45,000	0.00%
55	564/569 Tuition - Non-Public	80,000	126,361	234,202	172,000	(62,202)	-26.56%
56	585 Mileage Reimbursements	500	271	500	100	(400)	-80.00%
57	610 Supplies	6,376	4,813	6,376	6,400	24	0.38%
58	611 AV Supplies	-	-	-	-	-	0.00%
59	640 Books & Printed Material	1,618	-	1,618	1,000	(618)	-38.20%
60	644 Electronic Information Access	-	-	-	-	-	0.00%
61	650 Software	375	259	-	-	-	0.00%
62	731 Added Equipment	-	4,902	10,000	10,000	-	0.00%
63	734 New Computers	-	-	-	-	-	0.00%
64	735 Replacement Equipment	-	-	-	-	-	0.00%
65	738 Replacement Computers	-	-	-	-	-	0.00%
66	810 Dues & Fees	-	-	-	-	-	0.00%
67							
68	Total 1210 Special Education	4,434,077	3,827,962	4,448,568	4,456,985	8,417	0.19%

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69							
70	1215 Special Education Extended School Year						
71	112 Teachers' Salaries	22,000	41,320	28,800	43,200	14,400	50.00%
72	114 Paraeducators' Salaries	13,630	30,665	11,886	24,435	12,549	105.58%
73	220 FICA	2,726	5,555	3,112	5,175	2,063	66.29%
74	231 Employee Retirement	1,522	4,231	1,671	3,306	1,635	97.85%
75	232 Teacher Retirement	3,916	5,272	7,725	8,484	759	9.83%
76	250 Unemployment Compensation	-	-	-	-	-	0.00%
77	260 Workers' Compensation	-	-	-	-	-	0.00%
78	330 Contracted Services	2,650	-	3,100	3,100	-	0.00%
79	610 Supplies	600	188	600	600	-	0.00%
80							
81	Total 1215 Extended School Year	47,044	87,231	56,894	88,300	31,406	55.20%
82							
83	1260 Bilingual						
84	112 Teacher's Salary	51,243	51,243	52,119	52,119	-	0.00%
85	123 Activities Salaries	-	-	-	-	-	0.00%
86	211 Health Insurance	5,300	4,503	5,472	5,861	389	7.11%
87	212 Dental Insurance	355	312	350	355	5	1.43%
88	213 Life Insurance	90	102	90	90	-	0.00%
89	215 Health Reimbursement Account	-	-	-	-	-	0.00%
90	220 FICA	3,920	3,800	3,988	3,988	-	0.00%
91	232 Teacher Retirement	10,771	10,771	10,955	10,237	(718)	-6.55%
92	250 Unemployment Compensation	-	-	-	-	-	0.00%
93	260 Workers' Compensation	-	-	-	-	-	0.00%
94	330 Contracted Services	-	-	-	-	-	0.00%
95	585 Mileage Reimbursements	-	322	100	100	-	0.00%
96	610 Supplies	100	-	400	400	-	0.00%
97	640 Books & Printed Material	400	-	-	-	-	0.00%
98	644 Electronic Information Access	-	-	-	-	-	0.00%
99							
100	Total 1260 Bilingual	72,179	71,053	73,474	73,150	(324)	-0.44%
101							
102	1290 Special Ed. Assigned Coach						
103	112 Coaches Salaries	-	97	-	-	-	0.00%
104	114 Paraeducators' Salaries	6,888	1,338	6,888	6,888	-	0.00%
105	220 FICA	527	109	527	527	-	0.00%
106	231 Employee Retirement	969	188	969	932	(37)	-3.82%
107	232 Teacher Retirement	-	20	-	-	-	0.00%
108	250 Unemployment Compensation	-	-	-	-	-	0.00%
109	260 Workers' Compensation	-	-	-	-	-	0.00%
110							
111	Total 1290 Special Ed. Assigned Coach	8,384	1,752	8,384	8,347	(37)	-0.44%
112							
113	1300 Vocational Education						
114	561 Tuition	115,000	118,045	115,000	115,000	-	0.00%
115							
116	Total 1300 Vocational Education	115,000	118,045	115,000	115,000	-	0.00%
117							
118	1410 Co-Curricular Activities						
119	123 Activities Salaries	109,317	93,025	135,575	136,405	830	0.61%
120	220 FICA	8,363	7,498	10,372	10,435	63	0.61%
121	231 Employee Retirement	-	2,721	-	-	-	0.00%
122	232 Teacher Retirement	22,978	13,345	28,497	26,790	(1,707)	-5.99%
123	250 Unemployment Compensation	-	-	-	-	-	0.00%
124	260 Workers' Compensation	-	-	-	-	-	0.00%
125	330 Contracted Services	20,183	14,014	20,183	26,583	6,400	31.71%
126	430 Repairs & Maintenance Services	1,000	965	1,500	1,500	-	0.00%
127	550 Printing	-	-	-	-	-	0.00%
128	585 Mileage Reimbursements	1,600	175	1,600	1,600	-	0.00%
129	610 Supplies	11,700	2,942	11,300	13,850	2,550	22.57%
130	640 Books & Printed Material	700	121	600	600	-	0.00%
131	650 Software	900	-	-	-	-	0.00%
132	731 Added Equipment	834	-	834	834	-	0.00%
133	735 Replacement Equipment	300	-	300	1,550	1,250	416.67%
134	810 Dues & Fees	14,589	4,185	14,709	15,309	600	4.08%
135							
136	Total 1410 Co-Curricular Activities	192,464	138,991	225,470	235,456	9,986	4.43%

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137							
138	1420 Athletics						
139	112 Athletic Director Salary	56,927	82,740	94,930	96,404	1,474	1.55%
140	122 Officials	-	5,582	-	-	-	0.00%
141	123 Coaching Salaries	159,159	147,847	169,689	174,080	4,391	2.59%
142	124 Salary Pool	-	-	-	-	-	0.00%
143	211 Health Insurance	10,395	13,900	17,887	19,849	1,962	10.97%
144	212 Dental Insurance	585	837	960	1,057	97	10.10%
145	213 Life Insurance	54	61	90	1,090	1,000	1111.11%
146	214 Disability Insurance	-	161	-	390	390	100.00%
147	215 Health Reimbursement Account	-	-	-	-	-	0.00%
148	220 FICA	17,034	17,820	20,243	20,768	525	2.59%
149	231 Employee Retirement	-	10,055	-	19,130	19,130	0.00%
150	232 Teacher Retirement	37,450	11,578	57,035	30,347	(26,688)	-46.79%
151	250 Unemployment Compensation	-	-	-	-	-	0.00%
152	260 Workers' Compensation	-	-	-	-	-	0.00%
153	330 Contracted Services	114,672	97,738	117,833	130,372	12,539	10.64%
154	581 Conference and Travel	-	-	2,250	2,250	-	0.00%
155	585 Mileage Reimbursements	2,200	1,026	1,900	1,900	-	0.00%
156	610 Supplies	16,250	30,828	19,250	20,750	1,500	7.79%
157	640 Books & Printed Material	18	-	-	-	-	-
158	731 Added Equipment	-	-	-	-	-	0.00%
159	735 Replacement Equipment	22,818	18,329	30,543	33,003	2,460	8.05%
160	810 Dues & Fees	15,497	9,828	18,847	18,422	(425)	-2.26%
161							
162	Total 1420 Athletics	453,059	448,330	551,457	569,812	18,355	3.33%
163							
164	1430 Summer School						
165	112 Teachers' Salaries	21,760	48,603	28,800	40,080	11,280	39.17%
166	114 Paraeducators' Salaries	4,800	5,385	10,080	8,640	(1,440)	-14.29%
167	220 FICA	2,032	4,130	2,974	3,727	753	25.32%
168	231 Employee Retirement	675	757	1,417	1,169	(248)	-17.50%
169	232 Teacher Retirement	4,574	7,176	6,054	7,872	1,818	30.03%
170	250 Unemployment Compensation	-	-	-	-	-	0.00%
171	260 Workers' Compensation	-	-	-	-	-	0.00%
172	610 Supplies	400	669	400	6,000	5,600	1400.00%
173							
174	Total 1430 Summer School	34,241	66,720	49,725	67,488	17,763	35.72%
175							
176	2110 Attendance						
177	Attendance	1	-	1	1	-	0.00%
178							
179	Total 2110 Attendance	1	-	1	1	-	0.00%
180							
181	2120 Guidance Services						
182	111 Director's Salary	90,337	96,360	94,797	98,487	3,690	3.89%
183	112 Counselors' Salaries	405,227	405,597	458,444	460,189	1,745	0.38%
184	123 Temp/Part Time Salary	6,240	2,640	6,240	7,680	1,440	23.08%
185	211 Health Insurance	110,953	94,381	114,549	116,945	2,396	2.09%
186	212 Dental Insurance	8,598	7,375	8,473	7,725	(748)	-8.83%
187	213 Life Insurance	1,721	1,603	1,765	1,765	-	0.00%
188	214 Long Term Disability Insurance	377	418	384	399	15	3.91%
189	215 Health Reimbursement Account	-	-	-	-	-	0.00%
190	220 FICA	38,579	37,560	43,030	43,661	631	1.47%
191	232 Teacher Retirement	105,584	105,511	109,501	103,676	(5,825)	-5.32%
192	250 Unemployment Compensation	-	-	-	-	-	0.00%
193	260 Workers' Compensation	-	-	-	-	-	0.00%
194	330 Contracted Services	22,820	23,676	25,271	152,671	127,400	504.14%
195	581 Conferences/Travel	3,000	-	3,000	3,000	-	0.00%
196	585 Mileage Reimbursements	600	-	350	500	150	42.86%
197	610 Supplies	3,130	3,135	3,855	4,730	875	22.70%
198	611 AV Supplies	-	-	-	-	-	0.00%
199	640 Books & Printed Material	907	356	932	1,550	618	66.31%
200	731 Added Equipment	-	-	-	-	-	0.00%
201	735 Replacement Equipment	-	-	-	500	500	100.00%
202	810 Dues & Fees	604	179	400	400	-	0.00%
203							
204	Total 2120 Guidance Services	798,677	778,791	870,991	1,003,878	132,887	15.26%

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205							
206	2129 Guidance Registrar						
207	115 Registrar's Salary	43,643	43,939	45,820	48,114	2,294	5.01%
208	124 Salary Pool	-	-	-	-	-	0.00%
209	211 Health Insurance	9,811	9,457	10,129	10,848	719	7.10%
210	212 Dental Insurance	492	492	485	492	7	1.44%
211	213 Life Insurance	18	20	18	18	-	0.00%
212	220 FICA	3,338	3,311	3,505	3,680	175	4.99%
213	231 Employee Retirement	6,136	6,178	6,443	6,510	67	1.04%
214	250 Unemployment Compensation	-	-	-	-	-	0.00%
215	260 Workers' Compensation	-	-	-	-	-	0.00%
216	581 Conferences/Travel	800	-	800	800	-	0.00%
217							
218	Total 2129 Guidance Secretarial	64,238	63,397	67,200	70,462	3,262	4.85%
219							
220	2130 Health Services						
221	112 Nurses' Salaries	154,896	162,362	157,396	157,396	-	0.00%
222	114 Paraeducators' Salaries	46,075	53,435	49,069	51,047	1,978	4.03%
223	211 Health Insurance	36,739	29,375	31,739	30,182	(1,557)	-4.91%
224	212 Dental Insurance	1,950	1,597	1,920	1,482	(438)	-22.81%
225	213 Life Insurance	180	230	180	180	-	0.00%
226	216 ILSSA Flex Med	-	-	-	-	-	0.00%
227	220 FICA	15,527	16,362	15,948	16,099	151	0.95%
228	231 Employee Retirement	6,478	7,513	6,899	6,907	8	0.12%
229	232 Teacher Retirement	32,559	33,604	33,085	30,913	(2,172)	-6.56%
230	250 Unemployment Compensation	-	-	-	-	-	0.00%
231	260 Workers' Compensation	-	-	-	-	-	0.00%
232	330 Contracted Services	1,150	-	1,150	1,150	-	0.00%
233	430 Repairs & Maintenance Services	150	-	150	150	-	0.00%
234	585 Mileage Reimbursements	235	229	245	258	13	5.10%
235	610 Supplies	8,190	28,077	7,740	8,040	300	3.88%
236	640 Books & Printed Material	100	85	100	125	25	25.00%
237	731 Added Equipment	-	483	-	-	-	0.00%
238	735 Replacement Equipment	6,140	6,004	1,000	2,100	1,100	110.00%
239	810 Dues & Fees	300	150	300	300	-	0.00%
240							
241	Total 2130 Health Services	310,669	339,506	306,921	306,329	(593)	-0.19%
242							
243	2140 Psychological Services						
244	112 Teachers' Salaries	83,314	85,170	84,674	79,783	(4,891)	-5.78%
245	123 Temp/Part Time Salary	-	-	-	-	-	0.00%
246	211 Health Insurance	18,884	15,178	19,497	12,497	(7,000)	-35.90%
247	212 Dental Insurance	1,334	1,108	1,314	1,100	(214)	-16.29%
248	213 Life Insurance	180	102	180	180	-	0.00%
249	215 Self Insurance	-	-	-	750	750	100.00%
250	220 FICA	6,373	6,233	6,478	6,103	(375)	-5.79%
251	232 Teacher Retirement	17,512	17,903	17,798	15,669	(2,129)	-11.96%
252	250 Unemployment Compensation	-	-	-	-	-	0.00%
253	260 Workers' Compensation	-	-	-	-	-	0.00%
254	330 Contracted Services	-	-	-	-	-	0.00%
255	585 Mileage Reimbursements	600	-	600	600	-	0.00%
256	610 Supplies	3,500	3,984	3,500	3,500	-	0.00%
257	650 Software	-	-	-	-	-	0.00%
258							
259	Total 2140 Psychological Services	131,697	129,678	134,041	120,182	(13,859)	-10.34%

