



NH School Administrative Unit 106 | Timberlane Regional School District

30 Greenough Road, Plaistow, NH 03865 Voice: (603) 382-6119 Fax: (603) 382-3334

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Monday, July 14, 2025 AGENDA

Regular Business Meeting
SAU 106 Boardroom

Justin Krieger, Superintendent
Katie Knutsen, Chair
Mark Sherwood, Vice Chair

1. 4:30 PM Call to Order – Chair
2. Roll Call – Minute Taker
3. Pledge of Allegiance
4. Approval of Minutes
5. Delegates and Individuals
6. Current Business
 - a. Request for Proposals (RFPs): Waste Management – ACTION
 - b. Pest Control Contract – ACTION
 - c. School Board Goals – ACTION
7. Other Business
8. Nonpublic Session – if required.

DATE	TIME	LOCATION	TYPE OF MEETING
8/6/25	4:00 PM	SAU Boardroom	Curriculum & Assessment
8/7/25	5:00 PM	SAU Boardroom	Policy
8/11/25	6:15 PM	SAU Boardroom	Capital Improvement Plan
8/12/25	1:00 PM	SAU Boardroom	Facilities

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Note: When feasible, TRSB meetings are videotaped. These meeting minutes reflect only a basic summary of the meeting topics, discussion, and action. The Vimeo recording of this meeting can be viewed at: <https://vimeo.com/trsd>
Materials presented at the board meeting may be viewed at: [School Board Meeting Agenda Materials](#)

Timberlane Regional School Board Meeting Minutes

**Regular Board Meeting
June 19, 2025
7:00 PM**

**Superintendent's Office
30 Greenough Road
Plaistow, NH**

Call to Order

Board Members Present

Mark Sherwood, Marianne Springer, Brienna Woodworth, Alyssa Kowalczyk, Shauna Manthorn, Jack Sapia, Don Woodworth, Katie Knutsen, Paul LeCain

Seated at the Board Table

Justin Krieger, Superintendent
Sandra Allaire, Assistant Superintendent
Chris Martin, Executive Director

Administrators Present

Lucy Canotas, Director of Elementary Education
Kurt Schweiss, Director of Music

Mrs. Knutsen called the meeting to order at 7:00 pm.

APPROVAL OF MINUTES

MOTION: Mr. Sherwood motioned to approve the public minutes of 6/5/25. Seconded by Mrs. Woodworth Motion passed: 7-0-2 (Knutsen, LeCain abstained)

MOTION: Mr. Sapia motioned to approve the non-public minutes of 6/5/25. Seconded by Mr. Sherwood Motion passed: 7-0-2 (Knutsen, LeCain abstained)

DELEGATES & INDIVIDUALS

John Downing of Sandown congratulated the students who graduated. He referred to the unassigned fund balance and questioned what the amount is. He encouraged the School Board to have a robust conversation and to try to be as responsible as possible.

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MOTION: Mr. Sapia motioned to move the remaining 27 minutes to the end of the meeting. Seconded by Mr. Sherwood Motion passed: 9-0-0

STUDENT REPRESENTATIVE

Cameron Stack presented his school-wide report and highlighted happenings around the District via a video that was displayed on the screen. Some of the highlights include the work that is scheduled to be done to the front of the high school this summer. The 8th Grade celebration went well. Over the past few weeks, the elementary students who will be attending the middle school in the fall, visited the middle school. Sports highlights were given. Music trials for the 2nd, 3rd, and 4th graders were held in the PAC. The Improve team will be having a fund raiser this summer in the PAC.

CURRENT BUSINESS

a. 2025-2026 Performing Arts Center (PAC) Schedule

Mr. Schweiss presented the PAC events schedule for the upcoming year. This comes before the Board annually for approval. There are 68 performances scheduled in the PAC, and 38 performances that will be off campus.

MOTION: Mrs. Manthorn approved the 25/26 Performing Arts calendar as amended with the correct dates. Seconded by Mr. Sherwood. Motion passed: 9-0-0

b. Request for Proposals (RFP's)

Dr. Martin presented three RFP's.

1. Heating Oil – They received bids from Haffners, Palmer, and Hilton. The recommendation is to go with Palmer Oil. Mr. Sherwood suggested looking into a multi-year contract for next year.