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260							
261	2150 Speech Services						
262	112 Teachers' Salaries	279,258	254,794	266,321	266,321	-	0.00%
263	114 Paraeducators' Salaries	33,916	33,916	34,564	35,211	647	1.87%
264	211 Health Insurance	87,965	63,203	76,812	86,666	9,854	12.83%
265	212 Dental Insurance	6,328	4,737	5,070	5,854	784	15.46%
266	213 Life Insurance	378	375	378	378	-	0.00%
267	215 Health Reimbursement Account	960	167	600	600	-	0.00%
268	220 FICA	23,957	21,223	23,018	23,068	50	0.22%
269	231 Employee Retirement	4,768	4,721	4,860	4,764	(96)	-1.98%
270	232 Teacher Retirement	58,700	53,558	55,981	52,305	(3,676)	-6.57%
271	250 Unemployment Compensation	-	-	-	-	-	0.00%
272	260 Workers' Compensation	-	-	-	-	-	0.00%
273	330 Contracted Services	2,000	1,053	2,000	30,000	28,000	1400.00%
274	430 Repairs & Maintenance Services	-	-	-	-	-	0.00%
275	585 Mileage Reimbursements	500	246	500	500	-	0.00%
276	610 Supplies	1,100	498	1,744	2,180	436	25.00%
277	611 AV Supplies	-	-	-	-	-	0.00%
278	640 Books & Printed Material	100	88	437	100	(337)	-77.12%
279	644 Electronic Information Access	-	-	-	-	-	0.00%
280	650 Software	-	-	300	100	(200)	0.00%
281	731 Added Equipment	500	-	930	500	(430)	-46.24%
282	734 New Computer Equipment	1,680	1,038	180	-	(180)	-100.00%
283	735 Replacement Equipment	500	-	500	500	-	0.00%
284	738 Replacement Computers	-	-	-	-	-	0.00%
285							
286	Total 2150 Speech Services	502,610	439,617	474,195	509,047	34,852	7.35%
287							
288	2160 Occupational & Physical Therapy Services						
289	112 OTR Salary	74,953	75,053	113,767	105,233	(8,534)	-7.50%
290	114 COTA Salary	-	-	-	-	-	0.00%
291	124 Salary Pool	-	-	-	-	-	0.00%
292	211 Health Insurance	16,495	15,901	25,974	21,617	(4,357)	-16.77%
293	212 Dental Insurance	1,693	1,708	2,147	1,946	(201)	-9.36%
294	213 Life Insurance	90	102	180	180	-	0.00%
295	215 Health Reimbursement Account	600	-	600	600	-	0.00%
296	220 FICA	5,734	5,576	8,703	8,050	(653)	-7.50%
297	231 Employee Retirement	-	-	-	-	-	0.00%
298	232 Teacher Retirement	15,755	15,776	23,914	20,668	(3,246)	-13.57%
299	250 Unemployment Compensation	-	-	-	-	-	0.00%
300	260 Workers' Compensation	-	-	-	-	-	0.00%
301	310 Consulting Services	-	-	-	-	-	0.00%
302	330 Contracted Services	135,710	114,853	80,000	50,000	(30,000)	-37.50%
303	581 Conference and Travel	-	-	-	-	-	0.00%
304	582 Non-Bargaining Prof. Development	-	-	-	-	-	0.00%
305	585 Mileage Reimbursements	-	-	-	-	-	0.00%
306	610 Supplies	1,100	1,109	2,448	2,548	100	4.08%
307	611 AV Supplies	-	-	-	-	-	0.00%
308	640 Books & Printed Material	100	-	100	-	(100)	-100.00%
309	731 Added Equipment	-	-	-	-	-	0.00%
310	735 Replacement Equipment	-	-	350	350	-	0.00%
311	738 Replacement Computers	-	-	-	-	-	0.00%
312							
313	Total 2160 OT & PT Services	252,230	230,078	258,183	211,192	(46,991)	-18.20%

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314							
315	2210 Technology Services						
316	111 Technology Director	93,846	93,845	98,441	102,313	3,872	3.93%
317	112 Technology Technicians' Salaries	107,867	108,816	156,940	156,549	(391)	-0.25%
318	123 Temp/Part Time Salary	15,000	2,000	14,545	15,273	728	5.01%
319	124 Salary Pool	-	-	12,500	-	(12,500)	0.00%
320	211 Health Insurance	77,211	48,399	77,343	79,221	1,878	2.43%
321	212 Dental Insurance	5,127	4,380	5,845	5,783	(62)	-1.06%
322	213 Life Insurance	1,126	143	1,150	1,150	-	0.00%
323	214 Long Term Disability Insurance	399	396	399	414	15	3.76%
324	220 FICA	16,655	15,806	20,726	22,004	1,278	6.17%
325	231 Employee Retirement	29,907	28,494	38,092	37,226	(866)	-2.27%
326	250 Unemployment Compensation	-	-	-	-	-	0.00%
327	260 Workers' Compensation	-	-	-	-	-	0.00%
328	330 Contracted Services	7,500	-	14,500	61,968	47,468	327.37%
329	331 Contracted Services - Copiers	50,000	49,429	50,000	50,000	-	0.00%
330	430 Repairs & Maintenance Services	15,000	7,022	15,000	18,000	3,000	20.00%
331	442 Equipment Rental	35,600	34,786	36,000	44,500	8,500	23.61%
332	532 Data Communications	49,740	44,609	37,740	41,300	3,560	9.43%
333	581 Conferences/Travel/Prof. Development	3,750	4,378	3,750	3,750	-	0.00%
334	585 Mileage Reimbursements	500	296	500	800	300	60.00%
335	610 Supplies	12,500	6,037	12,500	12,500	-	0.00%
336	644 Electronic Information Access	170,756	175,282	184,756	200,995	16,239	8.79%
337	650 Non-Capital Software	-	-	-	-	-	0.00%
338	731 Added Equipment	-	13,053	-	-	-	0.00%
339	734 Technology Leases	287,300	270,612	228,932	190,574	(38,358)	-16.76%
340	735 Replacement Equipment	12,300	11,586	41,000	116,000	75,000	182.93%
341	738 Replacement Computers	-	-	-	-	-	0.00%
342	750 Capital Software	-	-	-	-	-	0.00%
343	810 Dues & Fees	525	365	565	565	-	0.00%
344							
345	Total 2210 Technology Services	992,609	919,734	1,051,224	1,160,885	109,661	10.43%
346							
347	2212 Instructional & Curriculum Development						
348	111 Coordinator's Salary	93,846	93,845	103,500	107,625	4,125	3.99%
349	112 Staff Salaries	48,000	41,975	48,000	48,000	-	0.00%
350	114 Paraeducators' Salaries	18,330	10,357	12,000	12,000	-	0.00%
351	115 Secretary's Salary	17,956	16,273	14,546	15,274	728	5.00%
352	211 Health Insurance	5,592	7,755	12,519	9,796	(2,723)	-21.75%
353	212 Dental Insurance	-	123	310	164	(146)	0.00%
354	213 Life Insurance	1,090	107	1,096	1,096	-	0.00%
355	214 Long Term Disability Insurance	391	435	399	436	37	9.27%
356	220 FICA	14,055	12,825	14,062	14,464	402	2.86%
357	231 Employee Retirement	2,577	2,957	3,732	3,690	(42)	-1.13%
358	232 Teacher Retirement	30,027	28,753	32,057	30,761	(1,296)	-4.04%
359	250 Unemployment Compensation	-	-	-	-	-	0.00%
360	260 Workers' Compensation	-	-	-	-	-	0.00%
361	290 Course Reimbursement	48,750	72,008	48,750	48,750	-	0.00%
362	291 ILSSA Course Reimbursement	15,000	8,208	15,000	15,000	-	0.00%
363	322 Professional Services for Program Improvements	45,000	10,033	45,000	45,000	-	0.00%
364	330 Contracted Services	55,000	88,748	55,000	55,000	-	0.00%
365	331 In-Service	5,000	9,180	5,000	5,000	-	0.00%
366	581 Conferences/Travel	2,250	635	2,250	2,250	-	0.00%
367	583 Professional Development ILEA	51,250	26,129	51,250	51,250	-	0.00%
368	584 Professional Development ILSSA	19,500	1,301	19,500	19,500	-	0.00%
369	585 Mileage Reimbursements	2,000	778	2,000	2,000	-	0.00%
370	586 Mileage Reimbursements ILSSA	-	-	-	-	-	0.00%
371	587 Mileage Reimbursements ILEA	-	2,601	-	-	-	0.00%
372	610 Supplies	15,000	10,982	29,460	29,460	-	0.00%
373	611 AV Supplies	-	-	-	-	-	0.00%
374	640 Books & Printed Material	4,000	1,500	19,000	19,000	-	0.00%
375	644 Electronic Information Access	-	-	-	-	-	0.00%
376	650 Software	-	-	-	-	-	0.00%
377	731 Added Equipment	-	-	-	-	-	0.00%
378	735 Replacement Equipment	-	-	-	-	-	0.00%
379	810 Dues & Fees	1,600	135	125	125	-	0.00%
380							
381	Total 2212 Instructional & Curriculum Development	496,214	447,643	534,556	535,641	1,085	0.20%

**Inter-Lakes School District
Master Budget 2023/2024**

No.	Function/Description	VOTED 2021/2022	ACTUAL 2021/2022	VOTED 2022/2023	PROPOSED 2023/2024	\$ Increase/ (Decrease) 2023/2024	% Change to Voted 22/23
382							
383	2222 School Library Services						
384	112 Library Salaries	154,044	151,445	153,945	153,945	-	0.00%
385	114 Paraeducators' Salaries	62,049	64,661	78,242	73,264	(4,978)	-6.36%
386	211 Health Insurance	49,433	33,283	33,047	48,723	15,676	47.44%
387	212 Dental Insurance	3,386	1,549	1,667	1,693	26	1.56%
388	213 Life Insurance	180	102	180	180	-	0.00%
389	215 Health Reimbursement Account	-	-	-	-	-	0.00%
390	216 ILSSA Flex Med	1,000	519	1,250	500	(750)	-60.00%
391	220 FICA	16,959	16,344	18,195	17,516	(679)	-3.73%
392	231 Employee Retirement	7,108	7,372	7,274	8,274	1,000	13.75%
393	232 Teachers Retirement	32,380	31,834	32,097	30,235	(1,862)	-5.80%
394	250 Unemployment Compensation	-	-	-	-	-	0.00%
395	260 Workers' Compensation	-	-	-	-	-	0.00%
396	330 Contracted Services	-	-	-	-	-	0.00%
397	430 Contracted Repairs	500	-	500	500	-	0.00%
398	585 Mileage Reimbursements	-	-	25	-	(25)	0.00%
399	610 Supplies	4,440	3,326	4,440	5,350	910	20.50%
400	611 AV Supplies	1,700	1,198	1,900	1,700	(200)	-10.53%
401	640 Books & Printed Material	17,000	13,380	18,400	20,600	2,200	11.96%
402	644 Electronic Information Access	-	-	-	-	-	0.00%
403	731 Added Equipment	-	-	760	1,000	240	0.00%
404	734 New Computer Equipment	-	-	-	-	-	0.00%
405	735 Replacement Equipment	2,050	1,934	4,101	500	(3,601)	-87.81%
406	810 Dues & Fees	710	335	765	765	-	0.00%
407							
408	Total 2222 School Library Services	352,939	327,282	356,788	364,745	7,957	2.23%
409							
410	2310 School Board Services						
411	118 Treasurer's Salaries	1,500	1,500	1,500	1,500	-	0.00%
412	119 School Board Salaries	10,800	10,800	10,800	10,800	-	0.00%
413	122/123 Clerk/District Officers Salary	200	177	200	200	-	0.00%
414	220 FICA	957	955	957	957	-	0.00%
415	231 Employee Retirement	-	8	-	-	-	0.00%
416	260 Workers Compensation	-	-	-	-	-	0.00%
417	313 Staff Management Services	-	-	-	-	-	0.00%
418	321 Professional Service for Instruction	5,000	-	5,000	5,000	-	0.00%
419	330 Contracted Services	6,760	30,402	6,760	5,000	(1,760)	-26.04%
420	2317.320 Audit	20,250	23,000	31,750	31,750	-	0.00%
421	2318.318 Legal	37,507	35,551	25,000	32,000	7,000	28.00%
422	331 District Meeting	1,500	-	1,500	1,500	-	0.00%
423	319 Negotiations	-	-	-	-	-	0.00%
424	520 Insurance	50,451	39,851	56,469	58,469	2,000	3.54%
425	521 Student Accident Insurance	-	-	-	-	-	0.00%
426	540 Advertising	4,200	7,414	4,200	7,000	2,800	66.67%
427	550 Printing	3,000	-	3,000	1,000	(2,000)	-66.67%
428	581 Conferences/Travel	500	-	500	500	-	0.00%
429	610 Supplies	10,000	21,379	10,000	13,000	3,000	30.00%
430	810 Dues & Fees	10,441	18,848	10,441	12,941	2,500	23.94%
431							
432	Total 2310 School Board Services	163,066	189,885	168,077	181,617	13,540	8.06%
433							
434	2320 Office of the Superintendent - SAU Services						
435	330 Contracted Services	985,309	985,309	1,095,206	1,155,420	60,214	5.50%
436							
437	Total 2320 Superintendent SAU Services	985,309	985,309	1,095,206	1,155,420	60,214	5.50%