MOTION: Mrs. Manthorn motioned to approve entering into a contract with Palmer Oil for heating oil at \$2.449 per gallon. Seconded by Mrs. Kowalczyk Motion Passed: 9-0-0

2. High School Perimeter Fencing – They received bids from Atlantic Coast Fence, Finnegan, Reliable Fencing, Fences Unlimited. The recommendation is to go with

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Fences Unlimited based on the number of employees they have available for this work and are efficient, thorough, and reliable. This project will happen over the summer.

MOTION: Mr. Sherwood motioned to approve entering into a contract with Fences Unlimited for TRHS perimeter fencing at \$138,249.00. Motion passed: 9-0-0

3. Painting – They received bids from Yannaco, Ultra Paint Brothers, Noonan Brothers and King Painting. The recommendation is to go with Noonan Brothers. They are a local vendor whose reputation was validated through inquiries.

Mr. Sapia asked if this painting includes exterior painting. Dr. Martin said exterior painting is being done by the Maintenance Department. Typically painting occurs every year. There is a cycle they go through.

MOTION: Mrs. Manthorn motioned to approve entering into a contract with Noonan Brothers for district-wide painting at \$99,950.00. Seconded by Mr. Sapia Motion passed: 9-0-0

c. Controls Technology Service Contract Renewal - 2026

Dr. Martin presented the request to extend the contract with (CTI) Control Technologies Incorporated. CTI has been our control installer of choice for the HVAC work, particularly with the Lease Project. This service contract consists of addressing building automation controls and software maintenance for nine buildings. She is requesting to waive policy DJE in order to continue with CTI for FY26.

Mr. Sherwood asked if there is an expense to having software updates. Dr. Martin stated they will need someone to manage that going forward.

Mr. LeCain believes they should entertain bids next year and to start the bid process earlier in the year.

MOTION: Mr. Sapia motioned to waive Policy DJE to continue a relationship with Controls Technology for FY26. Seconded by Mrs. Springer Motion passed: 9-0-0

MOTION: Mr. Sapia motioned to approve a contract extension with CTI for FY26 at a cost of \$61,638.00. Seconded by Mrs. Woodworth. Motion passed: 8-0-1 (Sherwood abstained)

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d. Lease Prepayment Option

Mr. Krieger presented this to the Board. The Prepayment amount is \$3,077,415 which will result in significant interest savings of \$1,207,039. This strategic move aligns with our goal of optimizing financial resources and reducing liabilities. Phase 1 of the project is complete.

Mr. Krieger explained the Administrative Team can utilize our capital lines first to make the prepayment. We will use SY24/25 funds. The penalty for prepayment is around \$60,000 and it is included in the total payment.

Mr. LeCain referred to the previous year when they were going to retain funds to do the same thing they want to do now, but then discovered they couldn't do it procedurally. There were members of the public when they attempted to do that, despite a lot of clarity during the meeting, he heard words like "You are keeping our money, you need to return it to the people." We were clear it would go for a vote and if they voted against it, the funds would be returned. He understands this time is a little different, but he can already hear the cries that we are spending all this money even though there is over \$1 million in savings in doing so.

Mrs. Knutsen explained the Board has to make decisions and we are never going to make decisions that are going to please everybody. We have to make decisions as to what is best for the taxpayers, our community and our children. This is within our authority of the Board to do this.

Mrs. Woodworth asked how they would see the cost savings.

Mr. Krieger explained when we began phase 1, we began paying phase 1 and that would take us out to 2043. When we prepay that, that payment will be about \$200,000 per year. You won't have that \$200,000 included in the lease payment.

Mrs. Springer clarified that these funds are in the budget that was voted and we have the funds in the budget now to make this savings? She commented that at the last meeting she had asked to hold off until tonight for a vote so it would give members from the community an opportunity to be heard. Since they have not heard from anyone, she believes they should move forward.

MOTION: Mr. Sherwood motioned to approve prepaying Phase 1 of the \$25 million lease in the amount of \$3,077,415. Seconded by Mr. LeCain Motion passed: 9-0-0
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e. Budget to Actual Report

Mr. Krieger presented the monthly budget to actual report. The revenue is at 95% of the budget and they should receive all expected revenue by the end of June. We are trending up in

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expenses. We will be closing the year from somewhere between \$80 million to \$80.5 million range which is essentially \$8 million to \$9 million up from spending last year.

Mr. Sherwood asked where those major deltas come from regarding expenses. Mr. Krieger said from salaries and work they are doing with facilities.

Mrs. Woodworth asked if the vote they just took tonight is reflected in the projection. Mr. Krieger doesn't believe so, but he will get back to her. He wants to be accurate.

f. Elementary Enrollment Update

Mrs. Canotas presented the monthly elementary enrollment report in accordance with Policy IIB. There are some classes within one or two students from the maximum allowed. They are continuing to watch Grade 3 in Danville which is at capacity but the number hasn't changed.

Mrs. Kowalczyk asked what the capacity is for Pre-K, PK, and Kindergarten. Mrs. Canotas stated the capacity for Pre-K is 17 and for PK is 12. The capacity for kindergarten is 20.

g. Academic Standards Approval

Mrs. Allaire presented her executive summary. This will mostly be a standing item on the agenda. It will be ongoing work and will impact all the schools. She talked about the changes to the NH Minimum Standards for School Approval (ED 306 Rules). They were adopted in December 2024. These state standards form the basis for district curricula and local competencies. The rules also require a review of each set of academic standards every 10 years to determine necessary updates. She informed the Board that while districts are expected to adopt the state's academic standards, ED306.26.j allows local boards to approve alternative standards if they meet or exceed the rigor of the state's. She reviewed the Academic Standards Approval Template which outlines all the academic standards used in TRSD as compared to those used by the state.

Mrs. Allaire informed the Board we have been exceeding the national standards and we far exceed the state standards. The Curriculum and Assessment Committee voted unanimously to recommend the adoption of the standards as presented.

MOTION: Mrs. Manthorn motioned to adopt the academic standards outlined in the Academic Standards Approval Template for all identified content areas. Seconded by Mrs. Springer. Motion passed 9-0-0

h. Revocation of Policy DO: Food Services Meal Account Balances

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MOTION: Mrs. Woodworth motioned to repeal Policy DO: Food Service Meal Account Balances. Seconded by Mrs. Manthorn. Motion passed: 9-0-0

i. New England Center for Children (NECC) 2025-2026 Programming

Mr. Krieger presented a recommendation to contract with NECC for a secondary classroom program for SY 25-26 funded by FY25 monies. We currently contract with NECC to provide special education programming to students on the autism spectrum at the preschool level at Sandown Central and at the elementary level at Atkinson Academy.

Mr. Krieger stated the administration is recommending to fund a NECC program at the secondary level to this budget planning cycle in order to support current elementary students who will rise to the secondary level as 6th graders.

He asked the School Board to consider utilizing FY25 funds to enter into a contract with NECC to establish a secondary partner classroom to begin operations in the fall of 2025.

Mr. Krieger also presented a budget transfer request for approval in the amount of \$218,000 in order to provide special education programming to students at the secondary level during 25-26 school year.

MOTION: Mr. Sherwood motioned to utilize FY25 to enter into a contract with NECC to establish a secondary classroom beginning in the Fall of 2025 for \$218,000. Seconded by Mrs. Manthorn. Motion passed 8-0-1 (Springer abstained)

MOTION: Mr. Sherwood motioned to approve those budget transfers in the amounts and accounts specified in the Budget Transfer Request dated June 19, 2025 totaling \$218,000. Seconded by Mrs. Manthorn. Motion passed 8-0-1 (Springer abstained)

ADMINISTRATORS REPORT

Dr. Martin reminded the Board they have a walk through on June 24, 2025 at 11:00 AM for the bathroom renovations at the high school. The bid opening will be July 10, 2025.

Dr. Martin received notice today that the District is 100% compliance in the NHSEIS system for Special Education. Also, they also received notification that we have no determination of significant disproportionality for discipline or identification of students.

She announced that Danielle Bates is the New England Champion and is off to Nashville.

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Mrs. Allaire provided highlights over the past year and had given updates on activities for grant funding. They developed a new program this year. They worked in conjunction with the educators at the high school who work with our Life Skills programming. She requested funding from the state through Title IV funding to purchase supplies to build and put into operation four hydroponic tower gardens at the high school.