Inter-Lakes School District
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No.	Function/Description	VOTED 2021/2022	ACTUAL 2021/2022	VOTED 2022/2023	PROPOSED 2023/2024	\$ Increase/ (Decrease) 2023/2024	% Change to Voted 22/23
438							
439	2410 Office of the Principal						
440	111 Principals' Salaries	281,916	288,803	297,028	310,879	13,851	4.66%
441	112 Assistant Principals' Salaries	260,341	253,637	260,483	274,033	13,550	5.20%
442	121 Substitutes' Salaries	1,500	4,500	1,500	1,500	-	0.00%
443	123 Temp/Part Time Salary	3,000	-	3,000	6,000	3,000	100.00%
444	124 Salary Pool	-	-	-	-	-	0.00%
445	211 Health Insurance	69,373	66,256	75,117	114,404	39,287	52.30%
446	212 Dental Insurance	7,494	5,745	6,124	6,723	599	9.78%
447	213 Life Insurance	6,522	583	6,522	6,552	30	0.46%
448	214 Long Term Disability Insurance	2,332	2,538	2,360	2,098	(262)	-11.10%
449	220 FICA	43,125	41,790	43,976	46,236	2,260	5.14%
450	231 Employee Retirement	-	-	-	-	-	0.00%
451	232 Teachers Retirement	116,146	114,878	118,724	117,489	(1,235)	-1.04%
452	250 Unemployment Compensation	-	-	-	-	-	0.00%
453	260 Workers' Compensation	-	-	-	-	-	0.00%
454	330 Contracted Services	73,600	67,270	67,100	67,300	200	0.30%
455	430 Contracted Repairs	750	-	750	750	-	0.00%
456	442 Equipment Rental	2,088	984	2,088	2,088	-	0.00%
457	534 Postage	7,325	(1,467)	6,325	5,575	(750)	-11.86%
458	550 Printing	11,115	3,614	8,600	8,400	(200)	-2.33%
459	581 Conferences/Travel	15,750	529	13,523	13,773	250	1.85%
460	585 Mileage Reimbursements	5,361	637	3,111	3,211	100	3.21%
461	610 Supplies	11,600	10,586	11,600	14,600	3,000	25.86%
462	611 AV Supplies	200	-	200	200	-	0.00%
463	640 Books & Printed Material	250	-	790	850	60	7.59%
464	731 Added Equipment	-	-	-	-	-	0.00%
465	735 Replacement Equipment	1,000	-	1,600	1,800	200	12.50%
466	810 Dues & Fees	18,083	9,193	15,459	13,569	(1,890)	-12.23%
467							
468	Total 2410 Office of the Principal	938,871	870,076	945,980	1,018,030	72,050	7.62%
469							
470	2412 Principal Support						
471	115 Secretaries Salaries	250,433	261,740	307,308	317,803	10,495	3.42%
472	123 Temp/Part Time Salary	-	1,070	-	-	-	0.00%
473	124 Salary Pool	-	-	-	-	-	0.00%
474	211 Health Insurance	106,346	79,065	95,598	127,583	31,985	33.46%
475	212 Dental Insurance	6,138	4,005	4,734	5,510	776	16.39%
476	213 Life Insurance	126	137	144	144	-	0.00%
477	215 Health Reimbursement Account	-	1,500	-	-	-	0.00%
478	220 FICA	20,013	21,583	24,725	28,687	3,962	16.02%
479	231 Employee Retirement	35,212	40,064	43,208	43,002	(206)	-0.48%
480	250 Unemployment Compensation	-	-	-	-	-	0.00%
481	260 Workers' Compensation	-	-	-	-	-	0.00%
482	581 Conferences/Travel	3,650	982	3,650	3,700	50	1.37%
483	731 Added Equipment	-	-	-	-	-	0.00%
484							
485	Total 2412 Principal Support	421,918	410,146	479,367	526,429	47,062	9.82%
486							
487	2590 Auditorium						
488	111 Director's Salary	-	-	-	-	-	0.00%
489	123 Technician's Salary	5,500	1,275	5,500	5,500	-	0.00%
490	220 FICA	421	98	421	421	-	0.00%
491	231 Employee Retirement	-	-	-	-	-	0.00%
492	250 Unemployment Compensation	-	-	-	-	-	0.00%
493	260 Workers' Compensation	-	-	-	-	-	0.00%
494	330 Contracted Services	-	-	-	-	-	0.00%
495	610 Supplies	3,000	3,000	3,000	3,000	-	0.00%
496	731 Added Equipment	-	-	-	-	-	0.00%
497	735 Replacement Equipment	5,000	2,989	5,000	5,000	-	0.00%
498							
499	Total 2590 Auditorium	13,921	7,362	13,921	13,921	-	0.00%
500							

**Inter-Lakes School District
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No.	Function/Description	VOTED 2021/2022	ACTUAL 2021/2022	VOTED 2022/2023	PROPOSED 2023/2024	\$ Increase/ (Decrease) 2023/2024	% Change to Voted 22/23
501	2610 Operation of Plant						
502	111 Facilities Director	93,846	93,845	103,500	107,625	4,125	3.99%
503	115 Clerical/Office Support	-	-	14,545	14,546	1	
504	116 Custodian Salaries	491,832	450,322	525,266	545,692	20,426	3.89%
505	117 Maintenance Salaries	136,056	136,527	142,868	150,001	7,133	4.99%
506	121 Summer/Substitutes	-	6,358	-	-	-	
507	124 Salary Pool	-	-	-	-	-	0.00%
508	130 Overtime	50,000	47,611	50,000	50,000	-	0.00%
509	211 Health Insurance	330,545	249,228	323,399	350,340	26,941	8.33%
510	212 Dental Insurance	17,924	14,539	17,034	17,847	813	4.77%
511	213 Life Insurance	1,378	364	1,384	1,384	-	0.00%
512	214 Long Term Disability Insurance	391	435	399	436	37	9.27%
513	215 Health Reimbursement Account	1,500	-	1,500	1,500	-	0.00%
514	220 FICA	58,862	55,468	64,044	66,421	2,377	3.71%
515	231 Employee Retirement	108,644	102,156	117,707	117,658	(49)	-0.04%
516	232 Teacher Retirement	-	-	-	-	-	0.00%
517	250 Unemployment Compensation	-	-	-	-	-	0.00%
518	260 Workers' Compensation	-	-	-	-	-	0.00%
519	330 Contracted Services	8,000	7,049	9,250	9,750	500	5.41%
520	411 Water and Sewer	18,700	14,985	28,500	28,500	-	0.00%
521	421 Rubbish Removal	38,300	39,671	43,300	43,300	-	0.00%
522	430 Repairs & Maintenance Services	12,100	7,873	12,100	12,100	-	0.00%
523	531 Telephone	20,000	19,162	22,000	22,000	-	0.00%
524	550 Printing and Binding	-	3,929	-	-	-	0.00%
525	585 Conferences/Travel	2,550	1,989	2,550	2,550	-	0.00%
526	610 Supplies	165,000	126,449	175,000	175,000	-	0.00%
527	622 Electricity	110,192	134,045	130,214	187,400	57,186	43.92%
528	623 Propane	33,235	33,814	51,975	46,200	(5,775)	-11.11%
529	624 Fuel Oil	41,608	34,183	87,142	122,860	35,718	40.99%
530	629 Pellet Fuel	69,158	41,571	74,025	83,475	9,450	12.77%
531	644 Electronic Information Access	-	-	-	-	-	0.00%
532	650 Software	-	-	-	-	-	0.00%
533	731 Added Equipment	-	-	-	-	-	0.00%
534	735 Replacement Equipment	-	-	1,000	1,000	-	0.00%
535	810 Dues & Fees	-	-	-	-	-	0.00%
536							
537	Total 2610 Operation of Plant	1,809,821	1,621,573	1,998,702	2,157,585	158,883	7.95%
538							
539	2620 Buildings & Equipment						
540	330 Contracted Services	120,094	183,355	123,314	132,800	9,486	7.69%
541	331 Other Contracted Services	8,500	5,285	13,000	83,500	70,500	542.31%
542	430 Contracted Repairs	117,700	114,232	130,800	152,800	22,000	16.82%
543	431 Maintenance Contracts	-	-	-	-	-	0.00%
544	442 Rental Equipment	2,000	1,530	4,550	4,550	-	0.00%
545	448 LED Lighting Lease	4,500	4,305	4,500	4,500	-	0.00%
546	449 Honeywell Lease	563,351	563,344	569,362	575,553	6,191	1.09%
547	585 Mileage Reimbursements	2,500	1,598	2,800	2,800	-	0.00%
548	610 Supplies	60,000	45,759	63,000	63,000	-	0.00%
549	626 Gasoline	1,100	1,200	1,200	1,200	-	0.00%
550	731 Added Equipment	31,000	26,245	30,400	11,600	(18,800)	-61.84%
551	733 New Furniture	-	2,400	-	-	-	0.00%
552	735 Replacement Equipment	399,500	530,285	304,500	444,000	139,500	45.81%
553	810 Dues & Fees	-	-	-	-	-	0.00%
554							
555	Total 2620 Buildings & Equipment	1,310,245	1,479,538	1,247,426	1,476,303	228,877	18.35%
556							
557	2630 Care of Grounds						
558	330 Contracted Services	19,550	4,750	20,250	20,250	-	0.00%
559	422 Snow Plowing	45,300	41,520	50,000	50,000	-	0.00%
560	424 Lawn Care	56,400	61,334	66,400	66,400	-	0.00%
561	429 Other Cleaning Services	4,400	1,900	4,400	4,400	-	0.00%
562	430 Repairs & Maintenance Services	176,400	140,680	29,700	200,700	171,000	575.76%
563	450 Construction - Special Projects	-	-	-	-	-	0.00%
564	610 Supplies	3,500	200	3,500	3,500	-	0.00%
565	731 Added Equipment	-	-	-	-	-	0.00%
566	735 Replacement Equipment	5,500	592,935	130,500	130,500	-	0.00%
567							
568	Total 2630 Care & Upkeep of Grounds	311,050	843,319	304,750	475,750	171,000	56.11%

Inter-Lakes School District
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No.	Function/Description	VOTED 2021/2022	ACTUAL 2021/2022	VOTED 2022/2023	PROPOSED 2023/2024	\$ Increase/ (Decrease) 2023/2024	% Change to Voted 22/23
569							
570	2700 Transportation						
571	2721.519 Regular Education Transportation	966,484	925,737	935,367	974,417	39,050	4.17%
572	2722.519 Special Education Transportation	369,658	354,688	590,328	591,014	686	0.12%
573	2723.519 Vocational Mid-Day Run	60,000	63,763	72,203	155,342	83,139	115.15%
574	2724.519 Athletic Transportation	63,662	73,746	66,208	66,208	-	0.00%
575	2725.519 Field Trips & Co-Curricular	42,267	31,336	47,652	45,767	(1,885)	-3.96%
576	2727.519 Homeless	29,268	3,167	13,725	2,500	(11,225)	-81.79%
577	2728.519 Summer School	14,000	29,145	20,000	25,000	5,000	25.00%
578							
579	Total 2700 Transportation	1,545,339	1,481,582	1,745,483	1,860,248	114,765	6.57%
580							
581	2840 Retirement Incentives						
582	111 Administrative Salaries	-	-	-	-	-	0.00%
583	112 Professional Salaries	87,143	131,100	84,723	130,391	45,668	53.90%
584	220 FICA	6,667	10,029	6,481	9,975	3,494	53.91%
585	232 Teacher Retirement	18,318	27,557	17,808	25,609	7,801	43.81%
586	260 Workers' Compensation	-	-	-	-	-	0.00%
587							
588	Total 2840 Retirement Incentives	112,128	168,686	109,012	165,975	56,963	52.25%
589							
590	2850 Retired Employee Expenses						
591	211 Retiree Health Insurance	1,199,585	1,061,433	1,162,970	1,406,434	243,464	20.93%
592	215 Self Insurance	-	-	-	-	-	0.00%
593							
594	Total 2850 Retired Employee Expenses	1,199,585	1,061,433	1,162,970	1,406,434	243,464	20.93%
595							
596	2900 Costs to Distribute						
597	215 Health Reimbursement Account	-	675	6,000	3,000	(3,000)	-50.00%
598	250 Unemployment Compensation	6,633	-	5,415	5,415	-	0.00%
599	260 Workers' Compensation	57,511	40,760	60,847	55,000	(5,847)	-9.61%
600							
601	Total 2900 Costs to Distribute	64,144	41,435	72,262	63,415	(8,847)	-12.24%
602							
603	5100 Debt Services						
604	830 Interest	-	-	-	-	-	0.00%
605	910 Principal	-	-	-	-	-	0.00%
606							
607	Total 5100 Debt Services	-	-	-	-	-	0.00%
608							
609	5252 Expendable Trust Transfer						
610	930 Transfer to Expendable Trust	175,000	175,000	170,000	-	(170,000)	-100.00%
611							
612	Total 5252 Expendable Trust Transfer	175,000	175,000	170,000	-	(170,000)	-100.00%
613							
614	Total General Fund	28,252,822	27,098,542	29,021,576	30,071,251	1,049,675	3.62%
615							
616	5220 Federal Funds						
617	930 Federal Grants	200,000	-	200,000	200,000	-	0.00%
618	5221 Food Service Fund						
619	930 Food Service Fund	395,000	10,000	395,000	395,000	-	0.00%
620							
621	Total Appropriations	28,847,822	27,108,542	29,616,576	30,666,251	1,049,675	3.54%