Mr. Krieger let the Board know the glasses in front of them are from the Student Council.

He is looking for two board members to sit on the negotiation teams for the four contracts.

TAAM - Shauna Manthorn and Don Woodworth
TSSU – Marianne Springer and Mark Sherwood
TAU- Katie Knutsen and Alyssa Kowalczyk
CODA/SLP – Shauna Manthorn and Katie Knutsen

He mentioned a poll that was sent to the Board for a date and time during the week of July 14th to meet with legal counsel.

They will be closing tomorrow with an all staff assembly in the PAC from 9:00 to 9:30. All Board members are invited to attend.

Mr. Krieger stated the Tax Cap Committee will start meeting in July.

He stated the DRA did not accept their rationale regarding the fund balance retention. Legal Counsel has sent a letter to the DRA on May 30th but they have not heard back yet.

They will be tracking where the cell phone legislation ends up.

Mr. Krieger referred to the Health Trust fund. The bill is non-concurred which means coverage is not ending.

Mr. Krieger let the Board know that this year, they brought back having the Seniors go to the elementary school. It went well and they will continue to do that next year.

Mr. Krieger made a request of the Board. They worked this spring to realign the budget to the voted budget given to them by the voters. In doing so, they eliminated a great number of positions that had money attached to those position. As he looks forward and looks at their paraeducators, we are now in a position as a district where we don't have any open control codes for paraeducators. If they were to find someone they want to hire, they don't have a position to hire them in. He asked the Board if they can create tonight, possibly five TSSU paraeducator

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positions without any funding attached to them. This is not a money or fiscal piece. It is creating a position so we can create the control code. That will allow us over the summer that if some of our contracted paraeducators want to come and work for TRSD, it would allow them to have a job they can go into and apply for. He would then come back before the Board and request a transfer from the contracted services line which is currently supporting that paraeducator into the position created tonight to fund it. It would cost us less money in the end. He spoke with legal council today and they believe it is a brilliant idea and a legal one.

MOTION: Mrs. Manthorn motioned to create five paraeducator positions to be funded through the special education contracted services in FY 24-25 if we are able to hire our own employees. Seconded by Mr. Sherwood. Motion passed: 9-0-0.

PERSONNEL REPORT

MOTION: Mrs. Manthorn motioned to accept the professional nominations of Kelly Beattie, Library/Media Specialist, Pollard School; Brenna Brown, 0.5 Preschool Teacher, Atkinson Academy; Katie Coppola, Special Education Teacher, TRHS; Angela Miller, Technology Integration Specialist, District; Casey Sheehan, Elementary Teacher, Sandown North. Seconded by Mrs. Kowalczyk Motion passed 8-0-1 (Mr. Woodworth abstained)

MOTION: Mrs. Manthorn motioned to accept the professional resignations of Heather Bartlett, Speech Language Pathologist, TLC; Danielle Larson-Clark, English Teacher, TRHS. Seconded by Mr. Sherwood Motion passed 9-0-0

COMMITTEE REPORTS

Mrs. Springer – The Curriculum and Assessment committee meeting she attended was covered this evening. She attended the Excellence in Academics Award and the Senior Clapout at Danville School.

Mrs. Woodworth – The CIP met on Monday. They are making good progress. The next meeting will be in August. She attended the Danville Field Day today.

Mr. Sherwood – He attended the Middle School graduation ceremony which was very memorable and positive. He spoke about the Facilities meeting. They talked about year-end stuff, specifically the ballfields. With the students now out of the buildings, there will be maintenance work happening.

Mrs. Knutsen – She attended the High School graduation ceremony. The Governor spoke at the graduation.

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Mr. Sapia – He attended the CIP meeting and they have gotten the list down to 5/6 items and they are archiving the others. They will be offering the Board a prioritized list.

OTHER BUSINESS

No other business discussed.

DELEGATES AND INDIVIDUALS (cont'd) -

John Downing of Sandown asked Mr. Krieger about the legality of adding positions into an already voted budget. He asked what the unassigned fund balance is. They knew early last year. He referred to the discussion earlier involving the prepayment of the lease and stated that it is not entirely true they were against it last year. It was a good idea at one point, but then they determined it was not a good idea. To say we were not in favor of it is not entirely true. To be mocked by a school board member tonight was not very pleasant to hear and questioned whether they want to wake the bear again.