Inter-Lakes School District Revenue Information

	<u>2021-2022</u> <u>MS 24 Revised</u> <u>Revenues</u>	<u>2022-2023</u> <u>MS 24 Revised</u> <u>Revenues</u>	<u>2023-2024</u> <u>Estimated Budget</u> <u>Revenues</u>
General Fund Revenue			
Unreserved Fund Balance (Fiscal Year End)	240,361	476,580	250,000
Retained Fund Balance To Be Used	300,000	0	340,638
Amounts Voted from Fund Balance	175,000	170,000	0
Revenue from State Sources			
403111 Adequate Education Aid			
403190 Other State Aid		148,371	0
403230 Special Education Aid	22,571	50,000	50,000
403210 Building Aid	115,064	0	0
403242 Vocational Aid	5,000	5,000	5,000
Revenue from Federal Sources			
404580 Medicaid	75,000	136,000	140,000
404590 Retirees Drug Subsidy	40,000	40,000	40,000
Local Revenue Other Than Taxes			
Tuition	0	60,000	0
Earnings on Investments	2,000	1,500	2,000
Student Activities	2,000	2,000	2,000
Auditorium Rent	5,000	12,500	12,500
Other Rent (SAU & LRPC)	12,000	12,000	12,000
Other Local Sources	500	500	500
ERate Reimbursement			66,000
Total General Fund Revenues	<u>994,496</u>	<u>1,114,451</u>	<u>920,638</u>
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>1,589,496</u>	<u>1,709,451</u>	<u>1,515,638</u>
District Appropriation	28,847,822	29,616,576	30,666,251
District Assessment	27,258,326	27,907,125	29,150,613
Less Federal Forest Sandwich	-7,259	-8,150	-8,150
Less State Grant Center Harbor	0	-269,717	0
Less State Grant Meredith		-1,392,092	0
Less State Grant Sandwich		-232,155	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>27,251,067</u>	<u>26,005,011</u>	<u>29,142,463</u>
		-1,246,056	3,137,452
		-4.57%	12.06%

Inter-Lakes School District Tax Assessment Worksheet Fall 2022

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 (2020) and ½ ADM (2020-2021)

1. Equalized Valuation

	2020	Valuation %
Center Harbor	577,268,010	16.3639%
Meredith	2,446,491,365	69.3510%
Sandwich	503,937,120	14.2852%
	3,527,696,495	100.0000%

2. Average Daily Membership 2020-2021 as published by Dept. of Education

	ADM	ADM %
Center Harbor	86.13	9.5169%
Meredith	691.57	76.4149%
Sandwich	127.32	14.0682%
	905.02	100.0000%

3. Combined ADM and Equalized Valuation

	Valuation %	ADM %	Combined %
Center Harbor	16.3639%	9.5169%	12.9404%
Meredith	69.3510%	76.4149%	72.8829%
Sandwich	14.2852%	14.0682%	14.1767%
	100.0000%	100.0000%	100.0000%

4. Apportionment of Appropriation 2022-2023 School Year

Appropriations Voted	29,616,576
Less Revenue	1,709,451
Tax Assessment	27,907,125

Town	% Rate	Apportionment	Ed Grant	Forest Land	Net Assessment
Center Harbor	12.9404%	3,611,294	269,717	-	3,341,577
Meredith	72.8829%	20,339,527	1,392,092	-	18,947,435
Sandwich	14.1767%	3,956,304	232,155	8,150	3,715,999
Total	100.0000%	27,907,125	1,893,964	8,150	26,005,011

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

	Fiscal Year 2020-2021	Fiscal Year 2021-2022
<u>Expenditures</u>		
<u>General Fund</u>		
Instructional	\$ 3,952,383.00	\$ 3,987,998.64
Related Services	\$ 1,475,339.00	\$ 1,298,771.85
Administration	\$ 130,723.00	\$ 136,238.85
Legal	\$ 676.00	\$ 6,507.00
Transportation	\$ 327,402.00	\$ 354,688.43
<u>Special Revenue Funds</u>		
Instructional	\$ 134,384.21	\$ 288,158.93
Speech Services	\$ -	\$ -
Preschool Services	\$ 8,126.64	\$ 16,629.89
Co-curricular Activities	\$ -	\$ -
Consulting Services	\$ -	\$ -
Psychological Services	\$ 113,754.98	\$ 118,127.21
OT/PT Therapy Services	\$ 10,000.00	\$ 5,752.50
Contracted Liaison	\$ -	\$ -
Total	\$ 6,152,788.83	\$ 6,212,873.30
<u>Revenues</u>		
<u>General Fund</u>		
Medicaid	\$ 129,383.90	\$ 193,973.75
Catastrophic Aid	\$ 42,084.24	\$ 22,571.00
Special Education Tuition	\$ 46,560.69	\$ 68,626.38
State Adequacy *	\$ -	\$ -
<u>Special Revenue Funds</u>		
Instructional	\$ 134,384.21	\$ 288,158.93
Speech Services		
Preschool Services	\$ 8,126.64	\$ 16,629.89
Co-curricular Activities	\$ -	\$ -
Consulting Services	\$ -	\$ -
Psychological Services	\$ 113,754.98	\$ 118,127.21
OT/PT Therapy Services	\$ 10,000.00	\$ 5,752.50
Contracted Liaison	\$ -	\$ -
Total	\$ 484,294.66	\$ 713,839.66
Net Cost of Special Education	\$ 5,668,494.17	\$ 5,499,033.64

* estimated portion related to special education

Inter-Lakes School District
Annual Report
Expendable Trust Fund Balances

June 30, 2022

	3073	3072	3077	3074	3071	
	Facilities	Special Education	Multi Function Bus	Playground	Health	Total
Balance 6/30/2021	684,229.28	292,122.50	40,880.85	54.59	75,472.45	1,092,759.67
Warrant Article 6	160,000.00				-	160,000.00
Warrant Article 7		15,000.00				15,000.00
						-
Income less fees	819.54	4,321.17	591.58	0.80	148.88	5,881.97
Withdrawal	(660,095.00)					
Balance 6/30/2022	184,953.82	311,443.67	41,472.43	55.39	75,621.33	1,273,641.64

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 Established3/12/2011 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 2023

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

The fiscal year ending June 30, 2022 Annual Audit Report for the Inter-Lakes School District is available in the SAU #2 Business Office at the Humiston Building, 103 Main Street - Suite 2. Meredith, NH.

Respectfully submitted,

Patricia Temperino
Assistant Superintendent

PT/hhb

SAU #2 Central Office Budget 2023-2024
Budget Adopted December 16, 2022

Account Number	Description	Adopted 2021/2022	From FY 2020/2021	Expended 2021/2022	Adopted 2022/2023	Adopted 2023/2024	Change from 22/23	
							Increase/ (Decrease)	% Change
11023201	Executive & General SAU Administration							
500100	Superintendent	128,394		128,394	133,311	140,000	6,689	5.02%
500102	Assistant Superintendent	126,876		126,876	131,735	138,500	6,765	5.14%
500107	Director of Student Services	103,938		103,938	107,919	115,000	7,081	6.56%
500113	Business Office Staff	141,419		131,331	160,202	166,005	5,803	3.62%
500113	Business Office Staff Over-Time	5,000		518	5,000	5,000	-	0.00%
500114	Human Resources Director	75,423		75,423	81,563	90,000	8,437	10.34%
500115	Administrative Support	64,886		72,943	112,091	102,648	(9,443)	-8.42%
500118	Treasurer	750		750	750	1,000	250	33.33%
500119	Merit/Recognition of Service	-		-	6,000	41,000	35,000	583.33%
500123	Part Time Professional Support	45,000		45,412	51,000	51,000	-	0.00%
500210	Retirees Health & Dental Insurance	38,131		37,624	39,053	48,056	9,003	23.05%
500211	Health Insurance	136,818		110,306	162,935	166,754	3,819	2.34%
500212	Dental Insurance	9,929		9,896	12,256	11,953	(303)	-2.48%
500213	Life Insurance	3,651		1,939	3,679	3,188	(491)	-13.35%
500214	Long Term Disability Insurance	2,441		2,710	2,702	2,770	68	2.53%
500220	FICA	54,905		50,773	57,920	62,797	4,877	8.42%
500231	NHRS-E	76,732		74,286	88,753	92,546	3,793	4.27%
500232	NHRS-T	21,440		21,848	22,685	22,586	(99)	-0.44%
500250	Unemployment Comp. Ins.	500		109	504	500	(4)	-0.79%
500260	Workers Compensation Ins.	1,539		938	1,539	1,599	60	3.90%
500290	Other Employee Benefits	850		850	850	850	-	0.00%
500318	Legal Fees	400		-	400	400	-	0.00%
500320	Audit	7,250		5,500	7,250	7,250	-	0.00%
500330	Software Support Contract	50,782		50,781	53,325	55,991	2,666	5.00%
500331	Other Support Contracts	2,500		17,534	4,000	4,683	683	17.08%
500430	Repairs	300		978	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	-	0.00%
500531	Telephone	1,692		1,935	1,692	1,250	(442)	-26.12%
500534	Postage	3,000	-	3,000	3,000	3,000	-	0.00%
500540	Advertising	1,000		3,748	1,000	1,350	350	35.00%
500550	Printing & Binding	-		-	-	350	350	
500582	Staff Development/Trainings	9,000		1,843	9,000	9,000	-	0.00%
500585	Mileage Reimbursement	5,000	-	1,552	5,000	2,500	(2,500)	-50.00%
500610	Supplies	6,500		6,342	6,500	6,500	-	0.00%
500640	Books	-		-	-	-	-	
500650	Miscellaneous Software	-		-	-	-	-	
500731	New Equipment	-	-	-	-	-	-	
500737	Replacement Furniture	-		-	-	-	-	
500738	Replacement Computers	-		-	-	-	-	
500810	Dues & Fees	4,539		5,305	4,539	4,717	178	3.92%
	Total General Fund	1,133,805	-	1,098,102	1,281,673	1,364,264	82,591	6.4440%
	Federal Funds							
	IDEA/Preschool	225,000			225,000	50,000	(175,000)	0.00%
	Federal Total	225,000			225,000	50,000	(175,000)	0.00%
	Total Appropriations General Fund & Federal Fund	1,358,805			1,506,673	1,414,264	(92,409)	-6.13%

SAU #2 Central Office Budget 2023-2024
Budget Adopted December 16, 2022

Account Number	Description	Adopted 2021/2022		Actual 2021/2022	Adopted 2022/2023	Adopted 2023/2024	Change from 22/23	
							Increase/ (Decrease)	% Change
	Revenue	Budget		Actual	Budget	Budget		
	Federal Funds	225,000		225,000	225,000	50,000	(175,000)	-77.78%
	Indirect Costs	35,000		110,521	50,000	60,000	10,000	20.00%
	Interest Earned	500		170	500	500	-	0.00%
		-		-	-	-	-	
	Other Income	-		-	-	-	-	
	Fund Balance	-		-	-	-	-	
	Total Revenue	260,500		335,691	275,500	110,500	(165,000)	-59.89%
	Assessment							
	Total Appropriations	1,358,805		1,358,805	1,506,673	1,414,264	(92,409)	-6.80%
	Total Revenue	260,500		335,691	275,500	110,500	(165,000)	-63.34%
	Encumbrances							
	General Fund Assessment	1,098,305		1,023,114	1,231,173	1,303,764	72,591	5.90%
	Fund Balance			75,191				
	Net Assessment	1,098,305		1,098,305	1,231,173	1,303,764	72,591	5.8961%

Distribution of District Shares for 2023-2024

The School Administrative Unit #2 budget for the 2023-2024 school year was pro-rated to the two districts on the basis of the 2021 Equalized Valuations for the 2020-2021 Average Daily Membership as follows:

District	2021 Equalized Valuation	Valuation Percent	2020-2021 Pupil A.D.M.	Pupil Percent	Average of Equal Val & A.D.M.	District Share
Ashland	\$387,010,889	7.719%	162.95	15.037%	11.378%	\$148,344
Inter-Lakes	\$4,626,669,203	92.281%	920.7	84.963%	88.622 %	\$1,155,420
TOTAL	\$5,013,680,092	100.00%	1,083.65	100.000%	100.000%	\$1,303,764

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

The Superintendent's salary for the 2023-2024 school year is estimated at \$ 140,000.00. The School Administrative Unit #2's share is \$ 140,000.00 of which \$ 15,929.20 is Ashland's share and \$ 124,070.80 is Inter-Lakes' share.

The Assistant Superintendent's salary for the 2023-2024 school year is estimated at \$ 138,500.00. The School Administrative Unit #2's share is \$ 138,500.00, of which \$ 15,758.53 is Ashland's share and \$ 122,741.47 is Inter-Lakes' share.

Distribution of District Shares for 2022-2023

The School Administrative Unit #2 budget for the 2022-2023 school year was pro-rated to the two districts on the basis of the 2020 Equalized Valuations for the 2019-2020 Average Daily Membership as follows:

District	2020 Equalized Valuation	Valuation Percent	2019-2020 Pupil A.D.M.	Pupil Percent	Average of Equal Val & A.D.M.	District Share
Ashland	\$303,422,430	7.920%	163.32	14.167%	11.044%	\$135,967
Inter-Lakes	\$3,527,696,495	92.080%	989.46	85.833%	88.956%	\$1,095,206
TOTAL	\$3,831,118,925	100.000%	1,152.78	100.000%	100.000%	\$1,231,173

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

The Superintendent's salary for the 2022-2023 school year is estimated at \$ 133,311.00. The School Administrative Unit #2's share is \$ 133,311.00 of which \$ 14,722.87 is Ashland's share and \$ 118,588.13 is Inter-Lakes' share.