Jack Sapia of Atkinson spoke as a private citizen. He spoke very highly of the work that is done by the School board. Speaking for himself, he referred to the previous speaker and said if the shoe fits wear it. The Board should not be subjected to ridicule, being called dishonest, being called thieves and that has happened on a continuous basis. When it comes to mocking, the School Board has been mocked plenty.

There was no further business before the Board.

MOTION: Mrs. Manthorn motioned to enter non-public under RSA 91-A:3, Paragraph II (c) Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of the public body itself, unless such person requests an open meeting. This exemption shall extend to any application for assistance or tax abatement or waiver of a fee, fine, or other levy, if based on inability to pay or poverty of the applicant. Seconded by Mr. Sherwood Motion passed 9-0-0

Sapia – Yes D. Woodworth – Yes Sherwood – Yes Manthorn – Yes Knutsen - yes
B. Woodworth – Yes Kowalczyk – Yes Springer – Yes LeCain - yes

The Board entered non-public session at 9:19 PM.

The Board returned to public session at 9:43 PM to seal the minutes and adjourn.

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MOTION: Mr. Woodworth motioned to seal the non-public minutes. Seconded by Mrs. Springer Motion passed: 9-0-0

The meeting was adjourned at 9:46 PM.

Respectfully submitted,

Linda Mahoney
Recording Secretary

Approved by the School Board on



July 14, 2025

EXECUTIVE SUMMARY - Waste Removal Bid - 2025

An RFP for district-wide waste removal was posted and issued to vendors requesting proposals. Bids were opened on Friday, June 27, 2025. After careful consideration, we propose awarding the bid to K-Town Disposal- Year 1 - \$43,900, Year 2 - \$56,160, Year 3 - \$57,345. It should be noted that K-Town Disposal is a local vendor whose reputation was validated through inquiries with school districts in the area.

Action - For the Board to accept the district waste bid from K-Town Disposal as noted.
Respectfully submitted,

Chris Martin, Ed.D.
Executive Director



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Bid Opening Record

Bid: Waste Removal

Date: 06/27/25

Ref. Policy DJE

<u>Bidder</u>	<u>Address</u>	<u>Description</u>	<u>Qty</u>	<u>Unit Price</u>	<u>Total Amount</u>	<u>Attended</u>
ZeroWaste		Year 1			\$55,450	Yes
Zero Waste		Year 2			\$68,536.20	Yes
Zero Waste		Year 3			\$70,592.29	Yes
K-Town		Year 1			\$43,900	Yes
K-Town		Year 2			\$56,160	Yes
K-Town		Year 3			\$57,345	Yes
Casella		Year 1			\$48,130	Yes
Casella		Year 2			\$60,643.80	Yes
Casella		Year 3			\$63,675.99	Yes
Waste Management		Year 1			\$67,742.20	No
Waste Management		Year 2			\$85,350.36	No
Waste Management		Year 3			\$89,622.60	No

Witnesses:

Recorder:

Heather Greenfield

Name

Signature

Low bidder submittal will be reviewed to insure compliance with bid specs.

Reference checks will be completed prior to awarding of bid.

This form will be on file in the District Office for one year and attached to electronic Purchase Requisition.

The mission of the Timberlane Regional School District is to engage all students in challenging and relevant opportunities, emphasizing high aspirations and personal growth.



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July 14, 2025

EXECUTIVE SUMMARY - Pest End Three Year Agreement

Pest End has been our pest mitigation company for more than four years. Their pricing sheet reflects a three-year commitment with no increases. The pricing provided by the other vendors is not consistent with what Pest End has provided in the past or in their current proposal. Upon our initial engagement with Pest End, they waived installation fees and have over the years, responded promptly to emergency calls.