The Assistant Superintendent's salary for the 2022-2023 school year is estimated at \$ 131,735.00. The School Administrative Unit #2's share is \$ 131,735.00, of which \$ 14,548.81 is Ashland's share and \$ 117,186.19 is Inter-Lakes' share.

INTER-LAKES SCHOOL DISTRICT VOTING RESULTS
Center Harbor, Meredith, Sandwich
March 2022

Moderator (One-Year Term)

	<u>Center Harbor</u>	<u>Meredith</u>	<u>Sandwich</u>	<u>Total</u>
Patrick M. Kelly	147	745	332	1224

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

	<u>Center Harbor</u>	<u>Meredith</u>	<u>Sandwich</u>	<u>Total</u>
Charles G. Hanson	134	471	302	907
Jamie A. Moore	28	225	47	300

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

	<u>Center Harbor</u>	<u>Meredith</u>	<u>Sandwich</u>	<u>Total</u>
Mark B. Billings	58	386	271	715
Kirsten E. Williams	46	208	24	278
Mark D. Anderson	49	215	48	312

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

	<u>Center Harbor</u>	<u>Meredith</u>	<u>Sandwich</u>	<u>Total</u>
Duncan E. Porter-Zuckerman	114	486	332	932
Andi Martin	0	141	44	185

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

	<u>Center Harbor</u>	<u>Meredith</u>	<u>Sandwich</u>	<u>Total</u>
Howard N. Cunningham	63	317	308	688
Rachel A. Xavier	94	444	55	593
Stacy L. Bivolcic	3	40	6	49

Respectfully Submitted,

Kerri A. Parker
School District Clerk

Superintendent's Report 2021-2022

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

As a school community, our goal is to provide students with engaging and rigorous learning experiences that foster enduring knowledge and create a life-long passion for learning. One recognizes that these are not merely just words in Inter-Lakes, but clearly the reality as evidence of such learning is found easily and consistently throughout our School District. As you read through each principal's report, this evidence will be brought to life with the countless examples they cite. Additionally, you will see what makes Inter-Lakes, Inter-Lakes - the people. Our students, families, communities, and staff create outstanding opportunities for each individual student to learn and develop.

Prior to the pandemic and much more since, anxiety and depression levels for our students have increased, including a marked increase in suicidal ideation. This has a direct impact on one's safety, health, and ability to access learning. Our previous effort to increase from 1.0 FTE to 2.0 FTE School Psychologists (the increase funded through federal grant funds) has provided greater access for mental health support in our schools. Even with this increase, it was clear that more help was needed. To this end, the 2022/2023 budget provided for an increase of 0.5 FTE in Guidance which allowed for additional support; however, this is only touching the surface of support. What our students need is access to ongoing licensed mental health care. Traditionally, such care is provided outside of the school day; however, community providers have long waiting lists as well as a serious shortage of staff. Through the ingenuity, tenacity, and organization of Mrs. Holly Vieten, Inter-Lakes School District Guidance Director, and Mrs. Elaine Dodge, SAU #2 Director of Student Services, coupled with the learner-centered decision for financial support from the Inter-Lakes School Board, a partnership with Growing Roots was born. This partnership provides access for up to twenty-five (25) students to licensed mental health care providers during the school day. Half of the available sessions are funded through School District funds and the other half are funded through students' health insurance. Participants' social/emotional wellness is supported, which helps to support their readiness to learn.

Over the past several years, the Inter-Lakes School District has expanded existing programming and developed new opportunities for learners who need significant levels of service. At the elementary level, access to preschool has been increased and the Personal and Academic Life Skills Program (PALS) has been developed. At the middle/high school levels, access to the Life Skills Program has been increased and the Laker Learner Lab has been developed. This evolution of programming allows us to build stronger systems of support for our learners. The many hands and hearts of all of our staff - classroom and special education teachers, related service providers, paraeducators, and administrators - is what makes the difference for our students. Mrs. Elaine Dodge, Director of Students Services SAU #2, has been instrumental in leading this work. After thirty-nine (39) years as a special educator, five (5) of which have been in her current role for SAU #2, Mrs. Dodge will be retiring at the end of this school year. Mrs. Dodge will leave a legacy of learning that will continue to pay dividends long into the future.

The challenge we continue to face as a School District is that our pre-kindergarten to twelfth grade enrollment has declined from 1,340 students in the 2000 - 2001 school year to 929 students today. Ultimately, this decline in enrollment increases the per pupil cost to continue meeting the goal of providing students with “*outstanding educational opportunities and resources*”. Therefore, with a keen eye for continuing to ensure high quality learning experiences for ALL our students, but also an attentive eye towards balancing the financial impact on our communities, we continue to look for ways we can adapt as a School District that have cost savings, while not sacrificing the learning experiences for today’s and tomorrow’s students. The proposed 2023/2024 school year budget reduces teaching staff by 2.4 Full Time Teaching Equivalents (FTEs); these proposed reductions are through two (2) retirements and one (1) resignation - this will reduce one classroom at Inter-Lakes Elementary School; support three (3) Kindergarten classrooms versus four (4) Kindergarten classroom at Inter-Lakes Elementary School (unless there is a significant change in the trend of incoming Kindergarten students); and shift at Inter-Lakes Middle/High School the Family and Consumer Science courses to the World Language Department.

An updated and well-maintained facility is essential to providing a quality learning environment. The 2022/2023 Operating Budget included funding for site improvements which addressed accessibility needs for the Inter-Lakes Elementary School playground. The Inter-Lakes School District’s Capital Improvement and Maintenance Plan is an important guide for balancing and supporting ongoing efforts to maintain and improve our infrastructure. In addition, the Facilities Expendable Trust provides for long-range financial planning for future planned projects, such as the Turf Field and Track renovations that occurred throughout summer 2022. The Facilities Expendable Trust also provides “insurance” for the unexpected events that may occur with our well-seasoned facilities. The proposed 2023/2024 budget includes \$648,000 of capital improvement and maintenance projects. Presently, inflation is at a high rate and in response to this \$381,000 of projects have been deferred from the 2023/2024 budget to reduce the impact on the overall budget. As the School District works to refresh the Facilities Expendable Trust (presently at \$184,000), locker room designs are being developed and discussions for future restroom renovations are underway.

Another fine example of community investment in the facilities is the Honeywell lease, which will be entering year seven (7) of the thirteen (13) year of Phase II and refinance of Phase I, lease amendment payment six (6) of twelve (12). It is important for the community to remember that building aide of approximately \$100,000 which offset the previously approved Honeywell lease expense ceased in June 2022; which reduced revenues used to offset the local assessment.

Safety upgrades to our physical structures and procedures are ongoing at each school. In summer 2022, Inter-Lakes Elementary School, Sandwich Central School, Inter-Lakes Middle School, and Inter-Lakes High School each applied for \$100,000 through the State of New Hampshire Security Action for Education (SAFE) grant program. Late fall 2022, the School District was notified that each school was approved for \$100,000; this totals \$400,000 for the School District. As a result, the next iteration of security improvements will take place late spring 2023/early summer 2023.

The American Rescue Plan (ARP) - Elementary and Secondary School Emergency Relief Funds III (ESSER III) has provided funding in the amount of \$1,847,069 and an additional opportunity for upgrades to our physical plants. Specifically, \$748,000 is planned for ventilation upgrades. Effective and quality ventilation is an essential mitigation strategy in the containment and prevention of illness. Additional uses of these funds include for the 2021/2022 school year:

Inter-Lakes Elementary School Class Size Reduction Teachers (4.0 FTE) in the amount of \$333,311, ILES Special Education Teacher (1.0 FTE) in the amount of \$136,246, ILES Behavioral Support in the amount of \$22,000; Sandwich Central School Part-Time Nurse (0.5 FTE) in the amount of \$37,444 and Part-Time Guidance Counselor (0.333 FTE) in the amount of \$26,403; Inter-Lakes Middle/High School Mathematics Teacher (1.0 FTE) in the amount of \$57,124; and at the School District level financial support for out-of-district placement costs in the amount of \$112,730. During the 2022/2023 school year, ESSER III funds were used to support Inter-Lakes Middle/High School and Inter-Lakes Elementary School Mathematics Teacher (1.0 FTE) in the amount of \$105,798 and Inter-Lakes Middle/High School Literacy Support Teacher (0.333 FTE) in the amount of \$26,931. Planned for the 2023/2024 school year is an Elementary Class Size Reduction Teacher for Sandwich Central School anticipated at \$100,000. Administrative costs for ESSER III total approximately \$87,956. The remaining \$53,126 is not specifically allocated at this time.

Other federal level funds have been provided through the approval of the Coronavirus Response and Relief Supplemental Appropriations (CRRSA) Act - Elementary and Secondary School Emergency Relief Funds II (ESSER II). During the 2021/2022 school year, funds supported paraeducator retention and recruitment stipends in the amount of \$194,385; elementary level virtual pathways programming in the amount of \$143,302; Grade 8 Mathematics/Science Teacher in the amount of \$60,698; increased high school level Art sections in the amount of \$37,203; district-wide technology support staff in the amount of \$55,211; SAU administrative support in the amount of \$16,682; the purchase of Chromebooks in the amount of \$9,950; the purchase of Hydroxyl Blasters in the amount of \$21,600; and air quality upgrades at Inter-Lakes Elementary School in the amount of \$59,418. Ongoing from 2021/2022 are licensing for software applications in the amount of \$60,000 and cleaning/balancing of HVAC systems in the amount of \$75,932. Administrative costs for this grant are \$45,775. The remaining \$41,472 is not specifically allocated at this time.

As a School District, we extend our deep and sincere gratitude to Diane Decker-Booty, Sandwich Central School Paraeducator (32 years), Sheri MacMillan, Inter-Lakes Elementary School Art Teacher (15 years), Melissa Manville, Inter-Lakes Middle/High School Grade 7 English Language Arts Teacher (32 years), Ariane Shuffleton, Inter-Lakes Elementary School Reading Interventionist (33 years), and John Swift, Inter-Lakes Elementary School Physical Education Teacher (26 years), as they prepare to retire at the end of the school year. These dedicated educators have collectively provided one hundred thirty-eight (138) years of service to the Inter-Lakes School District. Mrs. Decker-Booty, Mrs. MacMillan, Mrs. Manville, Mrs. Shuffleton, and Mr. Swift will be deeply missed. Their extensive contributions have left a lasting positive impact on our entire school community, which will serve generations to come.

Inter-Lakes is so fortunate to have outstanding community partnerships and support. Examples of these partnerships are the Career Partnership with the Greater Meredith Program, Meredith Altrusa Volunteers, the Meredith Rotary Club International Exchange Program and Interact Club, Meredith Community Center, and Town of Sandwich Parks & Recreation. During the 2021/2022 school year the Inter-Lakes School District was the generous recipient of \$31,031 in community donations for our schools. Additional evidence of the extensive community generosity and giving are scholarships for our graduating seniors, which amounted to over \$86,000 for the Class of 2021.

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, hanging banners and flags, or directing traffic. Words are not available to properly express our level of gratitude.

Our students, staff and all three communities are fortunate to have a dedicated and learner-centered School Board. Serving the Inter-Lakes community are -- Ms. Lisa Merrill, Chair, Mr. Mark Billings, Vice-Chair, Mr. Charley Hanson, Secretary, Mr. Craig Baker, Mr. Howard Cunningham, Mr. Duncan Porter-Zuckerman, and Mrs. Nancy Starmer. Joining the elected members of the School Board for over twenty plus (20+) years has been a Student Representative to the Board. Since August 2022, Paolo Cao, Inter-Lakes Middle/High School Senior, has represented the students of the Inter-Lakes School District. A Student Representative on the School Board is just one of many examples of how our educational system fosters current and future civic responsibility and commitment to one's community.

The Inter-Lakes School District has had the great fortune to benefit from exemplars of community service on the Inter-Lakes School Board. One of these individuals is certainly Mr. Howard Cunningham, whose service to the Inter-Lakes School District began in 1968. In addition to working as a Guidance Counselor and Special Education Director, Mr. Cunningham has spent close to twenty (20) years serving as a member of the Inter-Lakes School Board. In August 2021, after a short hiatus from the School Board, Mr. Cunningham was appointed to the School Board to complete a vacated term. Then, in March 2022, Mr. Cunningham ran for and was successfully elected to the At-Large Seat on the School Board for the remaining one (1) year of this term. Mr. Cunningham's outstanding knowledge, thoughtful approach and courage to make difficult decisions has contributed to the positive and productive work of the School Board. There are truly no words that can adequately express the gratitude due to Mr. Cunningham for his exceptional service, commitment to the community and unwavering sense of civic responsibility.

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 2022-23

The 2022-23 school year has been a whirlwind! This year has brought about some wonderful new opportunities to unite our school communities as we strive to provide an environment that is inclusive and safe for all. Last year, we formed the Student Identification & Resolution of Issues Together (SPIRIT) Council. We formed this group with the help of the Department of Justice to address some concerns within our school community. This group has sponsored guest speakers and has also hosted activities within the school to help increase student awareness about issues related to race, hate speech, and discrimination. We look forward to this group's continued efforts.