PEST SERVICES QUOTES - INTEGRATED PEST MANAGEMENT

	Paul Magowan			Justin Lemay		Anthony Small	
	ORKIN			Pest-End		Cornerstone	
	Initial Month	Per Service Visit		Initial Month	Per Service Visit	Initial Month	Per Service Visit
AA	\$ 393.00	\$ 110.00	\$ 900.00	NA	\$ 226.00		\$ 120.00
DS	\$ 393.00	\$ 110.00	\$ 900.00	NA	\$ 166.00		\$ 130.00
SC	\$ 393.00	\$ 110.00	\$ 900.00	NA	\$ 194.00		\$ 120.00
SN	\$ 393.00	\$ 110.00	\$ 900.00	NA	\$ 163.00		\$ 120.00
PS	\$ 405.00	\$ 110.00	\$ 900.00	NA	\$ 196.00		\$ 120.00
PAC	\$ 247.00	\$ 120.00	\$ 900.00	NA	with HS		\$ 120.00
HS	\$ 525.00	\$ 140.00	\$ 1,200.00	NA	\$ 357.00		\$ 185.00
MS	\$ 393.00	\$ 110.00	\$ 900.00	NA	\$ 163.00		\$ 120.00
SAU	\$ 393.00	\$ 110.00	\$ 900.00	NA	upon request		\$ 90.00
		\$ 1,030.00			\$ 1,465.00		\$ 1,125.00
	12 months	\$ 12,360.00		12 months	\$ 17,580.00	12 months	\$ 13,500.00
	36 months	\$ 37,080.00		36 months	\$ 52,740.00	36 months	\$ 40,500.00

Action - To approve the three year agreement with Pest End at \$52,740.00.

Respectfully submitted,

Chris Martin, Ed.D.
Executive Director

Timberlane Regional School Board Goals Academic Year 2024-2025

Learning

1. Further enhance personalized learning through STEAM, SEL, vocational, dual enrollment, non-traditional, and extended learning opportunities through policy and budgetary development and implementation as reported by Administration.
2. Approve professional development opportunities that align with enhancing personalized learning for PreK-12 students.
3. Monitor the alignment of K-12 instruction, assessment, and reporting to build consistency across the district related to personalized student learning.

Personnel

1. Evaluate the performance of the SAU including staffing, operation, and organization.
2. Ensure the implementation of an organizational chart with succession plan utilizing job descriptions-which include the qualities of being evaluated annually per school year.

Community, Connection and Communication

1. Develop a five-year strategic plan for implementation by March 1, 2028.
2. Finalize and approve a five year Strategic Plan (2029-2034) and monitor implementation quarterly at School Board Meetings.
3. Explore alternative methods of district efficacy outcome measures including but not limited to strategic planning.
4. Invite and engage the students, staff, and community during School Board Meetings as they present accomplishments and achievements as well as experiences, cultures and perspectives.
5. Address sub committee work through regular updates at School Board Meetings to improve communication and increase engagement with stakeholders, students, staff and community.
6. Develop opportunities for parents, students, staff, stakeholders, and community to engage in activities to support improved mental health/wellness.

Facilities and Learning Environments

1. Adopt and monitor current budget while identifying concerns/gaps that impact student learning environments to be addressed through the budgetary planning process.
2. Ensure the District Wide Maintenance Schedule reports both short term and long term projects to be done in alignment with the Facilities Master Plan, Strategic Plan, and Capital Improvement Plan and are addressed through the budgetary process.

Timberlane Regional School Board Goals Academic Year 2023-2024

Learning

1. Further enhance personalized learning through STEAM, SEL, vocational, dual enrollment, non-traditional and extended learning opportunities through policy and budgetary development and implementation as reported by Administration
2. Approve professional development opportunities that align with enhancing personalized learning for PreK-12 students
3. Monitor the alignment of K-5 instruction, assessment and reporting to build consistency across the district related to personalized student learning

Personnel

1. Evaluate the performance of the SAU including staffing, operation and organization
2. Ensure the implementation of an organizational chart with succession plan utilizing job descriptions-which include the qualities of being evaluated annually per school year

Community, Connection and Communication

1. Develop a five-year strategic plan for implementation by March 1, 2023
2. Finalize and approve a five year Strategic Plan (2024-2029) and monitor implementation monthly at School Board Meetings
3. Invite and engage the students, staff, and community during School Board Meetings as they present accomplishments and achievements as well as experiences, cultures and perspectives
4. Address sub committee work through regular updates at School Board Meetings to improve two way communication and increase engagement with stakeholders, students, staff and community