Inter-Lakes Middle/High School hosted the New England Association of Schools and Colleges (NEASC) for a Collaborative Conference Visit on December 5th and 6th. NEASC is an organization that promotes high quality education through the accreditation process. This process aims to help all schools improve and build upon the great things already in practice. We received many accolades from the visiting committee which included praise for our support of students and families, our incredibly

dedicated teaching staff, as well as our ability to offer a robust program of studies. The visiting team was also impressed with our student body and shared that it is clear that our students feel challenged, safe, and valued. We are awaiting our official report from NEASC so that we can create a plan for continued growth.

Classroom teachers currently engage in two Collaborative Planning Blocks each month. Teachers and administrators worked together in September, October, and November to prepare information for our NEASC report. This time afforded every staff member a voice in the process and report. In later months, teachers and administrators worked through assessment protocols including assessment validation, rubric quality review, student work calibration, and a data analysis. Currently classroom teachers are working through the launch of the IL-Antioch Personalized Learning Pathway which is an opportunity for our educators to earn graduate credit for completing coursework aligned to our district competency-based instructional learning progression.

The Career Partnership Program (CPP) is a collaborative initiative between the Greater Meredith Programs' (GMP) Economic Development Committee and the Inter-Lakes School District. While the program is housed at ILMHS and primarily serves Laker learners grades 7-12, all three schools within the Inter-Lakes district benefit. Currently one ILHS senior is following through on a year's long internship at Sandwich Central School. A current junior is finishing her

second year with ILMHS's athletic trainer, and another 8th grader is working with kindergarten learners one day per week.

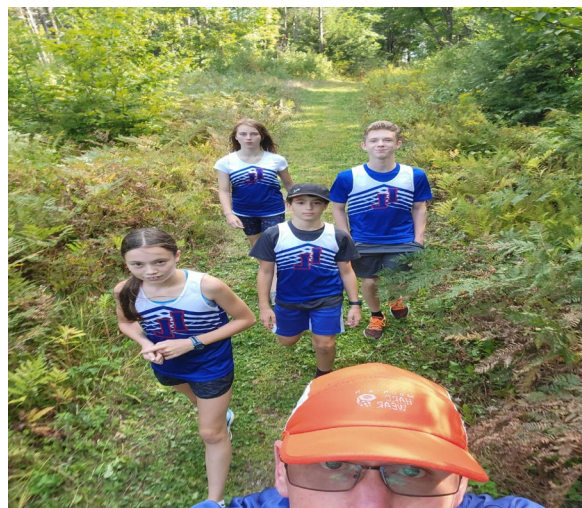
So far in the 2022-2023 academic year, CPP students have logged more than 200 combined internship hours with three interns and six job shadows, as well as students actively participating in community outreach programs as volunteers such as attending the GMP annual meeting and working with GMP volunteers on public space cleanup on a seasonal, as needed, basis. This year, as a way to reach more students, Career Partnerships has welcomed five guest speakers as part of the CPP Professional Guest Speaker Series with three more visitors scheduled to join our high school classrooms between March and April, 2023.

CPP was excited to collaborate with ILMH'S STEAM department in September of 2022 to attend the NH Construction Career Days field trip. Additionally, CPP has potentially two more scheduled field trips in the spring of 2023--one to the NH Forestry Career Day in May at Bear Brook State Park, and (if attendance is great enough) a field trip to the NH Aerospace Career Day at the NH Technical Institute, also in May. Students have also had the chance to meet virtually with an athletic instructor from Harvard University, have taken tours of several area nursing facilities, and also connected with entrepreneurs and business owners in the Lakes Region. The 2023 job fair is scheduled for May 11, 2023. Last year CPP welcomed over 30 area businesses. CPP joined the ILMHS open house in September as well as the Club Fair in October.

Proudly, the Career Partnership Program was given a special recognition award by the Meredith Area Chamber of Commerce for the program's outreach and ability to connect Meredith's learners with professionals throughout the Lakes Region and beyond.



Inter-Lakes is one of seven school districts participating in the regional Huot Technical Center located in the Laconia School District. Currently, Inter-Lakes sends 35 students to the Huot. The center provides career-based and technical programs for high school students. The programs include: Automotive, Bio-Technology, Building Construction, Business Management, Culinary, Digital Media Arts, Engineering, Emergency Services, Health Science, Law Enforcement, Plumbing, and Teacher Preparation. The majority of programs are aimed at juniors and seniors and provide an opportunity for students to attend for up to two years. Many programs offer dual high school and college credit as well as certifications in a variety of areas. Examples of certifications include, but are not limited to the following: Culinary students earn a ServSafe Food Handler Certificate, Building Construction students earn an OSHA-10 certificate, Health Science students become certified in First Aid and CPR, and Health Science Year 2 students can earn their Licensed Nurse Assistant (LNA) certificate. This year we have added an additional bus to take students to the Huot Technical Center three times each day to better meet our students' needs. The Winnisquam Agricultural Center is the regional center for two programs: Natural Resources and Plant & Animal Science. Students learn about the natural world around them and participate in activities such as maple syrup production, logging, greenhouse planting, animal care, and farming.



The Lakerbots are four weeks into the “build season” for this year’s game Charged Up! The challenge includes placing traffic cones and cubes on a “grid” to energize a charging platform. The team has put in over 1,000 hours so far with eighteen of the twenty-five team members (already with 40+ hours individually.) The team has designed a robot that has an elevator on a tilting arm with a claw at the end. Most of the manufacturing has been completed, and a base framework of code has been written. The team is now working on final assembly and automating the maneuvers the robot will make with and without human interaction. The business and outreach team is working diligently on the T-shirt design which includes logos from our sponsors from the tremendous fundraising effort this past fall. The team will compete in Rhode Island on March 11-12th and at UNH on March 25-26th with hopes of qualifying for New England District championships. The public is invited to attend the UNH Event as the Lakerbots would love to see a blue wave at the Whittemore Center in support of the team.

We are looking forward to the upcoming warmer weather, Spring athletics, our Spring Theater and Music productions, and continued academic and social opportunities for our students.



Respectfully Submitted,

Amanda Downing, DA
Inter-Lakes Middle/High School Principal

Inter-Lakes Elementary School

Principal's Report

2022-23

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. Our dedicated educators work tirelessly to address the academic, behavioral, and social-emotional needs of all learners. As our community continues to constantly change, our learners 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's Personal Competencies will best prepare learners for that future. Academic competencies drive our curriculum, instructional practices, and define our expectations for all learners. These competencies have been prioritized and mastery of skills and concepts is a major focus. While the competencies guide our instruction, they also allow for flexibility to meet the needs of learners at their current instructional levels.

Accelerate Literacy Growth Model: Inter-Lakes Elementary School continues to put major emphasis on literacy and restructuring our Response to Intervention (RTI) to accelerate student growth in reading and writing. Our staff continues to implement flexible literacy groups within a model that provides students opportunities to work with our educators to accelerate their growth as readers and writers.

What is flexible grouping?

Flexible grouping is a term that describes a variety of ways to group students for the purpose of delivering specific instruction to maximize growth for individual learners. Our entire team of interventionists, (classroom teachers, special education teachers, reading specialists, assistants, small group interventionists, paraeducators, and volunteers) are collaborating to implement flexible grouping as part of our overall literacy instruction. These groups are fluid and will flexibly change as students make literacy growth, so we can continue to educate them where they are along the learning continuum.



How are flexible groups determined?

We utilize our existing school-wide literacy assessments to gather up-to-date information on the progress students have made to form our groups. The information is reviewed by each grade level team to organize students in the appropriate group. Students are grouped according to common instructional goals.

What does it look like?

Flexible grouping includes all students. There are whole group and small group learning center components to lessons that are scheduled throughout each day. Students transition to their small groups to work with a teacher, special educator, or staff member on targeted literacy skills. Instructional groups may or may not take place in a student's assigned homeroom class based on spacing needs and instructional goals.

How is progress monitored?

Each teacher monitors the progress of individual students during their daily center-based activities. Students are reassessed at the end of the flexible group intervention time period aligned with our trimester reporting, and may be re-grouped accordingly. Even if your child works with a different teacher during centers, the information about his or her progress will be shared.

Wonders Reading Program: Inter-Lakes Elementary School implements the Wonders Literacy Program. This program uses Academic Competency Documents (ACDs), complex fiction and nonfiction texts, and writing resources to help to develop English/Language Arts skills. This resource provides a systematic scope and sequence for reading and writing. Along with the implementation of Wonders, Carrie and Micah Thurston continue to provide their expertise in the area of reading through restructured Response to Intervention (RtI). The goal of the work is to improve the RtI process, align literacy instruction in classrooms to evidence-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. 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 development for teachers and staff based on these trends



Everyday Mathematics Program: Inter-Lakes Elementary School implements the Everyday Mathematics Program. Everyday Mathematics is a research-based and field-tested curriculum that focuses on developing children's understanding and skills in ways that produce life-long mathematical power. The Everyday Mathematics curriculum emphasizes:

- Use of concrete, real-life examples that are meaningful and memorable as an introduction to key mathematical concepts.
- Repeated exposures to mathematical concepts and skills to develop children's ability to recall knowledge from long-term memory.
- Frequent practice of basic computation skills to build mastery of procedures and quick recall of facts, often through games and verbal exercises.
- Use of multiple methods and problem-solving strategies to foster true proficiency and accommodate different learning styles.

Each grade of the Everyday Mathematics curriculum is carefully designed to build and expand a student's mathematical proficiency and understanding. Our goal: to build powerful mathematical thinkers.



Prescott Farm Environmental Education: Inter-Lakes Elementary School teachers and learners continue to work with Miss Mary, 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 like composting.



Restorative Practice: Restorative Practices is a system of formal and informal processes that build and sustain a culture of kindness, respect, responsibility and justice. This is achieved through emphasizing the importance of trusting relationships as central to building community and repairing relationships when harm has occurred. The fundamental premise of restorative practices is that people are happier, more cooperative and productive, and more likely to make positive changes when those in positions of authority do things with them, rather than to them or for them. Restorative practices cultivate a culture in which everyone feels like they belong. They build a particular sense of community in which every student, teacher, parent volunteer,



and para-educator feels that they are seen, heard, and respected. Restorative practices promote inclusiveness, relationship-building and problem solving, through such restorative methods as circles for teaching and conflict resolution to conferences that bring learners together to address wrongdoing. Instead of punishment, students are encouraged to reflect on and take responsibility for their actions and come up with plans to repair harm.

Community: We want to say thank you to our greater Blue Wave community. Being able to have community back in the halls and rooms of I-LES for a variety of events has been amazing this year. Our first Open House in three years showcased students' work and classrooms, but more importantly strengthened relationships and put names with faces. For the second straight year the Halloween parade was highly attended with rows of family and friends circling the bus loop around the school. I couldn't be more proud of our Student Leadership group and their advisors for a meaningful and moving Veteran's Day assembly, highlighted by our very own veteran, Joanna Piasecki. The winter band and chorus concert featured an incredible amount of talent from our learners. What started as seating for close to 1,000 people, turned into standing room only as students played instruments, sang, and even performed original selections that they wrote. ILES was also fortunate enough to pair up with business from the Lakes Region for their Winter Carnival Day as part of their January Kindness month. Students got to go skiing and tubing at Gunstock Mountain in Gilford, ice skating at Merrill Fay Arena in Laconia, and participate in gymnastics at Top Gun Gymnastics in Holderness.





Retirees: This year Inter-Lakes Elementary School has three retirements. We will greatly miss reading interventionist, Ariane Shuffleton, physical education teacher, J.P. Swift, and art teacher, Sheri MacMillan. We thank them for their years of service and dedication to the learners of the Inter-Lakes School District.

Respectfully submitted,
Michael Bryant,
ILES Principal



Sandwich Central School

Principal's Report

2022-2023

Sandwich Central School (SCS) began the 2022-2023 school year with renewed excitement and optimism for the year ahead. All students enrolled *in person* and, at the time of this report, SCS had seventy-four (74) students in grades kindergarten through sixth grade. With pandemic guidelines behind us, we returned to our familiar, multiage model. Kindergarten (5) and first grade (11) made up our Primary Multiage classroom, while second grade (17) and third grade (10) filled out our two Middle Multiage classrooms. At the opposite end of the building, fourth grade (14) and fifth grade (8) came together to create Upper Multiage, while Sixth Grade (9) continued as our only stand-alone classroom. While we learned a great deal about our resolve, flexibility, and resilience during the pandemic years, it was a relief to return to more familiar ground and get back to what we do best.

This year we welcomed three new staff members to SCS. Mr. Zach Swanson signed on to teach Physical Education two days per week. Mr. Swanson is an Inter-Lakes alum, and recent graduate of Plymouth State University's Masters in Education program. His warm presence and love of



fitness were immediately felt by the staff and students. Mrs. Wendy Green came out of educator retirement to work as a paraprofessional in Upper Multiage. Her friendly approach to children and learning has allowed us to increasingly group and support children based on their needs. Lastly, we welcomed Dr. Heather Wood as the new reading specialist. Dr. Wood's extensive knowledge and background immediately impacted reading instruction at SCS, and has made her an invaluable member of our instructional team. I

feel very fortunate to have these three professionals working at our small school.