Facilities and Learning Environments

1. Adopt and monitor current budget while identifying concerns/gaps that impact student learning environments to be addressed through the budgetary planning process
2. Ensure the District Wide Maintenance Schedule reports both short term and long term projects to be done in alignment with the Facilities Master Plan, Strategic Plan, and Capital Improvement Plan and are addressed through the budgetary process

School Board Goals

ACADEMICS

1. Develop or improve career pathways for students by extending learning opportunities, negotiating more vocational experiences, expanding dual enrollment possibilities, and non-traditional courses.
2. Establish a career day with the intent to provide a comprehensive summary of all opportunities and pathways for students.
3. Address identified needs for PreK-12 resulting from the prior school year's remote learning by implementing suggestions for improvement within the 2022-23 school year. Identified needs should be determined by June 30, 2022. Create and provide services to address those needs. Support district personnel in addressing those needs.
4. Identify needs for PreK-12 STEAM opportunities to be expanded in the district prior to budget development, with the intent to implement those opportunities into the 2022-23 school year. Establish an event to allow the community to explore and identify the various domains of STEAM.
5. Review data on preparedness for college, workplace, and career, and on success post college gathered via survey for TRSD line of STEAM resources and materials available in classrooms with an explanation of utilization by staff by June 30, 2022.

ADMINISTRATION

1. Evaluate & assess the performance of the SAU in terms of staffing, operation, budget, and organization (as needed).
2. Develop job descriptions for all positions and organizational charts for each department/section etc. by utilizing job descriptions from nearby school districts or determined by the needs of our district. Descriptions must include qualities that could be evaluated at least annually per school year.
3. Identify a comparison group of New Hampshire School districts and use the individual district and aggregate data as metrics to gauge TRSD's student academic achievement and academic growth patterns.
4. Support curriculum work done K-5 to align instruction, assessment, and reporting and to build consistency between elementary buildings.
5. Develop and implement an evaluation system for administrators for annual evaluation prior to contract renewal.

FINANCIAL

1. Evaluate the current budget and look at how to best allocate funds to address any concerns/gaps identified in above academic goal.
2. Audit for TRSD to be free of significant deficiencies and material weaknesses, and to the Board no later than February 2023
3. Ensure the pay structure is equitable and competitive so that we can attract and retain high performing staff.

FACILITIES

1. Develop a comprehensive Preventative Maintenance Schedule for district equipment, including but not limited to vehicles, tools, power equipment, heating & air conditioning units, etc.
2. Review every school building to determine if each school is adequately meeting the needs of students and staff, with consideration of current learning practices, including STEAM. School adequacy should also be evaluated based on an appropriate student to teacher ratio per classroom determined by the board, based on research and state regulated recommendations.

School Board Goals

BUDGET

1. Receive first draft of CFO's proposed/recommended Operating Budget for FY22-23 with an executive summary for any major budget drivers by October 1, 2022.
2. Receive first draft of CFO's proposed Default Budget for FY22-23 and be provided explanations of justifications for any increases or decreases by line item as is required by statute.

CULTURE CLIMATE

1. Work with the superintendent to incorporate aspects of the current strategic plan (2018-2023) to address identified issues into district schools.
2. Develop a new five-year strategic plan (2024-2029) by January 1, 2023, with a draft developed by October 1, 2022 (in conjunction with the proposed 2022-23 operating budget).
3. Take action when possible to address needs identified in the development of the draft of the five-year strategic plan (2024-2029).
4. Finalize and approve a five-year strategic plan (2024-2029) for implementation by March 1, 2023.
5. Evaluate the prior implementation of the No Bullying initiative and determine if it should be reinstated. If it is determined to be an insufficient solution, determine a different initiative that will incorporate the social-emotional needs of students to more effectively address student behavior instead of relying on punitive discipline.
6. Ensure timely and clear communication to the community regarding district decisions and situations.
7. Support a consistent initiative for collegial feedback and inter building collaboration throughout the district.

Submitted to School Board on June 2, 2022
Steven Finnegan, Chair
Kristin Savage, Vice Chair
Timberlane Regional School Board