The majority of the SCS staff remained unchanged. Mrs. Jennifer Petitti continued her tenure as the Primary Multiage teacher. Due to the large number of students in Middle Multiage, the class was split between Mrs. Sarah "Sally" Johnston and Mrs. Denise Read. Mr. Stephen Watson stayed at the helm of Upper Multiage and Mr. Justin Chapman rounded things out as the Sixth Grade teacher. Our dedicated group of paraprofessionals included Mrs. Diane Decker Booty, Mrs. Angela Morton, and Mrs. Elisabeth Merchant. Our Specials curriculum was delivered by our talented group of "utility fielders." Dr. Emma Dassori maintained her responsibilities as the Performing Arts and World Cultures teacher, while also running the SCS Library. Mrs. Kim Massaro returned as our art



teacher, but also added Computer Science to her repertoire. Students who chose to learn an instrument received their instruction from Mrs. Kaitie Hart. Mrs. Danielle Ralston started her second year as our Special Education teacher and Mrs. Sandy Spiro returned as our Guidance Counselor. Our related service team was made up of Mrs. Lisa Hibbert (speech pathologist), Mrs. Wendy Chapius (speech), and Mr. Tyler Santucci (Occupational Therapy). Lastly, but just as importantly as ever, our school operations were supported by Mrs. Alex Adriance (front office), Mrs. Anne Brown (substitute), Mr. Edgar “JR” Patten (custodian), and Mrs. Sue Greene (kitchen). Not a day goes by that I don’t value this group of people and the hard work they do each and every day to make SCS a great place to work, learn, and grow.

SCS began the school year with an increased focus on learning recovery in the areas of mathematics, writing, and reading. As a result, classroom teachers adjusted their programming and expectations to meet the learners in front of them and used data from last school year to guide instruction. The Upper Multiage team created a ninety-minute literacy circuit that allowed for specialized instruction and student movement. This team has worked incredibly hard to make this model a reality; we are looking forward to the results. As I mentioned above, Dr. Wood’s work with teachers and students has been critical and has introduced several new resources to our team. Each classroom has been involved in a variety of units that integrate all subject areas. These include, but are not limited to, the butterfly



life cycle, Trout in the Classroom, SCS Allies, macroinvertebrate studies, a Ford’s Theatre National Oratory Fellowship, Harvest Supper and Native American Heritage, energy and electricity, and creative writing. The SCS Library has organized a steady stream of community volunteers who visit classes as guest readers as well as a student library page program. It is also worth mentioning that SCS partnered with The Samuel H. Wentworth Library to promote reading in and out of the classroom. Our Sandwich Fair display, *SCS Love Literacy*, was a fan favorite.

In addition to the hard work in the classrooms, SCS students benefited from the support of outside organizations and extra-curricular activities. The year began with an overnight field experience at neighboring Camp Hale. Students in Upper Multiage enjoyed two full days and one night at the pristine facility located on the shore of Squam Lake. This was made possible by a collaboration with the Squam Lakes Conservation Society, The Squam Lakes Science Center, AmeriCorps, and Camp Hale. Upper Elementary students continued their longitudinal study of macroinvertebrates in the Cold River alongside Green Mountain Conservation, while Trout Unlimited supported our Trout in the Classroom



project. Sandwich Parks and Recreation continued their programming by offering students opportunities to play soccer, basketball, and to ski. Students also had an opportunity to join Student Council, Girls on the Run, Chorus, Lego Robotics, Math-a-letes, and after-school tutoring, all of which were run by SCS staff members. Lastly, the Association for School and Community (ASC) reorganized and reinvigorated itself with the continued goal of supporting Sandwich Central School students and staff.

Not a day goes by that I am not grateful for the opportunity to work with the children, staff and families of Sandwich Central School. The community commitment to whole child development and support of the school is palpable, and is something that I place tremendous value on. While the challenges of recent years are becoming memories, there are new hurdles and opportunities ahead. I look forward to these, and am confident that Sandwich Central School and the Inter-Lakes School District will meet them with enthusiasm, dedication and hard work.

It is with gratitude and respect that I thank the Inter-Lakes School Board and administration for their continued support and appreciation of the SCS students and their learning.

Respectfully submitted,
Jeremy Hillger
SCS Principal

2022-2023 Inter-Lakes Salary Schedule

Step	BA	BA+15	MA	MA+15	MA+30	MA+45
1	43,835	46,679	49,524	50,945	52,488	54,180
2	46,679	49,524	52,369	53,789	55,332	57,024
3	49,524	52,369	55,214	56,634	58,177	59,869
4	52,369	55,214	58,059	59,479	61,022	62,714
5	55,214	58,059	60,904	62,324	63,867	65,559
6	58,059	60,904	63,749	65,169	66,712	68,404
7	60,904	63,749	66,593	68,014	69,557	71,249
8	63,749	66,593	69,438	70,859	72,402	74,094
9	66,593	69,438	72,283	73,703	75,246	76,938
10	69,438	72,283	75,128	76,548	78,091	79,783

Off Step = \$1,250.

Important Notes Regarding the Salary Schedule:

1. Off step adjustments 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 2022 - 2023 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
Heather Bullimore, M.A.	Executive Administrative Assistant	University of Chichester
Kristin Currier, B.S.	Accounting Specialist	University of New Hampshire
Elaine Dodge, M.Ed.	Director of Student Services	University of New Hampshire
Ashley L. Dolloff, M.B.A.	Human Resources Director	Plymouth State University
Eric LaPierre, B.S.	Accounting Specialist	University of New Hampshire
Christine Taggett, A.S.	Federal Funds Specialist	New Hampshire Technical College
Laura Van Sant	Administrative Assistant	

Sandwich Central School - Grades K - 6

<u>Name</u>	<u>Position</u>	<u>Educational Information</u>
Jeremy H. Hillger, M.Ed.	Principal	Southern NH University
Alexandra J. Adriance	Secretary	
Justin Chapman, M.Ed.	Grade 6 Teacher	UNH/Cornell
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
Wendy Green, M.Ed.	Special Education Paraeducator	University of New Hampshire
Kaitlin Hart, B.M.	Instrumental Music Teacher	Keene State College
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
Elisabeth Merchant	Special Education Paraeducator	
Angela Morton, B.S.	Special Education Paraeducator	Montana State University
Edgar Patten	Lead Custodian	
Jennifer L. Petitti, B.A.	Primary Multi-Age (K-1) Teacher	Gwynedd Mercy College
Danielle Ralston, M.A.T.	Special Education/Intervention Teacher	Towson University
Denise Read, M.Ed.	Primary/Middle Multi-Age (K-3) Teacher	Plymouth State University
Sandra Spiro, M.Ed.	Guidance Counselor	Plymouth State University
Stephen D. Watson, M.Ed.	Upper Multi-Age (4/5) Teacher	Antioch University
Zachary Swanson, B.S.	Physical Education Teacher	Plymouth State University

Inter-Lakes Personnel 2022 - 2023 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
Norman Anderson	Lead Custodian	
Kim B. Bannon, B.S.	Grade 1 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
Janice Borsh, M.Ed.	Special Education Teacher	State University of New York
Cynthia A. Boucher	Special Education Paraeducator	
Susan Bousquet, M.Ed.	Special Education Teacher	Antioch University
Jane Brogan, M.S.	Special Education Paraeducator	Springfield College
Kelly Bunnell, M.A.	Kindergarten Teacher	Antioch of New England
Janet Burbank	Special Education Paraeducator	
Tracey Burhoe, M.Ed.	Special Education Teacher	Plymouth State University
Timothy Calandra	Custodian	
Elaine K. Campbell, B.S.	Special Education Paraeducator	University of Maine
Maria Capone, M.Ed.	Special Education Teacher	Cambridge College
Craig Carpenter, B.S.	Special Education Teacher	Plymouth State University
Gaudencio Carranza	Custodian	
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 Corliss	Special Education Paraeducator	
John Cormier, B.S.	Grade 3 Teacher	Salem State College
ValerieAnn Correia, B.S.	Special Education Paraeducator	Southeast Missouri State University
Hailey Crowley, B.S.	Special Education Paraeducator	Plymouth State University
Laurie Damon, M.Ed.	Grade 4 Teacher	New England College
Jennifer Davis	Receptionist	
Kathleen DeCamp, Ed.D.	Technology Integration Teacher	Plymouth State University
Kathleen DeTolla, M.S.	Intervention Teacher	Adelphi University
Stacey L. Dickinson, A.S.	Library Media Assistant	NH Community Technical College
Christina Dionne	Special Education Paraeducator	
Heather Donahue	Special Education Paraeducator	
Virginia M. Donaldson, M.Ed.	Grade 3 Teacher	Antioch of New England
Melissa Douglas	Special Education Paraeducator	
Brendan Dowd, B.S.	Music Teacher	Plymouth State University
Rebecca Dowd, M.S.	Kindergarten Teacher	University of New Hampshire

Inter-Lakes Personnel 2022 - 2023 School Year

<u>Name</u>	<u>Position</u>	<u>Educational Information</u>
Reina Duncan	Special Education Paraeducator	
Kathryn Earl, M.Ed.	Grade 1 Teacher	Antioch University New England
Joanna Emidy, B.S.	Paraeducator	University of Phoenix
Beth Evans, M.Ed.	Title I Paraeducator	Notre Dame College
Shannon Folan, B.S.	Grade 5 Teacher	Plymouth State University
Erin Geib, M.Ed.	Kindergarten Teacher	Plymouth State University
Daniel Gilbert, M.Ed.	Special Education Teacher	Plymouth State University
Paige Halsey	Special Education Paraeducator	
Kaitlin Hart, B.M.	Instrumental Music Teacher	Keene State College
Megan E. Hayman, M.Ed.	Grade 6 Teacher	Antioch of New England
Kelly Hazelton, B.S.	Special Education Paraeducator	Plymouth State University
Margaret A. Healey, M.Ed.	Grade 6 Teacher	Antioch of New England
Caitlin Henchey, M.Ed.	Pre-School/Special Education Teacher	University of New Hampshire
Heather R. Hoag, M.Ed.	Grade 1 Teacher	Southern NH University
Amanda Housden	Special Education Paraeducator	
Hailey LaBelle	Special Education Paraeducator	
Austin Learned	Special Education Paraeducator	
Lindsay Learned	Special Education Paraeducator	
Sheryl A. MacMillan, B.A.	Art Teacher	Regis College
Elizabeth Madigan	Special Education Paraeducator	
Carolyn Mallahan, M.Ed.	Reading Specialist	Northeastern University
Angela Marsh, M.Ed.	Grade 5 Teacher	University of St. Joseph
Malinda Mason	Special Education Paraeducator	
Scott McCann, B.S.	Grade 4 Teacher	Keene State College
Katherine McCarthy, A.A.	Special Education Paraeducator	Green Mountain College
Teresa McCormack, R.N., M.Ed.	School Nurse	Cambridge College
Dawne M. McNutt, B.S.	Grade 3 Teacher	Plymouth State College
Sara Miller, B.S.	Special Education Paraeducator	Norwich University
Jamie Moore	Special Education Paraeducator	
Melisa Moore, B.A.	Special Education Paraeducator	Boston College
Michael Moore, B.A.	Grade 6 Teacher	Plymouth State University
Amy Moran, B.S.	Paraeducator	New Mexico State University
Meredith Moriarty, M.Ed.	Special Education Teacher	Simmons College
Ashley Morton	Special Education Paraeducator	
Justin Nichols	Custodian	
Kathy Nichols	Lead Custodian	
Maryann Ogden	Special Education Paraeducator	
Patricia Parsons, M.Ed.	Grade 5 Teacher	Plymouth State University

Inter-Lakes Personnel 2022 - 2023 School Year

<u>Name</u>	<u>Position</u>	<u>Educational Information</u>
Daniel Reidy, M.S.T.	Grade 5 Teacher	Pace University
Carolyn E. Rideout, A.S.	Special Education Paraeducator	New Hampshire Technical College
Jennifer Salamanca, M.Ed.	Grade 2 Teacher	Plymouth State University
Leona M. Schultz, B.A.	Title I Paraeducator	Castleton State
Amy Sheldon, M.Ed.	Grade 5 Teacher	Plymouth State University
Ariane A. Shuffleton, M.Ed.	Intervention Teacher	University of New Hampshire
Ashley Shuffleton, M.Ed.	Guidance Counselor	Plymouth State University
Rebecca Siek, B.S.	Administrative Assistant in Support of Students	Plymouth State University
Jennifer Smith, M.A.	Grade 4 Teacher	University of Connecticut
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
Erin L. Towle, M.Ed.	Grade 2 Teacher	New England College
Brook Townsend, B.S.	Special Education Paraeducator	Plymouth State University
Sonja Trainham	Special Education Paraeducator	
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>
Amanda Downing, D.A.	Principal	Franklin Pierce University
Charles Femia, M.A.	Dean of Students & Operations	Montclair State University
Heather Anderson, B.S.	Special Education Paraeducator	Castleton State College
Roy D. Arceno	Lead Custodian	
James Ballou, B.S.	Special Education Paraeducator	Southern Connecticut State University
Rachel Bartlett, M.Ed.	Grade 7 Science Teacher	University of Southern Maine
Mary-Margaret Bedford, M.Ed.	World Language Teacher	Antioch University New England
Patricia A. Bogert	Library Media Assistant	
Angela Bouley	Custodian	
James Bullitt, B.S.	Special Education Paraeducator	Plymouth State University
Meagan Campbell, M.Ed.	English Teacher	Plymouth State University
Lora Carney, M.Ed.	Mathematics Teacher	Plymouth State College

Inter-Lakes Personnel 2022 - 2023 School Year

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

<u>Name</u>	<u>Position</u>	<u>Educational Information</u>
Brigitte B. Carpenter	Special Education Paraeducator	
Ashley Clark	Health Room Assistant	
Jaclyn Clark, M.Ed.	Special Education Teacher	Plymouth State University
Nicholas Connell, M.Ed.	Guidance Counselor	Plymouth State University
Katherine Criscione, B.A.	Art Teacher	Lewis and Clark College
Michelle Custance, M.Ed.	Special Education Teacher	Plymouth State University
Ginger Darling, M.Ed.	Mathematics Teacher	Wilmington University
Mary DeMasi, B.A.	Special Education Paraeducator	University of Rhode Island
Haley Dennis, B.S.	Physical Education / Health Teacher	Plymouth State University
Lindsey DeRoche	Custodian	
Joseph Derrick, M.Ed.	STE(A)M Teacher	Plymouth State University
Chelsea Divers, M.Ed.	Biology/Chemistry Teacher	Plymouth State University
Lori L. Donahue, M.Ed.	English Teacher	Plymouth State University
Kaitlyn Dubois	Special Education Paraeducator	
Emily Eynon, M.A.T.	Music Teacher	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
Betsy Gath	Administrative Assistant	
Daizha Gatherum, M.Ed.	World Language Teacher	Antioch University New England
Kimberly Gillies, A.S.	Special Education Paraeducator	Greenfield Community College
Christopher Gonzalez, B.S.	Special Education Paraeducator	Plymouth State University
Megan Graustein	Paraeducator	
Stephanie Guerin	Special Education Paraeducator	
Linda Haskins	Special Education Paraeducator	
Timothy E. Hayman, M.S.	Library Media Specialist	University of New Hampshire
Joshua Hill, B.S.	Special Education Teacher	Plymouth State College
Julia Hird, M.Ed.	Grade 7 Social Studies Teacher	Antioch of New England
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
Thomas Keegan, M.B.A.	Special Education Paraeducator	New Hampshire College
Katalin Kovacs, 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
Christina LaRue, M.Ed.	Social Studies Teacher	John Carroll 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
Natalie Lyons, M.Ed., C.A.G.S.	Special Education Teacher	Fitchburg State College
Melissa J.B. Manville, M.Ed.	Grade 7 Language Arts Teacher	Antioch University New England
Inter-Lakes School District		

Inter-Lakes Personnel 2022 - 2023 School Year

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

<u>Name</u>	<u>Position</u>	<u>Educational Information</u>
Kristine McGurkin, M.A.	Science Teacher	University of Phoenix
Lori McLee-Oakley, B.A.	Special Education Paraeducator	Mercy College
Joshua McLeod, B.S.	Social Studies Teacher	Plymouth State University
Nicholas Mootafian, B.A.	Special Education Paraeducator	Gordon College
Robert Nelson	Custodian	
Leslie Nesbitt	Receptionist	
Mary E. Nyhan, M.Ed.	English Teacher	Plymouth State College
James O'Rourke, B.A.	Technology Support Assistant	St. Anslem College
Melissa Otis, B.A.	Physical Science Teacher	University of New Hampshire
Rebecca Otis, M.Ed.	Grade 8 Mathematics Teacher	Plymouth State University
Sarah Otis, M.Ed.	Mathematics Teacher	Plymouth State University
Nancy C. Page	Special Education Paraeducator	
Jodi L. Pendexter, B.S.N.	School Nurse	Saint Anselm College
Tracey Pratt, B.S.	Special Education Paraeducator	Granite State College
Patrick Quinn, B.F.A.	Industrial Arts/Technology Teacher	Plymouth State University
Clorissa Roode	Special Education Paraeducator	
Larry Schultz, B.A.	Special Education Paraeducator	University of New York
Kimberly Seitzinger, M.A.	Special Education Teacher	University of Massachusetts Amherst
Melanie Siek	Special Education Paraeducator	
Adrienne Smart, B.S.	Academic/Personal Competency Support	Johnson & Wales University
Jonathon Snyder, M.A.	Grade 8 Science Teacher	Plymouth State University
Alex Sobolov, M.Ed.	Physical Education Teacher	Plymouth State University
Whitney Sullivan, M.Ed.	Business Education Teacher	Southern New Hampshire University
Kenneth Taylor, JR	Custodian	
Wendy C. Taylor, M.Ed.	Grade 8 Social Studies Teacher	Antioch University New England
Alicia Tichy, B.S.	Special Education Paraeducator	Plymouth State University
Wesley Turner	Custodian	
Judith Van Velsor	Special Education Paraeducator	
Jillian Vanasse	Special Education Paraeducator	
Steven Wedick, A.S.	STE(A)M Teacher	New Hampshire Vocational-Tech
Alicia A. White, A.S.	Guidance Registrar	Dean College
Katherine Wilson, M.S.	Special Education Teacher	Dowling College
Heather Wood, Ed.D.	Reading and Writhing Specialist	Walden University
Rebecca Zumbach, M.Ed., C.A.G.S.	Mathematics Teacher	Plymouth State University

Inter-Lakes Personnel 2022 - 2023 School Year

District-Wide Personnel

<u>Name</u>	<u>Position</u>	<u>Educational Information</u>
Joel Altavesta	Custodian	
Stuart Benton, A.S.	Maintenance Level II	NH Vocational Institute
Renee Brothers	Special Education Secretary	
Jordan Carney, B.A.	Administrative Assistant	University of CO at Colorado Springs
Patricia Coes, A.S.	Technology Technician	New Hampshire Technical College
Jason Cornelissen	Building Automation Technician	
Karen Cotreau, C.A.G.S.	School Psychologist	Capella University
Brandi Drinkwine, E.D.S.	School Psychologist	Plymouth State University
Sarah Dumais, M.Ed.	Athletic Director	Southern New Hampshire University
Trisha Griffin, M.A.	Speech/Language Pathologist	University of Massachusetts, Amherst
Emily Hebron, B.S.	Occupational Therapist	Boston University
Alice Hervey, M.A.	Speech Language Pathologist	University of Maine
Lisa C.W. Hibbert, M.S.	Speech Language Pathologist	Boston University
Maura King, B.S.	ESOL Teacher	Plymouth State University
Lisa Martin, M.Ed.	School Outreach Counselor	Boston College
Shannon May Najem, M.A.	Speech Language Pathologist	Northwestern University
Linda Otten, M.Ed.	Dean of Learning	Plymouth State University
Mark Parsons, M.Ed.	Director of Technology	Plymouth State University
Erica Pappalardo, M.S. Ed.	Curriculum Coordinator	Saint Joseph's College
Keith True, B.S.	School Resource Officer	Plymouth State College
Tyler Santucci, M.S.	Occupational Therapist	University of New Hampshire
Brian Swanker, B.S.	Director of Facilities	East Stroudsburg University
Holly Vieten, M.S., C.A.G.S.	Guidance Director	Plymouth State University



Inter-Lakes High School Class of 2022



Cecily Marietta & Janney Halperin, Presidents

Gabriel Staples, Vice-President

Alexa Lazazzera, Secretary

Ellie Hornkohl, Treasurer

Riley Towle, Fundraising Chair

Rebeka Nesbitt, Marketing Chair

Austin Keenan, Class Marshall

Katelyn DeTolla, Class Marshall

Mrs. Leslie Nesbitt, Class Advisor

Ms. Kaitlyn Dubois, Class Advisor

Taylor Jean Alibrio
Connor Ashton Benoi
Ethan Preston Bickford
Robert Earl Blackey
Chloe Blondeau
Ryan Bousquet
Choïe Marie Brown
Jenna Elise Cafarella
Gavyn Carll
Owen Patrick Carney
Anna Finneran Carpentiere
Andrew Lucas Carter
Saige Riley Chamberlain
Connor Michael Chrusciel
Caitlyn Jessicalee Clark
Gerrick S. Colbath
Andrew Michael Decker
Benjamin Oliver Dennis
Isabel Dube
Connor Freeman Dubois
Cole John Ducsaï
Olivia Fernandes
Brianna Elise Fitts
Kyleigh Hope Folsom

Erin Leigh Furnee
Jack Nelson Gallagher
Jack Thomas Gintof
Darien Paul David Guild
Janney Halperin
Ashley Hatch
Robert Hatch
Mark Andric Healey
Harrison Hicks
Isaac Robert Hill
Meghan Hodge
Ellie Elizabeth Hornkohl
Jacob Johnson
Meghan M. Kipp
Alexa Caroline Lazazzera
Adian Kenneth LeBlanc
Haven Jade Lopez
Jett Lucas
Cecily Lauren Maier Marietta
Matthew William Marion
Alexander McLeod-Potter
Noah J. McMath
James Minkle
Hadley Morton

Alaina Josephine Nedeau
Rebeka May Nesbitt
Olivia Nichols
Amelia Jane Nudd-Homeyer
Paulina Jadyn Oakley
Caleb Vaillancourt Ogden
Julia L. Pendergast
Maxwell A. Quinn
Sydney Elena Range
Abigail Ritchie
Abigail Sharman
Abigail Marie Smith
Gabriel Thomas Staples
MacKenzie Sullivan
Nicole Evelyn Sullivan
Perry Richard Swanker
Joshua Tolles
Riley Craig Towle
Laurel Victoria Walker
Reagan White
Sydney White
Thomas Hunter White
Cooper Riley Wilmot

Inter-Lakes High School Class of 2022 Awards & Scholarships

<u>Student</u>	<u>Award/Scholarship</u>
Taylor Alibrio	Booster Club Scholarship Diane Kline Memorial Scholarship Jan Adams Memorial Scholarship Meredith Kiwanis Club Scholarship Meredith Rotary Club Scholarship Mr. & Mrs. Smith Scholarship
Connor Benoit	Alan Hahn Memorial Scholarship Clyde Dolley Memorial Scholarship Martin Heffernan Scholarship
Ethan Bickford	Donovan Tree Experts Scholarship Garnet Hill Scholarship Inter-Lakes Alumni Scholarship Wicwas Lake Grange #292 Scholarship
Chloie Brown	Edgar A. Kenney Scholarship Inter-Lakes Education Association Scholarship Marjorie Lee
Owen Carney	Babe Ruth Award Community Garden Club of Meredith Scholarship Inter-Lakes Alumni Scholarship Meredith Lions Club Ken Boucher Memorial Scholarship Mack McNamara Scholarship Meredith Fire Department Auxiliary Scholarship Meredith Kiwanis Club Scholarship Roger H. Wyatt Memorial Trophy? Meredith Rotary Club Scholarship Moultonborough Lions Club Scholarship Sandwich Fair Association Scholarship
Anna Carpentiere	Mr. and Mrs. Smith Scholarship
Connor Chrusciel	Chocorua Lodge #51 Scholarship
Kyleigh Folsom	Lakes RE Bd of RE Lakeside Rebecca Meredith Rotary Club Scholarship Mr. and Mrs. Smith Scholarship Wamesit Engine Companies Scholarship

Student

Erin Furnee

Jack Gintof

Janney Halperin

Ellie Hornkohl

Meghan Kipp

Alexa Lazazzera

Haven Lopez

Jett Lucas

Cecily Marietta

Alaina Nedeau

Award/ScholarshipCenter Harbor Congregational Church
Scholarship
Mr. & Mrs. Smith ScholarshipEM Heath Scholarship
Mr. & Mrs. Smith ScholarshipCenter Harbor Congregational Church
Scholarship
ILM/HS English/History Award
ILM/HS Faculty Award
ILM/HS Math Award
ILM/HS History Award
ILM/HS Student Council Scholarship
Mr. & Mrs. Smith ScholarshipMoultonborough Lions Club Scholarship
Meredith Village Savings Bank Scholarship
Rotary Business AwardFreedom Scholarship
Martin Heffernan ScholarshipHeart & Hands Thrift Shop 2022 Scholarship
Mr. & Mrs. Smith Scholarship
Schreiter Family Scholarship
Tiffany Richards Memorial Scholarship
Tyler Wade Memorial Scholarship

Schreiter Family Scholarship

Winnepesaukee Grange Scholarship

Edith B. Horne Scholarship
Huntress All Around Award
ILM/HS Student Council Scholarship
Mr. & Mrs. Smith Scholarship
Technology AwardInter-Lakes Education Association Scholarship
Maggie Cederstrom Memorial Scholarship
Meredith Kiwanis Club Scholarship
Meredith Rotary Club Scholarship
Mr. & Mrs. Smith Scholarship
Sandwich Fair Scholarship

Student**Award/Scholarship**

Amelia Nudd-
Homeyer

Annalee Scholarship
Doris Donovan Memorial Scholarship

Paulina Oakley

Meredith Rotary Club Scholarship
The Joseph F. Smith Award

Julia Pendergast

Annalee Scholarship
Chocorua Lodge #51 Scholarship
Meredith Rotary Club Scholarship

Gabe Staples

Center Harbor Congregational Church
Scholarship
Charles E. George Memorial Scholarship
Diane Kline Memorial Scholarship
ILM/HS Student Council Scholarship
Mr. & Mrs. Smith Scholarship
Sandwich Fair Scholarship
Tyler Wade Memorial Scholarship

Nicole Sullivan

Meredith Rotary Club Scholarship

Riley Towle

Alumni Loyalty Cup Faculty Award
Center Harbor Congregational Church
Scholarship
Garnet Hill Grange Scholarship
ILM/HS Student Council Scholarship
Inter-Lakes Education Association Scholarship
Sandy Blake Memorial Scholarship
Tyler Wade Memorial Scholarship
American Legion Post No. 33 Citizen Award
Wamesit Engine Companies Scholarship

Reagan White

Center Harbor Congregational Church
Scholarship

Hunter White

Meredith Rotary Club Scholarship
Mr. & Mrs. Smith Scholarship

Cooper Wilmot

Joseph T. Gnerre Memorial Music Fund
Wamesit Engine Companies Scholarship
Lakes Region Board of Realtors Scholarship
Winnepesaukee Grange Scholarship